

PROCEEDINGS HELD BEFORE THE
BALDWIN COUNTY COMMISSION
(SPECIAL MEETING - BUDGET DELIBERATIONS)
Thursday, August 15, 2019

The following proceedings were held on this
the 15th day of August, 2017, 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:**

Billie Jo Underwood, Finance Chairman

Charles F. (Skip) Gruber, Commission Chairman

James E. (Jeb) Ball

Joe Davis, III

ALSO PRESENT:

Ron Cink, Director, Budget/Purchasing
Department

Christie Davis, Senior Budgeting Accountant,
Budget/Purchasing Department

Wayne Dyess, Administrator, Baldwin County
Commission

Deidra Hanak, Director, Personnel Department

Donna Bryars, Acting and Interim

Clerk/Treasurer, Finance/Accounting
Department

Mike Howell, Director, Building Inspection
Department

Betty Sweet, Baldwin County Board of
Registrars

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27
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I N D E X

Welcome By the Chairman.....	5
Invocation.....	5
Pledge of Allegiance.....	5
1 - Insert Special Meeting Call Letter Into the Record.....	5
2 - Conduct Baldwin County Fiscal Year 2019-2020 Budget Deliberations.....	6
2-A - Budget Deliberations For the Baldwin County Sales Tax/License Inspection Department.....	6
2-B - Budget Deliberations For the Baldwin County Building Inspection Department.....	9
2-C - Budget Deliberations For the Baldwin County County Attorney.....	32
2-E - Budget Deliberations For the Baldwin County Board of Registrars.....	48
2-F - Warrant Discussions For the Baldwin County Commission.....	73
2-G - Decision Items Discussion For the Baldwin County Commission.....	77
3 - Public Comments.....	259
4 - Press Questions.....	259
5 - Commissioner Comments.....	259
6 - Adjournment.....	261

1
2
3
4
5
6
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10
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27
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ATTACHMENTS

ATTACHMENT 1 - Special Meeting Call Letter..... 6

ATTACHMENT 2 - FY 2020 Projected Line Item Budget Report For Fund 00001, General Fund; Cost Center 51750, Sales Tax/License Inspection Department..... 6

ATTACHMENT 3 - Decision Items List Updated 8/12/19..... 6

ATTACHMENT 4 - FY 2020 Projected Line Item Budget Report For Fund 00001, General Fund; Cost Center 52710, Building Inspection Department..... 10

ATTACHMENT 5 - FY 2020 Projected Line Item Budget Report For Fund 00001, General Fund; Cost Center 51975, County Attorney..... 32

ATTACHMENT 6 - FY 2020 Projected Line Item Budget Report For Fund 00001, General Fund; Cost Center 51920, Board of Registrars..... 48

P R O C E E D I N G S**A - WELCOME BY THE CHAIRMAN**

FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All right. Welcome, everyone, to the budget meeting this morning.

B - INVOCATION

FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'd like to ask Commissioner Gruber to do the invocation, please.

(Commissioner Charles F. (Skip) Gruber led in prayer.)

C - PLEDGE OF ALLEGIANCE

COMMISSIONER JOE DAVIS, III: Humbled and proud, join me in the Pledge of Allegiance.

(The Pledge of Allegiance was recited.)

COMMISSIONER JOE DAVIS, III: Thank you.

1 - INSERT SPECIAL MEETING CALL LETTER INTO THE RECORD

FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Start out by inserting the special meeting call letter into the record.

COMMISSIONER JAMES E. (JEB) BALL: Make a motion.

1 COMMISSIONER JOE DAVIS, III: Second.
2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
3 those in favor, signify by saying aye.
4 (Commissioners say "aye" in unison.)
5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The ayes have it.
6 All right.

7 *****

8 *ATTACHMENT 1 - SPECIAL MEETING CALL LETTER*

9 *****

10 **2 - CONDUCT BALDWIN COUNTY FISCAL YEAR 2019-2020 BUDGET**
11 **DELIBERATIONS**

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 We'll start with the -- What have we got, Mr. Cink?

14
15 **2-A - BUDGET DELIBERATIONS FOR THE BALDWIN COUNTY SALES**
16 **TAX/LICENSE INSPECTION DEPARTMENT**

17 *****

18 *ATTACHMENT 2 - FY 2020 PROJECTED LINE ITEM BUDGET REPORT*
19 *FOR FUND 00001, GENERAL FUND; COST CENTER 51750, SALES*
20 *TAX/LICENSE INSPECTION DEPARTMENT*

21 *****

22 MR. RON CINK: Good morning, Madam Chairman
23 and Commissioners. The first item up is Sales Tax.
24 We're actually going down in -- in -- in costs from
25 last year.

26 *****

27 *ATTACHMENT 3 - DECISION ITEMS LIST UPDATED 8/12/19*

28 *****

1 MR. RON CINK: A couple of -- a couple of
2 issues on decision items that I'm asking for. I'm
3 asking for a -- a reduction in a position that is
4 currently vacant. We don't need it.

5 COMMISSIONER JOE DAVIS, III: Good.

6 MR. RON CINK: So I'm asking for that to be
7 abolished in and part of the -- part of the
8 decisions.

9 The other thing that we looked at was a -- in
10 the -- in the front of the Sales Tax Office, it's
11 open. And it's open. Anybody could just run in
12 there. There's no -- there's no separation or
13 anything. I'd like to put a -- put some sort of
14 wall or some sort of barrier in there.

15 And, also, the -- the lady at the front there
16 oftentimes works with taxpayers. I'd like to work
17 with Brian and get another computer screen so that
18 she --

19 MR. BRIAN PEACOCK: She can --

20 MR. RON CINK: -- she could -- yeah -- she
21 could sit there and work with them side by -- you
22 know, looking -- both of them looking at the
23 same -- just a duplicate type screen thing.

24 The estimated cost on that is around thirty
25 thousand dollars (\$30,000). So that's the two --
26 that's what I request on Sales Tax.

27 COMMISSIONER JOE DAVIS, III: Does that
28 current office have -- that first person, do they

1 have a panic button or something like where if
2 something crazy walked in or someone acting crazy?

3 MR. RON CINK: You know, I didn't -- I
4 don't know. I -- we're right there next -- next to
5 the bank. And the Sheriff's Office is --

6 COMMISSIONER JOE DAVIS, III: I understand.

7 MR. RON CINK: -- the next floor up, you
8 know. But I'll check that out. We -- we need --

9 COMMISSIONER JOE DAVIS, III: Well, and
10 that --

11 MR. RON CINK: -- something there.

12 COMMISSIONER JOE DAVIS, III: Wayne, that
13 becomes part of the whole --

14 MR. RON CINK: Yeah.

15 COMMISSIONER JOE DAVIS, III: You know, we
16 need to look at that everywhere.

17 COMMISSIONER JAMES E. (JEB) BALL: The
18 new -- the new system that Brian is implementing is
19 going to encompass every --

20 COMMISSIONER JOE DAVIS, III: Yes, sir.

21 COMMISSIONER JAMES E. (JEB) BALL: --
22 County computer whatsoever.

23 COMMISSIONER JOE DAVIS, III: Okay. Good.

24 COMMISSIONER JAMES E. (JEB) BALL: Nobody
25 will be left out.

26 COMMISSIONER JOE DAVIS, III: There you go.
27 You're right. In the meantime, we need to make
28 sure however long that'll take, that we --

1 MR. RON CINK: Yeah. And -- and -- and my
2 biggest thing was, like -- like I said, a barrier
3 of some sort.

4 COMMISSIONER JOE DAVIS, III: Sure.

5 MR. RON CINK: You know, it can be a half
6 wall, a three-quarter wall, something like that,
7 just so that somebody can't just run in there and
8 run all the way to the back.

9 COMMISSIONER JOE DAVIS, III: Yeah.

10 MR. RON CINK: Okay. The back is -- is
11 secured, but the front is open to the public
12 because people come in and pay their -- pay their
13 taxes. And sometimes they're a little --

14 COMMISSIONER JOE DAVIS, III: Sure.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
16 right. Any -- any more questions?

17 (No response.)

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
19 don't think when you're asking for less it's
20 usually an issue, is it?

21 MR. RON CINK: No.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Okay.

24

25 **2-B - BUDGET DELIBERATIONS FOR THE BALDWIN COUNTY**

26 **BUILDING INSPECTION DEPARTMENT**

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 Who's next?

1 MR. RON CINK: Next up is Building
2 Inspection. Mike.

3 *****

4 *ATTACHMENT 4 - FY 2020 PROJECTED LINE ITEM BUDGET REPORT*
5 *FOR FUND 00001, GENERAL FUND; COST CENTER 52710,*
6 *BUILDING INSPECTION DEPARTMENT*

7 *****

8 MR. MIKE HOWELL: What I came up with the
9 budget for 2020 this year is seven hundred
10 fifty-four thousand, eight hundred thirty-two
11 dollars (\$754,832). That's an increase of about
12 fifty-four thousand (\$54,000) over last year. And
13 most of that came in wages and insurance, is what
14 jumped that up.

15 And I am asking for one vehicle. It's the last
16 vehicle I need to update, replacing a 2007 Ford
17 F-150. And that should do vehicles for the next
18 three, four, five years, because everything will be
19 pretty much new that we've got. And so we won't
20 need any more for several years on that.

21 I did a little background numbers on this. For
22 the last twelve (12) months, we've averaged about
23 seventy-one thousand dollars (\$71,000) a month in
24 revenue that we've taken in. And for this fiscal
25 year through July, we've averaged about seventy-two
26 (\$72,000) a month for this fiscal year.

27 And the budget, including the truck, looks to
28 be about sixty-two thousand dollars (\$62,000) a

1 month. So we should have a little extra, if the
2 economy continues like it is. So I don't see
3 any -- any problems there.

4 And then the Coastal Program is seventy-four
5 thousand (\$74,000), I think, is what the budget is
6 for it. Now, we get thirty-five thousand (\$35,000)
7 a year from the State for that program. So that
8 cuts that down.

9 It's pretty -- it's pretty -- pretty small.
10 Everything else is pretty much in line, a little
11 bit of an adjustment, five hundred (\$500) here, a
12 thousand dollars (\$1,000) there.

13 COMMISSIONER JOE DAVIS, III: Okay.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: Yeah. I looked. There's not a -- you
16 don't have a whole lot of movement, except for, you
17 know -- Supplies are pretty well staying the same,
18 you know.

19 The only thing I noticed in there was just
20 the -- the vehicle and the capital expenditures.
21 And that was it.

22 MR. MIKE HOWELL: Yeah. I just -- a little
23 bit in training, because I've got a lot of my --
24 some young inspectors are going to --

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Yeah.

27 MR. MIKE HOWELL: -- going to need a little
28 more training.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Sure.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Well, you've got -- got some new ones.

4 MR. MIKE HOWELL: That's right.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: You brought a new one on. And, plus,
7 you're going to have to look at -- you're going to
8 have some new ones coming on. You've got one
9 that's retiring.

10 MR. MIKE HOWELL: Yeah.

11 COMMISSIONER JAMES E. (JEB) BALL: I was
12 going to say -- that's what --

13 MR. MIKE HOWELL: Yeah.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: And so you've got --

16 MR. MIKE HOWELL: Yeah.

17 MR. WAYNE DYESS: Is Claude retiring, too?
18 Somebody told me that.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Claude --

21 MR. MIKE HOWELL: He said he's retiring in
22 February or March. I don't have anything in
23 writing officially. That's just what -- he just
24 told that.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: I mean, that's -- So, I mean, he's got --
27 you know, there's -- there's a lot of movement
28 within that department.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. MIKE HOWELL: Yeah, it is. And that'll
2 really be a reduction, because the people coming in
3 won't be paid as high as --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)
5 GRUBER: Yeah. But your training costs are going
6 to go up a little bit.

7 MR. MIKE HOWELL: Yeah. Yeah, it -- it
8 will.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: Yeah. That --

11 COMMISSIONER JOE DAVIS, III: And the
12 number of cases they can handle, it'll take them a
13 while to get --

14 MR. MIKE HOWELL: Right.

15 COMMISSIONER JOE DAVIS, III: -- where they
16 can handle it right.

17 MR. MIKE HOWELL: Correct.

18 COMMISSIONER JOE DAVIS, III: Okay.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
20 right.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Looks good to me.

23 COMMISSIONER JOE DAVIS, III: Well,
24 question, Mike. Currently do you feel like you've
25 got the sufficient --

26 MR. MIKE HOWELL: Uh-huh. (Indicates
27 affirmatively.)

28 COMMISSIONER JOE DAVIS, III: -- numbers of

1 people? I'm assuming they're qualified, because I
2 know they are -- to do the job that -- that we have
3 now and what we project into the future?

4 In other words, do we need to start building
5 toward expanding or realigning some of the
6 personnel?

7 MR. MIKE HOWELL: Currently I've got enough
8 to handle what we've got. Okay. One thing I never
9 know is I never know when I'm going to get a police
10 jurisdiction back.

11 COMMISSIONER JOE DAVIS, III: That's right.

12 MR. MIKE HOWELL: And if that happens,
13 that --

14 COMMISSIONER JOE DAVIS, III: That
15 changes --

16 MR. MIKE HOWELL: -- increases the --

17 COMMISSIONER JOE DAVIS, III: Sure.

18 MR. MIKE HOWELL: -- amount of work, you
19 know, that we have to do.

20 COMMISSIONER JOE DAVIS, III: Sure.

21 MR. MIKE HOWELL: But right now we're --
22 we're good where we're at, once I get --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
24 jobs is our whole budget.

25 MR. MIKE HOWELL: Ma'am?

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
27 job is a lot of areas in the budget.

28 MR. MIKE HOWELL: Yeah. It -- it --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 So --

3 MR. MIKE HOWELL: It does. Especially if
4 you take a --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 Yeah.

7 MR. MIKE HOWELL: Like Bay Minette, Bay
8 Minette takes a huge area. If they were to give it
9 back to us, you know, that adds -- adds a lot back
10 on us.

11 But it's kind of hard to project or predict,
12 you know, how that's going to go. But once -- once
13 I get Kirk replaced, we'll be back where I need to
14 be.

15 COMMISSIONER JOE DAVIS, III: Okay.

16 MR. WAYNE DYESS: And, according to State
17 law, you've got to give a -- a year's notice before
18 you can remove your police jurisdictions. So
19 that -- it -- it gives you time to budget that.

20 COMMISSIONER JOE DAVIS, III: Okay. Good.

21 MR. WAYNE DYESS: That's a recent change in
22 the past few years --

23 COMMISSIONER JOE DAVIS, III: Right.

24 MR. WAYNE DYESS: -- if I'm not mistaken.

25 MR. RON CINK: Correct.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

27 That's good.

28 COMMISSIONER JOE DAVIS, III: That is.

1 That's helpful.

2 MR. WAYNE DYESS: And that was critical for
3 the Sheriff's Department as well.

4 COMMISSIONER JOE DAVIS, III: Certainly.

5 MR. MIKE HOWELL: Yeah. I think Sheriff
6 Mack was instrumental in getting that --

7 COMMISSIONER JOE DAVIS, III: Right.

8 MR. RON CINK: Uh-huh. (Indicates
9 affirmatively.)

10 MR. MIKE HOWELL: -- getting that --

11 COMMISSIONER JOE DAVIS, III: He was.

12 MR. MIKE HOWELL: -- in place, because it
13 dumped a bunch back on him, too.

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

16 MR. MIKE HOWELL: Whatever that --

17 COMMISSIONER JOE DAVIS, III: Let me throw
18 this out. And -- and it takes some time, but, at
19 the same time, it's also great training, and it's
20 also a great way to almost interview people on the
21 job --

22 MR. MIKE HOWELL: Uh-huh. (Indicates
23 affirmatively.)

24 COMMISSIONER JOE DAVIS, III: -- is to have
25 some kind of internships or some kind of people
26 that can shadow some of your people, maybe not all
27 day, but some of the time. Because then that gives
28 them some experience, plus it gives you an idea of

1 which of those might become --

2 MR. MIKE HOWELL: Yeah.

3 COMMISSIONER JOE DAVIS, III: -- part of
4 the organization. I -- I'd like to see us consider
5 doing something like that, not just in your
6 department --

7 MR. MIKE HOWELL: Sure.

8 COMMISSIONER JOE DAVIS, III: -- but in
9 other places.

10 MR. MIKE HOWELL: Uh-huh. (Indicates
11 affirmatively.)

12 COMMISSIONER JOE DAVIS, III: So we can
13 have competent people coming along that know the
14 difference between a stop sign and a --

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)
16 GRUBER: The only bad part about having Mike's
17 department there is there's not a whole lot of
18 folks out there --

19 COMMISSIONER JOE DAVIS, III: Uh-huh.
20 (Indicates affirmatively.)

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)
22 GRUBER: -- to choose from when you're looking for
23 folks.

24 COMMISSIONER JOE DAVIS, III: Even more
25 reason to get -- but --

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

28 COMMISSIONER JOE DAVIS, III: -- so you can

1 identify. There'll be a lot of folks show up that
2 think they can do it. But you need to be able to
3 see hands on and in the field that they can, in
4 fact, do it.

5 And I don't mean to add responsibility to you.
6 Wayne and I have talked about this some. I mean,
7 that becomes something that -- Because we're going
8 to need more --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

10 Well, what if we reached out to like --

11 COMMISSIONER JOE DAVIS, III: -- of your
12 people.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

14 Like, you know, Auburn has a building science.
15 Like is that not --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: There's just not -- I mean, there's not as
18 many folks. I mean, you know, if you get somebody
19 that does it, they're going to find a place.

20 There's not a whole lot of people that -- You
21 know, your municipalities are about the only ones
22 that have it. There's not a whole of counties out
23 here that -- that do buildings. I mean, Baldwin
24 County is very unique. You know, you've got -- the
25 further north you go, the less and less they get.

26 MR. WAYNE DYESS: I think there's
27 fifty-eight (58) that doesn't have a building
28 department.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Yeah.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Fifty-eight (58) that don't have them.

4 Yeah.

5 MR. WAYNE DYESS: Out of sixty-seven (67)
6 counties, fifty-eight (58) don't have.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: About sixty-seven (67), so that tells you
9 the --

10 COMMISSIONER JOE DAVIS, III: Yeah.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

12 Well, I just meant you can get free --

13 COMMISSIONER JOE DAVIS, III: Sixty-seven
14 (67).

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
16 can get free help with some interns. And sometimes
17 that's free help, you know. You don't --

18 COMMISSIONER JOE DAVIS, III: Well, that --
19 that's --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

21 Like --

22 COMMISSIONER JOE DAVIS, III: I'm -- I'm
23 looking for an extra set of hands that --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
25 people that are juniors in college --

26 COMMISSIONER JOE DAVIS, III: -- that can
27 help y'all do --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 or stuff like that. I mean, I know a young man
2 that graduated with a -- you know, a building
3 science degree. And he did internships all
4 through --

5 COMMISSIONER JOE DAVIS, III: Well, it
6 gives them a chance to build a resumé --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 Uh-huh. (Indicates affirmatively.)

9 COMMISSIONER JOE DAVIS, III: -- for some
10 future employer.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: From
12 a different perspective, from a building inspector
13 department. But still --

14 MR. WAYNE DYESS: That's right.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- a
16 lot of times if you're not looking for it -- You
17 know, like if we were interested in doing those
18 kind of things, then we would need to team up with
19 some of those college job fairs --

20 COMMISSIONER JOE DAVIS, III: Certainly.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
22 and stuff.

23 COMMISSIONER JOE DAVIS, III: Certainly.

24 MR. MIKE HOWELL: The -- the problem --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 That's not just your department. I'm thinking
27 of --

28 COMMISSIONER JOE DAVIS, III: Oh, no. And

1 I --

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- a
3 lot of areas.

4 COMMISSIONER JOE DAVIS, III: I'm about
5 that for anybody where --

6 MR. MIKE HOWELL: Yeah.

7 COMMISSIONER JOE DAVIS, III: Because what
8 we've got to recognize is where we going to -- what
9 are we going to need two years from now? What we
10 going to need four years from now?

11 MR. MIKE HOWELL: Well, I can tell the --
12 the shortage -- Here's -- here's the problem. Out
13 of all my tenure in this and all the training and
14 everything I've been to, you -- you hardly ever see
15 a twenty-six (26) year old, or a twenty-seven (27)
16 year old, or a twenty-eight (28) year old.

17 And the reason being they don't have enough
18 experience in life in plumbing, electrical, HVAC,
19 building, flood regulations, coastal regulations.

20 COMMISSIONER JOE DAVIS, III: Uh-huh.
21 (Indicates affirmatively.)

22 MR. MIKE HOWELL: It's -- it's -- it's
23 massive. So you've got to be in your forties (40s)
24 or up to have enough knowledge that you've gained
25 during your life --

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

28 MR. MIKE HOWELL: -- you know, to have a

1 chance to do it.

2 COMMISSIONER JOE DAVIS, III: Okay.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: And we're not unique. Some -- you know,
5 like some -- some -- some places, you know, they
6 have -- they'll have electrical inspectors and --

7 MR. MIKE HOWELL: Uh-huh. (Indicates
8 affirmatively.)

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: -- stuff like this, you know, where we
11 have to do it all. All the --

12 MR. MIKE HOWELL: Well, our --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Their department has to do --

15 COMMISSIONER JOE DAVIS, III: Yeah.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: -- most of all of it.

18 MR. MIKE HOWELL: Our -- our logistics
19 won't let us do that.

20 COMMISSIONER JOE DAVIS, III: Yeah.

21 MR. MIKE HOWELL: Because we cover eleven
22 hundred and thirty (1,130) square miles. We can't
23 send four different people to Little River.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

25 Well, where I was looking at, you know, like the
26 Auburn Extension Service --

27 MR. WAYNE DYESS: Yeah.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

1 they use interns during the summer. It doesn't
2 mean that they're qualified to be a scientist yet
3 or --

4 COMMISSIONER JOE DAVIS, III: Right.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
6 anything like that.

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

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Just
9 that it's free labor. And the universities love
10 for their students to be able to come out there and
11 do stuff.

12 And it doesn't -- it's just something to give
13 them an idea. And they might want to pursue
14 something like that.

15 And you never know. You might have a -- a -- a
16 young man or a young woman that's up there and
17 their parents might be in the construction
18 business. They might have been out there on the
19 line since they were ten (10) years old.

20 COMMISSIONER JOE DAVIS, III: Well, I've
21 been invited --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: They
23 might be more experienced than you think they are.

24 COMMISSIONER JOE DAVIS, III: I've sat
25 in --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
27 if they don't know these opportunities might be
28 available --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Uh-huh.

2 (Indicates affirmatively.)

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
4 they might not even be looking for what -- that
5 area. And I think --

6 COMMISSIONER JOE DAVIS, III: They've asked
7 me, and I've sat in on their advisory --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Uh-huh. (Indicates affirmatively.)

10 COMMISSIONER JOE DAVIS, III: -- meetings.
11 And before I could bring the subject up, one of
12 them brought it up. So we need to reach out to --

13 MR. MIKE HOWELL: Uh-huh. (Indicates
14 affirmatively.)

15 COMMISSIONER JOE DAVIS, III: -- these
16 other entities --

17 MR. MIKE HOWELL: I agree.

18 COMMISSIONER JOE DAVIS, III: -- and -- and
19 link up. And not to take away from the time that
20 you and your people --

21 MR. MIKE HOWELL: Right.

22 COMMISSIONER JOE DAVIS, III: -- need to
23 spend.

24 MR. MIKE HOWELL: Right.

25 COMMISSIONER JOE DAVIS, III: But it
26 becomes a way for us to get extra hands in the
27 field and also kind of a -- a live work interview
28 potential.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. MIKE HOWELL: Uh-huh. (Indicates
2 affirmatively.)

3 COMMISSIONER JOE DAVIS, III: You're right
4 about the age and experience. I fully understand
5 that.

6 MR. MIKE HOWELL: Uh-huh. (Indicates
7 affirmatively.)

8 COMMISSIONER JOE DAVIS, III: But we need
9 to be able to attract the good ones. And the good
10 ones get attracted to other places.

11 MR. MIKE HOWELL: Right.

12 COMMISSIONER JOE DAVIS, III: So being
13 competitive -- But, hey, at seventeen (17) people
14 day, in five years we're going to have thirty-one
15 thousand (31,000) more people in this county.

16 MR. MIKE HOWELL: Right. Right.

17 COMMISSIONER JOE DAVIS, III: So we need --
18 I think every department needs to be looking at
19 that as a possibility.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
21 think so. Every --

22 MR. MIKE HOWELL: I just --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Not
24 just --

25 MR. WAYNE DYESS: No. I know. And --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Not
27 just you. We're not picking on you.

28 MR. WAYNE DYESS: And that's -- that's

1 my -- my point. Would you -- would the Commission
2 be opposed to having a policy on interns?

3 Because I know, previously, we had lots of
4 interns. We had people that we hired, some we
5 didn't, that we -- But we had interns that did a
6 lot of good work.

7 They did a lot of legwork, and they got good
8 experience. I know when I was going through
9 Alabama, I had to do an internship. I did --

10 COMMISSIONER JOE DAVIS, III: Sure.

11 MR. WAYNE DYESS: -- nine (9) hours of
12 internships. I think it paid for it. And a lot --
13 I know that a lot of schools are the same way. But
14 if it's -- if y'all are agreeable, I'd like to
15 maybe --

16 COMMISSIONER JAMES E. (JEB) BALL: I mean,
17 we just -- we just talked about this --

18 MR. WAYNE DYESS: Yeah.

19 COMMISSIONER JAMES E. (JEB) BALL: -- the
20 other day, saying that we were going to do this.

21 MR. WAYNE DYESS: Yeah.

22 COMMISSIONER JAMES E. (JEB) BALL: So, I
23 mean --

24 MR. WAYNE DYESS: Yeah. We need Group I --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

26 Well, the other thing is --

27 MR. WAYNE DYESS: -- for one department.

28 But we didn't --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JAMES E. (JEB) BALL: No. We
2 said every -- I made a --

3 MR. WAYNE DYESS: Yeah.

4 COMMISSIONER JAMES E. (JEB) BALL: --
5 statement that we --

6 MR. WAYNE DYESS: Okay.

7 COMMISSIONER JAMES E. (JEB) BALL: -- need
8 to do it --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Yeah.

11 COMMISSIONER JAMES E. (JEB) BALL: -- in
12 every single department.

13 COMMISSIONER JOE DAVIS, III: And I'm
14 reiterating that statement.

15 MR. WAYNE DYESS: Sure.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
17 what -- what we need to do is we need to go the
18 universities' --

19 MR. WAYNE DYESS: Right.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
21 recruiting thing.

22 COMMISSIONER JAMES E. (JEB) BALL: High
23 schools.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Especially like at Alabama and Auburn and South.
26 Because --

27 MR. WAYNE DYESS: Uh-huh. (Indicates
28 affirmatively.)

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I
2 know my niece was telling me that -- she goes, we
3 need an intern during tax season. She said, we got
4 one every year when I worked over at -- at -- at
5 her other accounting firm. And she's like, hey,
6 there's a lot of things you can get them to do, you
7 know, that's not --

8 MR. WAYNE DYESS: Right.

9 COMMISSIONER JOE DAVIS, III: Right.

10 MR. WAYNE DYESS: I mean, I -- I think it's
11 an excellent opportunity to get some -- I don't
12 want to say free labor, but give somebody some
13 valuable experience for a student and -- but also
14 get some things done on our end as well.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
16 right. Well, let's look do into that.

17 COMMISSIONER JOE DAVIS, III: Yeah.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
19 mean, because if we're not there --

20 COMMISSIONER JOE DAVIS, III: In all
21 departments, not -- not just yours.

22 MR. MIKE HOWELL: Sure.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Yeah. Because if we're not there with a little
25 table recruiting, you know --

26 MR. MIKE HOWELL: Yeah.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
28 need to recruit --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Right.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
3 rather than just waiting on them to come to us.

4 MR. WAYNE DYESS: Well, I -- I know
5 previously we would get phone calls from -- from
6 professors who -- I mean, the dean of the
7 departments, for example, would call.

8 And, listen, we're trying to place two -- two
9 students for internship. Would you guys have
10 anything?

11 And that's how, in several places that I've
12 been, that they would call, and they would contact
13 you. I mean, so I'd be --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Well, would -- would you --

16 MR. WAYNE DYESS: I can reach out to them.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Would you like to --

19 MR. WAYNE DYESS: Sure.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
21 look into that for us?

22 MR. WAYNE DYESS: Yeah. I'll head that up.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Okay. All right. I think --

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: The only thing we've got to watch, though,
27 is, you know, when we put that intern, because of
28 insurance --

1 MR. WAYNE DYESS: Uh-huh. (Indicates
2 affirmatively.)

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)
4 GRUBER: -- and, you know, workers' comp, I mean,
5 you know --

6 COMMISSIONER JOE DAVIS, III: Oh, sure.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)
8 GRUBER: It'd be hard to send somebody out with
9 Mike and they get on a construction thing and have
10 an accident.

11 MR. MIKE HOWELL: Right. Right.

12 COMMISSIONER JOE DAVIS, III: Well,
13 you're --

14 MR. WAYNE DYESS: That's covered with
15 the --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
17 gets covered. We need to get -- have that covered.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: I mean, they're going to --

20 COMMISSIONER JOE DAVIS, III: Yeah.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: They're going to have to be very, very
23 limited of what they can --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
25 we also will be able to, you know, have some kind
26 of insurance policy or something that covers.
27 Because --

28 MR. WAYNE DYESS: That's right.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
2 just like people walking in here, you know, they
3 can fall down and break their neck.

4 COMMISSIONER JOE DAVIS, III: Oh, yeah.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It'd
6 be --

7 MR. WAYNE DYESS: Those are the kinds of
8 things that we'll nail down --

9 COMMISSIONER JOE DAVIS, III: Yeah.

10 MR. WAYNE DYESS: -- and just make --

11 COMMISSIONER JOE DAVIS, III: That's what
12 we --

13 MR. WAYNE DYESS: -- sure we've got our --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
15 don't think we --

16 MR. WAYNE DYESS: -- bases covered from
17 that standpoint.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
19 need to be in fear of that.

20 Okay. Any other questions for Mike?

21 (No response.)

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 You're good --

24 MR. MIKE HOWELL: All right.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
26 for now.

27 MR. MIKE HOWELL: Thank y'all.

28 COMMISSIONER JOE DAVIS, III: Thanks, Mike.

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Thanks, Mike.

3

4 **2-C - BUDGET DELIBERATIONS FOR THE BALDWIN COUNTY COUNTY**

5 **ATTORNEY**

6 *****

7 *ATTACHMENT 5 - FY 2020 PROJECTED LINE ITEM BUDGET REPORT*

8 *FOR FUND 00001, GENERAL FUND; COST CENTER 51975, COUNTY*

9 *ATTORNEY*

10 *****

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
12 right. Next, Ron.

13 MR. RON CINK: Next is Legal, the County
14 Attorney.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
16 don't have any questions on that.

17 Anybody else have questions? Did you y'all
18 look at the spreadsheet, or can you see Ron's
19 spreadsheet?

20 MR. RON CINK: Yeah.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Well --

23 MR. RON CINK: It's -- it's the same as --
24 as it was last year.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: This
26 is -- hasn't changed from what's in the --

27 MR. RON CINK: Yeah.

28 COMMISSIONER JOE DAVIS, III: Regular

1 ole --

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

3 e-mails, from what you e-mailed?

4 MR. RON CINK: Yeah. It's the same.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 Okay.

7 MR. RON CINK: There's no decisions on it.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
9 right.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Our costs, are they --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

13 Actually running a little behind. But I don't know
14 how the billing is working. It's kind of hard when
15 we look at our year-to-date.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: The actual is --

18 MR. RON CINK: Yeah.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: -- two sixty-five (\$265,000) according to
21 this?

22 MR. RON CINK: Yeah. But the last -- the
23 last three years has been right at three fifty
24 (\$350,000).

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Three fifty (\$350,000). It's a little bit
27 more.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And

1 these are up through what date?

2 MR. RON CINK: This is through the end of
3 July.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Okay. So you've got August, September -- August
6 and September left. So --

7 MR. RON CINK: Right. Two more months.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
9 they're actually -- I mean --

10 MR. RON CINK: Right.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: Does --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
14 if you divide that by ten --

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: -- this include Hope's?

17 MR. RON CINK: Huh?

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: Does this include Hope's stuff, too?

20 MR. RON CINK: This is all -- this is all
21 legal expenditures.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
23 mean, if you divide two sixty-five (265) by ten
24 months, then you're looking at twenty-six (\$26,000)
25 for five months, so two more months. We might be
26 running under budget, unless he's behind on
27 billing.

28 MR. RON CINK: Yeah.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Well, that's
2 what I was going to say. What we've paid for
3 through July is what's on the record.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 It -- Right. What I'm --

6 COMMISSIONER JOE DAVIS, III: We could be
7 billed for things --

8 MR. RON CINK: Right.

9 COMMISSIONER JOE DAVIS, III: -- that are
10 in process.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
12 if you look at the payables, it's been running the
13 twenty-something thousand (\$20,000). It hasn't
14 been running --

15 MR. WAYNE DYESS: Sure.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
17 unless he's way behind --

18 MR. WAYNE DYESS: I want to just bring up
19 something real quick just for discussion. But if
20 we don't want to do it, that's fine. But I know
21 there's been some discussion in the past about a
22 land use attorney to -- to work on the planning
23 issues. I just want to bring that up. I don't
24 know if that's something we want to pursue or not.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Well, I was --

27 MR. WAYNE DYESS: I just want to make sure
28 everybody is aware.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I've
2 actually talked with David and Brad -- since Brad
3 is our conflict counsel and David is our regular
4 counsel -- about possibly Brad taking over the
5 Planning -- Planning Commission.

6 And he's willing to do that. We're working
7 through a little bit of -- we're working through a
8 little bit of things we're trying to tweak right
9 now.

10 MR. WAYNE DYESS: Uh-huh. (Indicates
11 affirmatively.)

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
13 I wanted to kind of finish with David for a couple
14 more months and then maybe make a changeover.

15 It wouldn't really be out seeking a new
16 attorney. It would just be using the conflict
17 attorney instead of David for the regular Planning
18 Commission.

19 (Cellphone ringing.)

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: I get quite a few complaints --

22 COMMISSIONER JAMES E. (JEB) BALL: At least
23 it's not "Bad To The Bone."

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: -- from people out there that they find --
26 they're finding zoning violations. And by the time
27 it gets to our attorney, it takes them --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 That's why --

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: -- years to get something done. That --

4 I'm telling you, that's -- that's unacceptable.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 Well, we --

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: And it's just --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
10 have --

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: And -- and I think know we get -- we get
13 bogged down with stuff like that. But --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
15 put him on --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: We need to take better care of our -- of
18 that.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 Well --

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: I mean, we've got -- I had a person call
23 me yesterday. And they reported something a year
24 ago, and it still ain't resolved, you know. And --

25 COMMISSIONER JOE DAVIS, III: Well, here's
26 what --

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: And it's -- and it -- and it -- it's --

1 it's making people think, well, you know, why is it
2 not done?

3 COMMISSIONER JOE DAVIS, III: Well, here's
4 what I'm finding. The people that call me have a
5 point of view. And their point of view is that
6 their point of view is the way it needs to be done.

7 What they haven't listened to is what are the
8 rules? What are the procedures? What --

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: Well, this has been through the
11 procedures. This has been through. It's been
12 reported. It's been documented, everything else.

13 COMMISSIONER JOE DAVIS, III: So we've not
14 done anything about it?

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)
16 GRUBER: Nothing. Nothing. The attorney has not
17 finished his --

18 COMMISSIONER JOE DAVIS, III: Okay. Well,
19 that's --

20 MR. WAYNE DYESS: So, I mean -- so to just
21 give you a little background, when we have a
22 violation, someone calls for a violation -- and
23 we're -- we're basically a complaint-driven
24 process. I'm not saying we're always complaint
25 driven, but the vast majority of ours is complaint
26 driven.

27 They'll call us. Joe Ryan will go out and look
28 at it and investigate it, take photographs, come

1 back and speak with Vince or whomever he needs to
2 speak with about it. They'll make a determination.
3 Either you're in violation or you're not in
4 violation.

5 If you're in violation they will -- they will
6 serve you a letter and say, hey, you're in
7 violation. You have thirty (30) days to appeal
8 this if you want to appeal. If you -- if you think
9 we're wrong, you can appeal this to the Board of
10 Adjustments. And then they can say, hey, you're
11 wrong or you're right.

12 Otherwise, if -- if you let that go, the
13 next -- the next step is Circuit Court. So that
14 takes probably from the time Joe gets the call to
15 getting the violation notice out, you're probably
16 talking about two or three weeks.

17 He's -- Joe is very efficient. He does a good
18 job. And then the notice, we give them thirty (30)
19 days to respond to that. And if you don't -- and
20 to -- to appeal it.

21 MR. MIKE HOWELL: Take it to the attorney.

22 MR. WAYNE DYESS: And then -- so then we
23 get it and we take it and we take it to the
24 attorney and say, here. Here are these that are --
25 that are outstanding that we've not had -- that
26 they have not reached out to us. They're in
27 violation. They haven't appealed it.

28 So once that thirty (30) days lapses, then that

1 determination becomes final by -- by Joe and Vince.
2 Because you had thirty (30) days to appeal it.
3 Since you didn't appeal it, it becomes final.

4 And, from that -- from that perspective, it's
5 in violation. There's no question about it. I
6 think it problem is, is once we get there and we
7 send them up, it's just -- it's taking a little
8 more time than we want to get those rectified.

9 And I know that David and I spoke about this.
10 And -- and we gave him a stack of them. He's --
11 he's -- he's working through them, he said. But we
12 had probably twelve to fifteen that we're working
13 through.

14 Some of these cases have taken a long time. We
15 have one in Montrose that's been going on for quite
16 a while, two years probably, something like that.
17 And --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Well --

20 MR. WAYNE DYESS: And we -- we get
21 complaints. And Joe gets complaints. And Joe gets
22 frustrated. And -- and, you know, we all get
23 frustrated.

24 But the problem -- and one of the issues --
25 It's not a problem, but it's just how it is -- we
26 have to take to them to circuit court.

27 If you're in a city, you take them to municipal
28 court. It's very easy and very quick and very

1 efficient. Ours is a little more difficult.

2 And I think, you know -- And David has got a
3 lot -- a lot going on. And I'm -- I'm -- But those
4 things, like you said, Commissioner Gruber, people
5 vote zoning on themselves. We don't go out and
6 zone them. They voted on it themselves.

7 And I've heard it. What do we do this for if
8 you're not going to enforce the rules? And that's
9 kind of the perception that's out there, which --
10 which is troubling to me.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Well, would y'all like to go ahead and make a
13 change effective like October the 1st, that
14 maybe -- that we -- that -- My suggestion would be
15 for now to use Brad. And he has verbally agreed
16 with me. Which, you know, due to the Open Meetings
17 Act --

18 COMMISSIONER JOE DAVIS, III: I understand.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I
20 haven't discussed this in an open meeting. But --
21 Because there was a couple of things that Wayne and
22 I had met with David about that we were trying to
23 get ironed out with the -- Hang on a minute.
24 What's them things that --

25 MR. WAYNE DYESS: Well --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
27 Planning Commission has --

28 MR. WAYNE DYESS: Bylaws --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Bylaws.

3 MR. WAYNE DYESS: -- and training for them.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
5 we might need to go ahead and just go ahead and set
6 a date.

7 COMMISSIONER JOE DAVIS, III: Yeah.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Because I had said like the end of September, you
10 know, I want to --

11 MR. WAYNE DYESS: And at -- at the -- Let
12 me throw out something. Just -- just if we don't
13 want to do that, one thing, maybe we'll let Brad
14 handle the violations and get these violations
15 cleared up.

16 Is that something -- I mean, I'm -- I'm -- I'm
17 just looking for solutions for us to get these
18 things cleared up.

19 COMMISSIONER JOE DAVIS, III: Well, a
20 timely response is what the citizens expect.

21 MR. WAYNE DYESS: That's right.

22 COMMISSIONER JOE DAVIS, III: Now, here's
23 also what the citizen want: They want their --
24 what's in their mind.

25 MR. WAYNE DYESS: Right.

26 COMMISSIONER JOE DAVIS, III: And if they
27 don't like the answer they got from one person,
28 they'll ask somebody else.

1 MR. WAYNE DYESS: Right. And we've got
2 to --

3 COMMISSIONER JOE DAVIS, III: And we've got
4 to be careful that we --

5 MR. WAYNE DYESS: Sure.

6 COMMISSIONER JOE DAVIS, III: -- don't get
7 snarled up in that.

8 MR. WAYNE DYESS: The --

9 COMMISSIONER JOE DAVIS, III: So attorneys
10 need to handle it.

11 MR. WAYNE DYESS: Sure. And -- and I --
12 From the violation perspective, I -- I -- I'm --
13 They do a very good job. They're very conservative
14 about how they do these things.

15 They don't go out there and just cite people
16 for things that aren't in violation. I can tell
17 you, every one I've seen is unquestionably a
18 violation. And so it's not really even --

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: Well, I was told that they are true
21 violations.

22 MR. WAYNE DYESS: That's right.

23 COMMISSIONER JOE DAVIS, III: Right. I
24 would hope, Madam Chairman, that we'd move forward
25 with that and that we merely ask that they look at
26 the oldest ones first.

27 That doesn't mean they're the most important.
28 But time does matter. And in people's mind, they

1 think they're either being ignored or that -- In
2 most cases, they don't understand the rules or the
3 process. But that's all right.

4 We need to move it forward. And I'm okay with
5 us putting it on the agenda at some point to be --
6 to be able to move that. You mentioned October
7 1st --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
9 think --

10 COMMISSIONER JOE DAVIS, III: -- if that
11 works for the --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Well, that would --

14 COMMISSIONER JOE DAVIS, III: -- two
15 lawyers.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 And -- and if we need to just check with -- see
18 about if it would change the budget or anything. I
19 don't know.

20 MR. WAYNE DYESS: Okay. So we'll move --
21 move forward with Brad handling some of these. Is
22 that what we're saying, or move forward with
23 changing -- having a land use attorney to --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
25 think it would be good to go ahead and move forward
26 with a land use attorney.

27 MR. WAYNE DYESS: Okay.

28 COMMISSIONER JOE DAVIS, III: Yeah. I do,

1 too.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Have -- and have Brad handle the -- those parts of
4 it.

5 MR. WAYNE DYESS: Okay.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Or
7 is that --

8 MR. WAYNE DYESS: Starting October 1st?

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Or -- or -- I don't want to speak out of turn.

11 MR. WAYNE DYESS: Yeah.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
13 want to make sure that would work.

14 MR. WAYNE DYESS: Uh-huh. (Indicates
15 affirmatively.) Yeah.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Any
17 feedback? Ideas? Joe?

18 COMMISSIONER JOE DAVIS, III: Unless David
19 or Brad can explain that there are any restrictions
20 or timelines to transition.

21 MR. WAYNE DYESS: Uh-huh. (Indicates
22 affirmatively.)

23 COMMISSIONER JOE DAVIS, III: This is not
24 something that we're considering hastily.

25 MR. WAYNE DYESS: Uh-huh. (Indicates
26 affirmatively.)

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

28 COMMISSIONER JOE DAVIS, III: This is

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 something that we know is a problem, and it needs
2 to be addressed. And it's a function of --

3 MR. WAYNE DYESS: Right.

4 COMMISSIONER JOE DAVIS, III: -- getting
5 the job done in a timely manner.

6 MR. WAYNE DYESS: Right.

7 COMMISSIONER JOE DAVIS, III: Will it
8 please everybody? No, it won't. But taking a long
9 time to do something, the parties need to know it.

10 MR. WAYNE DYESS: Right. And I think Brad
11 has done some things for Mike on some building
12 issues like that. And --

13 COMMISSIONER JOE DAVIS, III: Are you okay
14 with that?

15 MR. WAYNE DYESS: -- it was very timely.

16 COMMISSIONER JAMES E. (JEB) BALL: I'm
17 fine.

18 MR. RON CINK: Just an MOU. Because I
19 think David is under a MOU.

20 COMMISSIONER JOE DAVIS, III: Is he? Okay.

21 COMMISSIONER JAMES E. (JEB) BALL: We can't
22 really -- It'll have to be an agenda item.

23 COMMISSIONER JOE DAVIS, III: Yeah.

24 MR. WAYNE DYESS: Right.

25 COMMISSIONER JOE DAVIS, III: It would need
26 to be an agenda item --

27 MR. WAYNE DYESS: Right.

28 MR. RON CINK: Uh-huh. (Indicates

1 affirmatively.)

2 COMMISSIONER JOE DAVIS, III: -- and --

3 MR. RON CINK: Uh-huh. (Indicates

4 affirmatively.)

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 Okay.

7 COMMISSIONER JOE DAVIS, III: -- put

8 forward.

9 COMMISSIONER JAMES E. (JEB) BALL: Poll in
10 here.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
12 right.

13 COMMISSIONER JOE DAVIS, III: Right.

14 MR. RON CINK: And as far as the budget, I
15 don't -- I don't see that it --

16 MR. WAYNE DYESS: It should be --

17 MR. RON CINK: It shouldn't -- You're --
18 you're trading one set of hours --

19 MR. WAYNE DYESS: Yeah.

20 MR. RON CINK: -- for another set of hours.

21 COMMISSIONER JOE DAVIS, III: The billable
22 hours are driven each way.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: Yeah.

25 MR. RON CINK: Yeah.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

27 Well, you can bring it up at our --

28 COMMISSIONER JOE DAVIS, III: Sure. I

1 think it needs to be an agenda item at our next
2 meeting --

3 MR. WAYNE DYESS: Okay.

4 COMMISSIONER JOE DAVIS, III: -- if we can
5 pull all the pieces together.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 Okay. Anything else on the attorneys?

8 (No response.)

9
10 **2-E - BUDGET DELIBERATIONS FOR THE BALDWIN COUNTY BOARD**
11 **OF REGISTRARS**

12 *****

13 *ATTACHMENT 6 - FY 2020 PROJECTED LINE ITEM BUDGET REPORT*
14 *FOR FUND 00001, GENERAL FUND; COST CENTER 51920, BOARD*
15 *OF REGISTRARS*

16 *****

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If
18 not, next.

19 MR. RON CINK: Next is Board of Registrars.
20 Betty is here.

21 As you all are aware, next year is primary run
22 off and then preparation for the general and the --
23 which will occur in the fiscal year.

24 MS. BETTY SWEET: And the municipals.

25 MR. RON CINK: Yeah. But --

26 MS. BETTY SWEET: And any -- Well, we do
27 their provisionals.

28 MR. RON CINK: Yeah. But they pay for

1 everything on that.

2 MS. BETTY SWEET: It's -- it's time and
3 effort. Before -- If you would let me say that
4 while I've got these ladies here, I want to do just
5 a little special thank you.

6 Christie, Donna, and Deidra, they earn their
7 money when they deal with me. And they are always
8 so very helpful and so very good to work with.

9 So thank you all.

10 COMMISSIONER JAMES E. (JEB) BALL: I'm good
11 with her budget.

12 MS. DEIDRA HANAK: You're not as bad as
13 some.

14 MS. BETTY SWEET: I begin to believe that.
15 I think that, you know, we had a jump in our
16 postage. That's just one of those things that next
17 year, because it's a -- a big election year for us,
18 we're going to have an increase on that.

19 We're losing an employee since I turned this
20 in, so I'm -- I'm hoping that my overtime will
21 allow for training of a new employee.

22 Our Foley office person is leaving us to go to
23 Revenue. Unfortunately, our job is kind of a
24 dead-end street when it comes to promotion
25 within -- within the office. There's not too much
26 advancement in the Board of Registrars itself.

27 But any questions?

28 COMMISSIONER JAMES E. (JEB) BALL: I have

1 none.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Question. Right now, actual to date,
4 we're two seventy (\$270,000, almost three hundred
5 (\$300,000) -- well -- well, two seventy-nine
6 (\$279,000). And we're budgeted at four
7 twenty-eight (\$428,000)?

8 MS. BETTY SWEET: I -- I'm sorry.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Have we got some big issues, big-ticket
11 items coming up that would make --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It
13 looks like it --

14 MS. BETTY SWEET: Well, where --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
16 was in salaries and --

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: For the actual, your budget last -- this
19 year's budget for 2019 was four hundred
20 twenty-eight thousand (\$428,000). And to-date
21 actuality is two hundred seventy-nine thousand
22 (\$279,000) has been spent.

23 So, I mean, there's a -- you know, there's a
24 big jump right there for -- you know, for the -- Is
25 there some big things that's coming up there?

26 MS. BETTY SWEET: Our -- our postage went
27 up.

28 COMMISSIONER JAMES E. (JEB) BALL: The

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 biggest jump was in whatever Clerk is. I mean --

2 MS. BETTY SWEET: And --

3 COMMISSIONER JAMES E. (JEB) BALL: -- the
4 biggest jump was from one sixty-three (\$163,000) to
5 two sixteen (\$216,000). And you --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: You've got --

8 COMMISSIONER JAMES E. (JEB) BALL: You've
9 got -- well, the budget -- the budget is two
10 sixteen (\$216,000) so --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
12 don't think I'm charging.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: But still that doesn't make -- that
15 doesn't add up to no --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It
17 ain't got any power.

18 COMMISSIONER JOE DAVIS, III: You've got a
19 twelve-month budget and three-quarters of the
20 expenditures.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: The thing is gone. Yeah.

23 COMMISSIONER JOE DAVIS, III: Is that where
24 we are?

25 MR. RON CINK: Ten months.

26 COMMISSIONER JOE DAVIS, III: Ten months.
27 Even -- even more.

28 MR. RON CINK: Uh-huh. (Indicates

1 affirmatively.)

2 COMMISSIONER JOE DAVIS, III: Yeah. Okay.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: That's -- that's why this looks -- it just
5 looks -- it looks odd.

6 MS. BETTY SWEET: And I will tell you I
7 don't know where that number came from, because
8 that's not one of the numbers they tell us we deal
9 with.

10 MR. RON CINK: That's --

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: Well --

13 MR. RON CINK: That's your salaries through
14 ten months.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Yeah.

17 MS. BETTY SWEET: And -- and probably we've
18 had some that have gone to a different pay scale
19 level. Does that make sense?

20 COMMISSIONER JAMES E. (JEB) BALL: It's --
21 it's still -- like I'm -- I'm with Chairman Gruber.
22 We're still off a lot of money somehow or another.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: Yeah.

25 COMMISSIONER JAMES E. (JEB) BALL: I mean,
26 we're --

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: I mean, the --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JAMES E. (JEB) BALL: Your
2 year-to-date actual totals is two seventy-nine
3 (\$279,000). Your budget was almost four hundred
4 thirty thousand dollars (\$430,000). I don't think
5 you're going to spend two hundred thousand
6 (\$200,000), almost three hundred thousand
7 (\$300,000) --

8 MS. BETTY SWEET: I would hope not.

9 COMMISSIONER JAMES E. (JEB) BALL: -- in
10 two months. So, Ron, where -- where is --

11 COMMISSIONER JOE DAVIS, III: At any
12 point --

13 COMMISSIONER JAMES E. (JEB) BALL: What's
14 happened here?

15 MR. RON CINK: Big --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 Right.

18 COMMISSIONER JOE DAVIS, III: Is there
19 something big coming up or --

20 MR. RON CINK: Big gap.

21 COMMISSIONER JOE DAVIS, III: -- pending?

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: I know, now, next year will be a thing
24 because you have big elections. You know,
25 elections, you know, you have -- you have the
26 Presidential election. That's -- the cost goes up,
27 you know.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 Well, if you look at the -- okay -- Clerk, health
2 insurance, Social Security, it's all in that
3 salary. Those are all --

4 MR. RON CINK: Uh-huh. (Indicates
5 affirmatively.)

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
7 related.

8 MR. RON CINK: Uh-huh. (Indicates
9 affirmatively.)

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Ten -- what amounts else went up -- went down, I
12 mean?

13 MR. RON CINK: Postage.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Huge
15 on postage.

16 MR. RON CINK: Uh-huh. (Indicates
17 affirmatively.)

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: Okay. It -- it just stuck out there. It
20 just --

21 MR. RON CINK: Uh-huh. (Indicates
22 affirmatively.)

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Yeah. That's unpaid bills.

25 MS. BETTY SWEET: The only really thing we
26 use is KCS. And that's paid monthly. And -- and
27 that's our geo coding.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Your

1 office supplies are down. Copy -- well, that's
2 year-to-date, so that might catch up. It's not
3 that big.

4 MS. BETTY SWEET: Yeah. We're pretty --
5 pretty good on that type of thing, you know, as
6 long as we've got a fountain pen and --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 Thirty-three thousand dollars (\$33,000) down on
9 postage.

10 COMMISSIONER JAMES E. (JEB) BALL: This is
11 different.

12 MS. BETTY SWEET: I'm sorry. What was it?

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 Thirty-three thousand dollars (\$33,000) down on
15 postage.

16 COMMISSIONER JAMES E. (JEB) BALL: A
17 hundred forty-nine thousand dollars (\$149,000) is
18 the gap --

19 MS. BETTY SWEET: Well --

20 COMMISSIONER JAMES E. (JEB) BALL: -- for
21 two months. But you've got to spend that to get it
22 to where you're at.

23 COMMISSIONER JOE DAVIS, III: Yeah. And we
24 don't want to spend it unless we have to.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Well, let me ask you what --

27 MS. BETTY SWEET: This year --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: 2018

1 was way high on postage.

2 MS. BETTY SWEET: Elections. And any time
3 we have to send cards out throughout the state --
4 we had also redistricting, some lines drawn,
5 requires us to send out more cards. Postage eats
6 us.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 Okay. Well, I mean, you're asking for three
9 thousand dollars (\$3,000) more than what was even
10 budgeted.

11 MS. BETTY SWEET: And that's for this
12 upcoming election year.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 Okay. Well, I mean --

15 COMMISSIONER JAMES E. (JEB) BALL: Hey,
16 Ron, just explain --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
18 there was a --

19 COMMISSIONER JAMES E. (JEB) BALL: Try to
20 explain the one hundred fifty thousand dollar
21 (\$150,000) gap we're looking at.

22 MR. RON CINK: Well, you've got -- again,
23 you're looking at ten months versus twelve months.

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

26 MR. RON CINK: Okay.

27 COMMISSIONER JAMES E. (JEB) BALL: Okay.
28 So tell me how we're going to -- so --

1 COMMISSIONER JOE DAVIS, III: What's in the
2 pipeline that's going to spend that much money?

3 MR. RON CINK: You're not.

4 COMMISSIONER JAMES E. (JEB) BALL: I can't
5 see it.

6 MR. RON CINK: You're not right now because
7 you're not -- you don't have anything blowing out.
8 There's thirty grand (\$30,000) or more in postage
9 alone.

10 COMMISSIONER JAMES E. (JEB) BALL: Well,
11 so -- so -- so for the -- for the projected budget
12 of four hundred forty thousand dollars (\$440,000)
13 for --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What
15 did --

16 COMMISSIONER JAMES E. (JEB) BALL: -- 2020,
17 how come that can't be three hundred forty thousand
18 dollars (\$340,000) or three hundred thousand
19 dollars (\$300,000)? I mean, I -- I --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Or
21 three seventy-five (\$375,000) or just --

22 COMMISSIONER JAMES E. (JEB) BALL: Four
23 forty (\$440,000), you're going to have even a
24 bigger gap next year.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)
26 GRUBER: Yeah.

27 MR. RON CINK: The only thing that concerns
28 me is when you get into a election year. And --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Oh, yeah.

3 MR. RON CINK: -- 2020 is an election year.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
5 were in a pretty big election year last year,
6 Governor. I mean --

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: And it's --

9 MS. BETTY SWEET: It's not like a
10 Presidential for us.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: No. Presidential get crazy.

13 MR. RON CINK: Yeah.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Okay. So 2016 was a Presidential, and it was three
16 fifty-six (\$356,000). So why do need it to
17 increase eighty-something thousand (\$80,000)?

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: Well --

20 MS. BETTY SWEET: Well, there have been
21 postage increases as well. So I'm -- You know, we
22 just try to go a little bit over so we're not
23 asking you, you know, to come back and say --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Okay. Well, I mean, we totally want to support
26 everything.

27 MR. RON CINK: Uh-huh. (Indicates
28 affirmatively.)

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
2 we do have a two million dollar (\$2,000,000) gap
3 right now.

4 MS. BETTY SWEET: Well --

5 COMMISSIONER JOE DAVIS, III: Let me --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
7 every little bit we could --

8 COMMISSIONER JOE DAVIS, III: Let me ask a
9 question about postage. Are you required by some
10 law or policy that requires you to send everything
11 to people first class mail ,or can you use bulk
12 rate?

13 MS. BETTY SWEET: We do bulk rate.

14 COMMISSIONER JOE DAVIS, III: Good.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)
16 GRUBER: They do use bulk rate.

17 COMMISSIONER JOE DAVIS, III: Good.

18 MS. BETTY SWEET: And we don't mail
19 unnecessarily.

20 COMMISSIONER JOE DAVIS, III: Okay.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Wait
22 a minute. On the 2016, that was a Presidential
23 election year. And the postage was fifteen, eight
24 (\$15,800). And it was forty-four, eight (\$44,800)
25 last year. What -- what was the major difference
26 between '18 and '16 since that was a Gubernatorial
27 year versus a Presidential year?

28 MS. BETTY SWEET: There are line changes

1 right after a Presidential election that require --
2 COMMISSIONER JAMES E. (JEB) BALL: District
3 lines.

4 MS. BETTY SWEET: Yeah. Redistricting.
5 That allows us to constantly have to make changes.
6 And they are pretty constant when you -- when you
7 think about it. So --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 But -- No. No. That's not -- I'm not -- maybe I'm
10 not communicating, because I'm not getting an
11 answer that makes sense to me.

12 COMMISSIONER JOE DAVIS, III: You're trying
13 to compare apples and apples.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What
15 I'm saying is that in 2016, there was fifteen,
16 eight twenty-nine (\$15,829). And that was a
17 Presidential election year on postage.

18 In 2018, you spent forty-four, eight nineteen
19 (\$44,819). And that was a -- not a Presidential
20 election but a Gubernatorial election for Alabama;
21 okay?

22 Now, what -- why do we project that we need
23 forty-eight thousand (\$48,000), whatever you're
24 saying, it's a Presidential year.

25 MS. BETTY SWEET: Okay. We also have been
26 notified that we were going to be having a special
27 election next year that we needed to plan for. So
28 I think that included some postage to allow us to

1 cover mailings for that special election.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What
3 special election would that be?

4 MS. BETTY SWEET: We were told the Foley --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.
6 Beach Express?

7 MS. BETTY SWEET: You know --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.
9 That's going to go on a general if it --

10 COMMISSIONER JAMES E. (JEB) BALL: Right.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
12 goes on one.

13 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.
14 (Indicates affirmatively.)

15 MS. BETTY SWEET: I -- I mean, you know,
16 that's just what we --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Would -- would -- would it be safe --

19 MS. BETTY SWEET: -- get from Probate
20 telling us that these are the elections that we
21 feel like we may have in this coming up year to --
22 that you need to plan for. So --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Okay. Well, I don't think that's going to be the
25 case.

26 COMMISSIONER JOE DAVIS, III: Well, she's
27 doing what she should do --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Right.

2 COMMISSIONER JOE DAVIS, III: -- relative
3 to projecting the upside.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Right.

6 COMMISSIONER JOE DAVIS, III: I think what
7 we want to do, based on the numbers that we see
8 right now, we -- I would suggest that we reduce the
9 amount.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

11 Uh-huh. (Indicates affirmatively.)

12 COMMISSIONER JOE DAVIS, III: And then we
13 can make a budget adjustment if she comes to us and
14 says, hey, look --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

16 Yeah.

17 MS. BETTY SWEET: I'm -- I'm happy with
18 that. I'm --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
20 would --

21 COMMISSIONER JOE DAVIS, III: I mean, I
22 think that's --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
24 would help us. Because we're trying to chip
25 away --

26 COMMISSIONER JOE DAVIS, III: Yeah.

27 MS. BETTY SWEET: That -- there's no --

28 COMMISSIONER JOE DAVIS, III: Sure.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MS. BETTY SWEET: -- problem with that.

2 Just know that when we are required to mail --

3 COMMISSIONER JAMES E. (JEB) BALL:

4 Certainly.

5 MS. BETTY SWEET: -- that we are required

6 to mail --

7 COMMISSIONER JOE DAVIS, III: Exactly.

8 MS. BETTY SWEET: -- by law. And --

9 COMMISSIONER JAMES E. (JEB) BALL: We'll
10 pick it up if we have to.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 We'll pick it up.

13 MS. BETTY SWEET: Great.

14 COMMISSIONER JOE DAVIS, III: Oh, yeah. We
15 will. Yeah. It -- it -- We want to make sure you
16 can do your job. Okay.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Could we lower that to twenty (\$20,000)?

19 COMMISSIONER JOE DAVIS, III: We also need
20 to try to get --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Give
22 you a little room with --

23 COMMISSIONER JOE DAVIS, III: -- our
24 budget --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
26 maybe twenty-five (\$25,000)?

27 MS. BETTY SWEET: I'm --

28 COMMISSIONER JOE DAVIS, III: -- to come

1 together.

2 MS. BETTY SWEET: I'm -- I'm happy to --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
4 would take --

5 MS. BETTY SWEET: -- oblige in any way.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
7 twenty-three (\$23,000) off of that.

8 COMMISSIONER JOE DAVIS, III: Good. Thank
9 you, ma'am?

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Uh-huh. (Indicates affirmatively.)

12 MR. WAYNE DYESS: Madam Chairman, also, in
13 speaking to the Secretary of State's Office, I was
14 informed that anything as far as the Beach Express
15 would be at the general election, according --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.
17 I talked to --

18 MR. WAYNE DYESS: -- to --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
20 talked to them, too.

21 MR. WAYNE DYESS: -- the Secretary --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If
23 that occurs, that will be on the general election.

24 MR. WAYNE DYESS: Right.

25 COMMISSIONER JOE DAVIS, III: Unless it's
26 legislatively changed.

27 MR. WAYNE DYESS: Right.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's

1 scheduled now to be on the --

2 COMMISSIONER JOE DAVIS, III: But it could
3 be --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
5 November general.

6 COMMISSIONER JOE DAVIS, III: --
7 legislatively changed.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
9 know.

10 COMMISSIONER JOE DAVIS, III: That's all
11 I'm saying.

12 MS. BETTY SWEET: You know, sometimes news
13 doesn't trickle downhill. So I --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Well, we had to --

16 MS. BETTY SWEET: -- appreciate the --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
18 had to find that out ourselves. I actually called
19 the Secretary of State. Wayne has called the
20 Secretary of State. And that's what we both got
21 from two separate phone calls, is that that's the
22 orders. And it comes from the Legislature, not
23 what they decide.

24 MS. BETTY SWEET: We so appreciate that.

25 COMMISSIONER JOE DAVIS, III: That's right.

26 MS. BETTY SWEET: I mean, you know, we
27 would much rather have everything on one election
28 than -- than prepare for --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
2 it's not at our discretion or his discretion. It's
3 what --

4 COMMISSIONER JOE DAVIS, III: It's the way
5 it's written.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
7 what's in the --

8 MS. BETTY SWEET: Yeah.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
10 in the bill.

11 COMMISSIONER JOE DAVIS, III: That's right.

12 MS. CHRISTIE DAVIS: So what do you want
13 postage to be?

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

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: How
17 about twenty-five thousand (\$25,000)? That gives
18 you some wiggle room from --

19 MS. BETTY SWEET: I'm --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
21 the past.

22 MS. BETTY SWEET: Whatever you give me --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: You know --

25 MS. BETTY SWEET: -- I'm going to spend
26 wisely.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
28 that'll take --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: -- last year's actual was three ninety-one
3 (\$391,000). If we, you know --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Well, if we take twenty-three thousand (\$23,000)
6 off of postage and -- Let's see.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Well, I don't know if I'd take that much
9 off of postage.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Well, they've got forty-eight thousand (\$48,000) on
12 there.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Oh, okay. Take it.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 That'd bring it down to twenty-five thousand
17 (\$25,000). And then, like you said, if you get in
18 a little trouble there --

19 COMMISSIONER JOE DAVIS, III: Yeah.
20 That -- that's --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
22 we'll -- we'll find it somewhere in that little
23 oops account. But try to be conservative with it.

24 COMMISSIONER JOE DAVIS, III: And is that
25 an --

26 MS. BETTY SWEET: We are. I mean, you
27 know, we --

28 MR. RON CINK: Uh-huh. (Indicates

1 affirmatively.)

2 MS. BETTY SWEET: We make sure that we
3 don't mail out cards --

4 COMMISSIONER JOE DAVIS, III: Okay.

5 MR. RON CINK: It's --

6 MS. BETTY SWEET: -- until we have --

7 MR. RON CINK: -- unforeseen.

8 MS. BETTY SWEET: -- enough to we are going
9 to get the best rate to mail. So we are -- we are
10 very cautious about that.

11 COMMISSIONER JOE DAVIS, III: How much is
12 in the oops account?

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Not
14 much.

15 MR. RON CINK: Two hundred (\$200,000).

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Two
17 hundred (\$200,000).

18 MR. RON CINK: Uh-huh. (Indicates
19 affirmatively.)

20 COMMISSIONER JOE DAVIS, III: Okay. And
21 are we going to put that in there this year?

22 MR. RON CINK: It's -- it's in there.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
24 in there. It's not hidden.

25 COMMISSIONER JOE DAVIS, III: As a request.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
27 there.

28 COMMISSIONER JOE DAVIS, III: Okay.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
2 explain to me a little bit about the Clerk again.

3 MS. CHRISTIE DAVIS: It's the salary for
4 that year.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
6 You're missing a Clerk?

7 MS. BETTY SWEET: We -- we will have one
8 that will be leaving us in, I think, September 1st.
9 And so we've started our process to hire another
10 person.

11 Our overtime might be okay with -- you know, I
12 don't oversee -- I don't think I'm going to use any
13 overtime on that.

14 But our contract person, we'll probably use our
15 contract person some in -- in helping out in that
16 office until we can get somebody onboard and
17 trained well enough to function on their own.

18 Because I'm just going to be honest. I -- I
19 have to have somebody in the Foley office that
20 knows what they're doing before I can turn them
21 loose.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Okay. So, I mean --

24 COMMISSIONER JAMES E. (JEB) BALL: Your
25 overtime -- your overtime is where a huge gap is.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Yeah.

28 COMMISSIONER JAMES E. (JEB) BALL: Because

1 we -- your year -- year-to-date last -- this year
2 is eleven hundred dollars (\$1,100) and you're
3 budgeting sixteen thousand (\$16,000) for overtime.

4 MS. BETTY SWEET: And that's because of the
5 Presidential election.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 Well, why don't we drop that to twelve (\$1,200)?
8 That'll take four thousand (\$4,000) off of that.
9 And then what about this temporary labor?

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

12 MS. BETTY SWEET: We are using an employee
13 that had retired, and we've brought that person
14 back. So she's a good, trained person for us when
15 we need it for this extra help during Presidential.

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

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Okay.

20 MS. BETTY SWEET: Our work volume increases
21 a lot for that because so many more people apply to
22 register to vote. And even the ones that are
23 already registered, they reapply.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Okay.

26 MS. BETTY SWEET: And so all of those
27 applications have to be gone through.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That

1 brings it down to around four thirteen (\$413,000).

2 So --

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Yeah.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I

6 don't know where else. Okay. Is that good then?

7 And then if you fall short, we'll consider an

8 amendment.

9 MS. BETTY SWEET: We'll do our best --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

11 Okay.

12 MS. BETTY SWEET: -- to work with what you

13 give us.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

15 But -- Okay. All right. And if you think -- Well,

16 you know your business better than we know it. So

17 if you think that's, you know, from looking at

18 that --

19 MS. BETTY SWEET: You know --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

21 Okay.

22 COMMISSIONER JOE DAVIS, III: Well, and

23 we're not going to leave her hanging.

24 COMMISSIONER JAMES E. (JEB) BALL: No.

25 COMMISSIONER JOE DAVIS, III: I mean, we've

26 got --

27 COMMISSIONER JAMES E. (JEB) BALL:

28 Absolutely not.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: We've got to
2 fund that. But right now, budgetwise, we need to
3 work with the numbers that we have.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If
5 we -- Okay.

6 COMMISSIONER JOE DAVIS, III: And if she
7 needs something, she'll come to us --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
9 right.

10 COMMISSIONER JOE DAVIS, III: -- and
11 request it.

12 MS. BETTY SWEET: I am very agreeable with
13 that.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Okay.

16 COMMISSIONER JOE DAVIS, III: Thank you,
17 ma'am.

18 MS. BETTY SWEET: Thank you.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 Thank you.

21 COMMISSIONER JAMES E. (JEB) BALL: Thank
22 you.

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

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
26 right. No more questions for Board of Registrars?

27 (No response.)

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Who

1 would we like to talk about next?

3 **2-F - WARRANT DISCUSSIONS FOR THE BALDWIN COUNTY**

4 **COMMISSION**

5 MR. RON CINK: A couple of things I need to
6 bring to your attention. We do not have the rates
7 yet. We should get them next week on workers'
8 comp, liability, and property insurance.

9 That will affect all of -- all of the funds. I
10 couldn't make the liability board meeting, so I
11 don't know whether -- I don't know what that's
12 been. I haven't queried as to that, what that
13 will -- whether that will go down. I think it
14 will.

15 Workers' comp, I anticipate probably a little
16 drop in that. And I'm not sure where we're at on
17 property. So -- But that will affect all the funds
18 across the board.

19 The other thing I wanted to talk to you guys
20 about. I met with the -- the financial advisor and
21 bond counsel yesterday for a quick conference call.

22 We're looking at right now for debt for next
23 year. And I -- I want to say this. This is
24 probably the best timing that you could ever have,
25 I mean, the absolute best timing to go out for
26 debt.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

28 Rates.

1 MR. RON CINK: Yeah, from a rate point of
2 view. The bond counsel has started -- started on
3 the POS, which is Preliminary Official Statement,
4 is what that acronym stands for. So I had to look
5 that up as well. I -- I can never remember it.

6 COMMISSIONER JOE DAVIS, III: Yeah. We
7 have a couple of acronyms.

8 MR. RON CINK: So the numbers that we're
9 looking at on the jail is thirty-five-point-five
10 million (\$35,500,000). We're going to run that
11 through the Public Building Authority.

12 That will act as a -- They will actually own
13 that property, and then it will be leased back to
14 the Commission.

15 Jail re-plumbing, two-point-five million
16 (\$2,500,000), we're going to use current cash on
17 hand and then a refunding resolution to tie that
18 into debt.

19 The second floor, one-point-two million
20 (\$1,200,000), same thing with that. Will be
21 through a refunding resolution. We'll -- we'll
22 start the project with our own cash and then the
23 refunding. We have some time period in there.

24 The financial advisor had a couple of
25 observations regarding the Series 2010 and 2012
26 warrants. 2010 has got a principal of about nine
27 million (\$9,000,000), but five-point-three
28 (\$5,300,000) of it is soluble now. So they want to

1 refinance that. That'll amount to about two
2 hundred fifty thousand dollars (\$250,000) in that
3 present value savings on that.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
5 note that they said they wouldn't normally suggest
6 that. But we're going all at once, so we can
7 include it with the -- and it --

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)
9 GRUBER: With the --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
11 know, you wouldn't want to --

12 COMMISSIONER JOE DAVIS, III: Yeah.
13 Individually, it wouldn't make sense.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
15 wouldn't go for a bond --

16 COMMISSIONER JOE DAVIS, III: Collectively,
17 it does.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: Just for that.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Right.

22 COMMISSIONER JOE DAVIS, III: Certainly.
23 Just for that.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Uh-huh. (Indicates affirmatively.)

26 COMMISSIONER JOE DAVIS, III: Yeah.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
28 wouldn't go for a bond restructure on just that.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Right.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
3 with this other going together, it was a really
4 good presentation. And it made a lot of sense.

5 COMMISSIONER JOE DAVIS, III: Good.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 Okay.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: And what about the buildings, the -- for
10 the Highway Department?

11 MR. RON CINK: Hang on.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: That's going to be --

14 MR. RON CINK: Hang on. I'm coming.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: All right. Okay.

17 COMMISSIONER JOE DAVIS, III: I thought he
18 was going to --

19 MR. RON CINK: I'm -- I'm coming. I
20 ain't --

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Okay.

23 MR. RON CINK: I ain't done --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: All right.

26 MR. RON CINK: -- with my list yet.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: Okay.

1 MR. RON CINK: On the Series 2012, there's
2 an opportunity to do a three-point-six million
3 dollar (\$3,600,000) cash swap on that, in other
4 words, convert existing cash.

5 And I'm not going to get into what -- how --
6 how they want to do that. But it will -- that will
7 also net out in a net present value of about two
8 fifty (\$250,000). So between those two existing
9 debts, it's about half a million dollars (\$500,000)
10 in net present value savings on that.

11 Lastly, contemplating the three million dollars
12 (\$3,000,000) for Area 200 and Area 100 barns, which
13 again, positions the Commission well for growth in
14 the county, particularly if something breaks in the
15 north side, you know, to -- to be able to add
16 efficiency to one of your core issues, which is
17 your infrastructure.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Okay.

20
21 **2-G - DECISION ITEMS DISCUSSION FOR THE BALDWIN COUNTY**
22 **COMMISSION**

23 MR. RON CINK: So next is you've all got
24 the decision items, what -- what you -- you know,
25 I -- I -- We need to -- I need to know where
26 we're -- you know, what your thoughts are on that.

27 COMMISSIONER JAMES E. (JEB) BALL: What --
28 what -- what are you talking about? Start chipping

1 away at something?

2 MR. RON CINK: Yes, sir.

3 COMMISSIONER JAMES E. (JEB) BALL: All
4 right. We -- I got one. Can I -- I want to go
5 ahead, if you don't mind.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
7 have one, too.

8 COMMISSIONER JAMES E. (JEB) BALL: Go ahead
9 and take -- On this Soil and Water Conservation
10 line, you can knock sixty (\$60,000) out of that,
11 if -- if everybody is in agreeance with that.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)
13 GRUBER: Which one?

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 That's on the miscellaneous appropriations.

16 COMMISSIONER JAMES E. (JEB) BALL:
17 Miscellaneous appropriations. Soil and -- The girl
18 that came in and wanted sixty thousand dollars
19 (\$60,000) for a job.

20 And I -- I spoke with their board. That board
21 called me on that. And, you know, they didn't even
22 know that she was going to ask for that money.

23 COMMISSIONER JOE DAVIS, III: She got out
24 in front of her headlights.

25 COMMISSIONER JAMES E. (JEB) BALL: So let's
26 save sixty (sixty thousand dollars (\$60,000))
27 there.

28 COMMISSIONER JOE DAVIS, III: And then if

1 the board wants to come back to us, that's a
2 separate issue. But that was out in front of your
3 headlights, clearly.

4 COMMISSIONER JAMES E. (JEB) BALL: I also
5 had a question about the Swift/Coles house. I
6 thought we were still in -- in limbo on that,
7 trying to figure out who owns what and is it
8 something that we can even keep sinking money into.
9 And we've got eleven thousand dollars (\$11,000)
10 budgeted for landscaping at the Swift/Coles house
11 or ten thousand dollars (\$10,000). So --

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

14 MR. RON CINK: That's the request that they
15 have.

16 MR. WAYNE DYESS: That's a request from the
17 Historic Development Commission?

18 COMMISSIONER JAMES E. (JEB) BALL: But --

19 MR. RON CINK: Uh-huh. (Indicates
20 affirmatively.)

21 COMMISSIONER JAMES E. (JEB) BALL: But we
22 still were -- Nobody ever came back to us and told
23 us about the house and who -- who --

24 MR. RON CINK: It is -- it is owned by that
25 board.

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: Yeah.

28 MR. WAYNE DYESS: And I talked to Mike --

1 MR. RON CINK: Mike.

2 MR. WAYNE DYESS: What is his last name?
3 And then I also talked to David. And I think we
4 gave everything we had to -- to -- to David. And
5 so I'll -- I'll touch base with him and try to
6 figure out --

7 COMMISSIONER JAMES E. (JEB) BALL: So the
8 County doesn't own the house?

9 MR. RON CINK: No.

10 MR. WAYNE DYESS: That house is owned by
11 the Historic Development Commission.

12 MR. RON CINK: It's owned by that board.

13 MR. WAYNE DYESS: Right. And -- But -- but
14 the County appoints the board. So I don't know
15 what -- I guess it's a quasi-County. I don't know
16 how you -- how you categorize it. But --

17 COMMISSIONER JOE DAVIS, III: So they're a
18 legal entity, 501(c)(3), or some kind of
19 governmental branch or --

20 COMMISSIONER JAMES E. (JEB) BALL: Or
21 something.

22 COMMISSIONER JOE DAVIS, III: -- what's
23 their legal status?

24 MR. RON CINK: They are --

25 COMMISSIONER JOE DAVIS, III: They file a
26 tax return?

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: They're a part of -- they're a -- they're

1 a -- they're a leg of us.

2 MR. RON CINK: They're a wholly-appointed
3 board by the Baldwin County Commission. They do
4 have -- And -- and I -- I'm like you. I'm waiting
5 on David to get back to me as far as what their
6 legal structure really looks like.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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

9 MR. RON CINK: Because, obviously, they
10 have to have a Federal ID, because you're doing --

11 COMMISSIONER JOE DAVIS, III: Right.

12 MR. RON CINK: They own the --

13 COMMISSIONER JOE DAVIS, III: Yeah.

14 MR. RON CINK: -- property.

15 COMMISSIONER JOE DAVIS, III: They have --
16 they're some kind of entity.

17 MR. WAYNE DYESS: But, in any event, eleven
18 thousand dollars (\$11,000) for landscaping, I -- I
19 mean, if we need to go back -- I mean, I don't --
20 the house -- I mean, landscaping seems like a
21 little bit maybe frivolous -- not frivolous.
22 But --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: I think part of that language, they wanted
25 to us to come back and also start --

26 MR. WAYNE DYESS: Maintaining it.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: -- maintaining the site also.

1 MR. WAYNE DYESS: And I think that,
2 Commissioner, if I'm not mistaken, Madison gave us
3 a price a couple of years ago. It was -- it was a
4 significant amount of money to maintain it --

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Yeah.

7 MR. WAYNE DYESS: -- with our crews.

8 COMMISSIONER CHARLES F. (SKIP) GRUBER: And
9 I think that's what part of this --

10 MR. WAYNE DYESS: Right.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: -- that is for.

13 MR. WAYNE DYESS: All right.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: I may be wrong.

16 MS. CHRISTIE DAVIS: So in Mike's request,
17 he said that in lieu of the ten thousand dollars
18 (\$10,000) for that, if Parks would take care of it,
19 that would be fine as well. Just to show --

20 MR. WAYNE DYESS: Right. And I think that
21 Madison told me that a couple of years ago, they
22 did some analysis. It was -- The cost to us was
23 more than ten thousand dollars (\$10,000).

24 MS. CHRISTIE DAVIS: Right. So that's why
25 I put the ten thousand (\$10,000) in.

26 MR. WAYNE DYESS: Yeah.

27 MS. CHRISTIE DAVIS: And then one thousand
28 dollars (\$1,000) is related to the -- the

1 Historical Commission. And it's like one thousand
2 dollars (\$1,000) for administrative costs.

3 COMMISSIONER JOE DAVIS, III: I know
4 Ms. Gloria, I think, is the secretary of --

5 MR. WAYNE DYESS: She is.

6 COMMISSIONER JOE DAVIS, III: --
7 that group.

8 MR. WAYNE DYESS: Yes, sir. And it was my
9 understanding that at one point in time, they were
10 paying somebody to do the minutes for them. And
11 now Gloria is doing it as a -- as a volunteer. So
12 that's money saved there.

13 MR. RON CINK: Uh-huh. (Indicates
14 affirmatively.)

15 COMMISSIONER JAMES E. (JEB) BALL: They had
16 a huge amount of money that was given to them.

17 MR. WAYNE DYESS: Uh-huh. (Indicates
18 affirmatively.)

19 COMMISSIONER JAMES E. (JEB) BALL: And
20 something happened. I don't know if they blew
21 through it or what happened. But they were paying
22 somebody a lot of money to work out there.

23 MR. WAYNE DYESS: Yeah. And -- and I think
24 Mike came -- when he came and spoke at a work
25 session, he mentioned that he said they had some
26 HVAC issues.

27 But, also, they were paying somebody to market
28 the place and some things like that. I don't --

1 I --

2 COMMISSIONER JAMES E. (JEB) BALL: Well,
3 they couldn't keep up with the number of events.

4 I -- I mean --

5 MR. WAYNE DYESS: Right.

6 COMMISSIONER JAMES E. (JEB) BALL: All
7 right. This -- this is just something I was
8 looking at. I mean, eleven (\$11,000) --

9 MR. WAYNE DYESS: Sure.

10 COMMISSIONER JAMES E. (JEB) BALL: I wanted
11 to see what kind of landscaping we were going to do
12 for eleven thousand dollars (\$11,000). So --

13 MR. WAYNE DYESS: Okay. Can -- Will you
14 give me a chance to talk to David and see what
15 he's -- see what he's decided about --

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

17 MR. WAYNE DYESS: -- can we even do
18 anything out there? Because I think -- I think Ron
19 has got a valid question. Can we even do anything
20 if it's not a County entity?

21 MR. RON CINK: Yeah.

22 COMMISSIONER JAMES E. (JEB) BALL: That's
23 right.

24 MR. WAYNE DYESS: Or --

25 COMMISSIONER JOE DAVIS, III: Well, and on
26 the marketing point -- And I'm not saying our
27 individual entities don't need to focus on their
28 marketing. But that also needs to be coordinated

1 through and collectively shared --

2 MR. WAYNE DYESS: Right.

3 COMMISSIONER JOE DAVIS, III: -- with the
4 new position --

5 MR. WAYNE DYESS: Right.

6 COMMISSIONER JOE DAVIS, III: -- that we're
7 creating so we're all selling either the same thing
8 or --

9 MR. WAYNE DYESS: Sure.

10 COMMISSIONER JOE DAVIS, III: -- selling it
11 consistent.

12 MR. WAYNE DYESS: Right. Absolutely.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: So the Soil and Water -- Go back. So
15 we're taking the sixty (\$60,000) out of the one
16 thirty-five (\$135,000)?

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

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 Yeah.

21 COMMISSIONER JOE DAVIS, III: That's right.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Okay. So that leaves them --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 You're giving them the seventy-five (\$75,000).

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: -- with seventy-five (\$75,000).

28 MR. RON CINK: Seventy-five (\$75,000).

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Seventy-five, five (\$75,500) or -- yeah.

3 MR. RON CINK: Yeah.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Seventy-five, five (\$75,500).

6 MR. RON CINK: Seventy-five, five
7 (\$75,500).

8 MS. CHRISTIE DAVIS: Uh-huh. (Indicates
9 affirmatively.)

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is
11 that what we gave them before? Seventy-five, five
12 (\$75,500).

13 MS. CHRISTIE DAVIS: (Indicates
14 affirmatively.)

15 MR. RON CINK: Yeah.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
17 thought it was seventy-five (\$75,000).

18 COMMISSIONER JAMES E. (JEB) BALL: And are
19 we still in talks? I mean, we -- we're looking at
20 a million dollars (\$1,000,000) is what we was
21 talking about with Brian Peacock trying to get that
22 stuff. And hopefully we're working on that 911
23 thing; right?

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Waiting on --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: Yes.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

1 their board.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Their -- their board meets next week.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 There was interest in wanting to help us. They've
6 just got to see where they stand with everything
7 they're working on right now, and, eventually,
8 sooner than later, hopefully taking it over.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: We would --

11 COMMISSIONER JOE DAVIS, III: Are we on the
12 correct limb of the tree? Because when you talk to
13 other Counties, we seem to be in a unique financial
14 contributing posture.

15 And I'm all about helping entities. But if we
16 going to fund them, then we need to have more
17 direct influence on what's done, how it's done, and
18 to make sure it's --

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: We --

21 COMMISSIONER JOE DAVIS, III: --
22 consistent. Because we'll get blamed if it's -- if
23 it's not done.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: We are the ones right now that are
26 handling all the P-225 stuff. Every -- every bit
27 of it is coming through us.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Correct. Yeah.

2 COMMISSIONER JAMES E. (JEB) BALL: And
3 we're unique, because we're the only County in the
4 state --

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: We're the only County --

7 COMMISSIONER JAMES E. (JEB) BALL: -- that
8 does it.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: -- that does that.

11 COMMISSIONER JOE DAVIS, III: And my
12 question becomes is that still the best way to do
13 it? Why --

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: Well, that's --

16 COMMISSIONER JOE DAVIS, III: -- did it end
17 up that way? And what are we going to be doing
18 three years from now?

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: That's why they're --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 We're trying to get them to take it over.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: The meeting we had with the board the
25 other day is that -- you know, they got a whole new
26 board. They got a new board. They got a --
27 they're going to have a new director.

28 And they just want time to digest this. And we

1 threw that out to -- there to them. And I -- It's
2 not that they didn't want to do it, but they just
3 need to run it before the board and talk about, you
4 know, the thing.

5 They -- It's unique. This is the -- we are the
6 only ones that does it. And --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

8 Yeah.

9 COMMISSIONER JOE DAVIS, III: So it's --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: They did not realize that.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
13 specific request is that they help us pay -- that
14 they pay for the nine eighty-seven (\$987,000).

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Yeah.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

18 Okay.

19 COMMISSIONER JOE DAVIS, III: But, see,
20 some people look at that as saying, well, y'all are
21 just the cash cow that's doing us --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
23 told them --

24 COMMISSIONER JOE DAVIS, III: -- a solid.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.
26 I told them specifically --

27 COMMISSIONER JOE DAVIS, III: But the rest
28 of the state doesn't.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
2 told them specifically --

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: They --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
6 this is holding our budget up.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: They've been -- they have the --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Didn't I?

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: 911 has been contributing money to this
13 project also.

14 MR. RON CINK: They contributed --

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: They -- they --

17 MR. RON CINK: -- three hundred thousand
18 dollars (\$300,000).

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Three hundred thousand dollars (\$300,000)
21 for it.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

23 We -- Brian did a very good presentation. And I
24 took really good notes of exactly all the numbers
25 of the radios and different kinds of stuff. And I
26 think that --

27 COMMISSIONER JOE DAVIS, III: What body was
28 that?

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

2 Chief Wilson did not -- It was the 911 Board.

3 And --

4 COMMISSIONER JOE DAVIS, III: Did we get
5 invited to sit in on that?

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: It was just between us two; right?

8 That --

9 COMMISSIONER JOE DAVIS, III: Why?

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: It was --

12 COMMISSIONER JOE DAVIS, III: Because --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No,
14 no, no, no, no.

15 COMMISSIONER JOE DAVIS, III: -- of the
16 titles you're in?

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No,
18 no, no, no, no, no, no. The budget. Remember when
19 we asked about the nine eighty-seven (\$987,000) the
20 other day?

21 COMMISSIONER JOE DAVIS, III: Yeah.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Okay. And so --

24 COMMISSIONER JOE DAVIS, III: My point is
25 there are four of us. And if we can all get the
26 same information at the same time, regardless of
27 our titles --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 GRUBER: Y'all have --

2 COMMISSIONER JOE DAVIS, III: -- we can
3 make it --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Y'all have the -- y'all have -- I mean, so
6 we just met with the board because they wanted the
7 thing and didn't -- and we didn't want to have to
8 call a special meeting for -- to meet with these
9 folks. We -- we can't meet with them unless you
10 have an open meeting.

11 COMMISSIONER JOE DAVIS, III: Okay. So --

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Two of us can sit down and talk --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: This
15 was no different than us talking with Reid Cavinar.

16 COMMISSIONER JOE DAVIS, III: Okay. So --

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: So, I mean, y'all -- y'all met with Reid.

19 COMMISSIONER JOE DAVIS, III: Two of us --
20 two of us on -- at least one of us on the
21 Commission knows zip about what was discussed, how
22 it was discussed, and what the conclusions were.

23 The only way I can vote on things is by
24 understanding what we're trying to do. And I'm not
25 about violating Open Meetings law.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No,
27 no, no, no, no.

28 COMMISSIONER JOE DAVIS, III: But we need

1 to all know the same thing at the same time, if
2 possible.

3 COMMISSIONER JAMES E. (JEB) BALL: Hey,
4 and, Ron, I looked on here, too. And where we got
5 the -- the -- the audio and stuff for the Annex, we
6 had agreed to go with Option B, which knocks
7 forty-nine (\$49,000) --

8 MR. RON CINK: Which is forty-nine
9 (\$49,000).

10 COMMISSIONER JAMES E. (JEB) BALL: -- which
11 knocks forty-nine (\$49,000) --

12 MR. RON CINK: Yes, sir.

13 COMMISSIONER JAMES E. (JEB) BALL: -- off
14 that number.

15 MR. RON CINK: Yes, sir.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: This
17 was a -- this was 3:00 p.m. on Tuesday.

18 COMMISSIONER JOE DAVIS, III: No. I don't
19 need the minutes. Here's what I -- here's what I'm
20 leading up to. When do we change chairs? Is that
21 October 1st? When do I become the Finance
22 Chairman?

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 November.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)
26 GRUBER: November the -- the second --

27 COMMISSIONER JOE DAVIS, III: 14th?

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 GRUBER: The second meeting of November.

2 COMMISSIONER JOE DAVIS, III: Okay. So
3 what I'm trying to do is get prepared --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Uh-huh. (Indicates affirmatively.)

6 COMMISSIONER JOE DAVIS, III: -- to do a
7 good job in that slot. And the more information
8 that can be shared without violating any laws or
9 provisions, that puts us in a better posture --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Right.

12 COMMISSIONER JOE DAVIS, III: -- to have
13 consistency with what we want.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Well, I wanted to share, though, what I asked
16 specifically. I asked them specifically, because
17 there's -- there's -- I didn't realize whenever it
18 was on our budget what the whole deal was. I
19 didn't understand about the radios or anything,
20 because I'm new; okay?

21 So Brian Peacock, from our CIS Department, gave
22 a really good rundown of how it even got started.

23 COMMISSIONER JOE DAVIS, III: Ask him to do
24 a summary of that meeting and send it to all four
25 of us.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
27 will.

28 COMMISSIONER JOE DAVIS, III: If y'all

1 already have it, fine.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --

3 COMMISSIONER JOE DAVIS, III: I have

4 nothing on it. So --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I

6 took my own.

7 COMMISSIONER JOE DAVIS, III: -- I need to

8 be --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

10 These are just my own personal notes; okay? But I
11 think what would be a really good thing for you.

12 COMMISSIONER JOE DAVIS, III: Uh-huh.

13 (Indicates affirmatively.)

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: When

15 I left here on Tuesday from Chris' meetings -- I
16 left early -- I called Brian in between Fairhope
17 and Foley. A few gaps we had in service, but I'd
18 been having to call him back.

19 But I asked him to give me some background on
20 what is the County -- you know, how did this get
21 started and where are we at.

22 And I didn't -- I had no idea that we were
23 unique, that we were the only County that was doing
24 this. I didn't even understand exactly what it
25 was.

26 COMMISSIONER JOE DAVIS, III: We don't know
27 that we're not being duped --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Right.

2 COMMISSIONER JOE DAVIS, III: -- if the
3 rest of the state is doing it a different --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Right.

6 COMMISSIONER JOE DAVIS, III: -- way.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So I
8 would suggest, for your benefit --

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

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
12 just like my benefit -- And this was only knowledge
13 I obtained not even forty-eight (48) hours ago --
14 is let Brian just give you the information. And
15 that is not --

16 COMMISSIONER JOE DAVIS, III: That's all
17 I'm asking --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
19 anything in violation. And he --

20 COMMISSIONER JOE DAVIS, III: That's all
21 I'm asking for.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: He
23 would be happy to do that.

24 COMMISSIONER JOE DAVIS, III: Well --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
26 what --

27 COMMISSIONER JOE DAVIS, III: -- it needs
28 to be a matter of course, in my opinion.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Yeah. And we were going --

3 COMMISSIONER JOE DAVIS, III: As -- as a
4 subcommittee, I'm going to call it -- as
5 subcommittees -- And I know that that's required.
6 But at some point, there are four of us.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

8 Right.

9 COMMISSIONER JOE DAVIS, III: And somehow
10 we need to be tied into the informational exchange.
11 Because we have people that are on these boards or
12 involved with businesses and -- and deal with this.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
14 agree.

15 COMMISSIONER JOE DAVIS, III: And when
16 they -- they ask us a specific question and we've
17 got a, duh, I'll have to find out, that's not a
18 good way to run the ship.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
20 not. And I agree.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)
22 GRUBER: And I agree. You know, there's stuff
23 that --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 There's certain --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)
27 GRUBER: Y'all meet with finance -- met with
28 financial. I didn't know nothing about it, either.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: I didn't get
2 to meet with them.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: But I -- but -- but you sat in.

5 COMMISSIONER JOE DAVIS III: I was --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: But I'm saying, I mean, there's stuff that
8 goes on, I mean. And -- and the thing --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 We're bringing --

11 COMMISSIONER JOE DAVIS, III: We need to --

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: The thing was --

14 COMMISSIONER JOE DAVIS, III: We need to be
15 made aware of what --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: Wait. Wait.

18 COMMISSIONER JOE DAVIS, III: -- was
19 determined.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Wait a minute. Let me finish. Brian is
22 meeting with that board next week.

23 COMMISSIONER JOE DAVIS, III: Okay.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: And then he's going to come back and let
26 us know what's going on. So it's -- there's still
27 a lot of preliminary stuff --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 actually the --

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: -- moving.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
5 actually the 28th. And it's --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: The 28th.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
9 happening -- Their -- their 911 board meeting,
10 we -- we were invited to come. But we're actually
11 going to be in that special meeting for the
12 elections.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: The elections.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
16 so none of us would have been available.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: Available.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
20 Brian is going to go.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: In our place.

23 COMMISSIONER JOE DAVIS, III: Well, my
24 whole point is share as we go.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

26 Yeah. Well, we're here now; okay? And it's
27 just -- this has just come up less than two days
28 ago.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Okay.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
3 I would like to, if you don't mind, just share a
4 couple of things, is that there is a six hundred
5 and nine thousand (\$609,000) current out-of-pocket
6 expense per year that the County is paying for the
7 operational use of these radios, which this is for
8 Motorola support.

9 Baldwin County Commission is still managing the
10 support via Motorola. And they have a rep onsite
11 that's at our EMA. I didn't know that; okay? So
12 it's not our employee. Am I -- did I understand
13 that right?

14 MR. RON CINK: That's correct.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
16 this is just -- this is just -- Man, there is so
17 much out there. It'll take forever to learn
18 everything. But this is just something that just
19 came up in the last twenty-four (24) hours; okay?

20 COMMISSIONER JOE DAVIS, III: And, see, I'm
21 about --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
23 mean --

24 COMMISSIONER JOE DAVIS, III: Is that the
25 only way to do it? Is that the best way to do it?
26 And if we're the only County doing it that way --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 Right.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: -- either we
2 need to be the --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
4 So --

5 COMMISSIONER JOE DAVIS, III: -- flagship
6 or we're the caboose.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: They
8 told us that there was -- actually how much has
9 been billed. There's -- there's like twenty-eight
10 hundred (2,800) of these radios out there. But
11 there's only like seventeen eighty-three (1,783) of
12 these units that get billed.

13 And, now, there's a reason why the other ones
14 aren't billed, is because they're not useable,
15 because they only have one; okay? So it's -- We're
16 actually able to track the airtime, according to
17 Brian, now.

18
19 (Commission Chairman Charles (Skip) Gruber left the
20 Budget Deliberations meeting.)
21

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
23 weren't able to track that airtime when these
24 things were implemented about ten years ago; okay?

25 And he said that the County going in the hole,
26 because we -- our Sheriff's Department uses three
27 hundred sixty-five (365) of these twenty-eight
28 hundred (2,800) radios. And it's inner-billed

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 between the Sheriff's Department and the County
2 Commission.

3 MR. RON CINK: That's correct.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
5 the amount that we receive back in reimbursement
6 for the annual six hundred and nine thousand
7 dollars (\$609,000) --

8 COMMISSIONER JOE DAVIS, III: Okay.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
10 outlay is only two hundred thirteen thousand
11 (\$213,000). So --

12 COMMISSIONER JOE DAVIS, III: You're making
13 my point.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
15 we are --

16 MR. RON CINK: Uh-huh. (Indicates
17 affirmatively.)

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
19 four hundred thousand dollars (\$400,000) in the
20 hole without this capital outlay; okay?

21 So there is valid reason for us. It is not our
22 responsibility. But right now we can't leave our
23 first responders hanging. We're trying --

24 COMMISSIONER JOE DAVIS, III: We don't --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
26 to talk to --

27 COMMISSIONER JOE DAVIS, III: We don't want
28 to do that.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
2 we also -- This is something I didn't know. We
3 also have -- we have three different types of users
4 to this system. We have our local users, which is
5 our local fire department, police department,
6 ambulances, et cetera.

7

8 (Commission Chairman Charles (Skip) Gruber rejoined the
9 Budget Deliberations meeting.)

10

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
12 have remote sites; Dale County, which is in the --
13 you know where Dale County is over by Dothan.

14 COMMISSIONER JOE DAVIS, III: Over by
15 Dothan.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: They
17 have their own towers. But each one of these
18 systems has to have -- my term would be a base.
19 All about the bass.

20 But somehow or another they're able to use our
21 base that's located at the EMA building in
22 Robertsdale. Is that where the base is at? I
23 think.

24 Anyway, then we have a local remote user. And
25 an example of that is PCI, which is the Poarch
26 Creek Indians. They pay a per-device fee, but they
27 don't pay a charge-per-channel fee.

28 I go back to that Dale County. They pay a

1 charge-per-channel, which means they have their own
2 towers, but they have to have a base. And so they
3 pay us twenty-five thousand (\$25,000) a year. But
4 they've got their own towers and stuff over there
5 in their area so that it would be efficient.

6 Poarch Creek put up a -- a -- a tower. They
7 let us use that tower for the area that -- it has
8 increased our coverage. But they pay a per-device
9 fee based on what they use in their area for
10 their -- they've got their own first responders and
11 fire and police --

12 COMMISSIONER JOE DAVIS, III: Sure.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
14 up on the Poarch Creek thing. So I just want to
15 say that it was an eye opening to me.

16 COMMISSIONER JOE DAVIS, III: Yeah.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
18 had no idea. I saw this amount on the budget, and
19 I thought whoa.

20 COMMISSIONER JAMES E. (JEB) BALL: Joe --
21 Joe and I will meet with Brian.

22 COMMISSIONER JOE DAVIS, III: Yeah.

23 COMMISSIONER JAMES E. (JEB) BALL: How
24 about that?

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Well, that's the same thing.

27 COMMISSIONER JOE DAVIS, III: We'll get
28 up --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Okay.

3 COMMISSIONER JOE DAVIS, III: We'll get up
4 with him.

5 COMMISSIONER JAMES E. (JEB) BALL: Ron,
6 another one is -- let's just be -- On this -- on
7 this fountain thing --

8 MR. RON CINK: Uh-huh. (Indicates
9 affirmatively.)

10 COMMISSIONER JAMES E. (JEB) BALL: --
11 let's -- let's knock that -- let's knock that down
12 to ten thousand dollars (\$10,000) or something like
13 that. Because I cannot foresee -- I mean, I -- I
14 just want the water flowing in the thing.

15 MS. CHRISTIE DAVIS: I -- I should have a
16 better number for you.

17 MR. RON CINK: Right.

18 MS. CHRISTIE DAVIS: Junius, you know, he's
19 going to have to --

20 COMMISSIONER JAMES E. (JEB) BALL: Oh, I
21 know. I know.

22 COMMISSIONER JOE DAVIS, III: Sure.

23 MS. CHRISTIE DAVIS: He's going to be back
24 Monday. And he's going to call Cox Pools. He
25 knows exactly what's wrong with the actual pump in
26 the fountain. So he's got to talk them so they --

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

28 MS. CHRISTIE DAVIS: -- can get him a

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 revised quote. So I can put it at ten (\$10,000)
2 and then bring y'all a better number at the next --

3 COMMISSIONER JAMES E. (JEB) BALL: Right.

4 MS. CHRISTIE DAVIS: -- meeting.

5 COMMISSIONER JAMES E. (JEB) BALL: Sixty
6 thousand (\$60,000) is -- is a normal cost of
7 building a pool at your house with waterfalls and
8 all that stuff.

9 MS. CHRISTIE DAVIS: Right.

10 COMMISSIONER JAMES E. (JEB) BALL: So, I
11 mean, this -- To -- to repair --

12 COMMISSIONER JOE DAVIS, III: That
13 doesn't --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 That'd give you a fine one.

16 COMMISSIONER JAMES E. (JEB) BALL: -- a
17 fountain in front of the courthouse, I'd rather
18 just make a flower bed out of it or whatever.
19 But --

20 MS. CHRISTIE DAVIS: Okay.

21 COMMISSIONER JAMES E. (JEB) BALL: -- I'd
22 like to see water flowing in it again.

23 MS. CHRISTIE DAVIS: Okay.

24 COMMISSIONER JAMES E. (JEB) BALL: And I
25 just thought that we could go ahead and, you know,
26 knock it down.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
28 know --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JAMES E. (JEB) BALL: Because
2 it may be something that we can do --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
4 it might be better to be a flower bed.

5 COMMISSIONER JAMES E. (JEB) BALL: -- a lot
6 of -- You know, with Cox Pools' direction, a lot of
7 inhouse work could be done on that with Cox Pools'
8 direction. But it's just --

9 COMMISSIONER JOE DAVIS, III: It's not
10 worth trying to make it a venue.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
12 wouldn't.

13 COMMISSIONER JAMES E. (JEB) BALL: Right.

14 COMMISSIONER JOE DAVIS, III: It's -- it's
15 a visual aspect of a facility.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 Since we've gotten some rubber stoppers for the
18 tables and some of the chairs, can we put the floor
19 off at the Central Annex? I -- I don't think that
20 is needed right now.

21 COMMISSIONER JAMES E. (JEB) BALL: I -- I
22 had it marked to do that.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Okay.

25 COMMISSIONER JOE DAVIS, III: Yeah. I --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 We've already --

28 COMMISSIONER JOE DAVIS, III: That's --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
2 marked off the chairs. I think we could wait.

3 COMMISSIONER JOE DAVIS, III: We're in the
4 trimming mode now.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
6 can wait on that. Yeah. Okay.

7 COMMISSIONER JAMES E. (JEB) BALL: Another
8 thing that we -- we needed to discuss is, you know,
9 this is something we had discussed a long time ago,
10 supporting Gateway Initiative and with the South
11 Baldwin Chamber.

12 And I would like to maybe cut that number in
13 half that they're asking for. Just --

14 MS. CHRISTIE DAVIS: I did provide you guys
15 a -- a top sheet. You may not have realized what
16 it was. You had requested that anybody wanting an
17 increased appropriation come to the meetings. So
18 they're all going to come --

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

20 MS. CHRISTIE DAVIS: -- to the last two
21 meetings that we have.

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

23 MS. CHRISTIE DAVIS: And South Baldwin is
24 included on that.

25 COMMISSIONER JAMES E. (JEB) BALL: That's
26 good.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
28 can we give them like a heads-up that when these

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 people come, I don't want them just to walk in here
2 and say the same thing that's been --

3 COMMISSIONER JOE DAVIS, III: No.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
5 on their letter.

6 COMMISSIONER JOE DAVIS, III: No.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
8 a little -- You sent us those PDF's of all the --
9 that file. Other than a little having to rotate
10 around a little bit, it wasn't much in those,
11 except for Lee Lawson gave us an audited financial
12 statement.

13 COMMISSIONER JOE DAVIS, III: There you go.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Okay? The rest of them are very vague. That ain't
16 going to cut it with me. Now --

17 COMMISSIONER JOE DAVIS, III: Huh-uh.
18 (Indicates negatively.)

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
20 I'm only one of four. But --

21 COMMISSIONER JOE DAVIS, III: Me, either.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I
23 need more information. And not only do I want to
24 see some financials, I want to know what they're
25 doing with the money.

26 And I'll use the library system as an example.
27 I think we need to start getting -- whether
28 everybody wants to see it or not, I enjoy getting

1 that little e-mail on Monday morning about the
2 jail. I enjoy getting the little e-mail. It's
3 very quick. I don't have to know anything.

4 COMMISSIONER JOE DAVIS, III: That's right.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
6 think it would be nice to have, on a monthly basis,
7 to tell us how many patrons they have served.

8 I know I can only reference what I have had
9 experience with, but the Summerdale librarian
10 always gives a little very quick, about five steps,
11 that says how many books were checked out, how many
12 computer uses, how many people were served.

13 And in that letter, it says we serve ninety
14 thousand (90,000) people. Well, I mean, we
15 serve -- Is that the difference between what lives
16 in the municipalities and what the population is in
17 Baldwin County?

18 So I'm just -- I need more information as to
19 what are we doing. Because I've had complaints
20 about certain things about how the bookmobile
21 wasn't in operation forever. And then, you know,
22 just --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: Well, it wasn't. The old one was not.
25 They came to us and wanted to us give them a new
26 bus, and we said --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
28 know they got a grant from IMPACT; okay?

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Now they've got a -- they've got a --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
4 it was about a year before they even got that, from
5 the time IMPACT issued the money until then. So I
6 just want --

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: They didn't have --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
10 want a little bit better financial statement.
11 Because the one that I got said I'm giving you this
12 amount. And then up above it, it said, oh, I
13 didn't include the fourth quarter. I've got to add
14 it all together. No.

15 COMMISSIONER JOE DAVIS, III: Well --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 That's not a financial statement.

18 COMMISSIONER JOE DAVIS, III: -- from my
19 perspective, this is a chance for every entity,
20 including our departments, to sell why they're a
21 good investment.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Right.

24 COMMISSIONER JOE DAVIS, III: And the way
25 you do that is say the money you provided us in the
26 past has done this, this, and this. And the money
27 we're asking for now is going to do this, this, and
28 this. It looks like you've got a plan.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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

3 COMMISSIONER JOE DAVIS, III: And just
4 because we gave it to you last year -- We're not
5 trying to be mean. But we need to know it's a good
6 investment of taxpayer dollars.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
8 not an entitlement.

9 COMMISSIONER JOE DAVIS, III: Yeah.

10 COMMISSIONER JAMES E. (JEB) BALL: Well,
11 Ron, I've got a -- a question I wanted to ask you.
12 I've got another request that they -- they don't
13 know how to do it, because they're old. But
14 they -- North Baldwin Animal Shelter, Red -- Red
15 Wilkins --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: (Indicates negatively.)

18 COMMISSIONER JAMES E. (JEB) BALL: Why are
19 you already shaking your head?

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Because it's a private organization.

22 COMMISSIONER JAMES E. (JEB) BALL: Hang on
23 just a second before you shake --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: I'm just saying --

26 COMMISSIONER JAMES E. (JEB) BALL: Hang on
27 before you --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: I'm not --

2 COMMISSIONER JAMES E. (JEB) BALL: -- shake
3 your head at me. I'm -- I'm -- We're not voting on
4 anything.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: I know.

7 COMMISSIONER JAMES E. (JEB) BALL: I'm
8 making a request, as a Commissioner. You have no
9 idea what they do for us.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: I -- I do know what you do.

12 COMMISSIONER JOE DAVIS, III: No. What
13 they do.

14 COMMISSIONER JAMES E. (JEB) BALL: You have
15 no idea what --

16 COMMISSIONER JOE DAVIS, III: They do.

17 COMMISSIONER JAMES E. (JEB) BALL: They
18 take every animal that this shelter can't take, and
19 they've done it for years. And they take them for
20 free. They adopt them out.

21 And they were getting subsidized when the State
22 ran the animal shelter that now we have control of.
23 And as soon as we took control of that shelter, the
24 money that was coming into North Baldwin Animal
25 Shelter stopped.

26 And all I was asking for was some type of
27 appropriation. I'd rather not get this fountain
28 fixed at all and help the North Baldwin Animal

1 Shelter out.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
3 think the number was fifteen thousand (\$15,000) --

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

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
6 was it, that the State was subsidizing it?

7 MR. RON CINK: No.

8 MS. CHRISTIE DAVIS: Did they subsidize
9 them because they took animals from the -- our
10 shelter or from --

11 COMMISSIONER JAMES E. (JEB) BALL: Yes.
12 They were -- they were taking animals. They take
13 the overflow from our shelter.

14 MS. CHRISTIE DAVIS: From the County
15 Shelter?

16 COMMISSIONER JAMES E. (JEB) BALL: The
17 County Shelter. I'm going to get you some numbers
18 in just a second.

19 COMMISSIONER JOE DAVIS, III: And that
20 doesn't say they don't get animals from other
21 places. What we need to recognize is that they're
22 helping our animal shelter.

23 MS. CHRISTIE DAVIS: I -- I don't think
24 that -- I don't know how much overflow they take
25 from the Animal Shelter currently, because I think
26 they're full. But give me just a second. I'm
27 waiting on the system.

28 COMMISSIONER JAMES E. (JEB) BALL: I'm just

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 asking. We're not voting on anything. I'm just
2 asking to -- to put the number in there and see
3 where we can go.

4 MR. RON CINK: You want to do that this
5 year?

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
7 want to do that --

8 COMMISSIONER JAMES E. (JEB) BALL: Well, I
9 mean, yeah.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
11 on the current year?

12 MR. RON CINK: Uh-huh. (Indicates
13 affirmatively.)

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Yeah?

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

17 MR. RON CINK: Uh-huh. (Indicates
18 affirmatively.)

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
20 not put it in the budget?

21 MR. RON CINK: Uh-huh. (Indicates
22 affirmatively.)

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Yeah.

25 MR. RON CINK: If that's acceptable to
26 y'all.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --
28 I think that it would --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: That makes it
2 a one-time fee. And maybe it just needs to be a
3 one-time fee.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Well --

6 COMMISSIONER JOE DAVIS, III: But if we're
7 having overflow, and if we have somebody that's
8 generous enough to --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
10 would like to have --

11 COMMISSIONER JOE DAVIS, III: -- take it,
12 we need to recognize that.

13 COMMISSIONER JAMES E. (JEB) BALL: I think
14 whether they were getting overflow from our shelter
15 or not, the State was subsidizing them for -- It
16 was something to do with helping the County out.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 There's not another shelter in that area, is there?

19 COMMISSIONER JAMES E. (JEB) BALL: No.

20 COMMISSIONER JOE DAVIS, III: Not that I
21 know of.

22 COMMISSIONER JAMES E. (JEB) BALL: Not a --
23 There's no other shelters in Baldwin County.

24 MS. CHRISTIE DAVIS: It's -- it's a
25 nonprofit organization. And they -- I think a lot
26 of their dogs come from owner surrender and things
27 because a lot of shelters don't take them.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So

1 they take ones that the shelters won't take.

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

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

4 Okay.

5 COMMISSIONER JAMES E. (JEB) BALL: Plus
6 they take cats, which our shelter does not. So all
7 the cats go there, too.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Yeah. It's like Stray Love that's taking care of a
10 lot of cats down this way. Y'all know my heart is
11 cats.

12 COMMISSIONER JAMES E. (JEB) BALL: And
13 another -- and another thing that we never
14 addressed --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 Ron --

17 COMMISSIONER JAMES E. (JEB) BALL: -- I
18 brought people in to speak at one of our meetings,
19 that Morning Dove Church in Perdido. The -- the --
20 They want to donate all their land and property to
21 us and hand it over. And we were going to do --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 That's --

24 COMMISSIONER JAMES E. (JEB) BALL: -- a
25 parks type thing like we did in Stockton.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Because they're not taking them down there.

28 COMMISSIONER JAMES E. (JEB) BALL: We had

1 it at a -- They gave a presentation at a work
2 session.

3 MR. RON CINK: Uh-huh. (Indicates
4 affirmatively.)

5 COMMISSIONER JAMES E. (JEB) BALL: And
6 Wayne wasn't here at this time.

7 MR. RON CINK: No. But I was thinking --

8 COMMISSIONER JOE DAVIS, III: Has there
9 been any movement on it since then, I guess, is
10 part of our question?

11 MR. WAYNE DYESS: I know. I'm -- on our
12 end, I don't -- I'm not aware of anything.

13 COMMISSIONER JAMES E. (JEB) BALL: It's --
14 it was a lady that's up there.

15 MR. RON CINK: Yes, sir.

16 COMMISSIONER JAMES E. (JEB) BALL: She's
17 going to donate all her property to us. And, in
18 return, we were just going to put some park
19 benches, a walking trail maybe, that kind of stuff.

20 And the reason I'm asking is because she keeps
21 calling me, because she says what's -- what's going
22 to happen?

23 And the meeting has probably been five months
24 ago or whatever. So I don't know what to keep
25 telling her. We're in -- We said we -- we told her
26 at that meeting we'd have to wait until budget.

27 And I don't -- I don't know how. We -- we were
28 going to study on how to do the land part of it,

1 get it surveyed, see -- Because they're just going
2 to donate the land, which, I mean, would have some
3 value for the County, I -- I guess, to take over
4 the property.

5 We were looking to see where that property --
6 what's around it, what kind of -- what kind of
7 neighbor was it -- neighborhood it's in and stuff.

8 And I think it's just a piece of land in the
9 middle of nowhere, from what she was telling me.
10 And they're already -- and you remember we had the
11 conversation --

12 MR. RON CINK: Uh-huh. (Indicates
13 affirmatively.)

14 COMMISSIONER JAMES E. (JEB) BALL: -- that
15 we said --

16 MR. RON CINK: Uh-huh. (Indicates
17 affirmatively.)

18 COMMISSIONER JAMES E. (JEB) BALL: -- hey,
19 look, you know --

20 MR. RON CINK: Uh-huh. (Indicates
21 affirmatively.)

22 COMMISSIONER JAMES E. (JEB) BALL: -- once
23 we do this, it's -- it's going to be a park open to
24 everybody. Y'all can't just take control of it and
25 say y'all can't -- people -- you can't keep people
26 out of if once the County takes it over.

27 MR. WAYNE DYESS: I -- I'm -- I know
28 somebody has discussed this. That does sound

1 familiar. This property, you said it's near a
2 church?

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

4 MR. RON CINK: It's in Perdido.

5 MR. WAYNE DYESS: Perdido? Okay.

6 MR. RON CINK: Yeah.

7 MR. WAYNE DYESS: So would we maintain the
8 property with our -- with our crews and like mow
9 the grass and --

10 COMMISSIONER JAMES E. (JEB) BALL: Well,
11 yeah. I mean, it's a County property. We -- we're
12 going to --

13 COMMISSIONER JOE DAVIS, III: It's donated
14 to us with few --

15 COMMISSIONER JAMES E. (JEB) BALL: They're
16 going to deed it over to us.

17 COMMISSIONER JOE DAVIS, III: -- few
18 stipulations. We don't want a bunch of tags on it.

19 MR. RON CINK: Why am I thinking there was
20 some -- there was some --

21 COMMISSIONER JOE DAVIS, III: If something
22 happens legally --

23 COMMISSIONER JAMES E. (JEB) BALL: We did
24 something just like this in Stockton --

25 MR. WAYNE DYESS: Right.

26 COMMISSIONER JAMES E. (JEB) BALL: -- at --
27 at -- kind of like some park benches and a walking
28 trail.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. WAYNE DYESS: Yeah. The park benches
2 and the walking trail wouldn't cost --

3 COMMISSIONER JAMES E. (JEB) BALL: They
4 already have --

5 MR. WAYNE DYESS: -- much at all.

6 COMMISSIONER JAMES E. (JEB) BALL: -- all
7 the other stuff. I think they have a basketball
8 court out there and a -- a pavilion. They have all
9 that. They just --

10 MR. WAYNE DYESS: I -- I think the
11 bigger -- I mean, so that would be easy to do. I
12 think the maintenance of it, we -- we need to put
13 it on -- on the Parks maintenance schedule to go
14 and mow the grass there and all.

15 Ron, is that something that we could do now? I
16 mean, do we --

17 MR. RON CINK: Yeah. Yeah.

18 MR. WAYNE DYESS: -- have the funds to do
19 it now? I mean --

20 COMMISSIONER JAMES E. (JEB) BALL: I don't
21 know if we have time. I mean, I just --

22 MR. WAYNE DYESS: Right.

23 COMMISSIONER JAMES E. (JEB) BALL: I'm
24 trying to get back --

25 MR. WAYNE DYESS: We could probably
26 transfer. Let -- let -- let me follow up on that.

27 MR. RON CINK: Yeah. Because --

28 COMMISSIONER JAMES E. (JEB) BALL: I can --

1 I can try to you get all the information.

2 MR. WAYNE DYESS: Yeah. I mean, it sounds
3 like -- I mean --

4 COMMISSIONER JOE DAVIS, III: Wouldn't
5 Legal have been brought in to say, you know, does
6 it have any liens or any of that sort of stuff?

7 MR. WAYNE DYESS: Yes. We -- we would do a
8 title search on it and those kind of things.
9 Right.

10 MR. RON CINK: I remember going through
11 this.

12 COMMISSIONER JAMES E. (JEB) BALL: It's --
13 it's been a while.

14 MR. RON CINK: It has.

15 COMMISSIONER JAMES E. (JEB) BALL: But I
16 can tell you this lady doesn't forget. So I either
17 get a call or an e-mail once a week or twice a
18 week.

19 And I -- and I tried telling her, hey, look,
20 we're in budget right now. I'll bring it up and --
21 and we'll see -- we'll see where we go.

22 But I just thought it was kind of like a -- Any
23 time that we can pick up property for nothing --

24 MR. RON CINK: Yeah.

25 COMMISSIONER JAMES E. (JEB) BALL: -- and
26 put a little something into it --

27 MR. WAYNE DYESS: What's the church --

28 COMMISSIONER JAMES E. (JEB) BALL: -- dress

1 it up and --

2 MR. WAYNE DYESS: -- name again?

3 COMMISSIONER JOE DAVIS III: What's the
4 church's name?

5 COMMISSIONER JAMES E. (JEB) BALL: I think
6 it's called Morning Dove Church.

7 MR. WAYNE DYESS: Morning Dove.

8 COMMISSIONER JOE DAVIS, III: But they're
9 merely contiguous. They're not -- I mean, it's --
10 We're not doing it for a church.

11 MR. WAYNE DYESS: Right.

12 MR. RON CINK: Right.

13 COMMISSIONER JAMES E. (JEB) BALL: No,
14 we're absolutely not. I don't even think you can
15 see the church from this piece -- you know, the --

16 COMMISSIONER JOE DAVIS, III: The piece of
17 property --

18 COMMISSIONER JAMES E. (JEB) BALL: The
19 piece of property is separated by the woods that
20 actually the trail would go through and stuff.
21 So --

22 MR. WAYNE DYESS: Well, I mean, I think
23 it's always a good thing to have places --

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

25 MR. WAYNE DYESS: -- for kids to recreate
26 and congregate and, you know, have things to do.

27 COMMISSIONER JAMES E. (JEB) BALL: Donna,
28 do you know what area this is? Do you know where

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 I'm talking about?

2 MS. DONNA BRYARS: I don't think so.

3 MR. RON CINK: No. But I can see the lady
4 and I can --

5 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
6 It's nice.

7 MR. RON CINK: And the -- and the request
8 and -- and part of the justification was that
9 Perdido doesn't have -- there's no park up that
10 way.

11 COMMISSIONER JAMES E. (JEB) BALL: There's
12 nothing.

13 MR. RON CINK: And I don't -- for the life
14 of me, I don't remember where that file is at. And
15 I think --

16 MR. WAYNE DYESS: What's the lady name,
17 Commissioner James? Do you remember?

18 COMMISSIONER JAMES E. (JEB) BALL: I'll get
19 it for you in just a minute.

20 MR. WAYNE DYESS: Okay.

21 COMMISSIONER JAMES E. (JEB) BALL: I say I
22 will.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
24 don't even know what y'all are talking about. I
25 was on something else. So --

26 COMMISSIONER JOE DAVIS, III: Okay.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
28 have a little bit of information, something to

1 consider.

2 COMMISSIONER JOE DAVIS, III: What's the
3 topic?

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Animal rescue. There's about ten located in
6 Baldwin County. There's others that kind of --
7 Christie said they vet them to make sure they are
8 legitimate.

9 MS. CHRISTIE DAVIS: There's an application
10 process.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 That'd be --

13 MS. CHRISTIE DAVIS: Check for their
14 501(c)(3), and they have to provide a certain --

15 COMMISSIONER JOE DAVIS, III: Okay.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
17 I think that we could probably somehow or another
18 figure out a way to handle the slippery -- slippery
19 slope that Christie thinks we'll slide down.

20 COMMISSIONER JOE DAVIS, III: Well, if it
21 opens it up for others, what we've got to address
22 are the number of --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Well --

25 COMMISSIONER JOE DAVIS, III: -- feral cats
26 and --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
28 what --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: -- and
2 animals that are not --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
4 Well, what we --

5 COMMISSIONER JOE DAVIS, III: -- being
6 handled correctly.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What
8 we've got to look at is these other ones that have
9 just been on here that just assume we're going
10 to --

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

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
14 talking about not animal people. I'm talking about
15 just other miscellaneous appropriations.

16 COMMISSIONER JOE DAVIS, III: Certainly.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: They
18 just make an assumption based on every year they've
19 always gotten the money.

20 COMMISSIONER JOE DAVIS, III: Yeah. And if
21 we need a little more, we'll ask. And -- Yeah.
22 But just because --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Well, all the Chambers asked for --

25 COMMISSIONER JOE DAVIS, III: -- they don't
26 get accepted into the --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
28 one thousand dollars (\$1,000) more.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Doesn't mean
2 that's not --

3 COMMISSIONER JAMES E. (JEB) BALL: What?

4 COMMISSIONER JOE DAVIS, III: -- an
5 overflow.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
7 of the Chambers ask for a one thousand dollars
8 (\$1,000) more.

9 COMMISSIONER JOE DAVIS, III: Overflow can
10 be --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is
12 there any reason for that?

13 COMMISSIONER JOE DAVIS, III: We've got
14 more cats and dogs --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 Because most business don't pay --

17 COMMISSIONER JOE DAVIS, III: -- running
18 around than we have buildings --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
20 but about three hundred fifty dollars (\$350).

21 THE COURT REPORTER: Y'all two are having
22 two different conversations. Hold on.

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

25 THE COURT REPORTER: Whoa. Whoa. Y'all
26 two are having a conversation, and y'all two are.
27 Which one? You're on cats. You're on --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm

1 done.

2 THE COURT REPORTER: Okay. Good. I'm
3 sorry.

4 COMMISSIONER JOE DAVIS, III: I'm following
5 up on cats.

6 THE COURT REPORTER: Okay. Good.

7 MS. CHRISTIE DAVIS: So the shelter, now,
8 Wayne has gotten them -- they're are taking in a
9 limited number of cats. And there is still the TNR
10 program that you guys fund.

11 There are a lot of rescues in this area that do
12 kind of what you're saying North Baldwin does.
13 They -- they take what our shelter does not, which
14 is owner surrenders, really.

15 So they kind of -- I don't know how you
16 determine who gets the bulk of the overflow from
17 the shelter. I can -- I can pull data to tell you
18 what rescues pull from the shelter. We have that
19 available.

20 COMMISSIONER JOE DAVIS, III: How do we
21 define the numbers --

22 COMMISSIONER JAMES E. (JEB) BALL:
23 Nobody -- But the other -- the other ones that
24 you're talking about, Stray Love, all the -- all
25 the rest, nobody else has a facility like North
26 Baldwin in this county. There is not another
27 facility like that that's up and running. The --
28 Usually Stray Love may be in somebody's home, a

1 house.

2 COMMISSIONER JOE DAVIS, II: And they take
3 it from there.

4 COMMISSIONER JAMES E. (JEB) BALL: They --
5 I -- because I -- I remember when I adopted a cat
6 one time. I went into a lady's house that had
7 eighty (80) cats in it.

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

10 COMMISSIONER JAMES E. (JEB) BALL: And that
11 was the business.

12 MS. CHRISTIE DAVIS: Right.

13 COMMISSIONER JAMES E. (JEB) BALL: We're --
14 we're -- This is a facility that was built on the
15 expectations of part of their budget being that
16 State match. And they were getting a State match,
17 not necessarily due to overflow, but just because
18 they were -- I don't -- I -- there was some -- It
19 was -- it was hand-in-hand with the shelter and
20 what they were doing for the shelter.

21 And so when the -- when the County took it
22 over, it just kind of pulled the rug out from under
23 them. And I -- I was just trying to, you know, put
24 something back in there, you know, to -- to -- to
25 help them out.

26 Because I know they -- I -- I've been there.
27 And I've looked in there, and I know what they do.
28 And --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Well, would you like us to put it on the agenda for
3 now, not to come -- not be in the budget for next
4 year, but just like we did for the I Heart people,
5 and help them out?

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Well, I -- I do remember that several
8 years back, we gave the North Baldwin Shelter fifty
9 thousand dollars (\$50,000).

10 MR. RON CINK: Correct.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: And it was a one-time thing that they
13 asked for.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

15 Uh-huh. (Indicates affirmatively.)

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: You know, I don't care if -- if we fund
18 it. But let -- You know, the one thing, you know,
19 it's -- it's -- it's -- it -- we are funding a
20 private organization. And if that's what the
21 Commission wants to do, I'm fine with it.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

23 Well, a lot of these --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: You know, but I'm -- The thing is, you
26 know, we --

27 COMMISSIONER JAMES E. (JEB) BALL: Well, a
28 lot of these --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER -- we're -- we're hollering about, you know,
3 all of these other folks, you know, that are --
4 stuff with -- we need to be on -- We need to treat
5 everybody the same.

6 COMMISSIONER JAMES E. (JEB) BALL: Is the
7 Mobile Bay National Estuary program a private
8 organization?

9 COMMISSIONER JOE DAVIS, III: Sure, it is.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: No.

12 COMMISSIONER JOE DAVIS, III: Yes, it is.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Well, it's -- it's --

15 COMMISSIONER JOE DAVIS, III: Sure, it is.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: It's a -- it's a 501(c)(3). It's --

18 COMMISSIONER JAMES E. (JEB) BALL: And so
19 is -- so is the animal shelter.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: I know. But I'm saying --

22 COMMISSIONER JOE DAVIS, III: They've got a
23 Federal ID number and the whole bit.

24 COMMISSIONER JAMES E. (JEB) BALL: So the
25 Historical Commission, what is it? And what is all
26 these lobbyist firm and the Cindy Haber --

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: The lobbyists is what you -- what supports

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 us when we have issues that come before us in --

2 COMMISSIONER JAMES E. (JEB) BALL: The
3 Cindy Haber Center, what's that?

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: That is a -- that's one -- Cindy Haber is
6 the one -- the --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
8 the Mental Retardation/Developmental
9 Disabilities --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: It's the Mental Retardation. And that has
12 to do with taxes, does it not, Ron?

13 MR. RON CINK: No.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: Okay. It's not a fund that --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 We --

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: We'll do away with it.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
21 give them the --

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: I mean, you know, that's -- you know --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
25 give them the cigarette tax. We give them the
26 cigarette tax --

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

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

1 just like we do AltaPointe. And AltaPointe is a
2 private company, not even a --

3 COMMISSIONER JAMES E. (JEB) BALL: I was
4 not -- I mean, I'm not -- I -- A lot of people have
5 requested stuff, and I have not questioned
6 requests. I've gone along with most everybody's
7 request, you know.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'd
9 like to help Red.

10 COMMISSIONER JAMES E. (JEB) BALL: And as
11 we sit here and we -- we all agree on building a
12 hundred fifty thousand dollar (\$150,000) S.A.I.L.
13 Center in Little River because we think it's the
14 right thing to do.

15 I'm asking for fifteen thousand dollars
16 (\$15,000) to help out an animal shelter, and I
17 get -- you get a stone wall. I mean --

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: I'm not stonewalling, Jeb. I just -- I
20 just -- I -- We gave what was supposed to have been
21 a one-time thing, and that's all they would ever
22 ask us again. And that was -- that's what we were
23 told then. And if -- You know, I -- If we want to
24 fund them, that's fine, you know.

25 I don't have anything personal on here that
26 I've brought. You know, there's nothing I've
27 brought personally that's on this list, not the
28 first thing, you know.

1 You know, and if an organization wants to apply
2 for funds from this County, they need to do it like
3 we do everybody else's appropriation. We need to
4 take it in and look at it and weigh it and see.

5 Yes. I don't have a problem with North Baldwin
6 Shelter, you know.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

8 Well, I know.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: They're doing -- they're doing -- they're
11 serving a -- a good thing. But, you know, I know
12 we're taking -- we're taking, you know, money away
13 from other things, you know -- you know, that --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
15 don't think any of the things we would ask for
16 would be personal. It would be to the good of the
17 people. Like the --

18 COMMISSIONER JAMES E. (JEB) BALL: I'm
19 not -- we're not -- and we're not taking away --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
21 this --

22 COMMISSIONER JAMES E. (JEB) BALL: -- money
23 from anything, not -- not when you've got a two
24 hundred thousand dollar (\$200,000) fund that's just
25 sitting there with no money being spent out of it.

26 How -- how are we taking money? I -- I just
27 saved -- on this budget that we talked about today,
28 I knocked out almost a hundred thousand bucks

1 (\$100,000) just on two items.

2 So it's fine. We -- we -- Hey, y'all do it
3 y'all -- however you want to do it, do it.

4 There'll be a -- there'll be a --

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: If you want to set them up every year --

7 COMMISSIONER JAMES E. (JEB) BALL:

8 There'll -- there'll be a day. There'll be a day
9 one day when you want something. You watch.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: -- as a -- as a -- as a part of it, the
12 budget, set it up every year. I mean --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
14 think you just get them to request --

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Maybe we should do something --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
18 the fifteen thousand (\$15,000).

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: -- to set it up --

21 COMMISSIONER JAMES E. (JEB) BALL: I will.
22 They don't know what they're doing. And I -- I
23 don't know --

24 MS. CHRISTIE DAVIS: I did reach out to
25 them. I can do that again. I reached out to them
26 a couple of years ago when we transitioned to see
27 if they were interested in requesting an
28 appropriation. But they didn't respond at the

1 time. And they --

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Could we set up a fund through the animal
4 shelter? That's --

5 MS. CHRISTIE DAVIS: I don't know.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: You know, that's -- it's part of doing it.

8 MS. CHRISTIE DAVIS: Sales tax.

9 MR. RON CINK: It'd be sales tax.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: And sales tax, I mean, but --

12 MS. CHRISTIE DAVIS: It's sales tax in --
13 with our agreement. I don't -- I don't know.

14 MR. RON CINK: Which is coming up.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

16 Well, we don't have to do it through there. We'll
17 just keep it under --

18 MS. CHRISTIE DAVIS: There is money --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Huh?

20 MS. CHRISTIE DAVIS: If we did it now,
21 there is money in 51105.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh.
23 Well, let's do it now.

24 MS. CHRISTIE DAVIS: It would just need to
25 go through the Commission.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

27 I've -- I've been up there and visited the dogs.

28 It's -- it's interesting.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. RON CINK: So I'm -- I'm hearing you
2 want an addendum for Tuesday?

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If
4 that's okay --

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: That's fine.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
8 with the Chairman.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Give it to them now.

11 MR. WAYNE DYESS: Okay.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Okay. All right. Can we move on to the next?
14 Anything else? Anybody else have anything else
15 that they saw on here that they wanted to --

16 COMMISSIONER JOE DAVIS, III: If I could,
17 Madam Chairman, I --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Sure.

20 COMMISSIONER JOE DAVIS, III: I need to
21 express my thoughts on how we should deal with the
22 budget going forward --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Got
24 you.

25 COMMISSIONER JOE DAVIS, III: -- and the
26 impact of the salary survey. I think we need to
27 stay with the grid and that we need to have, if we
28 want to do this free range or open range or

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 whatever it is, that needs to be documented and put
2 together as something that's proposed to replace
3 the grid.

4 In the meantime, I think the grid needed --
5 needs to be modernized. And then my concern is --
6 And I love our employees. I know they're
7 hardworking. But, at the same time, currently --
8 what kind of raises are they currently going to get
9 as the budget stands right now?

10 And I know we'll talk about percentages at this
11 point. But what are we looking at as we stand
12 right now?

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

14 Without the salary survey, is that --

15 COMMISSIONER JOE DAVIS, III: Yeah.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
17 what you're asking?

18 MR. RON CINK: Yeah.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 Yeah. Where -- where we at?

21 MR. RON CINK: Two-point-five percent
22 (2.5%) merit.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Okay.

25 COMMISSIONER JOE DAVIS, III:
26 Two-point-five (2.5%) merit.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 Okay.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Is there any
2 consideration to offset any increased insurance
3 costs identified; in other words, to keep it from
4 coming out of their pocket?

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It
6 would --

7 MR. RON CINK: No.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
9 just be with their -- out of their two-point-five
10 percent (2.5%) increase --

11 COMMISSIONER JOE DAVIS, III: Okay.

12 MR. RON CINK: Right.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
14 which I think --

15 COMMISSIONER JOE DAVIS, III: All right.
16 What --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
18 the amounts to five dollars (\$5) and eighteen
19 dollars (\$18) a month; is that right?

20 MS. DEIDRA HANAK: Correct.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is
22 that right?

23 MR. RON CINK: Uh-huh. (Indicates
24 affirmatively.)

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Okay. And two-point-five percent (2.5%) out of
27 even the lowest salary gives them how much a month?
28 It definitely, you know --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Yeah.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay. Anything else?

4 COMMISSIONER JOE DAVIS, III: Well --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --

6 I do have something I want to --

7 COMMISSIONER JOE DAVIS, III: Yeah, I do.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

9 talk about after you're done.

10 COMMISSIONER JOE DAVIS, III: And -- and I
11 want to get to the capital budget part.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

13 Okay.

14 COMMISSIONER JOE DAVIS, III: Here's
15 where -- from my experience, here's where, when
16 you -- I almost can hear the bells ringing at
17 Christmastime. And that's okay. Everybody needs
18 to put forward what they want.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

20 Right.

21 COMMISSIONER JOE DAVIS, III: I'm about
22 cutting it back to what they need this next year.
23 And I think everybody in every department should
24 come to us with their top fifty percent (50%) of
25 the money and us be in a position to either cut
26 fifty percent (50%) or some percentage between
27 fifty (50%) and -- and the hundred percent (100%).

28 They've asked for everything. And I understand

1 that. And I don't say they don't need it. But in
2 terms of the next year, we need to be able to close
3 the gap on this budget.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Uh-huh. (Indicates affirmatively.)

6 COMMISSIONER JOE DAVIS, III: We don't need
7 to penalize anybody. But if we've got equipment
8 that needs replacing and if we need eight trucks,
9 do we do four this year and four next year and plan
10 for the future?

11 And I'd like each department to submit to us
12 their top fifty percent (50%) needs from whatever
13 they've been anticipating getting from the capital
14 budget. Let's see what that number is.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

16 Uh-huh. (Indicates affirmatively.)

17 COMMISSIONER JOE DAVIS, III: And it
18 doesn't mean we can't go in midyear and replace
19 something that breaks down that's critical.

20 But in terms of going forward with the budget,
21 because we have resources -- Folks, we're on the
22 verge of some economic conditions that have big
23 question marks going forward.

24 And just because we've been good getting money
25 from these various sources, some of the sources are
26 going to change and possibly decrease.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

28 Sure.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: And being a
2 good steward is to be able to move forward --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
4 need to be prepared.

5 COMMISSIONER JOE DAVIS, III: -- and be
6 prepared. It doesn't mean that we won't replace
7 something that's critical, even in midyear. And
8 I'll do the budget adjustment.

9 But I'd like for to us to be able to say,
10 here's what they asked for. We asked them to
11 prioritize the top fifty percent (50%).

12 And they're -- It may vary, fifty-four (54%),
13 forty-six (46%), whatever. But I'd like to see a
14 number that we could cut from the budget from
15 capital from all departments.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
17 right. I have a couple of things that I want to
18 discuss. Number one is when I looked at the
19 spreadsheets that you sent -- I'm having trouble
20 finding them on my e-mail now. I don't know why.
21 That's just me. It's not y'all.

22 But there was the -- what do you call it when
23 everybody changes it from a I to a II, and a this
24 and a that, and all that rearranging and salary?

25 That bottom line down there was one-point-two
26 million dollars (\$1,200,000) I believe; is that
27 right?

28 MS. CHRISTIE DAVIS: Approximately.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Just
2 like --

3 MR. RON CINK: Uh-huh. (Indicates
4 affirmatively.)

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
6 asking for additional staff, increasing salaries,
7 all that kind of stuff.

8 I wanted to know how -- Okay. And I know I
9 haven't had a conversation yet with Deidra. But I
10 had two phone calls yesterday from two department
11 heads. And they weren't specifically calling me
12 about that, but we got into the discussion.

13 And it was from Terri and Joey, who have the
14 largest percentage of employees that are under
15 their belt. They are wanting to understand the
16 salary survey better, because it affects their
17 budget --

18 COMMISSIONER JOE DAVIS, III: True.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
20 more than it affects -- I think you've got about
21 half; is that --

22 MR. RON CINK: I -- I -- I need to look at
23 numbers. But I --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
25 as a --

26 MR. RON CINK: As a rule of thumb --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 General fund.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. RON CINK: -- general fund is --

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 General fund, not --

4 MR. RON CINK: -- subsidizing half --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
6 mean, general fund.

7 MR. RON CINK: Yeah.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 General fund subsidizes about fifty percent (50%)
10 of that. So --

11 MR. RON CINK: And then Highway --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
13 here's where -- here's where we were. I don't
14 think -- unless I'm the only one sitting here -- we
15 get what's going on with the salary survey yet,
16 because we just got a -- what do you call it -- a
17 thirty thousand (30,000) foot viewpoint of it at
18 the moment.

19 COMMISSIONER JOE DAVIS, III: Yeah.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So I
21 think that what we really need to do, and on a
22 pretty expedited, is if you could get with like
23 Joey and you could get with Terri like one-on-one
24 and go through the sections that affect their
25 employees and come up and see if we can't take care
26 of some of those requests that are in one-point-two
27 million dollar (\$1,200,000) figure that's in the
28 budget right now.

1 I'm not talking about your salary -- one
2 million dollars (\$1,000,000) salary survey
3 increase. And then I think it's going to affect
4 the Sheriff's Department another couple. So
5 it's -- it's almost like it's a one-point-two
6 million (\$1,200,000) of each one; okay?

7 Now, I'm not going to say that that's going to
8 completely take care of that. But I want to know
9 what -- I think it might take care of a large
10 percentage of that.

11 And what you guys, who are department heads,
12 who are asking for -- I think you've asked for a
13 couple of -- I think Wayne -- you know, I think
14 everybody has.

15 I think we would love to be able to do all
16 this, but we want to see how the -- We have spent a
17 fortune on the salary survey.

18 Am I saying this right to where -- do you
19 understand me, Ron? I just want to make sure I'm
20 coming across. Are you getting this?

21 MS. DEIDRA HANAK: Yes. Absolutely. So
22 that's why I wanted to, on Tuesday, to -- to, you
23 know, explain the options that we have and then
24 what I've suggested, that nobody ever really said
25 anything, which is fine. So I was trying to get a
26 little bit more direction. And I -- so I knew we
27 had the meeting today --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I

1 had to think about it.

2 MS. DEIDRA HANAK: -- to talk about --

3 Yeah. Absolutely.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Yeah.

6 MS. DEIDRA HANAK: So what I needed --
7 really need direction on is do we want to stick
8 with a step plan; and, if so, then this -- so this
9 is our one option. And then if that's where we
10 want to go, then at that point, I can absolutely
11 sit with each department head --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

13 Honestly, Deidra, I don't know enough about either
14 one. When you say, do I want to stick with the
15 step plan or do I want to do this --

16 MS. DEIDRA HANAK: Right.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I
18 need a -- I need a suggestion and an option laid
19 out before me. And I think it would help. Because
20 Terri was like, I need to know --

21 COMMISSIONER JAMES E. (JEB) BALL: I
22 think --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
24 you know. And --

25 COMMISSIONER JAMES E. (JEB) BALL: I think
26 sticking with the step plan, you decided that that
27 would be the easiest for you?

28 MS. DEIDRA HANAK: That would be the

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 easiest option to implement at a sooner time, but,
2 you know, like if we wanted to do this in line with
3 the budget.

4 And so if that -- so once we -- I -- and I
5 probably just did a terrible job of explaining it
6 during work session. I always --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 You're the last one up just about, so don't worry.

9 MS. DEIDRA HANAK: I know. Everyone's in a
10 hurry to leave.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Yeah.

13 MS. DEIDRA HANAK: So there's several
14 options that we can do. If -- if we wanted to go
15 with an open range plan, that's going to be the
16 most expensive option.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)
18 GRUBER: We don't need --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
20 we need to wait.

21 MS. DEIDRA HANAK: I -- I would -- Yes. So
22 my suggestion was to at least wait on that so we
23 could do a little bit more studying. Because it --
24 that would definitely impact the budget way more
25 than it is right now.

26 COMMISSIONER JAMES E. (JEB) BALL: Do we
27 even have to put it in --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But

1 what --

2 COMMISSIONER JAMES E. (JEB) BALL: -- this
3 year's budget?

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 That's what I wanted to know. I wanted to know if
6 whenever this was talked about last year and y'all
7 talked about doing this salary survey, I don't
8 think you anticipated it coming in this late.

9 MS. DEIDRA HANAK: Correct.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Okay. And so you really haven't had time to work
12 on it. So my question was can you look at least
13 what's in the budget that's a part of that
14 one-point-two million (\$1,200,000) and compare it
15 to those areas?

16 MS. DEIDRA HANAK: Well, that's what I've
17 been doing.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Okay.

20 MS. DEIDRA HANAK: And so --

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)
22 GRUBER: She's been doing it. I mean, that's
23 what --

24 MS. DEIDRA HANAK: Christie and I were
25 going to double check each other this afternoon.
26 But from what I have been doing, it covers all the
27 reclassification requests, every one of them.

28 So the only thing that it would really narrow

1 it down to are the new position requests. So all
2 of Joey's and all of Terri's are covered in -- in
3 the results of the salary survey.

4 I just wanted to get a little bit more
5 direction before I sat down with each one of them
6 to explain how it's going to affect their
7 department.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

9 Okay. Well, I think that they need to know more so
10 that they come back and tell us on their thing
11 what --

12 MS. DEIDRA HANAK: Right.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

14 Because they're asking for all these changes, you
15 know.

16 MS. DEIDRA HANAK: Right. That's what we
17 were --

18 COMMISSIONER JAMES E. (JEB) BALL: So when
19 the salary survey conversation came up, it didn't
20 have anything to do us. But when it came up, was
21 the expectations for that to halt giving just
22 people raises without seeing where we stood in --
23 in this county as opposed to other counties,
24 because maybe we felt like we were in a good
25 position; our -- our employee are top notch; they
26 get paid top-notch dollars?

27 And that salary survey, when they did it, they
28 were -- I think once it was going to be completed,

1 the -- I think the thought was, hey, look, it's
2 going to show that we're doing what we're supposed
3 to be doing. We're paying our guys good. It
4 didn't show that.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
6 Right.

7 COMMISSIONER JAMES E. (JEB) BALL: It
8 showed that we're very underpaying everybody. And
9 I don't think that was our expectations that nobody
10 wanted to see on that salary survey.

11 MS. DEIDRA HANAK: That's correct.

12 COMMISSIONER JAMES E. (JEB) BALL: And so I
13 think people are going to -- That's why -- Because
14 if that was the case, then raises would be given.
15 And they were saying, we -- well, let's wait until
16 the salary survey gets done just to be fair. But
17 definitely now raises are -- are -- are
18 warranted --

19 MS. DEIDRA HANAK: Right.

20 COMMISSIONER JAMES E. (JEB) BALL: -- to
21 bring us up to speed with that. And -- and, of
22 course, you did a great job comparing it with local
23 stuff, other counties, not just some other city in
24 the world but, you know, stuff in the state.
25 And --

26 MS. DEIDRA HANAK: Yes, sir.

27 COMMISSIONER JAMES E. (JEB) BALL: But I
28 just didn't know if it had to be implemented all at

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 once in this year's budget or if we could phase it
2 in somehow or another.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: That's --

5 COMMISSIONER JAMES E. (JEB) BALL: And --
6 and -- and, you know, like -- like Billie Jo was
7 saying, starting with some of the bigger
8 departments and just phasing this in.

9 Because what'll happen is -- I -- I guess the,
10 you know, word -- word's already gotten out that
11 the salary survey is done. We owe -- we owed a lot
12 of money.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

14 Yeah.

15 COMMISSIONER JOE DAVIS, III: We're
16 underpaid.

17 COMMISSIONER JAMES E. (JEB) BALL: So --

18 COMMISSIONER JOE DAVIS, III: And we
19 deserve --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

21 Yeah. They're hearing --

22 COMMISSIONER JAMES E. (JEB) BALL: -- she's
23 already getting a few calls.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

25 They're hearing those --

26 COMMISSIONER JAMES E. (JEB) BALL: We're
27 going to start --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 one million dollars (\$1,000,000) --

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

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
4 everybody is going to -- you know, in -- in
5 addition to the two-and-a-half (2.5%).

6 COMMISSIONER JAMES E. (JEB) BALL: Well,
7 all of our meetings now are on TV and public. So
8 the salary survey --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 They're watching it.

11 COMMISSIONER JOE DAVIS, III: They glean
12 whatever they want to glean from it.

13 COMMISSIONER JAMES E. (JEB) BALL: Right.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: They
15 told me that's all they was watching for --

16 MR. WAYNE DYESS: So let me --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
18 to see what we said.

19 MR. WAYNE DYESS: To stay with the step
20 increase, you said the cost for that was seven
21 hundred thousand dollars (\$700,000)?

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)
23 GRUBER: Eight hundred and something (\$800,000).

24 MS. DEIDRA HANAK: It's -- it's going to be
25 about nine hundred thousand (\$900,000).

26 MR. WAYNE DYESS: Okay. If we want to
27 take -- if we want to do the open range, what's
28 the -- what's the cost of that?

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MS. DEIDRA HANAK: Between one-point-three
2 (\$1,300,000) and two-point-three million
3 (\$2,300,000).

4 MR. WAYNE DYESS: And your recommendation
5 is to stay with step increase process?

6 MS. DEIDRA HANAK: I -- Yes.

7 MR. WAYNE DYESS: Okay.

8 COMMISSIONER JAMES E. (JEB) BALL: Just
9 because it's manageable. It's more manageable.

10 MR. WAYNE DYESS: Right.

11 COMMISSIONER JAMES E. (JEB) BALL: And
12 we -- we had -- we had determined that -- that we
13 were not going to limit our stepping process --

14 MR. WAYNE DYESS: Right.

15 COMMISSIONER JAMES E. (JEB) BALL: --
16 that -- that we could have three III's and four
17 II's.

18 MR. WAYNE DYESS: That's right.

19 COMMISSIONER JAMES E. (JEB) BALL: And, you
20 know, we're just not -- Just because somebody --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Right.

23 COMMISSIONER JAMES E. (JEB) BALL: -- is
24 not retiring, they could still move up.

25 MR. WAYNE DYESS: Right.

26 COMMISSIONER JAMES E. (JEB) BALL: And --
27 and -- and we could put them at that pay grade.
28 And they could still -- You know, we could have

1 four II's working in the same department or five
2 III's or whatever. So --

3 MR. WAYNE DYESS: So if we went with the
4 step increase, and it's eight hundred thousand
5 dollars (\$800,000), is that manageable to get
6 implemented over a period of how long? I mean --

7 MS. DEIDRA HANAK: Absolutely. So if -- if
8 that's what we decided, yes, this is the way that
9 we want to go, to me, it's going to be -- I -- I
10 won't say a fairly simple process. It's -- it's
11 going to to be a lot of work. But that's --

12 MR. RON CINK: Uh-huh. (Indicates
13 affirmatively.)

14 MS. DEIDRA HANAK: -- something that we can
15 implement beginning of the fiscal year.

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

18 MS. DEIDRA HANAK: So we are getting down
19 to the -- the wire where we need to --

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

21 MS. DEIDRA HANAK: -- make that decision --

22 MR. WAYNE DYESS: But it's manageable to --

23 MS. DEIDRA HANAK: -- so we can have it in
24 place.

25 MR. WAYNE DYESS: -- get it done for -- for
26 all the affected ones at the beginning of the
27 fiscal year?

28 MS. DEIDRA HANAK: Uh-huh. (Indicates

1 affirmatively.)

2 COMMISSIONER JAMES E. (JEB) BALL: So, Ron,
3 this --

4 MR. WAYNE DYESS: So labor intensive, it's
5 not a labor-intensive process?

6 COMMISSIONER JAMES E. (JEB) BALL: This
7 adds the eight hundred thousand (\$800,000) now that
8 she's talking about.

9 COMMISSIONER JOE DAVIS, III: Or nine
10 (\$900,000) maybe.

11 COMMISSIONER JAMES E. (JEB) BALL: Or maybe
12 nine (\$900,000) adds to the deficit that we already
13 have.

14 MR. RON CINK: Plus another two (\$200,000)
15 or three (\$300,000).

16 COMMISSIONER JAMES E. (JEB) BALL: Plus
17 another two (\$200,000) or three (\$300,000).

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Okay.

20 COMMISSIONER JOE DAVIS, III: From where?

21 MR. RON CINK: The Sheriff.

22 MS. DEIDRA HANAK: So that was something
23 that --

24 COMMISSIONER JOE DAVIS, III: Oh, okay.

25 MS. DEIDRA HANAK: -- Christie and I were
26 going to work on.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Two
28 (\$200,000) to three hundred (\$300,000).

1 MS. DEIDRA HANAK: -- so we could --

2 MR. RON CINK: Uh-huh. (Indicates
3 affirmatively.)

4 MS. CHRISTIE DAVIS: I can give you the --
5 we can give you the -- a very realistic number for
6 budget purposes --

7 MR. RON CINK: Uh-huh. (Indicates
8 affirmatively.)

9 MS. CHRISTIE DAVIS: -- for the meetings on
10 the final. Because it does -- it's going to take a
11 lot of data entry. But --

12 MR. RON CINK: Yeah.

13 MS. CHRISTIE DAVIS: -- it's pretty simple.
14 But if you just tell us, you know, this is what we
15 want to do, I can get you a legitimate number on
16 the actual cost.

17 Deidra and I just have to sit down and kind of
18 make sure that we pull out what needs to be pulled
19 out and leave in the new positions and things like
20 that.

21 COMMISSIONER JAMES E. (JEB) BALL: This --
22 I'm just going back to what Joe says. When we --
23 when come back to -- when we start -- Won't we have
24 one last meeting that we'll go through every bit of
25 these decisions?

26 MR. RON CINK: Two more.

27 COMMISSIONER JAMES E. (JEB) BALL: Two
28 more.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. RON CINK: Yes, sir.

2 COMMISSIONER JAMES E. (JEB) BALL: Say, for
3 instance, you know, I'm not --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: And the Sheriff --

6 COMMISSIONER JAMES E. (JEB) BALL: Joey is
7 not here to take up for himself. But --

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: The Sheriff --

10 COMMISSIONER JAMES E. (JEB) BALL: -- just
11 like we were talking about, if -- I think if we
12 talk to some of these big -- especially Terri and
13 Joey --

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

15 COMMISSIONER JAMES E. (JEB) BALL: -- the
16 two big ones.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 I'm -- yeah.

19 COMMISSIONER JOE DAVIS, III: The two big
20 ones.

21 COMMISSIONER JAMES E. (JEB) BALL: Now, you
22 can't -- we can't really mess with the Sheriff.
23 But if we talk with the two big ones of ours and
24 say, hey, look, Joey, if -- if you did without
25 these eight trucks for one more year, you save two
26 million dollars (\$2,000,000) there. If you did --
27 You know, I -- You've -- you've got the buildings
28 figured out. But that's three million dollars

1 (\$3,000,000) for two buildings.

2 MR. RON CINK: Yeah.

3 COMMISSIONER JAMES E. (JEB) BALL: You
4 know, I would think that somebody like Joey and
5 Terri -- like Joey -- or Terri has got a couple of
6 dozers at one-point-five million (\$1,500,000). I
7 think they would be -- But that's Solid Waste.
8 Okay.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Terri's a little different.

11 COMMISSIONER JAMES E. (JEB) BALL: All
12 right. So Terri is different.

13 MR. RON CINK: They're -- they're not --
14 That --

15 COMMISSIONER JAMES E. (JEB) BALL: But
16 Joey, for instance --

17 MR. RON CINK: He -- and he is not related
18 to the general fund deficit, either.

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

20 MR. RON CINK: That's the -- that's issue.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)
22 GRUBER: The -- the deficit is in the general fund.
23 It's not in Joey's.

24 COMMISSIONER JAMES E. (JEB) BALL: So we're
25 at two-point-two (\$2,200,000) --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Yeah. And Joey and Terri --

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

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 million in deficit in general fund?

2 MS. CHRISTIE DAVIS: It's -- it's not that
3 bad.

4 MR. RON CINK: No. One-point-six
5 (\$1,600,000).

6 COMMISSIONER JOE DAVIS, III: It's not that
7 bad.

8 MR. RON CINK: And you just took some out
9 of it today.

10 COMMISSIONER JOE DAVIS, III: All right.
11 Define deficit.

12 MR. RON CINK: Right now expenses over
13 revenues.

14 COMMISSIONER JOE DAVIS, III: Anticipated
15 projected revenue for the next fiscal year --

16 COMMISSIONER JAMES E. (JEB) BALL: That's
17 actual, I think.

18 MR. RON CINK: No, no, no.

19 MS. CHRISTIE DAVIS: It's --

20 MR. RON CINK: No, this is projected.

21 COMMISSIONER JAMES E. (JEB) BALL: Oh,
22 projected.

23 COMMISSIONER JOE DAVIS, III: It's a
24 projection --

25 MR. RON CINK: It's a projection.

26 COMMISSIONER JOE DAVIS, III: -- of revenue
27 that currently we have a budget that we're going to
28 spend from the general fund --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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

3 MR. RON CINK: Correct.

4 COMMISSIONER JOE DAVIS, III: -- more than
5 we anticipate coming in.

6 MS. CHRISTIE DAVIS: So the general fund is
7 actually --

8 MR. RON CINK: Correct.

9 MS. CHRISTIE DAVIS: -- okay.

10 MR. RON CINK: Projected, yes.

11 MS. CHRISTIE DAVIS: It's the subsidized
12 funds. That, see, if you --

13 MR. RON CINK: Hang on a minute.

14 COMMISSIONER JOE DAVIS, III: And the
15 general fund subsidizing these other funds, that's
16 factored in there.

17 MS. CHRISTIE DAVIS: Yes.

18 COMMISSIONER JOE DAVIS, III: See, what I'm
19 going to have a hard time selling is that we're
20 going to spend more than we're taking in.

21 Now, does that mean we've got some money that
22 we can spend on some things? I'm sure it does.
23 But part of what the people that put me in office
24 expect us to do is live within our means.

25 And it's fine to think we're going to grow
26 forever and ever. And I think we will. But growth
27 is going to be tempered by the economic climate
28 nationwide and worldwide.

1 And I'd like for us to be able to present a
2 budget that's balanced.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh,
4 we have to.

5 MS. CHRISTIE DAVIS: Yes.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
7 have to --

8 COMMISSIONER JOE DAVIS, III: Okay.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
10 present one that's balanced. So --

11 COMMISSIONER JOE DAVIS, III: So we've got
12 to take a million dollars (\$1,000,000) --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
14 if you don't mind --

15 COMMISSIONER JOE DAVIS, III: -- out of the
16 general fund.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
18 don't want to like suggest something that you guys
19 might not want. But I've been asking Ron a lot of
20 questions, and he has a lot of great ideas of areas
21 where we could cut, if you would -- if he would
22 like to give us some of those suggestions, just --
23 just because he sees the numbers all the time
24 and -- and areas that he thinks that, you know --
25 which is --

26 COMMISSIONER JOE DAVIS, III: Yeah. He's
27 on the inside. And he should have some numbers
28 that are --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: He's
2 got some suggestions.

3 COMMISSIONER JOE DAVIS, III: -- relevant.
4 We're on kind of --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
6 think --

7 COMMISSIONER JOE DAVIS, III: -- feeling
8 like we're on the outside.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
10 think he was kind of giving us --

11 MR. RON CINK: Uh-huh. (Indicates
12 affirmatively.)

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
14 the library to see what we wanted.

15 COMMISSIONER JOE DAVIS, III: Oh, sure.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
17 then, you know, not to be too overstepping, would
18 be my words. He won't say that, because he always
19 says whatever you all would want. So --

20 COMMISSIONER JOE DAVIS, III: What about
21 prioritizing?

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
23 think he's got some good suggestions, possibly.

24 COMMISSIONER JOE DAVIS, III: And some of
25 the --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Would you like to share them?

28 COMMISSIONER JOE DAVIS, III: -- things

1 that we buy --

2 MR. RON CINK: Uh-huh. (Indicates
3 affirmatively.)

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Okay. He'll share them, he said.

6 COMMISSIONER JOE DAVIS, III: All right.
7 Well, let me --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Okay.

10 COMMISSIONER JOE DAVIS, III: Let me make
11 this comment.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Okay.

14 COMMISSIONER JOE DAVIS, III: Some of the
15 things that we buy we buy because we can buy it.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 Right.

18 COMMISSIONER JOE DAVIS, III: If it's
19 something that we need every day and we use it
20 frequently, owning it might be the best way to go.

21 But sometimes if you need a lift truck, make
22 sure you know people that have lift trucks and
23 contract out, get them to do it.

24 That's cheaper. I've been in roles where that
25 was essential.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Well, there was some things that I had questions
28 about. But I didn't want to -- like -- like, for

1 example, Maintenance, you know, they're asking for
2 quite a bit of an increase. And a lot of it has to
3 do with hiring those technicians. But there's also
4 trucks and things like that.

5 COMMISSIONER JOE DAVIS, III: That's right.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
7 what I was wondering is if there's any departments
8 that's got a truck that the person don't use it
9 that much, and it might be in better shape than
10 maybe Mike Howell's truck that might have --

11 COMMISSIONER JOE DAVIS, III: Oh, sure.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
13 one hundred ninety thousand (190,000) miles. Could
14 they do a swap? Because if that person only goes
15 out in that -- I don't know if they do or don't.
16 You know, maybe everybody --

17 COMMISSIONER JOE DAVIS, III: Sure.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
19 that's got a truck uses them every day, ten --
20 eight hours a day. But I know that I pass by
21 Central Annex, and a lot of those might belong to
22 Highway or Sales Tax or --

23 COMMISSIONER JOE DAVIS, III: Oh, sure.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
25 whoever. But there's a lot of white cars that sit
26 in that parking lot. And I just want to make sure
27 that -- that when we're asking for new vehicles, if
28 there's a way to do a swap rather than a

1 whole new --

2 COMMISSIONER JOE DAVIS, III: Sure.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
4 purchase, or if it's -- Is it better to buy a whole
5 new one because of problems that we're having with
6 them or something like that? I don't know. It's
7 just whatever. But I know I had asked Ron to come
8 up with some suggestions. And if he's got some,
9 I'd --

10 COMMISSIONER JOE DAVIS, III: Good.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
12 love to hear them.

13 COMMISSIONER JOE DAVIS, III: Good.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: Well, I'll -- you know, I'll throw
16 something in here as somebody that's had a little
17 bit of experience --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes,
19 sir.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)
21 GRUBER: -- with a lot -- with these trucks and
22 stuff. At one time, we didn't do what we're doing
23 now. We just let everything -- You know, we -- we
24 replaced it as, you know, it -- as they actually
25 needed it, you know. The more, you know -- and
26 we -- we go to get so many years out of it --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 Right.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: -- we get nothing for them when we sell
3 them.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Right.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: And the -- the cost of maintenance is
8 astronomical on --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Old.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: -- heavy equipment.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Heavy equipment.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: We went to this program where we do a
16 replacement every so many years. The price that we
17 get for those vehicles when we sell it is what we
18 pay for them basically.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 That's primarily on the --

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: So we're just -- we're just --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
24 dump trucks, though.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Yeah. The --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 Yeah.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: The dump truck.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

4 Yeah.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: That's a --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
8 on a pickup --

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: We get --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
12 truck is what I'm --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: We get -- we get our money -- we get plus
15 money back for them most of the time. You know, we
16 get -- we get what we pay for them basically back,
17 you know. So --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Well, that wasn't really --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: And -- and --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
23 what I was --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: And heavy equipment is the same way. I
26 mean, you know, you take, you know, some of this
27 equipment that, you know --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm

1 talking about more of a --

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: You'll get -- you'll get more.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
5 pickup truck.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Well, a pickup. But -- but, I mean,
8 there's -- there's very little, you know -- But --
9 but if you're looking at cutting -- cutting back to
10 that, you're going to start putting back in
11 maintenance cost that are --

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

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: -- not there now.

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

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: So, I mean, you know, it's --

20 COMMISSIONER JOE DAVIS, III: Ron --

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: I've -- We've tried different ways, and
23 this has been -- this has been the best way so far,
24 as far as, you know --

25 COMMISSIONER JOE DAVIS, III: But we won't
26 be able to function unless we get eight new dump
27 trucks?

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 GRUBER: Well, you can keep them. But, you know,
2 as long as you keep them, you're going to -- you're
3 going to lose money on them, what you get -- what
4 you would get back, plus the costs of the repairs
5 is going to go up.

6 COMMISSIONER JOE DAVIS, III: See, you're
7 almost making a --

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: Which we don't have that.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
11 almost --

12 COMMISSIONER JOE DAVIS, III: You're almost
13 making a case.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
15 make a profit on the dump trucks.

16 COMMISSIONER JOE DAVIS, III: Well, okay.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Yeah.

19 COMMISSIONER JOE DAVIS, III: But --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Just
21 because of that State bid thing, the other items
22 not.

23 MS. CHRISTIE DAVIS: And we did pull out
24 their -- they had Tier II and Tier III --

25 MR. RON CINK: Uh-huh. (Indicates
26 affirmatively.)

27 MS. CHRISTIE DAVIS: -- requests. I did
28 remove all of those.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: All that --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Joey
4 is actually down --

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: All that's been removed.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
8 to about a hundred and sixty-five thousand
9 (\$165,000).

10 COMMISSIONER JAMES E. (JEB) BALL: Well,
11 let me ask you this: Does -- It doesn't affect
12 what we're talking about?

13 COMMISSIONER JOE DAVIS, III: Yeah. We're
14 still trying to --

15 COMMISSIONER JAMES E. (JEB) BALL: So does
16 the seven hundred fifty thousand dollars (\$750,000)
17 that he had put in there for the toll study, that
18 comes out of his as well?

19 MR. RON CINK: Yes.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Yeah. He was four million (\$4,000,000) --

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: That's gone.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
25 out of balance.

26 MR. RON CINK: Yeah.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: That's -- that's gone.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Sure.

2 MS. CHRISTIE DAVIS: And they --

3 COMMISSIONER JAMES E. (JEB) BALL: Our key
4 thing that we're hung up on that would really help
5 us out, if we could get rid of those radios.

6 MR. RON CINK: Yes, sir.

7 COMMISSIONER JAMES E. (JEB) BALL: That
8 would save us almost a million (\$1,000,000).

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Plus.

11 MR. RON CINK: Plus.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Plus. It'd save us about one-point-four
14 (\$1,400,000).

15 MR. RON CINK: Yeah.

16 COMMISSIONER JAMES E. (JEB) BALL: I mean,
17 there's -- there's --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Leave the one.

20 COMMISSIONER JAMES E. (JEB) BALL: I mean,
21 there's your --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If
23 we could get rid of the one right now, that's half
24 of what we need to get rid of.

25 COMMISSIONER JAMES E. (JEB) BALL: There's
26 your -- there's your -- your general fund problem
27 right there.

28 MR. RON CINK: Yes, sir.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JAMES E. (JEB) BALL: So that
2 meeting is very important on August 28th that none
3 of us are going to be at. So --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is
5 there -- I guess those are --

6 MR. WAYNE DYESS: Well --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
8 scheduled meetings.

9 MR. WAYNE DYESS: Yeah. The -- the meeting
10 for the school, that is a very, very tight
11 timeframe. It's -- it's basically --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
13 we also have those interviews.

14 COMMISSIONER JAMES E. (JEB) BALL: That's
15 fine. Brian will do a good job for us up there --

16 COMMISSIONER JOE DAVIS, III: Yeah.

17 COMMISSIONER JAMES E. (JEB) BALL: --
18 representing us.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 And -- and I think that Commissioner Gruber and I
21 stressed what we really wanted. And Charlie Jones
22 was there as well, because he --

23 COMMISSIONER JAMES E. (JEB) BALL: Ron, do
24 you have to be at the -- does Ron have to -- do you
25 have to be at the special meeting for elections?

26 MR. RON CINK: No.

27 COMMISSIONER JAMES E. (JEB) BALL: Could
28 you -- could you go --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Could you don it?

3 MR. RON CINK: Yes.

4 COMMISSIONER JAMES E. (JEB) BALL: -- to
5 the -- to the 911 thing for us --

6 MR. RON CINK: Yes.

7 COMMISSIONER JAMES E. (JEB) BALL: --
8 and -- and really stress to them that this is where
9 we're crunched in our budget this year?

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yep.

11 MR. WAYNE DYESS: Would it hurt to call the
12 members, just call the members up, like Charlie
13 Jones and those guys?

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Well, Charlie Jones was there and --

16 MR. RON CINK: And some of --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
18 Chief Wilson was there.

19 MR. RON CINK: The Chairman --

20 MR. WAYNE DYESS: Yeah.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'll
22 call.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: Well, I think they understand where we're
25 coming from.

26 MR. RON CINK: I think they do.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: They just -- Well, Charlie and David

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 Wilson understand what it is. They -- David did
2 not know a lot of this was going on. The -- the
3 Board was left -- prior administration --

4 MR. RON CINK: Uh-huh. (Indicates
5 affirmatively.)

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: -- did not keep the board advised very
8 well. There's a lot of things they're finding out
9 that they did not know. And they know it now, and
10 they want to do --

11 COMMISSIONER JOE DAVIS, III: That's right.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: -- a better job.

14 COMMISSIONER JAMES E. (JEB) BALL: I just
15 hope that -- I don't want to get into that feeling
16 where they know that we know that we can't just it
17 going, because we've got to keep the --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.
19 I told them that we're --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: No. There's no --

22 COMMISSIONER JAMES E. (JEB) BALL: I
23 mean --

24 MR. RON CINK: No.

25 COMMISSIONER JAMES E. (JEB) BALL: -- I --
26 I think that they've got -- I'm not going to
27 speculate. But I -- I -- They've got a little
28 money coming in from the taxes that they -- the

1 generation. And that -- this is the -- like the
2 intent of what this money would be spent on.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Hey,
4 I don't think --

5 COMMISSIONER JOE DAVIS, III: But as long
6 as they've got us as the cash cow, then they --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 Hey --

9 COMMISSIONER JOE DAVIS, III: -- don't
10 need --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
12 you guys can always call Chief Wilson, you know.
13 Seriously. He understands now. But I think it
14 wouldn't hurt to --

15 COMMISSIONER JOE DAVIS, III: Okay.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
17 understand. I'd asked him if there was an
18 immediate relief with that a million (\$1,000,000).
19 And then if they could look into, once the new 911
20 director comes in, trying to go ahead and -- and --
21 and ease that over to them, you know. And we would
22 work with them.

23 Now, they also were very -- the deal with the
24 building, were all onboard with, yes, giving us the
25 building and them occupying the space up in Bay
26 Minette to have a -- You know, all that was very
27 smooth.

28 They're very agreeable to everything. And I

1 think that -- I think that it was almost like they
2 didn't know. And I don't think Charlie knew the
3 extent of it. Do you?

4 MR. RON CINK: No.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: He
6 didn't.

7 MR. RON CINK: He did not.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
9 can't get over --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)
11 GRUBER: Well, you've got to realize the -- the
12 radio is most -- one of the most important things.
13 That organization is -- is --

14 COMMISSIONER JOE DAVIS, III: Oh, sure.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)
16 GRUBER: -- nothing. But it's -- it's law
17 enforcement on the board. It's -- I -- I mean,
18 they're the ones that understand it more than
19 anybody else does. And they understand the very
20 importance of it. And --

21 COMMISSIONER JOE DAVIS, III: Well, the
22 current way we're doing it is either the way all
23 the other Counties will emulate, if that is the
24 absolute best way to do it.

25 I just feel like that we -- the -- for whatever
26 reason, staffing or whatever, that we're on the
27 caboose. And we don't need to stay there. And if
28 we need to uncouple from the train, hey, we have to

1 do that.

2 COMMISSIONER JAMES E. (JEB) BALL: So I
3 know we're nickle and diming it. But, Christie,
4 did you already throw back the twenty-five thousand
5 (\$25,000) from the Robertsdale Florist back into
6 these numbers here?

7 MR. RON CINK: No. We will.

8 MS. CHRISTIE DAVIS: No, sir.

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

10 MR. RON CINK: We will.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Okay.

13 COMMISSIONER JOE DAVIS, III: All right.
14 One -- one more question relative to personnel: Do
15 we have the correct number that we agreed on
16 relative to the Archives and Museum salary?

17 MR. RON CINK: Yeah.

18 MS. CHRISTIE DAVIS: It -- I mean, what do
19 you mean by that? We --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Well, it wasn't -- it was just what was suggested
22 in the --

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

25 MS. CHRISTIE DAVIS: I --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
27 budget meeting.

28 MS. CHRISTIE DAVIS: I put on a note on the

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 decision items that you guys wanted to discuss it
2 again. I know there was some conversation about
3 it. And then I didn't know how you wanted to
4 proceed with that based on the salary survey data.

5 COMMISSIONER JOE DAVIS, III: Well, the
6 salary survey will be dealt with in the future.
7 I'm expecting and I will vote for --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What
9 we --

10 COMMISSIONER JOE DAVIS, III: -- that
11 seventy thousand dollars (\$70,000).

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 What? That we suggested to increase Felisha's?

14 COMMISSIONER JOE DAVIS, III: That's
15 correct.

16 MR. RON CINK: Uh-huh. (Indicates
17 affirmatively.)

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes.
19 That's -- that -- we want that outside of any
20 salary survey, I believe. That was --

21 COMMISSIONER JOE DAVIS, III: That was --

22 COMMISSIONER JAMES E. (JEB) BALL: We're
23 just bringing her up to speed with other department
24 heads.

25 COMMISSIONER JOE DAVIS, III: That's
26 exactly right.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 Yeah.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: That's
2 exactly right.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
4 There's -- What was the -- On -- Help me out here.
5 Refresh my memory as to where it was at. I think
6 it might have been Parks. It might have been
7 Bicentennial.

8 MS. CHRISTIE DAVIS: Bicentennial, it will
9 be in Parks. It's on the bottom --

10 MR. RON CINK: Uh-huh. (Indicates
11 affirmatively.)

12 MS. CHRISTIE DAVIS: -- of that list in
13 other funds.

14 MR. RON CINK: That comes out of --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 There was something --

17 MR. RON CINK: -- general fund.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 There was something on Bicentennial that I had a
20 question about. What was the --

21 MR. RON CINK: It was the Phase I. I bet
22 you that that's your question.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
24 eighty thousand dollars (\$80,000).

25 MR. RON CINK: That eighty thousand dollars
26 (\$80,000).

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 Yeah. What's that? What's that for?

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MS. CHRISTIE DAVIS: Some of it's related
2 to moving --

3 MR. RON CINK: Yeah.

4 MS. CHRISTIE DAVIS: -- more buildings.
5 Give me just a second.

6 MR. WAYNE DYESS: Yeah. So, I mean, right
7 now they have some -- some things that are -- part
8 of it's building a pole barn, if I'm not mistaken.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Well, that's -- that's a separate line item.

11 MR. RON CINK: A separate line item.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
13 have the painting of the general --

14 COMMISSIONER JOE DAVIS, III: Okay.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
16 store, ten thousand (\$10,000); painting of the
17 church, ten thousand (\$10,000); a pole barn,
18 seventy-five thousand (\$75,000); and then Phase I,
19 eighty thousand (\$80,000). I didn't know if that's
20 something we could hold off on.

21 MR. WAYNE DYESS: I'll -- let me -- let
22 me -- let me check. I'm not -- I don't recall what
23 that is exactly, but I can find out.

24 MS. CHRISTIE DAVIS: I can tell you. Give
25 me just a second.

26 MR. WAYNE DYESS: Do you have it in there?

27 MR. RON CINK: Uh-huh. (Indicates
28 affirmatively.)

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JAMES E. (JEB) BALL: How --
2 Can I ask Wayne something about the animal shelter?

3 MR. WAYNE DYESS: Yes, sir.

4 COMMISSIONER JAMES E. (JEB) BALL: How
5 crucial is it that we build an eight hundred
6 thousand dollars (\$800,000) building now?

7 MR. WAYNE DYESS: Right now the -- the
8 building we have is -- it's very small. I -- I
9 think it's -- in the past couple of years, it's
10 been deemed critical.

11 Not being an animal shelter expert, I -- I --
12 it's hard for me to say. But I -- but I -- I -- I -- I
13 think that's what -- that's something that's been
14 needed for -- for quite a while.

15 COMMISSIONER JOE DAVIS, III: That's their
16 number, they being the employees there?

17 MR. WAYNE DYESS: The eight hundred
18 (\$800,000)?

19 COMMISSIONER JOE DAVIS, III: Yes.

20 MR. WAYNE DYESS: Yeah, I think so. Yes,
21 sir. Yes, sir.

22 COMMISSIONER JOE DAVIS, III: And do we
23 know what that's based on?

24 MR. WAYNE DYESS: The number -- I'm -- I'm
25 not sure. I -- I think they had gotten numbers
26 from an architect or somewhere before.

27 MR. RON CINK: Yeah. It's a guess right
28 now.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. WAYNE DYESS: Right.

2 MR. RON CINK: But that stands on its own.

3 COMMISSIONER JAMES E. (JEB) BALL: That
4 stands on its own, too.

5 MR. RON CINK: Yeah.

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

7 MR. WAYNE DYESS: That's a -- that's a --

8 MR. RON CINK: Yeah.

9 MR. WAYNE DYESS: That's --

10 MR. RON CINK: Yeah. It stands on its own.
11 That doesn't affect general fund.

12 MR. WAYNE DYESS: And from the animal --
13 the animal shelter was built at the time when the
14 county's population was about sixty thousand
15 (60,000) people.

16 COMMISSIONER JAMES E. (JEB) BALL: See, I
17 guess that's what I need to know, because I'm dumb.
18 What affects general fund and what does not affect
19 general fund? That's all I need to know.
20 That's -- that's just those things right there.

21 MR. RON CINK: General fund and subsidized.

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

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Yeah.

25 MR. RON CINK: General fund, County
26 transportation fund.

27 Madam Chairman, can we take a break, please?

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes,

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 sir.

2 MR. RON CINK: I've got to get rid of
3 some -- Before I get --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: My
5 bad.

6 MR. RON CINK: Before I get into this --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

8 Let's take a --

9 COMMISSIONER JOE DAVIS, III: Sure.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

11 Let's take a break, a five -- a five-minute brake.

12 MR. RON CINK: Because -- because I'm going
13 to go through all --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: How
15 about we come back at 10:30. It's 10:23.

16

17 (The Baldwin County Special Meeting (Budget
18 Deliberations) meeting was recessed at 10:23 a.m.)

19

20 (The Baldwin County Special Meeting (Budget
21 Deliberations) meeting resumed at 10:34 a.m.)

22

23

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Back
25 in session.

26 MR. RON CINK: Did you want to go --

27 MS. DEIDRA HANAK: Okay. Yes.

28 MR. RON CINK: -- before I -- before I

1 corrupt them?

2 MS. DEIDRA HANAK: Yes.

3 MR. RON CINK: Okay.

4 MS. DEIDRA HANAK: All right. So I just
5 want to make clear on a couple of things. And I do
6 want to have a clarification on one item.

7 What Christie and I are going to work with,
8 if -- if this is what y'all are onboard with, is
9 working to stay with the step system that we
10 current have now for now.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: For
12 now.

13 MS. DEIDRA HANAK: Okay. The second thing
14 that I -- we need to decide is, one, we can bring
15 employees in closest to what they're already making
16 on a new pay scale, just to reclassify them to put
17 them where they need to be; or we can base it on
18 time at the County and time within their position.

19 The numbers that we have right now, the -- the
20 roughly nine hundred thousand dollars (\$900,000),
21 is based on the -- their -- the -- both factors,
22 time they've been at the County and time they're
23 been within their position.

24 The lower amount that we have, which I believe
25 is like the seven hundred thousand (\$700,000),
26 that's just bringing them in closest to what
27 they're making right now without factoring in the
28 time that they've been with the County or within

1 the position.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
3 think the time they've been here is important to a
4 lot of people because --

5 COMMISSIONER JOE DAVIS III: Yeah.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But,
7 at the same time, I don't want to --

8 COMMISSIONER JAMES E. (JEB) BALL: And you
9 affect -- Can they -- If you did that, can
10 everybody get helped out if you take just -- or is
11 there going to be a lot of people left out?

12 MS. DEIDRA HANAK: So with factoring in
13 time in the position and within the County, that
14 actually affects more employees than just bringing
15 people up to the -- the minimum.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 Well --

18 MS. DEIDRA HANAK: And difference is about
19 two hundred thousand (\$200,000).

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
21 let me ask you just to -- I'm trying to grasp by
22 mind around this kind of thing.

23 Do we have people that been here for twenty
24 (20) years making -- I'll just use an amount --
25 fifty thousand dollars (\$50,000) for a position
26 that you would hire somebody starting out at
27 twenty-five (\$25,000).

28 MS. DEIDRA HANAK: Absolutely.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Okay. Well, then I think that's a lot of where we
3 have a lot of problems, is because they just keep
4 getting merit raises all along. And it's not
5 particularly for performance.

6 COMMISSIONER JAMES E. (JEB) BALL: Well,
7 and --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
9 know what I'm saying? That --

10 COMMISSIONER JAMES E. (JEB) BALL: Plus --
11 plus now, though, you -- you kind of do away with
12 that because of -- of what year it is. And if --
13 if somebody got hired in twenty-five (25) years
14 ago, it's different now. Nobody is going to start
15 out anywhere for twenty-five thousand (\$25,000).

16 MS. DEIDRA HANAK: Right.

17 COMMISSIONER JAMES E. (JEB) BALL: So
18 that -- that position in 2020 or 2019 would be
19 probably right around fifty thousand dollars
20 (\$50,000) --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No,
22 no.

23 COMMISSIONER JAMES E. (JEB) BALL: -- or --
24 or -- or forty five thousand (\$45,000).

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No,
26 no, no. That wasn't what I was asking. Because
27 one elected official told me that he was having
28 problems with hiring in, let's say, Clerks because

1 the job just didn't -- that's all it -- it --

2 COMMISSIONER JAMES E. (JEB) BALL: It's --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It
4 required a degree, and it required all this kind of
5 stuff. And let's say it was a thirty thousand
6 dollar (\$30,000) job.

7 But there's somebody that's sitting in that
8 position doing the exact same work as the person
9 next to them making fifty (\$50,000), just because
10 they've been here longer. And so I was just trying
11 to -- They said that that's where they have a lot
12 of problems.

13 COMMISSIONER JAMES E. (JEB) BALL: Well,
14 that's -- and that's where you could -- could
15 you -- Well, you're saying start that person off --
16 if they come in, start them off at fifty (\$50,000)?

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.
18 It -- You can't --

19 MS. DEIDRA HANAK: I'm not sure what you're
20 asking.

21 COMMISSIONER JAMES E. (JEB) BALL: Yeah. I
22 didn't -- I -- I'm confused, too.

23 MS. DEIDRA HANAK: So the -- the people
24 that have been here longer, they --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If
26 you're not doing any more --

27 MS. DEIDRA HANAK: -- they're not
28 necessarily -- if we're in a Revenue Clerk I, more

1 than likely, they're not going to be a Revenue
2 Clerk I in twenty (20) years. They -- they would
3 have moved up.

4 So the position that they're in now, they have
5 twenty (20) more years experience than we hire
6 someone in at the entry level.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
8 are they not -- Do they have more duties than the
9 person sitting next to them?

10 MS. DEIDRA HANAK: I would say yes.
11 It's -- it's -- I mean, I -- I can't tell you the
12 duties of every single position in the County.

13 COMMISSIONER JOE DAVIS, III: They could
14 have, but they're not required to have more duties.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --
16 It's fine.

17 COMMISSIONER JOE DAVIS, III: Because it's
18 a longevity --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
20 just that that's something that was bought to my
21 attention. And it was longevity more than anything
22 else.

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

24 COMMISSIONER JAMES E. (JEB) BALL: So
25 here -- here's what I want to ask you, Deidra. I'm
26 just going to -- Let's clarify this up. What do
27 you recommend the Commission does?

28 MS. DEIDRA HANAK: I recommend basing it on

1 the time and class and -- and the tenure.

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

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

4 Okay.

5 COMMISSIONER JOE DAVIS, III: All right.

6 Now, that leads me to this question. Excuse me,

7 Skip. My back is to you.

8 Longevity and merit run into each other, in my
9 mind. From where I came from, there was a scale
10 for whatever. We had a Maintenance scale. We had
11 Instructor scales. We had Technician scales. We
12 had Secretarial scales. We had Administrative
13 scales.

14 And you had a zero to four, meaning from when
15 you start, the first four years, if you start out
16 there your compensation will be the same, unless
17 the scale changes.

18 Then you have a five. Then you have an eight.
19 Then you have a ten. Then you have a fifteen. So
20 you didn't get a raise every year. The scale might
21 change every so often. But it wasn't --

22 I mean, where we've gotten into this fifty
23 thousand (\$50,000) are these bogus evaluations and
24 everybody gets a merit because everybody wants to
25 stay happy and -- and be friends with everybody.

26 And if the system shows that that's not what
27 it's going to do, I think the employees will
28 understand. Because they will see, as I do.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 Plus, if I gain additional capabilities, I can
2 move from that scale to another scale within there.
3 And I think we need to tweak it to do that.

4 I mean, if we're doing evaluations where people
5 fill out their own forms and somebody signs them,
6 that's a waste of time. And it's -- it's a --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 Focus.

9 COMMISSIONER JOE DAVIS, III: -- disrespect
10 to the whole process.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Can
12 I ask a question? I recently heard in the School
13 Board thing that all teachers are getting four
14 percent (4%). I don't know if I'm right on that.

15 But when you said it's built in at
16 two-and-a-half percent (2.5%), does that mean --
17 does everybody get two-and-a-half percent (2.5%),
18 no matter how good, bad, or nothing you've been?

19 MS. DEIDRA HANAK: Well, no. It does
20 solely depend on the score. So we -- we have a
21 score system of one to five. Anything below a
22 three, they do not get their increase. And we do
23 have several of those every year that --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Like
25 what percentage --

26 MS. DEIDRA HANAK: -- don't get their
27 increase.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

1 don't get a raise out of all the employees?

2 MS. DEIDRA HANAK: I -- I mean, I -- I
3 would say it's -- maybe it's less than ten (10)
4 people.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Ten
6 (10) people out seven hundred (700) people?

7 MS. DEIDRA HANAK: We have --

8 MR. RON CINK: Uh-huh. (Indicates
9 affirmatively.)

10 MS. DEIDRA HANAK: -- a little over six
11 hundred (600).

12 MR. RON CINK: Uh-huh. (Indicates
13 affirmatively.)

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
15 really everybody gets a raise except for the
16 really, really bad ones.

17 MS. DEIDRA HANAK: Right. And -- and
18 that --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 So --

21 MS. DEIDRA HANAK: And, like I said --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
23 there's --

24 MS. DEIDRA HANAK: -- that's something that
25 we can work towards.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Well, I -- I had heard it's -- it's a -- it's a way
28 just -- that that's just how it works, that you

1 just give everybody a raise, unless there's
2 somebody that's on the cusp of maybe, you know --
3 I -- I don't know. I'm -- I'm new to this. So
4 suggestions from --

5 COMMISSIONER JOE DAVIS, III: Well, what
6 you just said, Deidra, where does longevity play
7 into that, or does it?

8 MS. DEIDRA HANAK: Well, I'm not sure if
9 our -- our -- my definition of longevity is the --

10 COMMISSIONER JOE DAVIS, III: Good point.

11 MS. DEIDRA HANAK: -- same as yours.

12 COMMISSIONER JOE DAVIS, III: Good point.
13 Okay.

14 MS. DEIDRA HANAK: Because like what we
15 currently have as longevity, we have the longevity
16 check that we do every October.

17 And so if you've been here five years, you'll
18 get five hundred dollars (\$500) every year, every
19 October. Once you've been here ten years, you get
20 one thousand dollars (\$1,000) every year. And
21 fifteen years and above it's fifteen hundred
22 dollars (\$1,500) every year. So that's in -- in
23 addition to somebody's regular salary. And so when
24 you --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Because you can't do bonuses.

27 MS. DEIDRA HANAK: -- talk about longevity,
28 that's how I think of it.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Okay.

2 MS. DEIDRA HANAK: But --

3 COMMISSIONER JOE DAVIS, III: We've got
4 pins. But that's another story.

5 MS. DEIDRA HANAK: So we get pins, too.

6 COMMISSIONER JOE DAVIS, III: A five-year
7 pin, a ten-year pin.

8 MS. DEIDRA HANAK: We get pins, too.

9 COMMISSIONER JOE DAVIS, III: Okay.

10 MS. DEIDRA HANAK: So -- But I'm not sure
11 if your definition of longevity is just the amount
12 of time that they're in a pay grade or --

13 COMMISSIONER JOE DAVIS, III: Well --

14 MS. DEIDRA HANAK: -- the amount of
15 raises --

16 COMMISSIONER JOE DAVIS, III: -- the -- the
17 reference I made to those numbers was that that --
18 you've got longevity based on how many years. And
19 you knew that on my seventh and eighth year, I'll
20 get this. And then on ten, I'll get this.

21 And then merit was to keep your job. Your
22 evaluation was to keep your job or see if you
23 needed to, because of your capabilities or
24 training, be moved up. So, I mean, I want people
25 to get --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --

27 COMMISSIONER JOE DAVIS, III: -- a fair
28 shake. But I --

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
2 think the --

3 COMMISSIONER JOE DAVIS, III: The point
4 system bothers me, because I think it's got holes
5 in it.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
7 salary survey was supposed to fix people who aren't
8 making what they're supposed to be. They're
9 supposed to -- Like if people aren't making as much
10 as they should be making for what they're doing,
11 that that's supposed to fix that.

12 MS. DEIDRA HANAK: Correct.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
14 so I just feel like that the merit system doesn't
15 really -- It's just a -- a guarantee, as long as
16 you show up for work and you're on time. And if
17 only -- You're telling me what you're telling me,
18 there's only one percent (1%) of the whole
19 people --

20 COMMISSIONER JOE DAVIS, III: That are a
21 problem.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
23 that don't get a raise. Yeah.

24 MS. DEIDRA HANAK: Now, the people that do
25 go above and beyond, the people that attend
26 training, the people that absorb more duties,
27 they -- they do get promoted.

28 And that -- And so a lot of times within budget

1 when you get all these requests to reclassify them
2 or put them in a higher position, that's why. It's
3 because they've gone above and beyond. It's
4 because they've assumed these additional
5 responsibilities. They've been doing the same
6 position.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
8 really these merit raises are really a cost of
9 living adjustment. It might not be tied to any
10 kind of consumer price index or anything, but it's
11 just really kind of that.

12 Okay. I'm just new to that kind of a mindset.
13 I'm not used to it.

14 MS. DEIDRA HANAK: It's a little
15 convoluted. It's definitely different from the
16 public sector.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Yeah. I mean, you know, my experience is somebody
19 walks in and says, oh, Social Security gave me
20 twenty (\$20) more dollars on my Social Security
21 check every month, but they increased my Medicare
22 by eighteen (\$18), so I got a two dollars (\$2)
23 raise.

24 COMMISSIONER JOE DAVIS, III: Well --

25 MS. DEIDRA HANAK: I will say --

26 COMMISSIONER JOE DAVIS, III: That's
27 gross/net.

28 MS. DEIDRA HANAK: -- a supervisor will

1 say, well, I want a two dollars (\$2) increase. You
2 can't do that here.

3 COMMISSIONER JAMES E. (JEB) BALL: So what
4 I -- I didn't think my question that I initially
5 asked wasn't that crazy. I'm going based on when I
6 started out twenty-five (25) years ago in my job
7 that I have now.

8 My salary that was given to me -- We've been on
9 salary every year. The starting salary twenty-five
10 years (25) was seventeen thousand dollars
11 (\$17,000). That was good money for everybody
12 twenty-five (25) years ago.

13 Just because I started out at seventeen
14 thousand dollars (\$17,000) does not mean in 2019,
15 that when you hire another person like that, that
16 you're going to start them off at seventeen
17 thousand dollars (\$17,000).

18 It would -- it would kind of upset me that
19 they're going to start out where I'm at now, but
20 that's the going rate of where you start out at
21 even if you've never worked a day in your life in
22 the field.

23 And just with any of our positions in our
24 departments, you can't just -- It could even be a
25 Custodian all the way down to --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 That's -- that's what I was --

28 COMMISSIONER JAMES E. (JEB) BALL: -- a

1 Highway Engineer. I mean, if Joey picked up and
2 left today, the Highway Engineer coming in is going
3 to pretty much make what he's making now --

4 MS. DEIDRA HANAK: Right.

5 COMMISSIONER JAMES E. (JEB) BALL: -- to
6 get a good one. You can't just start them off
7 where Joey started off at like in the '90s or
8 whatever.

9 MR. RON CINK: Twenty-eight thousand
10 dollars (\$28,000).

11 COMMISSIONER JAMES E. (JEB) BALL:
12 Twenty-eight thousand dollars (\$28,000). So, I
13 mean, you can't just start off that -- You can't --
14 you can't get an attorney for hundred thousand
15 dollars (\$100,000).

16 I mean, it's just that -- that the -- I -- I
17 commend people for working thirty-six (36) years
18 and twenty-five (25) years in the County.

19 But you've got a guy coming out, going to work,
20 and they're ready to work, and they're trained, and
21 they can do that job, they're going to start off
22 at -- where everybody else is -- pretty much is. I
23 mean, that's -- that's what I'm thinking.

24 MS. DEIDRA HANAK: So --

25 COMMISSIONER JOE DAVIS, III: To attract
26 good people.

27 COMMISSIONER JAMES E. (JEB) BALL: Yeah. I
28 mean, you can't -- you cannot -- you cannot -- you

1 can't run a functioning business if you're going to
2 keep trying to get people in here for less money, I
3 mean.

4 MS. DEIDRA HANAK: No.

5 COMMISSIONER JAMES E. (JEB) BALL: And you
6 sit right next to somebody, and y'all are doing the
7 exact same thing, just because they've been here
8 longer, they're getting -- may pay that much more
9 than --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Well, I'll give you an example. I was a bank
12 teller. I made one thousand dollars (\$1,000) a
13 month in 1990. Bank tellers go in now at about
14 thirty (\$30,000). So, you know, that's twelve
15 thousand dollars (\$12,000) to thirty (\$30,000).
16 But the one's who'd been there for twenty (20)
17 years are making fifty (\$50,000).

18 MS. DEIDRA HANAK: Right. So --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
20 you wouldn't start a bank teller at fifty
21 (\$50,000). You'd start them at thirty (\$30,000)
22 rather than twelve (\$12,000) is what I'm, you
23 know --

24 MS. DEIDRA HANAK: So as -- as the years go
25 along, we -- we have cost -- cost of living
26 adjustments. We have reclassifications because
27 positions absorb more duties.

28 So a position that you started in twenty (20)

1 years ago may not even reflect the position that it
2 is today, because everything is constantly
3 changing.

4 With that being said, every position is
5 absolutely different. So it's -- We -- It's very
6 hard to -- to treat -- We have three hundred (300)
7 different job descriptions.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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

10 COMMISSIONER JOE DAVIS, III: And so it's
11 very hard to treat one position the same as the
12 other. We -- when we hire someone in, when we look
13 at these pay scales, we -- we have to compare.

14 We have to say, okay, an Engineer has a -- a --
15 a job that's very specific, so it's not like a
16 License Revenue Clerk where we have thirty (30) of
17 them doing the same job. So we'll have to hire
18 someone in --

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

20 MS. DEIDRA HANAK: -- in that area of
21 expertise. And so it's -- it's -- it's very job
22 specific.

23 So we don't always hire someone in at an entry
24 level. We -- we always try to. But, again, we
25 just -- we have to look at the job in comparison to
26 what they're being hired for and what other
27 employees are doing so --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Okay.

2 MS. DEIDRA HANAK: -- we don't have any
3 equal pay disparities.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Well, I guess here's where I'm at on whenever
6 there's a proposed -- And let me make sure I -- If
7 there's a proposed merit raise, and it's based on a
8 score, meaning there might be a handful of people
9 that don't qualify for it because their rating is
10 not well -- not good enough, but if we give this
11 salary survey increase, is the merit raise going to
12 be on top of that?

13 COMMISSIONER JOE DAVIS, III: Huh-uh.
14 (Indicates negatively.) No.

15 MS. DEIDRA HANAK: Well, that's -- that's
16 something else --

17 COMMISSIONER JOE DAVIS, III: I wouldn't
18 think so.

19 MS. DEIDRA HANAK: -- that we need to
20 discuss.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Because if somebody --

23 MS. DEIDRA HANAK: That was my Question
24 Number 2.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Can
26 you give me an example of somebody -- You don't
27 have to tell a name, but just a position -- that
28 they might be making fifteen dollars (\$15) an hour

1 now but the salary survey says they should make
2 twenty dollars (\$20) hour?

3 I'm just trying to throw out something. Would
4 that person warrant also a two-and-a-half percent
5 (2.5%) raise on top of that twenty dollars (\$20) is
6 where I'm at.

7 MS. DEIDRA HANAK: Right. So that's --
8 that's one of the decisions that we have to make.
9 Because we do have some people that are --
10 they're -- is requesting a big increase. And
11 there's some that it's just a half of a -- of a
12 percent (.5%).

13 And so we're going to have to figure out to
14 make up the difference. Like do -- anybody that's
15 below two-and-a-half percent (2.5%), do we want
16 to -- when their increase, their merit increase
17 comes up, to -- to give them the two-and-a-half
18 percent (2.5%) for this year? But somebody that's
19 got a -- a thirty percent (30%), are they going to
20 have one as well?

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Well, that's what I'm saying. Like --

23 MS. DEIDRA HANAK: That's a decision that
24 we need to make.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
26 I'll -- I'll -- we'll use Felisha, for example. If
27 she gets bumped up to whatever we said her amount
28 would be, would we also need to give her that, or

1 is that something that's a discretion on there --

2 MS. DEIDRA HANAK: The --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
4 the two-and-a-half percent (2.5%)?

5 MS. DEIDRA HANAK: Whatever we decide, we
6 have to make sure that it's -- it's equal --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: At
8 least --

9 MS. DEIDRA HANAK: -- across the board,
10 that there's a -- there's a cutoff point and -- and
11 everyone is being treated as equal as possible.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Okay. Tell me how.

14 MS. DEIDRA HANAK: Now, that is something
15 that -- And I will say this: I don't know
16 everything. And this is my first salary survey
17 I've ever had to do.

18 And so I am relying on a lot of guidance from
19 the attorneys and from the salary survey people.
20 So that is something that I can have an answer for
21 you next budget meeting.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: By
23 the --

24 MS. DEIDRA HANAK: I don't want to give you
25 an answer --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

27 MS. DEIDRA HANAK: -- and then it be
28 completely wrong.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Well, it's just something for us to be thinking
3 about. Because we didn't know what we -- what we
4 can do and what we're allowed to do.

5 MS. DEIDRA HANAK: Right.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Does
7 that make sense?

8 MS. DEIDRA HANAK: Yeah. Absolutely. We
9 just have to make sure that whatever we do is fair
10 and equitable across the board.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Okay.

13 COMMISSIONER JAMES E. (JEB) BALL: I
14 don't --

15 MS. DEIDRA HANAK: So --

16 COMMISSIONER JAMES E. (JEB) BALL: I
17 personally really don't want to mess with merit
18 raises. I want to leave them alone. Because --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No,
20 I don't want to mess with them, either. I was just
21 trying to figure out on a budgetary standpoint from
22 where we are in this one particular time. Because
23 when have we done this before?

24 COMMISSIONER JAMES E. (JEB) BALL: Never.
25 And -- But the thing is, is -- I mean, it's going
26 to -- It's not -- it's not the employees' fault
27 that we fell short.

28 So if -- if the salary survey shows that these

1 employees are going to get a big bump, that
2 doesn't -- I don't think that accounts -- it
3 shouldn't take away from their merit increases.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Okay. Well, then we just need to know how to
6 budget. That is all I'm asking. It's not --

7 MS. DEIDRA HANAK: Right.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
9 not that I say they do or don't. It's how do we
10 budget for it? Because we're going to be looking
11 at -- you've already got the two-and-a-half percent
12 (2.5%) built in. But it's not built in on another
13 one million dollars (\$1,000,000); right?

14 MR. RON CINK: Correct.

15 MS. CHRISTIE DAVIS: But that's actually a
16 pretty easy number for me to get you.

17 MR. RON CINK: Right.

18 MS. CHRISTIE DAVIS: Like so if you told me
19 which plan we're going to go with, I can upload
20 everybody, and then I can put in a merit for every
21 single person on merit and give you a number and
22 then I can it off for people that, say -- say,
23 the -- their salary survey amount was not the
24 two-and-a-half (2.5%) so they get the
25 two-and-a-half (2.5%) instead --

26 MR. RON CINK: Uh-huh. (Indicates
27 affirmatively.)

28 MS. CHRISTIE DAVIS: -- for example. And I

1 can give you that number.

2 COMMISSIONER JAMES E. (JEB) BALL: So
3 that's -- Say, we do the step plan. But you're
4 major first question was how do you want to do it?

5 MS. DEIDRA HANAK: Right.

6 COMMISSIONER JAMES E. (JEB) BALL: Do you
7 want to do it for long -- the long-term employees,
8 or do -- do we do it for everybody?

9 MS. DEIDRA HANAK: So the -- the formula
10 that they used was one step for every two years, so
11 every two years of classification and time with the
12 County.

13 So -- And I will say this. Several years back
14 we -- we had a pay freeze for almost four years.
15 And so we -- One of the first reports that I sent
16 y'all, it talked about having clusters. And that's
17 why we have those clusters.

18 And so being able to put people within a pay
19 scale based on the time that they've been with the
20 County, that will help -- that will help spread
21 them out.

22 COMMISSIONER JOE DAVIS, III: Right.

23 MS. DEIDRA HANAK: To me, there's not
24 big -- that much -- big of a difference. I would
25 rather have those employees be where they need to
26 be --

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

28 COMMISSIONER JOE DAVIS, III: -- within a

1 scale.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay.

4 COMMISSIONER JOE DAVIS, III: Okay.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 Okay.

7 COMMISSIONER JOE DAVIS, III: How do we --

8 MS. DEIDRA HANAK: And we can have those
9 numbers for you.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

11 Okay. Well, then, if you can get that, you know.
12 And then we'll --

13 MS. DEIDRA HANAK: So the -- the steps --
14 the direction we're going to work towards is
15 keeping the step system?

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

17 Uh-huh. (Indicates affirmatively.)

18 MS. DEIDRA HANAK: We're going to work
19 towards equity --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

21 Yeah.

22 MS. DEIDRA HANAK: -- the time with the
23 County, and the position.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

25 Uh-huh. (Indicates affirmatively.)

26 MS. DEIDRA HANAK: Okay.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

28 Yeah.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: How do we
2 describe the two-and-a-half percent (2.5%)?
3 What -- what kind of raise is that?

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Merit.

6 MS. CHRISTIE DAVIS: Merit.

7 MS. DEIDRA HANAK: The merit.

8 COMMISSIONER JOE DAVIS, III: Uh-huh.
9 (Indicates affirmatively.) Merit increase. Okay.

10 COMMISSIONER JAMES E. (JEB) BALL: And I --
11 And they do it like -- you do it with a survey and
12 a scale of one to five; is that what you said?

13 MS. DEIDRA HANAK: Uh-huh. (Indicates
14 affirmatively.)

15 MR. RON CINK: Uh-huh. (Indicates
16 affirmatively.)

17 COMMISSIONER JAMES E. (JEB) BALL: And some
18 people don't get them.

19 MS. DEIDRA HANAK: Correct.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 About ten.

22 COMMISSIONER JAMES E. (JEB) BALL: Well, I
23 know. That's --

24 COMMISSIONER JOE DAVIS, III: Yeah.

25 COMMISSIONER JAMES E. (JEB) BALL: -- a
26 good thing.

27 COMMISSIONER JOE DAVIS, III: Yeah.

28 COMMISSIONER JAMES E. (JEB) BALL:

1 Obviously, people are -- Now, I think where --
2 where Joe is going and where I -- We need to make
3 sure that when whoever is doing these surveys,
4 that --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
6 They're not all fours.

7 COMMISSIONER JAMES E. (JEB) BALL: --
8 they're like -- like -- like they're -- like you
9 don't give the employ their survey and say, hey,
10 look, fill this out, and I'll sign it.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
12 fours.

13 COMMISSIONER JAMES E. (JEB) BALL: Because
14 I saw that going on when I was coming into the
15 Commission.

16 MR. RON CINK: You're --

17 MS. DEIDRA HANAK: Right. And so that's
18 what --

19 MR. JOEY NUNNALLY: You're saying the
20 surveys, but I think you mean the evaluations. Is
21 that --

22 COMMISSIONER JOE DAVIS, III: Evaluations.

23 MS. DEIDRA HANAK: Right.

24 COMMISSIONER JAMES E. (JEB) BALL:
25 Evaluations. I -- We're stuck on the salary
26 survey. That's all we've been talking about for
27 the --

28 MR. JOEY NUNNALLY: I just wanted to make

1 sure.

2 COMMISSIONER JAMES E. (JEB) BALL: -- past
3 hour or so.

4 COMMISSIONER JOE DAVIS, III: Evaluations.

5 MS. DEIDRA HANAK: That's why I wanted to
6 steer clear of an open range plan at this time.

7 COMMISSIONER JOE DAVIS, III: Right.

8 MS. DEIDRA HANAK: Because we do have some
9 that do that on both ends of the scale.

10 COMMISSIONER JOE DAVIS, III: Right.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Okay. Well, then who does -- who does the actual
13 evaluation? The department heads?

14 MS. DEIDRA HANAK: The supervisors.

15 MR. RON CINK: The supervisors.

16 MS. DEIDRA HANAK: The --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Supervisors.

19 MS. DEIDRA HANAK: -- immediate supervisor
20 does it.

21 MR. WAYNE DYESS: The department head signs
22 off.

23 MS. DEIDRA HANAK: The department head
24 signs off --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Okay. So --

27 MS. DEIDRA HANAK: -- before we get it in
28 Personnel.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: So the
2 supervisor sends --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
4 what do you see? You just told me you just see a
5 lot of fives.

6 MR. RON CINK: The -- the --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 That's no room for improvement. You're a five.

9 MR. RON CINK: There are some managers that
10 mark their employees as straight fives across the
11 board.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is
13 that ever even addressed or --

14 MR. RON CINK: It has.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
16 is everybody perfect?

17 MR. RON CINK: It has been.

18 MS. DEIDRA HANAK: It has gotten better.

19 MR. RON CINK: It's gotten better. It used
20 to be -- And I can tell you a department that did
21 was -- the manager is no longer here. But --

22 MS. DEIDRA HANAK: It's -- it's
23 just teaching --

24 MR. RON CINK: Five means you walk on
25 water. Nobody does that; okay?

26 MS. DEIDRA HANAK: It's just teaching
27 the --

28 COMMISSIONER JOE DAVIS, III: Right.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 There's no --

3 MR. RON CINK: Nobody does that.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
5 have no room for improvement if you're always given
6 an outstanding.

7 MS. DEIDRA HANAK: And I will say it became
8 a terrible habit when we had the -- the pay freeze
9 for those years. And they're like, well, they're
10 not getting the -- a raise anyway. So they just --
11 they would just mark numbers and turn it in.

12 So then when it -- when they unfroze them, I
13 don't know if some of them -- But let me back up a
14 little bit. The people -- And we don't have very
15 many that -- that do not get their raise every
16 year.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

18 Okay.

19 MS. DEIDRA HANAK: A lot of employees are
20 weeded out through the course of the year. So
21 the -- the employees that are not good employees
22 that are not doing their jobs, they're --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: On
24 their way.

25 MS. DEIDRA HANAK: -- taking voluntary
26 demotions, they're leaving, they're --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

28 That's taking care of itself.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MS. DEIDRA HANAK: You know, they're --
2 they're being terminated.

3 MR. RON CINK: Right.

4 MS. DEIDRA HANAK: So it -- And -- and that
5 has -- that has actually gotten better over the
6 past several years of the -- of the -- the
7 supervisors supervising and taking care of
8 problems.

9 COMMISSIONER JAMES E. (JEB) BALL: All
10 right. So here's -- here's where we need to go, I
11 think, with all of us talking and the -- and
12 that -- and the -- whatever you called it, Joey?
13 Not the survey but the --

14 MS. DEIDRA HANAK: Evaluation.

15 COMMISSIONER JOE DAVIS, III: Evaluation.

16 MR. RON CINK: Uh-huh. (Indicates
17 affirmatively.)

18 COMMISSIONER JAMES E. (JEB) BALL:
19 What's -- what -- what it is, Ron, the reason
20 everybody marks five is because nobody wants to
21 take the time to sit down and talk with that
22 employee and go through each thing.

23 MR. RON CINK: Which is criminal, in my
24 mind.

25 COMMISSIONER JAMES E. (JEB) BALL: That's
26 right.

27 COMMISSIONER JOE DAVIS, III: Oh, sure it
28 is.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. RON CINK: I agree.

2 COMMISSIONER JAMES E. (JEB) BALL: So I
3 think it -- it -- this -- this process, since we've
4 got these -- us in place and -- and we have a
5 little bit of say-so on how that's going to work is
6 that we take these evaluations. And the employees
7 need to know how serious we're fixing to take these
8 evaluations.

9 COMMISSIONER JOE DAVIS, III: That's right.

10 COMMISSIONER JAMES E. (JEB) BALL: And that
11 they're going to be sitting down one-on-one with
12 their department head.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 Accountability.

15 COMMISSIONER JAMES E. (JEB) BALL: And I
16 don't care how long it takes. If it takes a year
17 to do them, we take a year to do them. But I don't
18 want department heads and supervisors saying they
19 ain't got time to do it.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Accountability.

22 COMMISSIONER JOE DAVIS, III: Well, I --

23 COMMISSIONER JAMES E. (JEB) BALL: They
24 need to find another -- We'll -- we'll -- That'll
25 be with the ten-four thing.

26 COMMISSIONER JOE DAVIS, III: Well, any
27 other --

28 COMMISSIONER JAMES E. (JEB) BALL: And

1 everybody will be working for Terri at the
2 landfill.

3 COMMISSIONER JOE DAVIS, III: We want to
4 make sure that --

5 COMMISSIONER JAMES E. (JEB) BALL: She's
6 going to have a lot of employees.

7 COMMISSIONER JOE DAVIS, III: -- this
8 addresses the future. And I've been saying it, and
9 I'm going to keep saying it. The free range thing,
10 just the term alone scares me to death. But I
11 don't understand enough about it maybe yet.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
13 don't, either.

14 COMMISSIONER JAMES E. (JEB) BALL: It
15 sounds like a chicken or something.

16 COMMISSIONER JOE DAVIS, III: Yeah. That's
17 right. The color of the eggs.

18 COMMISSIONER JAMES E. (JEB) BALL: Free
19 range chickens.

20 COMMISSIONER JOE DAVIS, III: But I think
21 it's important for us. The supervisors need to go
22 through an evaluation process as well. And the
23 department heads need to go through an evaluation
24 process as well. And I'm willing for us to be
25 evaluated by those folks.

26 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.
27 (Indicates affirmatively.)

28 COMMISSIONER JOE DAVIS, III: Because all

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 of us can do better. All of us can do more,
2 including --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
4 ask --

5 COMMISSIONER JOE DAVIS, III: -- the
6 elected --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
8 for feedback all the time --

9 COMMISSIONER JOE DAVIS, III: Sure.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
11 from especially this one and this one and --

12 COMMISSIONER JOE DAVIS, III: Yeah.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
14 even this one.

15 COMMISSIONER JOE DAVIS, III: So --

16 MS. DEIDRA HANAK: You haven't asked me
17 yet.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Well, I told you I'm open to it.

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

21 COMMISSIONER JOE DAVIS, III: So, I mean,
22 we need -- we need to --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
24 don't see you as much.

25 COMMISSIONER JOE DAVIS, III: What we're
26 evolving is a process that should work and will
27 work if we utilize it uniformly.

28 Everybody can do something better. There are

1 reasons why you weren't able to do it. Learn from
2 that and move forward.

3 Because as we get bigger, we are expected to
4 get better. And we're going to be handling more.
5 So that's my --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 Well --

8 COMMISSIONER JOE DAVIS, III: -- stump.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 And -- and I would like to see -- I don't know
11 where this would fall into play. I don't know
12 whose department, if it falls under everybody's
13 department -- but for the department heads and
14 supervisors to continue not just going up and
15 getting certified to do another part of your job,
16 but leadership training.

17 COMMISSIONER JOE DAVIS, III: There go you.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
19 very, very, very, very important. And I didn't --
20 I really liked -- I know that like what the School
21 Board did, they had so many people in one room.
22 But they even had it all the way down to the
23 janitors that were in there.

24 Is there ever an opportunity, or is anybody
25 even interested to trying to do something similar
26 to that where that everybody is -- And I don't -- I
27 know with -- with essential jobs, it's hard to pull
28 people away from, you know, their day-to-day

1 activity.

2 But even if we did it in areas, if there was a
3 way that we could -- I'm talking about all the way
4 down to the -- the janitors. I don't want just the
5 supervisors to hear, you know, the --

6 COMMISSIONER JAMES E. (JEB) BALL: That's
7 right.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
9 leadership training and stuff. But is there a way
10 that we could implement some of that in the future?

11 COMMISSIONER JOE DAVIS, III: Well, and I
12 agree.

13 MS. DEIDRA HANAK: If you give me my
14 training person, we can have that now.

15 COMMISSIONER JOE DAVIS, III: Okay.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 Well, do we already have that?

18 MS. CHRISTIE DAVIS: It's in the budget.

19 MS. DEIDRA HANAK: It's in the budget.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Okay.

22 MS. DEIDRA HANAK: Right now it's me --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
24 right.

25 MS. DEIDRA HANAK: -- having to do it.

26 COMMISSIONER JOE DAVIS, III: Well, and
27 some people would call that a pep rally. But,
28 look, we've got stuff, great stuff, going on. And

1 we need --

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Right.

4 COMMISSIONER JOE DAVIS, III: And we need
5 to include our volunteers. We couldn't function
6 without all those people that volunteer their time
7 to serve on these boards and stuff. And I don't
8 mean do one every week or anything.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --
10 And I'm not saying everybody has to do the thing on
11 the scale that I'm embarking on. But I'm
12 personally fixing to spend a ton of money out of my
13 own pocket to go to Orlando for a four-day
14 leadership training.

15 COMMISSIONER JOE DAVIS, III: Uh-huh.
16 (Indicates affirmatively.)

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
18 it's not cheap. And so I just take it very
19 seriously for anybody that's in a supervisory-type
20 position or any -- to make sure and that they see
21 the needs of their people and that they're not just
22 placed in these roles just because they were the
23 next person available to be in that role. That is
24 so important. But it -- it starts from the top all
25 the way down.

26 COMMISSIONER JOE DAVIS, III: That's
27 exactly right.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 And -- and I feel like that we can be the -- as --
2 as -- I mean, you know, I'm just one of four. But
3 I think that we all need to -- to -- to embrace
4 better -- Things are constantly evolving and things
5 are constantly changing.

6 It's not like it's, you know, whatever. I -- I
7 don't -- That's always the way we did it. Well,
8 you know, it might have been fine, but there's
9 always something to look at maybe, not to just
10 spend more money, but just to -- If it truly can be
11 a benefit.

12 I don't want it to be something where we just,
13 oh, we get out working for four hours, and get to
14 go sit in there --

15 MS. DEIDRA HANAK: I assure you that --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
17 and listen to it.

18 MS. DEIDRA HANAK: -- we probably get more
19 grumbling about somebody having to go to training.
20 The employee grumbles. I got a lot of work to do.

21 COMMISSIONER JOE DAVIS, III: Uh-huh.
22 (Indicates affirmatively.) This might put me
23 behind --

24 MS. DEIDRA HANAK: Why do I have to be
25 here?

26 COMMISSIONER JOE DAVIS, III: -- sort of
27 thing.

28 MS. DEIDRA HANAK: Right.

1 COMMISSIONER JOE DAVIS, III: Well, that's
2 something we need to move forward --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
4 Well, and there's also things that, you know, could
5 be done where they could complete something online
6 or something, you know.

7 There's also different kind of video seminars
8 and things like that, and -- and accountability,
9 that they at least heard that and give them the
10 opportunity. Because those things are things that
11 give people the opportunity to advance as well.

12 So okay. We were -- when we took our little
13 break, you were going to --

14 COMMISSIONER JOE DAVIS, III: Yeah.

15 MS. DEIDRA HANAK: I just have one more.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh.

17 MS. DEIDRA HANAK: I'm sorry.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Okay.

20 MR. RON CINK: Okay.

21 MS. DEIDRA HANAK: I didn't know that one
22 was going to take so long.

23 MR. RON CINK: I'm -- I'm not going to keep
24 them past 11:30. I'm going to be quick.

25 MS. DEIDRA HANAK: Okay. So my last -- my
26 last thing is during our budget meeting where we
27 had the health insurance discussion, we talked
28 about the health coaching and the spouses.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 And so we're trying to get everything scheduled
2 for the health fair for everyone's biometric
3 screenings. Symbol Health wanted to know if we
4 wanted to require spouses to do the biometric
5 screening.

6 COMMISSIONER JOE DAVIS, III: We can offer
7 it, but --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

9 MS. DEIDRA HANAK: Okay. Because last year
10 we -- we did away with them having to do the health
11 coaching. But this -- but this year they're asking
12 about having their blood drawn and getting their
13 results and all that. We don't want -- you don't
14 want to require the spouses to do that?

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I do
16 not. They can do it if they want to, but it's not
17 required.

18 COMMISSIONER JOE DAVIS, III: Offer it to
19 them. Let them know that it -- it costs them --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)
21 GRUBER: Very little.

22 COMMISSIONER JOE DAVIS, III: -- nothing or
23 very little.

24 COMMISSIONER CHARLES F. (SKIP) GRUBER:
25 But, if not, no.

26 MS. DEIDRA HANAK: Okay. And so we'll --
27 Okay. That'll work.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 GRUBER: Because it's -- I'll tell you. Some of
2 the -- it's a hardship for some of these folks --

3 COMMISSIONER JOE DAVIS III: Oh, sure.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: -- when we had them. I mean --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
7 people that work at Baldwin County, we can let them
8 go. But some -- some people's spouses, it's a
9 hardship.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: If you've got somebody that works in --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

13 Pascagoula --

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: -- Texas, you know, how --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

17 or Texas --

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: -- you know, or somewhere, how is he going
20 to get here?

21 COMMISSIONER JAMES E. (JEB) BALL:

22 That's -- so that was easy; right?

23 MS. DEIDRA HANAK: Yes.

24 COMMISSIONER JAMES E. (JEB) BALL: All
25 right. Good deal.

26 MS. DEIDRA HANAK: That's all I need to
27 know.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 right. Okay, Ron.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Okay. One more thing before we get --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Whoa. Whoa. Whoa. Whoa.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: -- into that. Now, on -- Being as we've
8 spent money on the salary survey, are we actually
9 going to do it? Are we going to go by what it
10 says? Are we going to start altering it right off
11 the bat?

12 I mean, we need to look at this thing very --
13 And -- and -- and I know it's guiding. But, you
14 know, if we're talking about doing all this other
15 stuff, you know, I mean, we need to stick -- That's
16 why we did this salary survey. I mean, why spend
17 money on something if you ain't going to use it?

18 COMMISSIONER JAMES E. (JEB) BALL: That
19 what's --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Well, that's what we're --

22 COMMISSIONER JAMES E. (JEB) BALL: That's
23 what we're saying.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Yeah.

26 COMMISSIONER JAMES E. (JEB) BALL: We're
27 going to use it.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 GRUBER: Yeah. That's what I'm saying. I want to
2 see us implement this -- this plan.

3 COMMISSIONER JAMES E. (JEB) BALL: Well,
4 that's what we're doing.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
6 Yeah.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: But that's -- but the -- You know, and
9 whatever that plan says, if it says that, you know,
10 this one gets a -- needs to do this. But if you've
11 got somebody that says, well, no, we're going to do
12 this anyway, you have just killed the whole salary
13 plan.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh,
15 no. That's --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: I -- I mean, look, you know --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
19 not what I'm saying.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: -- there's things on it, you know,
22 that's -- And I -- that's not aligning with some of
23 this, what we're talking about doing already.
24 According to the salary survey, it's not --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But,
26 now, let me make sure I understand what you're
27 saying on that one. You said -- What's not
28 aligning?

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: The salary is not aligning with what --
3 some of the stuff that we're saying we want to do.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Well, that's what I asked them to do was to compare
6 what all these department heads are asking us to do
7 and see where it fell in --

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: No. But what -- what --

10 MS. DEIDRA HANAK: Well, that's what
11 we're -- Christie and I are going to work on. And
12 we'll have it --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Okay.

15 MS. DEIDRA HANAK: -- all laid out for you.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: The one -- the one particular -- and I'm
18 not saying anything about anybody. But it's
19 Felisha's. You know, we're talking about the --
20 according to the salary survey --

21 COMMISSIONER JAMES E. (JEB) BALL: It -- it
22 aligns with it.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: Huh?

25 COMMISSIONER JAMES E. (JEB) BALL: It
26 aligns with it.

27 COMMISSIONER JOE DAVIS, III: It does align
28 with it. But department heads --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Does it --

3 MS. DEIDRA HANAK: Well --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: I mean, does it --

6 COMMISSIONER JOE DAVIS, III: Well, the --

7 MS. DEIDRA HANAK: I don't -- I don't -- I
8 don't have anything in front of me.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Okay.

11 MS. DEIDRA HANAK: I would rather us --

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: All right. All right. Well, I'll look
14 through it.

15 MS. DEIDRA HANAK: -- work together. Then
16 we can --

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: I'll just look through it.

19 MS. DEIDRA HANAK: -- present it. We're
20 going to present it --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Well, I think you said --

23 MS. DEIDRA HANAK: -- within the range.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
25 that there are going to be areas where certain --
26 like I don't know if the City of Gulf Shores has an
27 Archives person. I mean, I just -- You know, there
28 might be areas where that it's -- it's -- it's a

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 unique position; is that not correct? Or is there
2 a comparison to every single position?

3 COMMISSIONER JOE DAVIS, III: The salary
4 survey is a guide. It's not a decision made by
5 anybody. It's to guide the four of us and --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
7 not law.

8 COMMISSIONER JOE DAVIS, III: -- this
9 appropriate staff, to guide us on where we need to
10 improve things.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Okay.

13 COMMISSIONER JOE DAVIS, III: And to have a
14 department head paid like Felisha --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
16 guys get together and come back to us --

17 COMMISSIONER JOE DAVIS, III: -- is
18 embarrassing.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
20 and the next -- And -- and -- and if you get
21 anything to us before that, and if you -- if you
22 have a chance -- I know all of our schedules are
23 really, really crazy.

24 Please don't hesitate to contact any one of us
25 if you think, you know, there's something that
26 you'd like to go over ahead of time instead of
27 just, you know --

28 COMMISSIONER JAMES E. (JEB) BALL: All

1 right. So I just want to --

2 MS. DEIDRA HANAK: Okay.

3 COMMISSIONER JOE DAVIS, III: And if you
4 share something with one of us, share it with all
5 of us.

6 COMMISSIONER JAMES E. (JEB) BALL: And I
7 want to ask you just for this record and for what
8 we've been talking about, because now it's just
9 been spun back around again and questions our mind.

10 Seventy thousand dollars (\$70,000) is loaded in
11 for Felisha Anderson; right.

12 MS. CHRISTIE DAVIS: Sixty-five (\$65,000)
13 is currently.

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

15 MS. DEIDRA HANAK: Seventy (\$70,000) we
16 discussed. And that's in a decision item.

17 MS. CHRISTIE DAVIS: We put a note on the
18 decision items --

19 MS. DEIDRA HANAK: Seventy (\$70,000) is --

20 MS. CHRISTIE DAVIS: -- to come back to it.

21 MS. DEIDRA HANAK: -- is in her range.

22 COMMISSIONER JOE DAVIS, III: The
23 meeting that --

24 MS. DEIDRA HANAK: The reason was because
25 she has absorbed these -- she's absorbed a lot of
26 responsibilities, especially since at the beginning
27 of the salary survey.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's

1 different.

2 MS. DEIDRA HANAK: And so the -- the
3 information that they have is from January. And so
4 we -- we have to load the -- all the changes that
5 have -- have happened since January.

6 Hers, in particular, she has -- she has
7 absorbed more responsibilities. And we are trying
8 to align her with a supervisor --

9 COMMISSIONER JAMES E. (JEB) BALL: All
10 right.

11 COMMISSIONER JOE DAVIS, III: Who came up
12 with the sixty-five (\$65,000)?

13 COMMISSIONER JAMES E. (JEB) BALL: But at
14 the -- at the meeting-- at the meeting --

15 MS. CHRISTIE DAVIS: Wayne.

16 COMMISSIONER JAMES E. (JEB) BALL: --
17 when --

18 MS. CHRISTIE DAVIS: That was his
19 suggestion during budget.

20 COMMISSIONER JAMES E. (JEB) BALL: It was a
21 suggestion of sixty-five (\$65,000). There -- I
22 knew -- I know three of us inside of -- of a open
23 meeting said we want to see her at seventy thousand
24 (\$70,000). And we all agreed. And we said, all
25 right, that -- that's a good thing. It just never
26 got put in there. It got put on as a possibility.
27 But I don't want to get it left out.

28 MS. DEIDRA HANAK: Right. Absolutely.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MS. CHRISTIE DAVIS: It's -- it's not going
2 to. I -- I made a note specifically so we would go
3 down every single item on the decision item list.

4 COMMISSIONER JOE DAVIS, III: If that
5 seventy (\$70,000) is not there, none of this gets
6 past me.

7 MS. CHRISTIE DAVIS: Oh, it will be. Like
8 whatever you guys decide will be there.

9 COMMISSIONER JOE DAVIS, III: Okay.

10 COMMISSIONER JAMES E. (JEB) BALL: I mean,
11 it -- it -- and it wasn't close to being in line,
12 like five hundred dollars (\$500) off or something.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
14 right. Anything else before Ron gets started?

15 (No response.)

16 MR. RON CINK: Okay. I'm not going to keep
17 you very long. But you saw this early, okay, but
18 you didn't know what you were looking at. You had
19 to go through this process to start understanding
20 where all the pieces and puzzles fits together.

21 When we talk about general fund and subsidized,
22 that's general fund, County Transportation, JDC,
23 Archives, Council on Aging, BRATS, Parks, and
24 Community Corrections.

25 Here's the revenues and transfers in, the
26 expenses and transfers out. The differential is
27 one-point-six million (\$1,600,000).

28 Now, you made some changes today. Those will

1 be reflected in there. All right. That's --
2 that's looking at it from the top down on what you
3 have to -- you have to get this number to zero.
4 Okay. That's one piece of the puzzle.

5 The next piece of the puzzle is Joey. Okay.
6 And the -- and these are -- these are -- most of
7 these are restricted funds. Okay.

8 Gasoline tax goes here. Road and Bridge, which
9 is an ad valorem tax, which on the financials
10 actually rolls up under general fund. But that's a
11 different statutory requirement.

12 Public Highway and Traffic, the Rebuild Alabama
13 fund, which is a brand-new one that we put in this
14 year, and then Triple R. Okay.

15 That what he is -- he's at, revenues and
16 transfers in. Expenses and transfers out, he's one
17 hundred forty-six thousand thousand dollars
18 (\$146,000) out of balance, which is noise in -- in
19 fifty-two (\$52,000,000) -- fifty-two million
20 (\$52,000,000). The one-point-six (\$1,600,000) is
21 noise out of a hundred twenty-five million
22 (\$125,000,000).

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Meaning --

25 MR. RON CINK: When I --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
27 we can fix it.

28 MR. RON CINK: Yeah. When I say noise,

1 you're less than two percent (2%). If I'm that
2 good, I need to go home and play Wall Street. Not
3 today of course.

4 COMMISSIONER JOE DAVIS: Yeah. Not today.
5 It's going down.

6 MR. RON CINK: Solid Waste fund, you wanted
7 to balance them out. We balanced them out. They
8 stand on their own; okay?

9 The only thing that they do, they buy general
10 and administrative support from the general fund.
11 So we -- That transfer is already comprehended in
12 there. So that's that.

13 And then last -- last but not least, there's
14 other funds. And you -- you have some issues
15 associated with them.

16 Health tax fund, okay, that's -- that's the
17 health tax that goes into that fund. Then we -- we
18 pull about one and a half million dollars
19 (\$1,500,000) out of that for animal shelter. Okay.

20 The Legislative Delegation fund stands on its
21 own; Severed Materials Tax Fund, same thing.
22 That -- that goes into some of the municipalities,
23 comes to you, and some to the general fund.

24 Capital improvement fund basically splits
25 between general fund and Highway. The max that
26 Highway can get is half of it. That's already
27 taken care of.

28 Reappraisal fund, your responsibility on that

1 is seventeen cents (\$.17) on the dollar (\$1).
2 Okay. Everybody else pays for that, Board of
3 Education, the State, all the Municipalities, you
4 know, some out of Joey. It's -- it's -- it's
5 spread across everybody. But your responsibility
6 is about seventeen cents (\$.17) on the dollar (\$1)
7 on that.

8 Board of Equalization, nothing. MPO is --
9 again, that's virtually funded by -- by that
10 organization itself. Yeah.

11 GOMESA, I put that in there so that you're
12 aware of it. That's money that you have not funded
13 this year. You got that check the end of April.
14 That money is still there.

15 I just -- I just threw an expense out there.
16 Y'all haven't decided where you want to fund that
17 at -- do -- you know, on anything with that.

18 Planning and Zoning, there's a little bit
19 there. The Juvenile Court, that's -- that's the
20 first two percent (2%) on the -- two percent (2%)
21 on the first penny of sales tax goes to DYS. Okay.
22 That's directed by Judge Bosch to go to Juvenile
23 Court; okay?

24 Oil and Gas Trust Fund, this was a big argument
25 many, many years ago associated with oil and gas
26 companies that are pulling gas and oil from the
27 bay; all right? They agreed to fund that to
28 fifteen million dollars (\$15,000).

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 What happened was the State Legislature let the
2 County borrow that fifteen million dollars
3 (\$15,000). That went to the --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
5 megasite.

6 MR. RON CINK: -- megasite. Okay. The
7 County is paying that back. By law, ten percent
8 (10%) has to be retained. So that one's going to
9 show a favorable. That's -- that's your -- that's
10 your balance -- out-of-balance number for the
11 budget. That's where you will end up at.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Okay.

14 MR. RON CINK: Okay. You will be out of
15 balance --

16 CHAIRMAN BILLIE JO UNDERWOOD: By forty-six
17 thousand, three hundred dollars (\$46,300).

18 MR. RON CINK: -- three hundred dollars
19 (\$300).

20 COMMISSIONER JOE DAVIS, III: Forty-six,
21 three (\$46,300). Yeah.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Okay.

24 MR. RON CINK: Yeah. All right. Now --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Ten
26 percent (10%) of the -- the fund, the four
27 sixty-three, nine ninety (\$463,990) -- four
28 sixty-two (\$462,000)?

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. RON CINK: Yep. Now, some other quick
2 things that you guys get every -- every month and
3 you can take a look at. This is the general fund
4 and subsidized. I roll this up. And that number
5 looks familiar. All right.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yep.

7 MR. RON CINK: Here's what I find
8 interesting; okay? We were -- we were underwater
9 that year, favorable, favorable --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Favorable.

12 MR. RON CINK: -- favorable, favorable.

13 And --

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: Yeah.

16 MR. RON CINK: -- this is only through ten
17 months. Okay. When I compare ten months to ten
18 months, there's about two-point-seven million
19 dollars (\$2,700,000) difference here; okay?

20 So I'm not freaking out over this number.
21 There is no reason to freak out over this number,
22 is what I'm saying, when you look at numbers this
23 size.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

25 Okay.

26 MR. RON CINK: This is comparatives --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Does
28 that mean rollover?

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. RON CINK: -- all the way through.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Does
3 that mean it rolls over?

4 MR. RON CINK: Huh?

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Does
6 it roll over?

7 MR. RON CINK: It becomes part of your fund
8 balance.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Right.

11 MR. RON CINK: It becomes part of your fund
12 balance.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
14 what we --

15 COMMISSIONER JOE DAVIS, III: So that
16 means, Ron, it was money that we budgeted, but we
17 did not need it or did not need it at that level?

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Or
19 our revenues increased.

20 MR. RON CINK: Exactly.

21 COMMISSIONER JOE DAVIS, III: Okay.

22 MR. RON CINK: Exactly.

23 MR. JOEY NUNNALLY: Your revenues and your
24 projection revenues --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: In
26 one area --

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)
28 GRUBER: Any money that wasn't spent went to

1 savings.

2 COMMISSIONER JOE DAVIS, III: Yeah. To
3 fund balance.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
5 one thing that we did was some of the like
6 simplified -- the sellers use -- the Amazon tax was
7 more than what was budgeted last year.

8 MR. RON CINK: Uh-huh. (Indicates
9 affirmatively.)

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
11 you did increase that amount.

12 MR. RON CINK: I increased it. And I
13 looked at it this morning, matter of fact. And I
14 think there's another hundred grand (\$100,000)
15 there.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 So --

18 MR. RON CINK: Okay.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So a
20 budget is a budget. It's not actual.

21 COMMISSIONER JOE DAVIS III: That's right.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Okay.

24 COMMISSIONER JOE DAVIS, III: And it's a
25 plan --

26 MR. RON CINK: Right.

27 COMMISSIONER JOE DAVIS, III: -- for the
28 future.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. RON CINK: Right. And you see some big
2 numbers in here.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Some
4 numbers are actual like when you set a salary and
5 different things like that.

6 COMMISSIONER JOE DAVIS, III: But it's not
7 spent right now.

8 MR. RON CINK: Well, it's -- it's --

9 COMMISSIONER JOE DAVIS, III: It doesn't
10 mean that it will be.

11 MR. RON CINK: It's saying you're going to
12 to spend it. But you're going to -- you're going
13 to get it there. You're going to to get the
14 warrant proceeds there; okay?

15 So the credit offsets the debit on that jail.
16 That's -- that's the preponderance of this. This
17 in here is the Sheriff and the jail operational;
18 okay? And that's a big number. So you get -- you
19 get to that.

20 Let me go -- Now I'm going to pick on Joey in
21 just a minute.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: He
23 got so scared he drove over here.

24 MR. JOEY NUNNALLY: Yeah.

25 COMMISSIONER JOE DAVIS, III: Somebody --
26 somebody called him.

27 MR. JOEY NUNNALLY: Somebody said Ron is
28 messing with me.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JAMES E. (JEB) BALL: Somebody
2 called him.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
4 did not call you to come over here, did I?

5 MR. RON CINK: All right.

6 MR. JOEY NUNNALLY: No.

7 MR. RON CINK: Now --

8 COMMISSIONER JOE DAVIS, III: We want --

9 MR. RON CINK: -- Joey -- Joey is doing
10 what he's supposed to do.

11 COMMISSIONER JOE DAVIS, III: I know.

12 MR. RON CINK: Okay? He's spending money.
13 All right. He was favorable here, unfavorable,
14 unfavorable, unfavorable.

15 And he and I have had this discussion already.
16 But he's got some big projects, and I saw them. So
17 you're going to consume this pretty doggone quick,
18 probably before the end of the year; if not, we'll
19 roll those over; okay?

20 Because you said -- we said that you're going
21 to -- you're going to spend it. You haven't; okay?
22 And I saw your cash position. That's -- And I'm
23 going to take up about two more minutes or a
24 couple -- just a couple more minutes.

25 And you look at Terri. Let me make sure I'm
26 good here; 12, 12, yeah, ten. Okay? Terri,
27 because we utilize depreciation in our budget,
28 which is a noncash event, we have a built-in

1 surplus that goes to her; okay?

2 It's supposed to go. She should build money.
3 She has to. Because sooner or later, we're going
4 to shut that down. And then there will be no
5 revenues to offset expenses that's associated with
6 that landfill for a long, long time. So looking at
7 her, she's pretty doggone consistent across the
8 board.

9 Those -- those are the heavies that you look
10 at. And there's one other little thing that you
11 need to be aware of. Hold on just a second. It's
12 in the balances that I shutdown by accident.

13 All right. Something else that I look at --
14 Let me make sure we're current. Come on. All
15 right. When I -- when I say subsidized funds, that
16 means you're taking cash out of here and giving it
17 to them for their operations to -- to help offset
18 what their revenues do not cover.

19 The same thing here, same thing here, same
20 thing -- Well, this one is gone. Council on Aging,
21 same thing.

22 BRATS is -- of course, this is -- this is
23 match. I look at cash; okay? So, in other words,
24 that issue is do we need to send them more cash to
25 balance their budget, or do we want to consume some
26 out of here, okay, through utilizing their fund
27 balance?

28 Community Corrections, I've already projected

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 seventy-five thousand (\$75,000), probably could
2 take some more; okay? It's still don't put them in
3 a cash crunch. They can still operate. All right?

4 Parks, this is a misnomer, because we haven't
5 distributed the payment in lieu; okay? So I
6 wouldn't -- I wouldn't touch that one; okay?

7 Council on Aging may be fifty (\$50,000); all
8 right? Look at what we -- what's happening here.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 They're building money.

11 MR. RON CINK: We're building cash; okay?
12 So they're subsidized. Why are we going to
13 subsidize it some more? Let's stop doing that, you
14 know.

15 And this is there -- this is where I claw back
16 cash through the budget process as well. I can --
17 I can conceivably take half a million dollars
18 (\$500,000) here and still feel comfortable --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 Right.

21 MR. RON CINK: -- with them; okay? That
22 will come off of that one-point-six (\$1,600,000)
23 right there.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
25 brings it down to --

26 MR. RON CINK: Because that subsidy --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
28 to one-point-one (\$1,100,000).

1 MR. RON CINK: -- doesn't have to go there.

2 So --

3 COMMISSIONER JAMES E. (JEB) BALL: So, if
4 we knock out them towers and that, we're good.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 Yeah.

7 MR. RON CINK: That's why I said, don't
8 freak out. I -- I haven't been freaking out. But
9 y'all -- y'all had to -- y'all have to -- it's --
10 this is your budget; okay? This is your budget
11 and -- and to -- to not understanding in depth and
12 detail --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

14 Okay.

15 MR. RON CINK: -- but you need to
16 understand how it -- how the pieces all fit
17 together, what role Joey has, what role Deidra has,
18 what role Donna has, what role Wayne has, what role
19 I have, how all of us all fit together, okay,
20 and -- and get to the -- get to your objectives to
21 get what you want to accomplish as Commissioners.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --
23 I will say this. Last summer before -- after the
24 runoff, I asked Ron to show me this. And he told
25 me all this, and it didn't soak in.

26 It has taken this long for it to finally -- And
27 I still -- When we talk about sharing information,
28 a lot of times I'm asking a million questions; is

1 that not true?

2 MR. RON CINK: Uh-huh. (Indicates
3 affirmatively.)

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
5 it's not that they're telling me something that
6 they're not telling you. Don't I ask a million
7 questions?

8 MR. JOEY NUNNALLY: Uh-huh. (Indicates
9 affirmatively.)

10 MR. RON CINK: We'll all agree.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
12 this stuff is deep. And even with an accounting
13 background, it's not something that I've ever dealt
14 with on a one-on-one basis. And so it is finally,
15 finally, finally soaking in. And I started a year
16 ago.

17 MR. RON CINK: Yeah. But that's -- that's
18 how we --

19 COMMISSIONER JOE DAVIS, III: Sure.

20 MR. RON CINK: We move things around and
21 look at it. And we project. We try to -- we try
22 to be conservative in our revenues; okay? Don't --
23 not pie in the sky that we're going to get all this
24 stuff.

25 And on the expenses, we try to be not -- not --
26 not too much the other way, but the -- to the fact
27 that, you know, we're going to -- we're going to --
28 we're going to have unforeseen stuff.

1 If I could project that it was going to rain
2 next week on which day and what time, you know, I
3 can't. And I'm -- I'm nine months plus out here;
4 okay? I can't tell, you know.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 And -- and --

7 MR. RON CINK: An oil spill occurs --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

9 Yeah.

10 MR. RON CINK: You know --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Our
12 sales tax revenues could dive, something like the
13 tourist industry fall out of place.

14 And, unfortunately, our budget has a lot of,
15 you know, things that would affect it, because of
16 the way our revenue are generated from our area,
17 you know.

18 But there are some things are a given. And so
19 those are easier to use for budgeting. But it's --
20 it's -- I would say -- Ron might kill me. But ask
21 questions. Ask questions.

22 MR. RON CINK: No.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
24 because that helps, helps, helps, you know.
25 Getting it -- getting it sent to me on a -- a
26 little computer screen is sometimes hard. I
27 literally -- This really helps, you know. So --

28 MR. RON CINK: But I'm -- I'm -- you know,

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 I'm going to go back to this, okay, and I'm going
2 to go back to general fund and subsidized real
3 quick here. And then I'm -- and then I'm done,
4 unless you, you know, have questions.

5 We are in a very blessed county.

6 COMMISSIONER JOE DAVIS, III: No question.

7 MR. RON CINK: Okay? We are in a blessed
8 county to have these kind of results that are
9 sitting down here; okay?

10 There are probably sixty (60) counties in this
11 state that would beg for this, beg; okay? We're in
12 good shape. We're in good shape to do things for
13 our citizens like we're supposed to do. So, you
14 know --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 Okay. So any questions for Ron?

17 MR. RON CINK: You've already moved
18 something on me.

19 MS. DONNA BRYARS: A number went down.

20 MR. RON CINK: Yeah. See how fast we can
21 move -- Christie has already got into the -- I'm
22 going back to the --

23 MS. CHRISTIE DAVIS: The changes you pulled
24 out today, I --

25 MR. RON CINK: Okay.

26 COMMISSIONER JOE DAVIS, III: Very good.

27 MR. RON CINK: But so we're -- we're
28 blessed --

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Thanks.

3 MR. RON CINK: -- you know. But this is --
4 this is your budget. And you're doing the right
5 thing. You're building your barns for the future.
6 You're building a jail for the future; okay?

7 Opportunity right now is perfect. You couldn't
8 ask for better interest rates. I mean, the --
9 the -- the financial advisor and bond counsel
10 yesterday, they were doing cartwheels, going, man,
11 this is perfect timing. We can lay this in and do
12 this and do this; okay? It's a --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

14 Well --

15 MR. RON CINK: Look, at fifty million
16 dollars (\$50,000,000), it's one of the biggest
17 things this County has done for debt.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

19 We're --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: In many, many years.

22 MR. RON CINK: Yes.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

24 And -- and we're blessed that we're not having to
25 go borrow money right now to make it until ad
26 valorem tax comes in, in October.

27 MR. RON CINK: That's correct. Well, and
28 then the other part of that, you know, part of the

1 budget process is I'm not just trying to look at
2 this year. I want to look next year and the year
3 after --

4 COMMISSIONER JOE DAVIS, III: Yeah.

5 MR. RON CINK: -- because you're going to
6 have debt structures that's going to affect this
7 number because of that jail; okay?

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
9 debt structure is --

10 MR. RON CINK: That's why you -- you
11 satisfy the radio issues. You satisfy these issues
12 and get them out -- get them out of -- out of the
13 way and get them settled; okay?

14 There'll be another one pop up. Don't worry
15 about that. I guarantee you there will be --

16 COMMISSIONER JOE DAVIS, III: Oh, sure.

17 MR. RON CINK: -- something else pop up.

18 COMMISSIONER JOE DAVIS, III: Sure.

19 MR. RON CINK: But we're blessed. We are
20 truly blessed.

21 COMMISSIONER JOE DAVIS, III: We are
22 blessed.

23 MR. RON CINK: So -- And that's my sermon
24 on the mountain.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Ron, do we not have somewhere -- I know
27 years ago we did. We had where we kind of pledged
28 that we would put so much back and --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. RON CINK: Yes.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: -- in reserve. I mean, you know,
4 there's -- there's an amount that was pledged --

5 COMMISSIONER JOE DAVIS, III: Uh-huh.
6 (Indicates affirmatively.)

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: -- that we would keep in reserve.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 It's --

11 COMMISSIONER JOE DAVIS, III: How much do
12 we have in reserve now?

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 Well, that's our cash reserve. And our -- that's
15 in our -- our policy.

16 COMMISSIONER JOE DAVIS, III: Well, we need
17 to --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Our --

20 COMMISSIONER JOE DAVIS, III: -- know that.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Knock your socks off.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
24 new policy we just adopted, isn't that in there?

25 MR. RON CINK: Uh-huh. (Indicates
26 affirmatively.) It's in there.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 Well, we're fixing to -- but -- on the workshop.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. RON CINK: Yeah. You've already --
2 you've got -- you've got twenty-three percent (23%)
3 sitting there.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Uh-huh. (Indicates affirmatively.) And a -- a
6 healthy number, what did they recommend?
7 Twenty-five (25%)?

8 MR. RON CINK: No. They wanted us to look
9 good, so they said twenty (20%).

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Okay.

12 MR. RON CINK: We're at twenty-three (23%).

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
14 we're above what we --

15 MR. RON CINK: Uh-huh. (Indicates
16 affirmatively.)

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
18 even, you know -- But we can always have more.
19 Yeah. A rainy day fund is what I call it. Those
20 are in -- in the event that we have a catastrophe.
21 So our reserves are healthy.

22 MR. RON CINK: See. This -- this is just
23 general fund. And I'm sorry for the eye chart.
24 But this trust is almost twelve million dollars
25 (\$12,000,000) sitting there; okay?

26 That is by your resolution, specifically by
27 your resolution. On our financials, that's
28 unrestricted cash. This is true unrestricted cash.

1 But you restricted it by resolution; okay? Your
2 resolution can -- can handle that.

3 On your financial policy, okay, this amounts to
4 twenty-three percent (23%) of your last -- lasts
5 year's expenditures, not this year's, last year's;
6 okay?

7 So, you know, your policy said twenty (20%).
8 So for the rating agencies, we -- we look better.
9 You know, the -- the -- the good number in my mind
10 is probably twenty-five (25%). To get us there is
11 noise; okay? Because that's where -- you know,
12 that's -- that's your -- that's --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
14 we don't even need not even maybe another million
15 dollars (\$1,000,000) or -- to get to
16 twenty-five percent (25%).

17 MR. RON CINK: Yeah.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Okay.

20 MR. RON CINK: Yeah.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Okay.

23 MR. RON CINK: And Joey's got some.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Very
25 good --

26 MR. RON CINK: Okay.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Very
28 good shape. Very blessed.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 MR. RON CINK: Yeah.

2 COMMISSIONER JOE DAVIS, III: Well --

3 MR. JOEY NUNNALLY: You got my reserves?

4 COMMISSIONER JOE DAVIS, III: -- based

5 on --

6 MR. RON CINK: Yes.

7 COMMISSIONER JOE DAVIS, III: -- what I've
8 learned today, I will modify my comments about
9 capital. Because I know about enterprise funds so
10 I knew Solid Waste. I come from the old
11 unrestricted/restricted monies.

12 My reference to Joey's operation, it didn't
13 dawn on me that he's got a separate funding stream,
14 essentially.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

16 Uh-huh. (Indicates affirmatively.)

17 COMMISSIONER JOE DAVIS, III: But the whole
18 concept is you've got to have your people. You've
19 got to have your facilities.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

21 Uh-huh. (Indicates affirmatively.)

22 COMMISSIONER JOE DAVIS, III: And you've
23 got to have good equipment. But you don't
24 necessarily have to have brand-new equipment all
25 the time.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

27 Right.

28 COMMISSIONER JOE DAVIS, III: And once you

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 buy equipment, you've got to maintain it, insure
2 it, and do those kind of things.

3 So when I made my comment about capital, I was
4 thinking about Joey's area. I was --

5 COMMISSIONER JAMES E. (JEB) BALL: That's
6 right.

7 COMMISSIONER JOE DAVIS, III: -- thinking
8 about Terri's area. Because that's where the
9 biggest capital items were coming from.

10 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.
11 (Indicates affirmatively.)

12 COMMISSIONER JOE DAVIS, III: But I
13 thought, mistakenly, that that could help us close
14 that barrier relative to the general fund. I
15 understand that it doesn't.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 What --

18 COMMISSIONER JOE DAVIS, III: So if you
19 need to bark at me, bark at me. But I've been
20 barked at this morning already from -- on -- on my
21 way over here.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Well, one thing that I asked was I was asking Ron
24 yesterday about some of the same things you were
25 asking. And he explained it pretty good to me
26 about the dump trucks, about how that we buy them
27 on the State Bid --

28 COMMISSIONER JOE DAVIS, III: Yeah.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

2 and how that we basically almost make money on dump
3 trucks, maybe not so much on other things, but on
4 the dump trucks specifically.

5 So it wasn't to delve into Joey's particular
6 budget or Terri's particular budget. But my
7 question was on vehicles as far as automobiles when
8 we're talking about pickup trucks and cars.

9 It seems to me that I wanted to know -- I know
10 we've been through some different economic cycles.
11 Specifically, ten years ago, we were in really a
12 bad crunch on the economic cycle.

13 COMMISSIONER JOE DAVIS, III: Sure.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
15 my question was has it always been a policy that
16 after five years or seven years, that we just
17 automatically keep, you know --

18 COMMISSIONER JOE DAVIS, III: Rotate --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 Because a lot of these vehicles -- I -- I know --
21 And I ain't trying to mess with the Sheriff too
22 much, but I'm just saying he said five years on his
23 cruisers, you know, the little Tahoe's or whatever.

24 So I was -- had that number in my mind. If the
25 Sheriff is on a five-year, what are we on? Where
26 do these department heads, when they come in -- And
27 I realize Mike said he had a 2007 pickup, needing a
28 new pickup.

1 So I guess the way I feel about it -- I don't
2 know how you guys are, but I sometimes keep a
3 vehicle ten, fifteen years, personally.

4 COMMISSIONER JOE DAVIS, III: Sure.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
6 Okay.

7 COMMISSIONER JOE DAVIS, III: Sure.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 So -- And some people keep them even longer than
10 that. But I just wanted to make sure that we're
11 not just replacing vehicles. Because they're not
12 worth hardly anything after five to seven years,
13 especially the types we buy, okay, that are the
14 State Bid kind.

15 I wanted to make sure we weren't just replacing
16 a vehicle just because we could and not because it
17 wasn't a need.

18 And if we had some vehicles out there that were
19 being barely driven that were assigned to certain
20 departments, could there be a sharing process?

21 Do they really need -- So I was kind of wanting
22 to look at an overall viewpoint on vehicles. Now,
23 if we're in good shape and don't need to make any
24 adjustments -- It was just trying to not be just
25 because we could do it. Does that make sense?

26 So --

27 MR. JOEY NUNNALLY: I -- I -- I will speak
28 to that. We -- we keep up with our maintenance

1 records on the -- on our vehicles, our passenger
2 vehicles.

3 And when -- And we -- I really don't go off of
4 year model. What I do is I go off mileage and how
5 much maintenance cost of this older vehicle, this
6 one with high mileage, is costing me; okay? And
7 then I make the decision on whether to replace it
8 off of that.

9 Now, you know, sometimes we will keep the -- a
10 particular vehicle that's -- that -- that's not
11 giving us a whole lot of maintenance problems for
12 ten years. Sometimes we -- we'll get rid of it in
13 five. It just depends on how much maintenance cost
14 are we spending on that and does it make financial
15 sense to replace it.

16 COMMISSIONER JOE DAVIS, III: The more it's
17 utilized, the more it's going to cost --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

19 COMMISSIONER JOE DAVIS, III: -- to
20 maintain it.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --

22 COMMISSIONER JOE DAVIS, III: And there's a
23 break point at some point.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
25 that's what I was trying to --

26 COMMISSIONER JOE DAVIS, III: Sure.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
28 get a grasp on. Because I get the dump truck thing

1 now.

2 COMMISSIONER JOE DAVIS, III: Right.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

4 Okay. I just wanted to make sure that we
5 weren't -- just because there was some money in
6 their budget, particularly, that -- that, you
7 know -- that we were -- that we were being more
8 wasteful.

9 COMMISSIONER JOE DAVIS, III: Well, in the
10 public's perception when they only see year-old
11 vehicles, they figure, you know, that we're not
12 using their tax money as wisely.

13 MR. JOEY NUNNALLY: That's true.

14 COMMISSIONER JOE DAVIS, III: What I want
15 us to be able -- when we get that Information
16 Officer, is to periodically share some of those
17 facts with the public, you know, that we've done a
18 good job particularly A, Department A. And we've
19 gotten this many years out of vehicles, and we
20 don't replace them all every two years.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

22 Yeah.

23 COMMISSIONER JOE DAVIS, III: You know --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
25 not to go and say, oh, we need to -- we need to get
26 rid of twenty-five (25) vehicles and we need to
27 do -- That wasn't my -- huh-uh. (Indicates
28 negatively.)

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 COMMISSIONER JOE DAVIS, III: Oh, no. I
2 know that. But being able to tell the public what
3 we're doing and how we're doing it with their
4 money.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
6 Okay. All right. Is there anything else?

7 MR. RON CINK: Just one -- one more quick
8 thing just for y'all's information. And this is
9 where Christie and -- and Deidra are going to be
10 working in here.

11 Your total payroll is about forty-two million
12 dollars (\$42,000,000); okay? That includes
13 everybody, okay, except the Sheriff.

14 COMMISSIONER JOE DAVIS, III: That's
15 benefits, too? That's benefits --

16 MS. CHRISTIE DAVIS: Yes, sir.

17 COMMISSIONER JOE DAVIS, III: -- too?

18 MR. RON CINK: That's benefits. That is
19 everything.

20 COMMISSIONER JOE DAVIS, III: Okay.

21 MR. RON CINK: Like I said, when -- when we
22 hit workers' comp, which is calculated over here,
23 that's going to change everybody around; okay?

24 We do our best to keep everybody straight in
25 here; okay? So we have -- we have the ability
26 to -- to move this.

27 And this where these two ladies are going to be
28 working very hard. This is my Excel masterpiece.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

1 Christie -- Christie is taking it over. This thing
2 does so much for us.

3 If you guys come back and say, well, we don't
4 want to do this. We want to do a cost of living or
5 we want to do this, I can tell you the impact
6 instantaneously across the board.

7 So we have good tools. We have good finances.
8 We've got a great county; okay? So we're blessed.
9 So -- And I apologize for not doing this earlier,
10 but y'all needed the --

11 COMMISSIONER JOE DAVIS, III: Oh, yeah. We
12 had the --

13 COMMISSIONER JAMES E. (JEB) BALL: I'll
14 probably ask you again.

15 MR. RON CINK: No. That's cool. That's
16 cool.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: He
18 did it with me, and it didn't -- it didn't --

19 COMMISSIONER JOE DAVIS, III: Yeah.

20 MR. RON CINK: You know, but you --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It
22 didn't -- And that's only because I asked.

23 MR. RON CINK: But you --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It
25 was only because I asked. He didn't --

26 COMMISSIONER JOE DAVIS, III: Oh, yeah.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
28 pick me out.

1 MR. RON CINK: It's 11:30. I'm done.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay. He's done. Okay.

4

5 **3 - PUBLIC COMMENTS**

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Now,
7 any public comments?

8 (No response.)

9

10 **4 - PRESS QUESTIONS**

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Any
12 press? None.

13

14 **5 - COMMISSIONER COMMENTS**

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Any
16 Commissioner comments?

17 COMMISSIONER JAMES E. (JEB) BALL: I have
18 none.

19 COMMISSIONER JOE DAVIS, III: No. Thanks
20 for the update.

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

22 COMMISSIONER JOE DAVIS, III: I learned a
23 lot.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Motion to adjourn?

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: I'd like -- I want to thank everybody that
28 came out. They've done a -- they done a fantastic

1 job.

2 COMMISSIONER JOE DAVIS, III: Oh, sure they
3 are.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: You know, I -- I'm -- I'm going to -- I'm
6 going to to say something, and I hope y'all don't
7 get offended. But that -- that person right there,
8 when he gets this budget, when they start on it,
9 they bring us a balanced budget, basically.

10 COMMISSIONER JOE DAVIS, III: I'm not --

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: They -- they know what they're doing. And
13 they -- and they have been doing this for years and
14 years. I mean, the financial team has just been
15 good -- been good. And I'm sorry, you know.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

17 Okay.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: So that's why -- And I -- and I -- I
20 can't -- I can't go by without just saying --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

22 Well, as Ron said, we wouldn't have been able to
23 understand that until we went through this process.

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

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: And, you know, we don't have the problems
27 other Counties do with struggling. I mean --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All

1 right. Any other Commissioner comments?

2 (No response.)

3
4 6 - ADJOURNMENT

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Do I
6 have motion to adjourn?

7 COMMISSIONER JOE DAVIS, III: Motion to
8 adjourn.

9 COMMISSIONER JAMES E. (JEB) BALL: Second.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
11 those in favor, say aye.

12 (Commissioners say "aye" in unison.)

13
14 (The Baldwin County Commission Special Meeting (Budget
15 Deliberations) meeting was adjourned at 11:34 a.m.)
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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

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

\$	\$15,800 [1] - 59:24 \$15,829 [1] - 60:16 \$150,000 [2] - 56:21, 133:12 \$16,000 [1] - 70:3 \$163,000 [1] - 51:4 \$165,000 [1] - 170:9 \$17,000 [1] - 196:14 \$17,000 [2] - 196:11, 196:17 \$18 [2] - 139:19, 195:22 \$2 [2] - 195:22, 196:1 \$2,000,000 [2] - 59:2, 157:26 \$2,200,000 [1] - 158:25 \$2,300,000 [1] - 153:3 \$2,500,000 [1] - 74:16 \$2,700,000 [1] - 235:19 \$20 [3] - 195:20, 201:2, 201:5 \$20,000 [1] - 63:18 \$20,000 [1] - 35:13 \$200,000 [5] - 53:6, 134:24, 155:14, 155:17, 155:28 \$200,000 [3] - 68:15, 68:17, 185:19 \$213,000 [1] - 102:11 \$216,000 [1] - 51:10 \$216,000 [1] - 51:5 \$23,000 [2] - 64:7, 67:5 \$25,000 [4] - 63:26, 66:17, 104:3, 177:5 \$25,000 [3] - 67:17, 185:27, 186:15 \$250,000 [1] - 75:2 \$250,000 [1] - 77:8 \$26,000 [1] - 34:24 \$265,000 [1] - 33:20 \$270,000 [1] - 50:4 \$279,000 [1] - 50:22 \$279,000 [2] - 50:6, 53:3 \$28,000 [2] - 197:10, 197:12 \$3,000 [1] - 56:9 \$3,000,000 [2] - 77:12, 158:1 \$3,600,000 [1] - 77:3 \$30,000 [3] - 57:8, 187:6, 198:21 \$30,000 [3] - 7:25, 198:14, 198:15 \$300 [1] - 234:19 \$300,000 [4] - 50:5,	53:7, 57:19, 90:20 \$300,000 [4] - 90:18, 155:15, 155:17, 155:28 \$33,000 [2] - 55:8, 55:14 \$340,000 [1] - 57:18 \$35,000 [1] - 11:6 \$35,500,000 [1] - 74:10 \$350 [1] - 127:20 \$350,000 [2] - 33:24, 33:26 \$356,000 [1] - 58:16 \$375,000 [1] - 57:21 \$391,000 [1] - 67:3 \$4,000 [1] - 70:8 \$4,000,000 [1] - 170:21 \$400,000 [1] - 102:19 \$413,000 [1] - 71:1 \$42,000,000 [1] - 257:12 \$428,000 [1] - 50:7 \$428,000 [1] - 50:20 \$430,000 [1] - 53:4 \$44,800 [1] - 59:24 \$44,819 [1] - 60:19 \$440,000 [2] - 57:12, 57:23 \$45,000 [1] - 186:24 \$46,300 [2] - 234:17, 234:21 \$462,000 [1] - 234:28 \$463,990 [1] - 234:27 \$48,000 [2] - 60:23, 67:11 \$49,000 [2] - 93:7, 93:11 \$49,000 [1] - 93:9 \$5 [1] - 139:18 \$5,300,000 [1] - 74:28 \$50,000 [6] - 185:25, 186:20, 187:9, 187:16, 189:23, 241:7 \$50,000 [3] - 130:9, 198:17, 198:21 \$50,000,000 [1] - 246:16 \$500 [3] - 11:11, 192:18, 230:12 \$500,000 [2] - 77:9, 241:18 \$52,000,000 [1] - 231:19 \$52,000,000 [1] - 231:20 \$54,000 [1] - 10:12 \$60,000 [5] - 78:10,	78:19, 78:26, 85:15, 106:6 \$609,000 [2] - 100:5, 102:7 \$62,000 [1] - 10:28 \$65,000 [2] - 228:12, 229:12 \$65,000 [1] - 229:21 \$70,000 [4] - 228:10, 228:15, 228:19, 230:5 \$70,000 [2] - 178:11, 229:24 \$700,000 [2] - 152:21, 184:25 \$71,000 [1] - 10:23 \$72,000 [1] - 10:26 \$74,000 [1] - 11:5 \$75,000 [2] - 180:18, 241:1 \$75,000 [4] - 85:25, 85:27, 85:28, 86:17 \$75,500 [1] - 86:2 \$75,500 [3] - 86:5, 86:7, 86:12 \$750,000 [1] - 170:16 \$754,832 [1] - 10:11 \$80,000 [1] - 58:17 \$80,000 [3] - 179:24, 179:26, 180:19 \$800,000 [4] - 154:5, 155:7, 181:6, 181:18 \$800,000 [1] - 152:23 \$9,000,000 [1] - 74:27 \$900,000 [3] - 155:10, 155:12, 184:20 \$900,000 [1] - 152:25 \$987,000 [1] - 91:19 \$987,000 [1] - 89:14	1,783 [1] - 101:11 10 [4] - 4:12, 23:19, 191:3, 191:6 10% [2] - 234:8, 234:26 100 [1] - 77:12 100% [1] - 140:27 10:23 [2] - 183:15, 183:18 10:30 [1] - 183:15 10:34 [1] - 183:21 1100 [1] - 1:14 11:30 [2] - 220:24, 259:1 11:34 [1] - 261:15 12 [3] - 10:22, 239:26 14th [1] - 93:27 15 [1] - 1:5 15th [1] - 1:13 17 [1] - 25:13 190,000 [1] - 164:13 1990 [1] - 198:13 1st [5] - 41:13, 44:7, 45:8, 69:8, 93:21
			2	
			2 [5] - 3:8, 4:5, 6:10, 6:18, 200:24 2% [2] - 233:20 2% [1] - 232:1 2,800 [2] - 101:10, 101:28 2-A [2] - 3:10, 6:15 2-B [2] - 3:12, 9:25 2-C [2] - 3:14, 32:4 2-E [2] - 3:16, 48:10 2-F [2] - 3:17, 73:3 2-G [2] - 3:19, 77:21 2.5% [14] - 138:22, 138:26, 139:10, 139:26, 190:16, 190:17, 201:5, 201:15, 201:18, 202:4, 204:12, 204:24, 204:25, 207:2 2.5% [1] - 152:5 20 [5] - 185:24, 188:2, 188:5, 198:16, 198:28 20% [2] - 249:9, 250:7 200 [1] - 77:12 2007 [2] - 10:16, 253:27 2010 [2] - 74:25, 74:26 2012 [2] - 74:25, 77:1 2016 [3] - 58:15, 59:22, 60:15	
			'16 [1] - 59:26 '18 [1] - 59:26 '90s [1] - 197:7	
			0	
			00001 [8] - 4:6, 4:11, 4:14, 4:17, 6:19, 10:5, 32:8, 48:14	
			1	
			1 [4] - 3:7, 4:3, 5:23, 6:8 1% [1] - 194:18 1,130 [1] - 22:22	

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

2017 [1] - 1:13 2018 [2] - 55:28, 60:18 2019 [4] - 1:5, 50:19, 186:18, 196:14 2019-2020 [2] - 3:9, 6:10 2020 [12] - 4:5, 4:10, 4:13, 4:16, 6:18, 10:4, 10:9, 32:7, 48:13, 57:16, 58:3, 186:18 23% [2] - 249:2, 250:4 23% [1] - 249:12 24 [1] - 100:19 25 [6] - 186:13, 196:6, 196:10, 196:12, 197:18, 256:26 25% [1] - 249:7 25% [2] - 250:10, 250:16 259 [3] - 3:20, 3:21, 3:22 26 [1] - 21:15 261 [1] - 3:23 265 [1] - 34:23 27 [1] - 21:15 28 [1] - 21:16 287 [2] - 1:16, 262:25 28th [3] - 99:5, 99:7, 172:2	5 5 [8] - 3:4, 3:5, 3:6, 3:7, 3:22, 4:13, 32:7, 259:14 5% [1] - 201:12 50% [5] - 140:24, 140:26, 140:27, 141:12, 144:9 50% [1] - 142:11 501(c)(3) [2] - 80:18, 125:14 501(c)(3) [1] - 131:17 51105 [1] - 136:21 51750 [2] - 4:6, 6:19 51920 [2] - 4:17, 48:14 51975 [2] - 4:14, 32:8 52710 [2] - 4:11, 10:5 54% [1] - 142:12 58 [3] - 18:27, 19:3, 19:6	A a.m [3] - 183:18, 183:21, 261:15 ability [1] - 257:25 able [20] - 18:2, 23:10, 25:9, 30:25, 44:6, 77:15, 101:16, 101:23, 103:20, 141:2, 142:2, 142:9, 145:15, 161:1, 168:26, 205:18, 216:1, 256:15, 257:2, 260:22 abolished [1] - 7:7 absolute [2] - 73:25, 176:24 absolutely [11] - 71:28, 85:12, 123:14, 145:21, 146:3, 146:10, 154:7, 185:28, 199:5, 203:8, 229:28 absorb [2] - 194:26, 198:27 absorbed [3] - 228:25, 229:7 acceptable [1] - 115:25 accepted [1] - 126:26 accident [2] - 30:10, 240:12 accomplish [1] - 242:21 according [6] - 15:16, 33:20, 64:15, 101:16, 224:24, 225:20 account [2] - 67:23, 68:12 accountability [3] - 213:14, 213:21, 220:8 Accountant [1] - 2:11 accounting [2] - 28:5, 243:12 accounts [1] - 204:2 acronym [1] - 74:4 acronyms [1] - 74:7 Act [1] - 41:17 act [1] - 74:12 acting [1] - 8:2 Acting [1] - 2:16 activity [1] - 217:1 actual [11] - 33:17, 50:3, 50:18, 53:2, 67:2, 105:25, 156:16, 159:17, 209:12, 237:20,	238:4 actuality [1] - 50:21 ad [2] - 231:9, 246:25 add [4] - 18:5, 51:15, 77:15, 111:13 addendum [1] - 137:2 addition [2] - 152:5, 192:23 additional [3] - 143:6, 190:1, 195:4 address [1] - 125:21 addressed [3] - 46:2, 117:14, 210:13 addresses [1] - 214:8 adds [4] - 15:9, 155:7, 155:12 adjourn [3] - 259:25, 261:6, 261:8 adjourned [1] - 261:15 ADJOURNMENT [1] - 261:4 Adjournment..... [1] - 3:23 adjustment [4] - 11:11, 62:13, 142:8, 195:9 Adjustments [1] - 39:10 adjustments [2] - 198:26, 254:24 administration [1] - 174:3 administrative [2] - 83:2, 232:10 Administrative [1] - 189:12 Administrator [1] - 2:13 adopt [1] - 113:20 adopted [2] - 129:5, 248:24 advance [1] - 220:11 advancement [1] - 49:26 advised [1] - 174:7 advisor [3] - 73:20, 74:24, 246:9 advisory [1] - 24:7 affect [11] - 73:9, 73:17, 144:24, 145:3, 149:6, 170:11, 182:11, 182:18, 185:9, 244:15, 247:6 affected [1] - 154:26 affects [4] - 143:16, 143:20, 182:18, 185:14 affirmatively [97] - 13:27, 16:9, 16:23,	17:11, 17:20, 20:8, 21:21, 21:27, 22:8, 24:2, 24:9, 24:14, 25:2, 25:7, 27:28, 30:2, 36:11, 45:15, 45:22, 45:26, 47:1, 47:4, 52:1, 54:5, 54:9, 54:17, 54:22, 58:28, 61:14, 62:11, 64:11, 68:1, 68:19, 75:25, 79:20, 81:8, 83:14, 83:18, 86:9, 86:14, 94:5, 95:13, 96:10, 102:17, 105:9, 112:2, 115:13, 115:18, 115:22, 118:4, 119:13, 119:17, 119:21, 126:12, 129:9, 130:15, 139:24, 141:5, 141:16, 143:4, 154:13, 155:1, 156:3, 156:8, 160:2, 162:12, 163:3, 168:13, 168:17, 169:26, 174:5, 178:17, 179:11, 180:28, 191:9, 191:13, 199:9, 204:27, 206:17, 206:25, 207:9, 207:14, 207:16, 212:17, 214:27, 218:16, 219:22, 237:9, 243:3, 243:9, 248:6, 248:26, 249:5, 249:16, 251:16, 251:21, 252:11 afternoon [1] - 148:25 age [1] - 25:4 agencies [1] - 250:8 agenda [5] - 44:5, 46:22, 46:26, 48:1, 130:2 Aging [3] - 230:23, 240:20, 241:7 ago [17] - 37:24, 82:3, 82:21, 96:13, 99:28, 101:24, 108:9, 118:24, 135:26, 186:14, 196:6, 196:12, 199:1, 233:25, 243:16, 247:27, 253:11 agree [8] - 24:17, 97:14, 97:20, 97:22, 133:11, 213:1, 217:12, 243:10
3 3 [4] - 3:20, 4:8, 6:27, 259:5 30 [5] - 39:7, 39:18, 39:28, 40:2, 199:16 30% [1] - 201:19 30,000 [1] - 144:17 300 [1] - 199:6 31,000 [1] - 25:15 32 [2] - 3:15, 4:15 36 [1] - 197:17 365 [1] - 101:27 3:00 [1] - 93:17	6 6 [9] - 3:9, 3:11, 3:23, 4:4, 4:7, 4:9, 4:16, 48:13, 261:4 60 [1] - 245:10 60,000 [1] - 182:15 600 [1] - 191:11 67 [2] - 19:5, 19:8 67 [1] - 19:14	absorb [2] - 194:26, 198:27 absorbed [3] - 228:25, 229:7 acceptable [1] - 115:25 accepted [1] - 126:26 accident [2] - 30:10, 240:12 accomplish [1] - 242:21 according [6] - 15:16, 33:20, 64:15, 101:16, 224:24, 225:20 account [2] - 67:23, 68:12 accountability [3] - 213:14, 213:21, 220:8 Accountant [1] - 2:11 accounting [2] - 28:5, 243:12 accounts [1] - 204:2 acronym [1] - 74:4 acronyms [1] - 74:7 Act [1] - 41:17 act [1] - 74:12 acting [1] - 8:2 Acting [1] - 2:16 activity [1] - 217:1 actual [11] - 33:17, 50:3, 50:18, 53:2, 67:2, 105:25, 156:16, 159:17, 209:12, 237:20,	238:4 actuality [1] - 50:21 ad [2] - 231:9, 246:25 add [4] - 18:5, 51:15, 77:15, 111:13 addendum [1] - 137:2 addition [2] - 152:5, 192:23 additional [3] - 143:6, 190:1, 195:4 address [1] - 125:21 addressed [3] - 46:2, 117:14, 210:13 addresses [1] - 214:8 adds [4] - 15:9, 155:7, 155:12 adjourn [3] - 259:25, 261:6, 261:8 adjourned [1] - 261:15 ADJOURNMENT [1] - 261:4 Adjournment..... [1] - 3:23 adjustment [4] - 11:11, 62:13, 142:8, 195:9 Adjustments [1] - 39:10 adjustments [2] - 198:26, 254:24 administration [1] - 174:3 administrative [2] - 83:2, 232:10 Administrative [1] - 189:12 Administrator [1] - 2:13 adopt [1] - 113:20 adopted [2] - 129:5, 248:24 advance [1] - 220:11 advancement [1] - 49:26 advised [1] - 174:7 advisor [3] - 73:20, 74:24, 246:9 advisory [1] - 24:7 affect [11] - 73:9, 73:17, 144:24, 145:3, 149:6, 170:11, 182:11, 182:18, 185:9, 244:15, 247:6 affected [1] - 154:26 affects [4] - 143:16, 143:20, 182:18, 185:14 affirmatively [97] - 13:27, 16:9, 16:23,	17:11, 17:20, 20:8, 21:21, 21:27, 22:8, 24:2, 24:9, 24:14, 25:2, 25:7, 27:28, 30:2, 36:11, 45:15, 45:22, 45:26, 47:1, 47:4, 52:1, 54:5, 54:9, 54:17, 54:22, 58:28, 61:14, 62:11, 64:11, 68:1, 68:19, 75:25, 79:20, 81:8, 83:14, 83:18, 86:9, 86:14, 94:5, 95:13, 96:10, 102:17, 105:9, 112:2, 115:13, 115:18, 115:22, 118:4, 119:13, 119:17, 119:21, 126:12, 129:9, 130:15, 139:24, 141:5, 141:16, 143:4, 154:13, 155:1, 156:3, 156:8, 160:2, 162:12, 163:3, 168:13, 168:17, 169:26, 174:5, 178:17, 179:11, 180:28, 191:9, 191:13, 199:9, 204:27, 206:17, 206:25, 207:9, 207:14, 207:16, 212:17, 214:27, 218:16, 219:22, 237:9, 243:3, 243:9, 248:6, 248:26, 249:5, 249:16, 251:16, 251:21, 252:11 afternoon [1] - 148:25 age [1] - 25:4 agencies [1] - 250:8 agenda [5] - 44:5, 46:22, 46:26, 48:1, 130:2 Aging [3] - 230:23, 240:20, 241:7 ago [17] - 37:24, 82:3, 82:21, 96:13, 99:28, 101:24, 108:9, 118:24, 135:26, 186:14, 196:6, 196:12, 199:1, 233:25, 243:16, 247:27, 253:11 agree [8] - 24:17, 97:14, 97:20, 97:22, 133:11, 213:1, 217:12, 243:10
4 4 [4] - 3:21, 4:10, 10:4, 259:10 4% [1] - 190:14 40s [1] - 21:23 46% [1] - 142:13 48 [3] - 3:16, 4:18, 96:13	7 700 [1] - 191:6 73 [1] - 3:18 77 [1] - 3:19	8 8/12/19 [1] - 6:27 8/12/19..... [1] - 4:9 80 [1] - 129:7	8 8/12/19 [1] - 6:27 8/12/19..... [1] - 4:9 80 [1] - 129:7	8 8/12/19 [1] - 6:27 8/12/19..... [1] - 4:9 80 [1] - 129:7
4 4 [4] - 3:21, 4:10, 10:4, 259:10 4% [1] - 190:14 40s [1] - 21:23 46% [1] - 142:13 48 [3] - 3:16, 4:18, 96:13	9 9 [2] - 3:13, 26:11 90,000 [1] - 110:14 911 [6] - 86:22, 90:12, 91:2, 99:9, 173:5, 175:19	9 9 [2] - 3:13, 26:11 90,000 [1] - 110:14 911 [6] - 86:22, 90:12, 91:2, 99:9, 173:5, 175:19	9 9 [2] - 3:13, 26:11 90,000 [1] - 110:14 911 [6] - 86:22, 90:12, 91:2, 99:9, 173:5, 175:19	9 9 [2] - 3:13, 26:11 90,000 [1] - 110:14 911 [6] - 86:22, 90:12, 91:2, 99:9, 173:5, 175:19

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

<p>agreeable [3] - 26:14, 72:12, 175:28</p> <p>agreeance [1] - 78:11</p> <p>agreed [5] - 41:15, 93:6, 177:15, 229:24, 233:27</p> <p>agreement [1] - 136:13</p> <p>ahead [9] - 41:12, 42:5, 44:25, 78:5, 78:8, 106:25, 175:20, 227:26</p> <p>aided [1] - 262:9</p> <p>ain't [8] - 37:24, 51:17, 76:20, 76:23, 109:15, 213:19, 223:17, 253:21</p> <p>airtime [2] - 101:16, 101:23</p> <p>Alabama [5] - 1:15, 26:9, 27:25, 60:20, 231:12</p> <p>ALABAMA [1] - 262:3</p> <p>align [2] - 225:27, 229:8</p> <p>aligning [3] - 224:22, 224:28, 225:2</p> <p>aligns [2] - 225:22, 225:26</p> <p>ALLEGIANCE [1] - 5:15</p> <p>Allegiance [2] - 5:17, 5:19</p> <p>Allegiance..... .. [1] - 3:6</p> <p>allow [2] - 49:21, 60:28</p> <p>allowed [1] - 203:4</p> <p>allows [1] - 60:5</p> <p>almost [15] - 16:20, 50:4, 53:3, 53:6, 134:28, 140:16, 145:5, 169:7, 169:11, 169:12, 171:8, 176:1, 205:14, 249:24, 253:2</p> <p>alone [3] - 57:9, 203:18, 214:10</p> <p>ALSO [1] - 2:8</p> <p>AltaPointe [2] - 133:1</p> <p>altering [1] - 223:10</p> <p>Amazon [1] - 237:6</p> <p>ambulances [1] - 103:6</p> <p>amendment [1] - 71:8</p> <p>amount [16] - 14:18, 62:9, 75:1, 82:4, 83:16, 102:5, 104:18, 111:12,</p>	<p>184:24, 185:24, 193:11, 193:14, 201:27, 204:23, 237:11, 248:4</p> <p>amounts [3] - 54:11, 139:18, 250:3</p> <p>analysis [1] - 82:22</p> <p>Anderson [1] - 228:11</p> <p>ANDREWS [1] - 262:23</p> <p>Andrews [1] - 1:16</p> <p>Animal [4] - 112:14, 113:24, 113:28, 114:25</p> <p>animal [13] - 113:18, 113:22, 114:22, 125:5, 126:14, 131:19, 133:16, 136:3, 181:2, 181:11, 182:12, 182:13, 232:19</p> <p>animals [4] - 114:9, 114:12, 114:20, 126:2</p> <p>Annex [3] - 93:5, 107:19, 164:21</p> <p>annual [1] - 102:6</p> <p>answer [4] - 42:27, 60:11, 202:20, 202:25</p> <p>anticipate [2] - 73:15, 160:5</p> <p>anticipated [2] - 148:8, 159:14</p> <p>anticipating [1] - 141:13</p> <p>anyway [3] - 103:24, 211:10, 224:12</p> <p>anywise [1] - 262:15</p> <p>apologize [1] - 258:9</p> <p>appeal [6] - 39:7, 39:8, 39:9, 39:20, 40:2, 40:3</p> <p>appealed [1] - 39:27</p> <p>apples [2] - 60:13</p> <p>application [1] - 125:9</p> <p>applications [1] - 70:27</p> <p>apply [2] - 70:21, 134:1</p> <p>appointed [1] - 81:2</p> <p>appoints [1] - 80:14</p> <p>appreciate [2] - 65:16, 65:24</p> <p>appropriate [1] - 227:9</p> <p>appropriation [4] - 108:17, 113:27, 134:3, 135:28</p> <p>appropriations [3] -</p>	<p>78:15, 78:17, 126:15</p> <p>April [1] - 233:13</p> <p>architect [1] - 181:26</p> <p>Archives [3] - 177:16, 226:27, 230:23</p> <p>Area [2] - 77:12</p> <p>area [13] - 15:8, 24:5, 104:5, 104:7, 104:9, 116:18, 123:28, 128:11, 199:20, 236:26, 244:16, 252:4, 252:8</p> <p>areas [8] - 14:27, 21:3, 148:15, 161:20, 161:24, 217:2, 226:25, 226:28</p> <p>argument [1] - 233:24</p> <p>aspect [1] - 107:15</p> <p>assigned [1] - 254:19</p> <p>associated [3] - 232:15, 233:25, 240:5</p> <p>assume [1] - 126:9</p> <p>assumed [1] - 195:4</p> <p>assuming [1] - 14:1</p> <p>assumption [1] - 126:18</p> <p>assure [1] - 219:15</p> <p>astronomical [1] - 166:8</p> <p>ATTACHMENT [12] - 4:3, 4:5, 4:8, 4:10, 4:13, 4:16, 6:8, 6:18, 6:27, 10:4, 32:7, 48:13</p> <p>ATTACHMENTS [1] - 4:1</p> <p>attend [1] - 194:25</p> <p>attention [2] - 73:6, 188:21</p> <p>ATTORNEY [2] - 32:5, 32:9</p> <p>attorney [10] - 35:22, 36:16, 36:17, 36:27, 38:16, 39:21, 39:24, 44:23, 44:26, 197:14</p> <p>Attorney [1] - 32:14</p> <p>Attorney..... [1] - 3:15</p> <p>Attorney..... [1] - 4:15</p> <p>attorneys [3] - 43:9, 48:7, 202:19</p> <p>attract [2] - 25:9, 197:25</p> <p>attracted [1] - 25:10</p> <p>Auburn [3] - 18:14, 22:26, 27:25</p> <p>audio [1] - 93:5</p> <p>audited [1] - 109:11</p>	<p>August [5] - 1:5, 1:13, 34:5, 172:2</p> <p>Authority [1] - 74:11</p> <p>automatically [1] - 253:17</p> <p>automobiles [1] - 253:7</p> <p>available [5] - 23:28, 99:16, 99:18, 128:19, 218:23</p> <p>Avenue [1] - 1:15</p> <p>averaged [2] - 10:22, 10:25</p> <p>aware [6] - 35:28, 48:21, 98:15, 118:12, 233:12, 240:11</p> <p>aye [4] - 6:3, 6:4, 261:11, 261:12</p> <p>ayes [1] - 6:6</p>	<p>B</p> <p>background [4] - 10:21, 38:21, 95:19, 243:13</p> <p>bad [8] - 17:16, 49:12, 159:3, 159:7, 183:5, 190:18, 191:16, 253:12</p> <p>Bad [1] - 36:23</p> <p>balance [11] - 170:25, 231:18, 232:7, 234:10, 234:15, 236:8, 236:12, 237:3, 240:25, 240:27</p> <p>balanced [4] - 161:2, 161:10, 232:7, 260:9</p> <p>balances [1] - 240:12</p> <p>Baldwin [28] - 2:13, 2:21, 3:8, 3:10, 3:13, 3:15, 3:16, 3:18, 3:19, 18:23, 81:3, 100:9, 108:11, 108:23, 110:17, 112:14, 113:24, 113:28, 116:23, 125:6, 128:12, 128:26, 130:8, 134:5, 183:17, 183:20, 222:7, 261:14</p> <p>BALDWIN [9] - 1:3, 6:10, 6:15, 9:25, 32:4, 48:10, 73:3, 77:21, 262:4</p> <p>BALL [298] - 5:27, 8:17, 8:21, 8:24,</p>	<p>12:11, 26:16, 26:19, 26:22, 27:1, 27:4, 27:7, 27:11, 27:22, 36:22, 46:16, 46:21, 47:9, 49:10, 49:28, 50:28, 51:3, 51:8, 52:20, 52:25, 53:1, 53:9, 53:13, 55:10, 55:16, 55:20, 56:15, 56:19, 56:27, 57:4, 57:10, 57:16, 57:22, 60:2, 61:10, 61:13, 63:3, 63:9, 69:24, 69:28, 71:24, 71:27, 72:21, 77:27, 78:3, 78:8, 78:16, 78:25, 79:4, 79:18, 79:21, 80:7, 80:20, 83:15, 83:19, 84:2, 84:6, 84:10, 84:16, 84:22, 85:17, 86:18, 88:2, 88:7, 93:3, 93:10, 93:13, 104:20, 104:23, 105:5, 105:10, 105:20, 105:27, 106:3, 106:5, 106:10, 106:16, 106:21, 106:24, 107:1, 107:5, 107:13, 107:21, 108:7, 108:19, 108:22, 108:25, 112:10, 112:18, 112:22, 112:26, 113:2, 113:7, 113:14, 113:17, 114:4, 114:11, 114:16, 114:28, 115:8, 115:16, 116:13, 116:19, 116:22, 117:2, 117:5, 117:12, 117:17, 117:24, 117:28, 118:5, 118:13, 118:16, 119:14, 119:18, 119:22, 120:3, 120:10, 120:15, 120:23, 120:26, 121:3, 121:6, 121:20, 121:23, 121:28, 122:12, 122:15, 122:25, 122:28, 123:5, 123:13, 123:18, 123:24, 123:27, 124:5, 124:11, 124:18, 124:21, 127:3, 128:22, 129:4, 129:10, 129:13,</p>
---	--	---	--	---	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

130:27, 131:6, 131:18, 131:24, 132:2, 132:27, 133:3, 133:10, 134:18, 134:22, 135:7, 135:21, 146:21, 146:25, 147:26, 148:2, 149:18, 150:7, 150:12, 150:20, 150:27, 151:5, 151:17, 151:22, 151:26, 152:2, 152:6, 152:13, 153:8, 153:11, 153:15, 153:19, 153:23, 153:26, 154:20, 155:2, 155:6, 155:11, 155:16, 156:21, 156:27, 157:2, 157:6, 157:10, 157:15, 157:21, 158:3, 158:11, 158:15, 158:19, 158:24, 158:28, 159:16, 159:21, 170:10, 170:15, 171:3, 171:7, 171:16, 171:20, 171:25, 172:1, 172:14, 172:17, 172:23, 172:27, 173:4, 173:7, 174:14, 174:22, 174:25, 177:2, 177:9, 178:22, 181:1, 181:4, 182:3, 182:6, 182:16, 182:22, 185:8, 186:6, 186:10, 186:17, 186:23, 187:2, 187:13, 187:21, 188:24, 189:2, 196:3, 196:28, 197:5, 197:11, 197:27, 198:5, 199:19, 203:13, 203:16, 203:24, 205:2, 205:6, 205:27, 207:10, 207:17, 207:22, 207:25, 207:28, 208:7, 208:13, 208:24, 209:2, 212:9, 212:18, 212:25, 213:2, 213:10, 213:15, 213:23, 213:28, 214:5, 214:14, 214:18,	214:26, 215:20, 217:6, 222:21, 222:24, 223:18, 223:22, 223:26, 224:3, 225:21, 225:25, 227:28, 228:6, 228:14, 229:9, 229:13, 229:16, 229:20, 230:10, 239:1, 242:3, 252:5, 252:10, 258:13, 259:17, 259:21, 261:9 Ball [1] - 2:6 bank [4] - 8:5, 198:11, 198:13, 198:20 barely [1] - 254:19 bark [2] - 252:19 barked [1] - 252:20 barn [2] - 180:8, 180:17 barns [2] - 77:12, 246:5 barrier [3] - 7:14, 9:2, 252:14 base [6] - 80:5, 103:18, 103:21, 103:22, 104:2, 184:17 based [11] - 62:7, 104:9, 126:18, 178:4, 181:23, 184:21, 193:18, 196:5, 200:7, 205:19, 251:4 bases [1] - 31:16 basing [1] - 188:28 basis [2] - 110:6, 243:14 basketball [1] - 121:7 bass [1] - 103:19 bat [1] - 223:11 bay [1] - 233:27 Bay [4] - 15:7, 131:7, 175:25 Beach [2] - 61:6, 64:14 became [1] - 211:7 become [2] - 17:1, 93:21 becomes [8] - 8:13, 18:7, 24:26, 40:1, 40:3, 88:12, 236:7, 236:11 bed [2] - 106:18, 107:4 BEFORE [1] - 1:2 beg [2] - 245:11 begin [1] - 49:14 beginning [3] -	154:15, 154:26, 228:26 behind [4] - 33:13, 34:26, 35:17, 219:23 bells [1] - 140:16 belong [1] - 164:21 below [2] - 190:21, 201:15 belt [1] - 143:15 benches [3] - 118:19, 120:27, 121:1 benefit [3] - 96:8, 96:12, 219:11 benefits [3] - 257:15, 257:18 best [10] - 68:9, 71:9, 73:24, 73:25, 88:12, 100:25, 163:20, 168:23, 176:24, 257:24 bet [1] - 179:21 better [20] - 37:17, 71:16, 94:9, 105:16, 106:2, 107:4, 111:10, 143:16, 164:9, 165:4, 174:13, 210:18, 210:19, 212:5, 215:1, 215:28, 216:4, 219:4, 246:8, 250:8 Betty [2] - 2:21, 48:20 BETTY [61] - 48:24, 48:26, 49:2, 49:14, 50:8, 50:14, 50:26, 51:2, 52:6, 52:17, 53:8, 54:25, 55:4, 55:12, 55:19, 55:27, 56:2, 56:11, 58:9, 58:20, 59:4, 59:13, 59:18, 59:28, 60:4, 60:25, 61:4, 61:7, 61:15, 61:19, 62:17, 62:27, 63:1, 63:5, 63:8, 63:13, 63:27, 64:2, 64:5, 65:12, 65:16, 65:24, 65:26, 66:8, 66:19, 66:22, 66:25, 67:26, 68:2, 68:6, 68:8, 69:7, 70:4, 70:12, 70:20, 70:26, 71:9, 71:12, 71:19, 72:12, 72:18 between [10] - 17:14, 59:26, 77:8, 91:7, 95:16, 102:1, 110:15, 140:26, 153:1, 232:25 beyond [2] - 194:25, 195:3	Bicentennial [3] - 179:7, 179:8, 179:19 Bid [2] - 252:27, 254:14 bid [1] - 169:21 big [24] - 49:17, 50:10, 50:24, 50:25, 53:15, 53:19, 53:20, 53:24, 55:3, 58:5, 141:22, 157:12, 157:16, 157:19, 157:23, 201:10, 204:1, 205:24, 233:24, 238:1, 238:18, 239:16 big-ticket [1] - 50:10 bigger [4] - 57:24, 121:11, 151:7, 216:3 biggest [5] - 9:2, 51:1, 51:4, 246:16, 252:9 bill [1] - 66:10 billable [1] - 47:21 billed [5] - 35:7, 101:9, 101:12, 101:14, 101:28 BILLIE [719] - 5:4, 5:9, 5:24, 6:2, 6:5, 6:12, 9:15, 9:18, 9:22, 9:27, 13:19, 14:23, 14:26, 15:1, 15:5, 15:26, 18:9, 18:13, 19:11, 19:15, 19:20, 19:24, 19:28, 20:7, 20:11, 20:15, 20:21, 20:25, 21:2, 22:24, 22:28, 23:5, 23:8, 23:22, 23:26, 24:3, 24:8, 25:20, 25:23, 25:26, 26:25, 27:9, 27:16, 27:20, 27:24, 28:1, 28:15, 28:18, 28:23, 28:27, 29:2, 29:14, 29:17, 29:20, 29:23, 30:16, 30:24, 31:1, 31:5, 31:14, 31:18, 31:22, 31:25, 32:11, 32:15, 32:25, 33:2, 33:5, 33:8, 33:12, 33:28, 34:4, 34:8, 34:13, 34:22, 35:4, 35:11, 35:16, 35:25, 36:1, 36:12, 36:28, 37:5, 37:9, 37:14, 37:19, 40:18, 41:11, 41:19, 41:26, 42:1, 42:4, 42:8, 44:8, 44:12, 44:16, 44:24, 45:2, 45:6, 45:9, 45:12, 45:16, 45:27, 47:5, 47:11,	47:26, 48:6, 48:17, 50:12, 50:15, 51:11, 51:16, 53:16, 53:28, 54:6, 54:10, 54:14, 54:23, 54:28, 55:7, 55:13, 55:25, 55:28, 56:7, 56:13, 56:17, 57:14, 57:20, 58:4, 58:14, 58:24, 59:1, 59:6, 59:21, 60:8, 60:14, 61:2, 61:5, 61:8, 61:11, 61:17, 61:23, 61:28, 62:4, 62:10, 62:15, 62:19, 62:23, 63:11, 63:17, 63:21, 63:25, 64:3, 64:6, 64:10, 64:16, 64:19, 64:22, 64:28, 65:4, 65:8, 65:14, 65:17, 66:1, 66:6, 66:9, 66:16, 66:20, 66:27, 67:4, 67:10, 67:15, 67:21, 68:13, 68:16, 68:23, 68:26, 69:1, 69:5, 69:22, 69:26, 70:6, 70:18, 70:24, 70:28, 71:5, 71:10, 71:14, 71:20, 72:4, 72:8, 72:14, 72:19, 72:25, 72:28, 73:27, 75:4, 75:10, 75:14, 75:20, 75:24, 75:27, 76:2, 76:6, 77:18, 78:6, 78:14, 85:19, 85:24, 86:4, 86:10, 86:16, 86:24, 86:28, 87:4, 87:28, 88:21, 89:7, 89:12, 89:17, 89:22, 89:25, 90:1, 90:5, 90:9, 90:22, 91:1, 91:13, 91:17, 91:22, 92:14, 92:26, 93:16, 93:23, 94:4, 94:10, 94:14, 94:26, 95:2, 95:5, 95:9, 95:14, 95:28, 96:4, 96:7, 96:11, 96:18, 96:22, 96:25, 97:1, 97:7, 97:13, 97:19, 97:24, 98:9, 98:28, 99:4, 99:8, 99:15, 99:19, 99:25, 100:2, 100:15, 100:22, 100:27, 101:3, 101:7, 101:22, 102:4, 102:9, 102:14, 102:18, 102:25, 103:1, 103:11, 103:16, 104:13, 104:17, 104:25,
---	---	--	--	---

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

105:1, 106:14, 106:27, 107:3, 107:11, 107:16, 107:23, 107:26, 108:1, 108:5, 108:27, 109:4, 109:7, 109:14, 109:19, 109:22, 110:5, 110:27, 111:3, 111:9, 111:16, 111:22, 112:7, 114:2, 114:5, 115:6, 115:10, 115:14, 115:19, 115:23, 115:27, 116:4, 116:9, 116:17, 116:28, 117:3, 117:8, 117:15, 117:22, 117:26, 124:23, 124:27, 125:4, 125:11, 125:16, 125:23, 125:27, 126:3, 126:7, 126:13, 126:17, 126:23, 126:27, 127:6, 127:11, 127:15, 127:19, 127:28, 130:1, 130:14, 130:22, 132:7, 132:16, 132:20, 132:24, 132:28, 133:8, 134:7, 134:14, 134:20, 135:13, 135:17, 136:15, 136:19, 136:22, 136:26, 137:3, 137:7, 137:12, 137:18, 137:23, 138:13, 138:16, 138:19, 138:23, 138:27, 139:5, 139:8, 139:13, 139:17, 139:21, 139:25, 140:2, 140:5, 140:8, 140:12, 140:19, 141:4, 141:15, 141:27, 142:3, 142:16, 143:1, 143:5, 143:19, 143:24, 143:27, 144:2, 144:5, 144:8, 144:12, 144:20, 145:28, 146:4, 146:12, 146:17, 146:23, 147:7, 147:11, 147:19, 147:28, 148:4, 148:10, 148:18,	149:8, 149:13, 150:5, 151:13, 151:20, 151:24, 151:28, 152:3, 152:9, 152:14, 152:17, 153:21, 155:18, 155:27, 157:17, 158:9, 158:26, 161:3, 161:6, 161:9, 161:13, 161:17, 162:1, 162:5, 162:9, 162:13, 162:16, 162:22, 162:26, 163:4, 163:8, 163:12, 163:16, 163:26, 164:6, 164:12, 164:18, 164:24, 165:3, 165:11, 165:18, 165:27, 166:4, 166:9, 166:12, 166:19, 166:23, 166:27, 167:3, 167:7, 167:11, 167:18, 167:22, 167:28, 168:4, 169:10, 169:14, 169:17, 169:20, 170:3, 170:7, 170:20, 170:24, 171:9, 171:12, 171:18, 171:22, 172:4, 172:7, 172:12, 172:19, 173:1, 173:10, 173:14, 173:17, 173:21, 174:18, 175:3, 175:7, 175:11, 175:16, 176:5, 176:8, 177:11, 177:20, 177:26, 178:8, 178:12, 178:18, 178:27, 179:3, 179:15, 179:18, 179:23, 179:27, 180:9, 180:12, 180:15, 182:23, 182:28, 183:4, 183:7, 183:10, 183:14, 183:24, 184:11, 185:2, 185:6, 185:16, 185:20, 186:1, 186:8, 186:21, 186:25, 187:3, 187:17, 187:25, 188:7, 188:15, 188:19, 189:3, 190:7, 190:11,	190:24, 190:28, 191:5, 191:14, 191:19, 191:22, 191:26, 192:25, 193:26, 194:1, 194:6, 194:13, 194:22, 195:7, 195:17, 196:26, 198:10, 198:19, 199:28, 200:4, 200:21, 200:25, 201:21, 201:25, 202:3, 202:7, 202:12, 202:22, 202:26, 203:1, 203:6, 203:11, 203:19, 204:4, 204:8, 206:2, 206:5, 206:10, 206:16, 206:20, 206:24, 206:27, 207:4, 207:20, 208:5, 208:11, 209:11, 209:17, 209:25, 210:3, 210:7, 210:12, 210:15, 211:1, 211:4, 211:17, 211:23, 211:27, 213:13, 213:20, 214:12, 215:3, 215:7, 215:10, 215:13, 215:18, 215:23, 216:6, 216:9, 216:18, 217:8, 217:16, 217:20, 217:23, 218:2, 218:9, 218:17, 218:28, 219:16, 220:3, 220:16, 220:18, 221:8, 221:15, 222:6, 222:12, 222:16, 222:28, 223:4, 223:20, 223:24, 224:5, 224:14, 224:18, 224:25, 225:4, 226:21, 226:24, 227:6, 227:11, 227:15, 227:19, 228:28, 230:13, 231:23, 231:26, 234:4, 234:12, 234:16, 234:22, 234:25, 235:6, 235:24, 235:27, 236:2, 236:5, 236:9, 236:13, 236:18, 236:25, 237:4, 237:10, 237:16,	237:19, 237:22, 238:3, 238:22, 239:3, 241:9, 241:19, 241:24, 241:27, 242:5, 242:13, 242:22, 243:4, 243:11, 244:5, 244:8, 244:11, 244:23, 245:15, 246:1, 246:13, 246:18, 246:23, 247:8, 248:9, 248:13, 248:18, 248:23, 248:27, 249:4, 249:10, 249:13, 249:17, 250:13, 250:18, 250:21, 250:24, 250:27, 251:15, 251:20, 251:26, 252:16, 252:22, 253:1, 253:14, 253:19, 254:5, 254:8, 255:18, 255:21, 255:24, 255:27, 256:3, 256:21, 256:24, 257:5, 258:17, 258:21, 258:24, 258:27, 259:2, 259:6, 259:11, 259:15, 259:24, 260:16, 260:21, 260:28, 261:5, 261:10 Billie [2] - 2:4, 151:6 billing [2] - 33:14, 34:27 bills [1] - 54:24 biometric [2] - 221:2, 221:4 bit [24] - 11:11, 11:23, 13:6, 33:26, 36:7, 36:8, 58:22, 59:7, 69:2, 81:21, 87:26, 109:10, 111:10, 124:28, 131:23, 145:26, 147:23, 149:4, 156:24, 164:2, 165:17, 211:14, 213:5, 233:18 blamed [1] - 87:22 blessed [9] - 245:5, 245:7, 245:28, 246:24, 247:19, 247:20, 247:22, 250:28, 258:8 blew [1] - 83:20 blood [1] - 221:12	blowing [1] - 57:7 Board [12] - 2:21, 3:16, 4:17, 39:9, 48:19, 49:26, 72:26, 91:2, 174:3, 190:13, 216:21, 233:2 board [26] - 73:10, 73:18, 78:20, 79:1, 79:25, 80:12, 80:14, 81:3, 87:1, 87:3, 88:24, 88:26, 89:3, 92:6, 98:22, 99:9, 174:7, 176:17, 202:9, 203:10, 210:11, 233:8, 240:8, 258:6 BOARD [2] - 48:10, 48:14 boards [2] - 97:11, 218:7 body [1] - 90:27 bogged [1] - 37:13 bogus [1] - 189:23 bond [5] - 73:21, 74:2, 75:15, 75:28, 246:9 Bone [1] - 36:23 bonuses [1] - 192:26 bookmobile [1] - 110:20 books [1] - 110:11 borrow [2] - 234:2, 246:25 Bosch [1] - 233:22 bothers [1] - 194:4 bottom [2] - 142:25, 179:9 bought [1] - 188:20 Brad [9] - 36:2, 36:4, 41:15, 42:13, 44:21, 45:3, 45:19, 46:10 brake [1] - 183:11 branch [1] - 80:19 brand [2] - 231:13, 251:24 brand-new [2] - 231:13, 251:24 BRATS [2] - 230:23, 240:22 break [5] - 31:3, 182:27, 183:11, 220:13, 255:23 breaks [2] - 77:14, 141:19 Brian [12] - 7:17, 8:18, 86:21, 90:23, 94:21, 95:16, 96:14, 98:21, 99:20, 101:17, 104:21, 172:15 BRIAN [1] - 7:19 Bridge [1] - 231:8
---	--	--	---	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

<p>bring [11] - 24:11, 35:18, 35:23, 47:27, 67:16, 73:6, 106:2, 122:20, 150:21, 184:14, 260:9</p> <p>bringing [4] - 98:10, 178:23, 184:26, 185:14</p> <p>brings [2] - 71:1, 241:25</p> <p>brought [7] - 12:6, 24:12, 70:13, 117:18, 122:5, 133:26, 133:27</p> <p>BRYARS [2] - 124:2, 245:19</p> <p>Bryars [1] - 2:16</p> <p>bucks [1] - 134:28</p> <p>budget [75] - 5:5, 10:9, 10:27, 11:5, 14:24, 14:27, 15:19, 34:26, 44:18, 47:14, 49:11, 50:18, 50:19, 51:9, 51:19, 53:3, 57:11, 62:13, 63:24, 90:6, 91:18, 94:18, 104:18, 115:20, 118:26, 122:20, 129:15, 130:3, 134:27, 135:12, 137:22, 138:9, 140:11, 141:3, 141:14, 141:20, 142:8, 142:14, 143:17, 144:28, 147:3, 147:24, 148:3, 148:13, 151:1, 156:6, 159:27, 161:2, 173:9, 177:27, 194:28, 202:21, 204:6, 204:10, 217:18, 217:19, 220:26, 229:19, 234:11, 237:20, 239:27, 240:25, 241:16, 242:10, 244:14, 246:4, 247:1, 253:6, 256:6, 260:8, 260:9</p> <p>Budget [14] - 3:9, 3:10, 3:12, 3:14, 3:16, 4:5, 4:10, 4:13, 4:16, 101:20, 103:9, 183:17, 183:20, 261:14</p> <p>BUDGET [10] - 1:4, 6:10, 6:15, 6:18, 9:25, 10:4, 32:4, 32:7, 48:10, 48:13</p>	<p>Budget/Purchasing [2] - 2:9, 2:12</p> <p>budgetary [1] - 203:21</p> <p>budgeted [5] - 50:6, 56:10, 79:10, 236:16, 237:7</p> <p>budgeting [2] - 70:3, 244:19</p> <p>Budgeting [1] - 2:11</p> <p>budgetwise [1] - 72:2</p> <p>build [3] - 20:6, 181:5, 240:2</p> <p>BUILDING [2] - 9:26, 10:6</p> <p>building [19] - 14:4, 18:14, 18:27, 20:2, 20:12, 21:19, 46:11, 103:21, 106:7, 133:11, 175:24, 175:25, 180:8, 181:6, 181:8, 241:10, 241:11, 246:5, 246:6</p> <p>Building [5] - 2:19, 3:13, 4:11, 10:1, 74:11</p> <p>buildings [6] - 18:23, 76:9, 127:18, 157:27, 158:1, 180:4</p> <p>built [6] - 129:14, 182:13, 190:15, 204:12, 239:28</p> <p>built-in [1] - 239:28</p> <p>bulk [4] - 59:11, 59:13, 59:16, 128:16</p> <p>bump [1] - 204:1</p> <p>bumped [1] - 201:27</p> <p>bunch [2] - 16:13, 120:18</p> <p>bus [1] - 110:26</p> <p>business [5] - 23:18, 71:16, 127:16, 129:11, 198:1</p> <p>businesses [1] - 97:12</p> <p>button [1] - 8:1</p> <p>buy [9] - 163:1, 163:15, 165:4, 232:9, 252:1, 252:26, 254:13</p> <p>BY [1] - 5:3</p> <p>bylaws [2] - 41:28, 42:2</p>	<p>257:22</p> <p>CALL [2] - 5:23, 6:8</p> <p>cannot [3] - 105:13, 197:28</p> <p>capabilities [2] - 190:1, 193:23</p> <p>capital [9] - 11:20, 102:20, 140:11, 141:13, 142:15, 232:24, 251:9, 252:3, 252:9</p> <p>cards [3] - 56:3, 56:5, 68:3</p> <p>care [11] - 37:17, 82:18, 117:9, 130:17, 144:25, 145:8, 145:9, 211:28, 212:7, 213:16, 232:27</p> <p>careful [1] - 43:4</p> <p>cars [2] - 164:25, 253:8</p> <p>cartwheels [1] - 246:10</p> <p>case [3] - 61:25, 150:14, 169:13</p> <p>cases [3] - 13:12, 40:14, 44:2</p> <p>cash [16] - 74:16, 74:22, 77:3, 77:4, 89:21, 175:6, 239:22, 240:16, 240:23, 240:24, 241:3, 241:11, 241:16, 248:14, 249:28</p> <p>cat [1] - 129:5</p> <p>catastrophe [1] - 249:20</p> <p>catch [1] - 55:2</p> <p>categorize [1] - 80:16</p> <p>cats [10] - 117:6, 117:7, 117:10, 117:11, 125:25, 127:14, 127:27, 128:5, 128:9, 129:7</p> <p>cautious [1] - 68:10</p> <p>Cavinar [1] - 92:15</p> <p>Cellphone [1] - 36:19</p> <p>Center [6] - 4:6, 4:11, 4:14, 4:17, 132:3, 133:13</p> <p>CENTER [4] - 6:19, 10:5, 32:8, 48:14</p> <p>Central [2] - 107:19, 164:21</p> <p>cents [2] - 233:1, 233:6</p> <p>certain [5] - 97:25, 110:20, 125:14,</p>	<p>226:25, 254:19</p> <p>certainly [6] - 16:4, 20:20, 20:23, 63:4, 75:22, 126:16</p> <p>Certification [1] - 262:25</p> <p>certified [1] - 216:15</p> <p>Certified [2] - 1:16, 262:24</p> <p>certify [2] - 262:6, 262:13</p> <p>cetera [1] - 103:6</p> <p>CHAIRMAN [971] - 5:3, 5:4, 5:9, 5:24, 6:2, 6:5, 6:12, 9:15, 9:18, 9:22, 9:27, 11:14, 11:25, 12:2, 12:5, 12:14, 12:19, 12:25, 13:4, 13:9, 13:19, 13:21, 14:23, 14:26, 15:1, 15:5, 15:26, 16:14, 17:15, 17:21, 17:26, 18:9, 18:13, 18:16, 19:2, 19:7, 19:11, 19:15, 19:20, 19:24, 19:28, 20:7, 20:11, 20:15, 20:21, 20:25, 21:2, 22:3, 22:9, 22:13, 22:16, 22:24, 22:28, 23:5, 23:8, 23:22, 23:26, 24:3, 24:8, 25:20, 25:23, 25:26, 26:25, 27:9, 27:16, 27:20, 27:24, 28:1, 28:15, 28:18, 28:23, 28:27, 29:2, 29:14, 29:17, 29:20, 29:23, 29:25, 30:3, 30:7, 30:16, 30:18, 30:21, 30:24, 31:1, 31:5, 31:14, 31:18, 31:22, 31:25, 32:1, 32:11, 32:15, 32:21, 32:25, 33:2, 33:5, 33:8, 33:10, 33:12, 33:16, 33:19, 33:25, 33:28, 34:4, 34:8, 34:11, 34:13, 34:15, 34:18, 34:22, 35:4, 35:11, 35:16, 35:25, 36:1, 36:12, 36:20, 36:24, 36:28, 37:2, 37:5, 37:7, 37:9, 37:11, 37:14, 37:16, 37:19, 37:21, 37:27, 38:9, 38:15, 40:18, 41:11, 41:19, 41:26, 42:1, 42:4, 42:8, 43:19, 44:8, 44:12, 44:16, 44:24,</p>	<p>45:2, 45:6, 45:9, 45:12, 45:16, 45:27, 47:5, 47:11, 47:23, 47:26, 48:6, 48:17, 50:2, 50:9, 50:12, 50:15, 50:17, 51:6, 51:11, 51:13, 51:16, 51:21, 52:3, 52:11, 52:15, 52:23, 52:27, 53:16, 53:22, 53:28, 54:6, 54:10, 54:14, 54:18, 54:23, 54:28, 55:7, 55:13, 55:25, 55:28, 56:7, 56:13, 56:17, 56:24, 57:14, 57:20, 57:25, 58:1, 58:4, 58:7, 58:11, 58:14, 58:18, 58:24, 59:1, 59:6, 59:15, 59:21, 60:8, 60:14, 61:2, 61:5, 61:8, 61:11, 61:17, 61:23, 61:28, 62:4, 62:10, 62:15, 62:19, 62:23, 63:11, 63:17, 63:21, 63:25, 64:3, 64:6, 64:10, 64:16, 64:19, 64:22, 64:28, 65:4, 65:8, 65:14, 65:17, 66:1, 66:6, 66:9, 66:14, 66:16, 66:20, 66:23, 66:27, 67:1, 67:4, 67:7, 67:10, 67:13, 67:15, 67:21, 68:13, 68:16, 68:23, 68:26, 69:1, 69:5, 69:22, 69:26, 70:6, 70:10, 70:16, 70:18, 70:24, 70:28, 71:3, 71:5, 71:10, 71:14, 71:20, 72:4, 72:8, 72:14, 72:19, 72:23, 72:25, 72:28, 73:27, 75:4, 75:8, 75:10, 75:14, 75:18, 75:20, 75:24, 75:27, 76:2, 76:6, 76:8, 76:12, 76:15, 76:21, 76:24, 76:27, 77:18, 78:6, 78:12, 78:14, 79:12, 79:26, 80:27, 81:7, 81:23, 81:27, 82:5, 82:11, 82:14, 85:13, 85:19, 85:22, 85:24, 85:26, 86:1, 86:4, 86:10, 86:16, 86:24, 86:26, 86:28, 87:2, 87:4, 87:9, 87:19, 87:24, 87:28, 88:5, 88:9, 88:14, 88:19, 88:21, 88:23, 89:7,</p>
--	---	--	---	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

89:10, 89:12, 89:15, 89:17, 89:22, 89:25, 90:1, 90:3, 90:5, 90:7, 90:9, 90:11, 90:15, 90:19, 90:22, 91:1, 91:6, 91:10, 91:13, 91:17, 91:22, 91:28, 92:4, 92:12, 92:14, 92:17, 92:26, 93:16, 93:23, 93:25, 93:28, 94:4, 94:10, 94:14, 94:26, 95:2, 95:5, 95:9, 95:14, 95:28, 96:4, 96:7, 96:11, 96:18, 96:22, 96:25, 97:1, 97:7, 97:13, 97:19, 97:21, 97:24, 97:26, 98:3, 98:6, 98:9, 98:12, 98:16, 98:20, 98:24, 98:28, 99:2, 99:4, 99:6, 99:8, 99:13, 99:15, 99:17, 99:19, 99:21, 99:25, 100:2, 100:15, 100:22, 100:27, 101:3, 101:7, 101:22, 102:4, 102:9, 102:14, 102:18, 102:25, 103:1, 103:11, 103:16, 104:13, 104:17, 104:25, 105:1, 106:14, 106:27, 107:3, 107:11, 107:16, 107:23, 107:26, 108:1, 108:5, 108:27, 109:4, 109:7, 109:14, 109:19, 109:22, 110:5, 110:23, 110:27, 111:1, 111:3, 111:7, 111:9, 111:16, 111:22, 112:1, 112:7, 112:16, 112:20, 112:24, 112:28, 113:5, 113:10, 114:2, 114:5, 115:6, 115:10, 115:14, 115:19, 115:23, 115:27, 116:4, 116:9, 116:17, 116:28, 117:3, 117:8, 117:15, 117:22, 117:26, 124:23, 124:27, 125:4, 125:11, 125:16, 125:23, 125:27, 126:3,	126:7, 126:13, 126:17, 126:23, 126:27, 127:6, 127:11, 127:15, 127:19, 127:23, 127:28, 130:1, 130:6, 130:11, 130:14, 130:16, 130:22, 130:24, 131:1, 131:10, 131:13, 131:16, 131:20, 131:27, 132:4, 132:7, 132:10, 132:14, 132:16, 132:18, 132:20, 132:22, 132:24, 132:28, 133:8, 133:18, 134:7, 134:9, 134:14, 134:20, 135:5, 135:10, 135:13, 135:15, 135:17, 135:19, 136:2, 136:6, 136:10, 136:15, 136:19, 136:22, 136:26, 137:3, 137:5, 137:7, 137:9, 137:12, 137:18, 137:23, 138:13, 138:16, 138:19, 138:23, 138:27, 139:5, 139:8, 139:13, 139:17, 139:21, 139:25, 140:2, 140:5, 140:8, 140:12, 140:19, 141:4, 141:15, 141:27, 142:3, 142:16, 143:1, 143:5, 143:19, 143:24, 143:27, 144:2, 144:5, 144:8, 144:12, 144:20, 145:28, 146:4, 146:12, 146:17, 146:23, 147:7, 147:11, 147:17, 147:19, 147:28, 148:4, 148:10, 148:18, 148:21, 149:8, 149:13, 150:5, 151:3, 151:13, 151:20, 151:24, 151:28, 152:3, 152:9, 152:14, 152:17, 152:22, 153:21, 154:16, 155:18, 155:27, 157:4, 157:8, 157:17,	158:9, 158:21, 158:26, 160:1, 161:3, 161:6, 161:9, 161:13, 161:17, 162:1, 162:5, 162:9, 162:13, 162:16, 162:22, 162:26, 163:4, 163:8, 163:12, 163:16, 163:26, 164:6, 164:12, 164:18, 164:24, 165:3, 165:11, 165:14, 165:18, 165:20, 165:27, 166:1, 166:4, 166:6, 166:9, 166:10, 166:12, 166:14, 166:19, 166:21, 166:23, 166:25, 166:27, 167:1, 167:3, 167:5, 167:7, 167:9, 167:11, 167:13, 167:18, 167:20, 167:22, 167:24, 167:28, 168:2, 168:4, 168:6, 168:14, 168:18, 168:21, 168:28, 169:8, 169:10, 169:14, 169:17, 169:20, 170:1, 170:3, 170:5, 170:7, 170:20, 170:22, 170:24, 170:27, 171:9, 171:12, 171:18, 171:22, 172:4, 172:7, 172:12, 172:19, 173:1, 173:10, 173:14, 173:17, 173:21, 173:23, 173:27, 174:6, 174:12, 174:18, 174:20, 175:3, 175:7, 175:11, 175:16, 176:5, 176:8, 176:10, 176:15, 177:11, 177:20, 177:23, 177:26, 178:8, 178:12, 178:18, 178:27, 179:3, 179:15, 179:18, 179:23, 179:27, 180:9, 180:12, 180:15, 182:23, 182:28, 183:4, 183:7, 183:10, 183:14, 183:24, 184:11, 185:2,	185:6, 185:16, 185:20, 186:1, 186:8, 186:21, 186:25, 187:3, 187:17, 187:25, 188:7, 188:15, 188:19, 189:3, 190:7, 190:11, 190:24, 190:28, 191:5, 191:14, 191:19, 191:22, 191:26, 192:25, 193:26, 194:1, 194:6, 194:13, 194:22, 195:7, 195:17, 196:26, 198:10, 198:19, 199:8, 199:28, 200:4, 200:21, 200:25, 201:21, 201:25, 202:3, 202:7, 202:12, 202:22, 202:26, 203:1, 203:6, 203:11, 203:19, 204:4, 204:8, 206:2, 206:5, 206:10, 206:16, 206:20, 206:24, 206:27, 207:4, 207:20, 208:5, 208:11, 209:11, 209:17, 209:25, 210:3, 210:7, 210:12, 210:15, 211:1, 211:4, 211:17, 211:23, 211:27, 213:13, 213:20, 214:12, 215:3, 215:7, 215:10, 215:13, 215:18, 215:23, 216:6, 216:9, 216:18, 217:8, 217:16, 217:20, 217:23, 218:2, 218:9, 218:17, 218:28, 219:16, 220:3, 220:16, 220:18, 221:8, 221:15, 221:20, 221:28, 222:4, 222:6, 222:10, 222:12, 222:14, 222:16, 222:18, 222:28, 223:2, 223:4, 223:6, 223:20, 223:24, 223:28, 224:5, 224:7, 224:14, 224:16, 224:18, 224:20, 224:25,	225:1, 225:4, 225:8, 225:13, 225:16, 225:23, 226:1, 226:4, 226:9, 226:12, 226:17, 226:21, 226:24, 227:6, 227:11, 227:15, 227:19, 228:28, 230:13, 231:23, 231:26, 234:4, 234:12, 234:16, 234:22, 234:25, 235:6, 235:10, 235:14, 235:24, 235:27, 236:2, 236:5, 236:9, 236:13, 236:18, 236:25, 236:27, 237:4, 237:10, 237:16, 237:19, 237:22, 238:3, 238:22, 239:3, 241:9, 241:19, 241:24, 241:27, 242:5, 242:13, 242:22, 243:4, 243:11, 244:5, 244:8, 244:11, 244:23, 245:15, 246:1, 246:13, 246:18, 246:20, 246:23, 247:8, 247:25, 248:2, 248:7, 248:9, 248:13, 248:18, 248:21, 248:23, 248:27, 249:4, 249:10, 249:13, 249:17, 250:13, 250:18, 250:21, 250:24, 250:27, 251:15, 251:20, 251:26, 252:16, 252:22, 253:1, 253:14, 253:19, 254:5, 254:8, 255:18, 255:21, 255:24, 255:27, 256:3, 256:21, 256:24, 257:5, 258:17, 258:21, 258:24, 258:27, 259:2, 259:6, 259:11, 259:15, 259:24, 259:26, 260:4, 260:11, 260:16, 260:18, 260:21, 260:25, 260:28, 261:5, 261:10 Chairman [13] - 2:4,
--	--	---	--	---

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

2:5, 6:22, 43:24, 52:21, 64:12, 93:22, 101:19, 103:8, 137:8, 137:17, 173:19, 182:27 Chairman [1] - 3:4 chairs [3] - 93:20, 107:18, 108:2 Chamber [1] - 108:11 Chambers [2] - 126:24, 127:7 chance [5] - 20:6, 22:1, 84:14, 111:19, 227:22 change [7] - 15:21, 41:13, 44:18, 93:20, 141:26, 189:21, 257:23 changed [3] - 32:26, 64:26, 65:7 changeover [1] - 36:14 changes [9] - 14:15, 59:28, 60:5, 142:23, 149:14, 189:17, 229:4, 230:28, 245:23 changing [3] - 44:23, 199:3, 219:5 channel [2] - 103:27, 104:1 charge [2] - 103:27, 104:1 charge-per-channel [2] - 103:27, 104:1 charging [1] - 51:12 Charles [4] - 2:5, 5:13, 101:19, 103:8 CHARLES [253] - 11:14, 11:25, 12:2, 12:5, 12:14, 12:19, 12:25, 13:4, 13:9, 13:21, 16:14, 17:15, 17:21, 17:26, 18:16, 19:2, 19:7, 22:3, 22:9, 22:13, 22:16, 29:25, 30:3, 30:7, 30:18, 30:21, 32:1, 32:21, 33:10, 33:16, 33:19, 33:25, 34:11, 34:15, 34:18, 36:20, 36:24, 37:2, 37:7, 37:11, 37:16, 37:21, 37:27, 38:9, 38:15, 43:19, 47:23, 50:2, 50:9, 50:17, 51:6, 51:13, 51:21, 52:3, 52:11, 52:15, 52:23, 52:27, 53:22, 54:18, 56:24, 57:25, 58:1, 58:7, 58:11, 58:18, 59:15, 66:14, 66:23, 67:1, 67:7, 67:13, 70:10, 70:16, 71:3, 72:23, 75:8, 75:18, 76:8, 76:12, 76:15, 76:21, 76:24, 76:27, 78:12, 79:12, 79:26, 80:27, 81:7, 81:23, 81:27, 82:5, 82:8, 82:11, 82:14, 85:13, 85:22, 85:26, 86:1, 86:26, 87:2, 87:9, 87:19, 87:24, 88:5, 88:9, 88:14, 88:19, 88:23, 89:10, 89:15, 90:3, 90:7, 90:11, 90:15, 90:19, 91:6, 91:10, 91:28, 92:4, 92:12, 92:17, 93:25, 93:28, 97:21, 97:26, 98:3, 98:6, 98:12, 98:16, 98:20, 98:24, 99:2, 99:6, 99:13, 99:17, 99:21, 110:23, 111:1, 111:7, 112:1, 112:16, 112:20, 112:24, 112:28, 113:5, 113:10, 127:23, 130:6, 130:11, 130:16, 130:24, 131:1, 131:10, 131:13, 131:16, 131:20, 131:27, 132:4, 132:10, 132:14, 132:18, 132:22, 133:18, 134:9, 135:5, 135:10, 135:15, 135:19, 136:2, 136:6, 136:10, 137:5, 137:9, 147:17, 148:21, 151:3, 152:22, 154:16, 157:4, 157:8, 158:21, 160:1, 165:14, 165:20, 166:1, 166:6, 166:10, 166:14, 166:21, 166:25, 167:1, 167:5, 167:9, 167:13, 167:20, 167:24, 168:2, 168:6, 168:14, 168:18, 168:21, 168:28, 169:8, 170:1, 170:5, 170:22, 170:27, 173:23, 173:27, 174:6, 174:12, 174:20, 176:10, 176:15, 177:23, 199:8, 221:20, 221:24, 221:28, 222:4, 222:10, 222:14, 222:18, 223:2, 223:6, 223:28, 224:7, 224:16, 224:20, 225:1, 225:8, 225:13, 225:16, 225:23, 226:1, 226:4, 226:9, 226:12, 226:17, 235:10, 235:14, 236:27, 246:20, 247:25, 248:2, 248:7, 248:21, 259:26, 260:4, 260:11, 260:18, 260:25 Charlie [5] - 172:21, 173:12, 173:15, 173:28, 176:2 chart [1] - 249:23 cheap [1] - 218:18 cheaper [1] - 163:24 check [8] - 8:8, 44:17, 125:13, 148:25, 180:22, 192:16, 195:21, 233:13 checked [1] - 110:11 chicken [1] - 214:15 chickens [1] - 214:19 Chief [3] - 91:2, 173:18, 175:12 chip [1] - 62:24 chipping [1] - 77:28 choose [1] - 17:22 Chris [1] - 95:15 CHRISTIE [70] - 66:12, 69:3, 82:16, 82:24, 82:27, 86:8, 86:13, 105:15, 105:18, 105:23, 105:28, 106:4, 106:9, 106:20, 106:23, 108:14, 108:20, 108:23, 114:8, 114:14, 114:23, 116:24, 125:9, 125:13, 128:7, 129:12, 135:24, 136:5, 136:8, 136:12, 136:18, 136:20, 136:24, 142:28, 156:4, 156:9, 156:13, 159:2, 159:19, 160:6, 160:9, 160:11, 160:17, 161:5, 169:23, 169:27, 171:2, 177:8, 177:18, 177:25, 177:28, 179:8, 179:12, 180:1, 180:4, 180:24, 204:15, 204:18, 204:28, 207:6, 217:18, 228:12, 228:17, 228:20, 229:15, 229:18, 230:1, 230:7, 245:23, 257:16 Christie [13] - 2:11, 49:6, 125:7, 125:19, 148:24, 155:25, 177:3, 184:7, 225:11, 245:21, 257:9, 258:1 Christmastime [1] - 140:17 church [5] - 120:2, 122:27, 123:10, 123:15, 180:17 Church [2] - 117:19, 123:6 church's [1] - 123:4 cigarette [2] - 132:25, 132:26 Cindy [3] - 131:26, 132:3, 132:5 Cink [2] - 2:9, 6:13 CINK [310] - 6:22, 7:1, 7:6, 7:20, 8:3, 8:7, 8:11, 8:14, 9:1, 9:5, 9:10, 9:21, 10:1, 15:25, 16:8, 32:13, 32:20, 32:23, 32:27, 33:4, 33:7, 33:18, 33:22, 34:2, 34:7, 34:10, 34:17, 34:20, 34:28, 35:8, 46:18, 46:28, 47:3, 47:14, 47:17, 47:20, 47:25, 48:19, 48:25, 48:28, 51:25, 51:28, 52:10, 52:13, 53:15, 53:20, 54:4, 54:8, 54:13, 54:16, 54:21, 56:22, 56:26, 57:3, 57:6, 57:27, 58:3, 58:13, 58:27, 67:28, 68:5, 68:7, 68:15, 68:18, 68:22, 73:5, 74:1, 74:8, 76:11, 76:14, 76:19, 76:23, 76:26, 77:1, 77:23, 78:2, 79:14, 79:19, 79:24, 80:1, 80:9, 80:12, 80:24, 81:2, 81:9, 81:12, 81:14, 83:13, 84:21, 85:28, 86:3, 86:6, 86:15, 90:14, 90:17, 93:8, 93:12, 93:15, 100:14, 102:3, 102:16, 105:8, 105:17, 114:7, 115:4, 115:12, 115:17, 115:21, 115:25, 118:3, 118:7, 118:15, 119:12, 119:16, 119:20, 120:4, 120:6, 120:19, 121:17, 121:27, 122:10, 122:14, 122:24, 123:12, 124:3, 124:7, 124:13, 130:10, 132:13, 136:9, 136:14, 137:1, 138:18, 138:21, 139:7, 139:12, 139:23, 143:3, 143:22, 143:26, 144:1, 144:4, 144:7, 144:11, 154:12, 155:14, 155:21, 156:2, 156:7, 156:12, 156:26, 157:1, 158:2, 158:13, 158:17, 158:20, 159:4, 159:8, 159:12, 159:18, 159:20, 159:25, 160:3, 160:8, 160:10, 160:13, 162:11, 163:2, 169:25, 170:19, 170:26, 171:6, 171:11, 171:15, 171:28, 172:26, 173:3, 173:6, 173:16, 173:19, 173:26, 174:4, 174:24, 176:4, 176:7, 177:7, 177:10, 177:17, 178:16, 179:10, 179:14, 179:17, 179:21, 179:25, 180:3, 180:11, 180:27, 181:27, 182:2, 182:5, 182:8, 182:10, 182:21, 182:25, 183:2,
--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

183:6, 183:12, 183:26, 183:28, 184:3, 191:8, 191:12, 197:9, 204:14, 204:17, 204:26, 207:15, 208:16, 209:15, 210:6, 210:9, 210:14, 210:17, 210:19, 210:24, 211:3, 212:3, 212:16, 212:23, 213:1, 220:20, 220:23, 230:16, 231:25, 231:28, 232:6, 234:6, 234:14, 234:18, 234:24, 235:1, 235:7, 235:12, 235:16, 235:26, 236:1, 236:4, 236:7, 236:11, 236:20, 236:22, 237:8, 237:12, 237:18, 237:26, 238:1, 238:8, 238:11, 239:5, 239:7, 239:9, 239:12, 241:11, 241:21, 241:26, 242:1, 242:7, 242:15, 243:2, 243:10, 243:17, 243:20, 244:7, 244:10, 244:22, 244:28, 245:7, 245:17, 245:20, 245:25, 245:27, 246:3, 246:15, 246:22, 246:27, 247:5, 247:10, 247:17, 247:19, 247:23, 248:1, 248:25, 249:1, 249:8, 249:12, 249:15, 249:22, 250:17, 250:20, 250:23, 250:26, 251:1, 251:6, 257:7, 257:18, 257:21, 258:15, 258:20, 258:23, 259:1 Circuit [1] - 39:13 circuit [1] - 40:26 CIS [1] - 94:21 cite [1] - 43:15 citizen [1] - 42:23 citizens [2] - 42:20, 245:13 City [1] - 226:26 city [2] - 40:27, 150:23	clarification [1] - 184:6 clarify [1] - 188:26 class [2] - 59:11, 189:1 classification [1] - 205:11 Claude [2] - 12:17, 12:20 claw [1] - 241:15 clear [2] - 184:5, 209:6 cleared [2] - 42:15, 42:18 clearly [1] - 79:3 Clerk [7] - 51:1, 54:1, 69:2, 69:6, 187:28, 188:2, 199:16 Clerk/Treasurer [1] - 2:17 Clerks [1] - 186:28 climate [1] - 160:27 close [3] - 141:2, 230:11, 252:13 closest [2] - 184:15, 184:26 clusters [2] - 205:16, 205:17 coaching [2] - 220:28, 221:11 Coastal [1] - 11:4 coastal [1] - 21:19 coding [1] - 54:27 collectively [2] - 75:16, 85:1 college [2] - 19:25, 20:19 color [1] - 214:17 comfortable [1] - 241:18 coming [22] - 12:8, 13:2, 17:13, 50:11, 50:25, 53:19, 61:21, 76:14, 76:19, 87:27, 113:24, 136:14, 139:4, 145:20, 148:8, 160:5, 173:25, 174:28, 197:2, 197:19, 208:14, 252:9 commend [1] - 197:17 comment [2] - 163:11, 252:3 COMMENTS [2] - 259:5, 259:14 comments [4] - 251:8, 259:7, 259:16, 261:1 Comments [1] - 3:22 Comments [1] - 3:20	COMMISSION [254] - 1:3, 11:14, 11:25, 12:2, 12:5, 12:14, 12:19, 12:25, 13:4, 13:9, 13:21, 16:14, 17:15, 17:21, 17:26, 18:16, 19:2, 19:7, 22:3, 22:9, 22:13, 22:16, 29:25, 30:3, 30:7, 30:18, 30:21, 32:1, 32:21, 33:10, 33:16, 33:19, 33:25, 34:11, 34:15, 34:18, 36:20, 36:24, 37:2, 37:7, 37:11, 37:16, 37:21, 37:27, 38:9, 38:15, 43:19, 47:23, 50:2, 50:9, 50:17, 51:6, 51:13, 51:21, 52:3, 52:11, 52:15, 52:23, 52:27, 53:22, 54:18, 56:24, 57:25, 58:1, 58:7, 58:11, 58:18, 59:15, 66:14, 66:23, 67:1, 67:7, 67:13, 70:10, 70:16, 71:3, 72:23, 73:4, 75:8, 75:18, 76:8, 76:12, 76:15, 76:21, 76:24, 76:27, 77:22, 78:12, 79:12, 79:26, 80:27, 81:7, 81:23, 81:27, 82:5, 82:11, 82:14, 85:13, 85:22, 85:26, 86:1, 86:26, 87:2, 87:9, 87:19, 87:24, 88:5, 88:9, 88:14, 88:19, 88:23, 89:10, 89:15, 90:3, 90:7, 90:11, 90:15, 90:19, 91:6, 91:10, 91:28, 92:4, 92:12, 92:17, 93:25, 93:28, 97:21, 97:26, 98:3, 98:6, 98:12, 98:16, 98:20, 98:24, 99:2, 99:6, 99:13, 99:17, 99:21, 110:23, 111:1, 111:7, 112:1, 112:16, 112:20, 112:24, 112:28, 113:5, 113:10, 127:23, 130:6, 130:11, 130:16, 130:24, 131:1, 131:10, 131:13, 131:16, 131:20, 131:27, 132:4, 132:10, 132:14, 132:18, 132:22, 133:18, 134:9,	135:5, 135:10, 135:15, 135:19, 136:2, 136:6, 136:10, 137:5, 137:9, 147:17, 148:21, 151:3, 152:22, 154:16, 157:4, 157:8, 158:21, 160:1, 165:14, 165:20, 166:1, 166:6, 166:10, 166:14, 166:21, 166:25, 167:1, 167:5, 167:9, 167:13, 167:20, 167:24, 168:2, 168:6, 168:14, 168:18, 168:21, 168:28, 169:8, 170:1, 170:5, 170:22, 170:27, 173:23, 173:27, 174:6, 174:12, 174:20, 176:10, 176:15, 177:23, 199:8, 221:20, 221:28, 222:4, 222:10, 222:14, 222:18, 223:2, 223:6, 223:28, 224:7, 224:16, 224:20, 225:1, 225:8, 225:13, 225:16, 225:23, 226:1, 226:4, 226:9, 226:12, 226:17, 235:10, 235:14, 236:27, 246:20, 247:25, 248:2, 248:7, 248:21, 259:26, 260:4, 260:11, 260:18, 260:25 Commission [23] - 2:5, 2:14, 26:1, 36:5, 36:18, 41:27, 74:14, 77:13, 79:17, 80:11, 81:3, 83:1, 92:21, 100:9, 101:19, 102:2, 103:8, 130:21, 131:25, 136:25, 188:27, 208:15, 261:14 Commission [2] - 3:18, 3:19 Commissioner [10] - 3:22, 5:10, 5:13, 41:4, 82:2, 113:8, 124:17, 172:20, 259:16, 261:1	COMMISSIONER [841] - 5:16, 5:21, 5:27, 6:1, 7:5, 7:27, 8:6, 8:9, 8:12, 8:15, 8:17, 8:20, 8:21, 8:23, 8:24, 8:26, 9:4, 9:9, 9:14, 11:13, 12:1, 12:11, 13:11, 13:15, 13:18, 13:23, 13:28, 14:11, 14:14, 14:17, 14:20, 15:15, 15:20, 15:23, 15:28, 16:4, 16:7, 16:11, 16:17, 16:24, 17:3, 17:8, 17:12, 17:19, 17:24, 17:28, 18:11, 19:1, 19:10, 19:13, 19:18, 19:22, 19:26, 20:5, 20:9, 20:20, 20:23, 20:28, 21:4, 21:7, 21:20, 21:26, 22:2, 22:15, 22:20, 23:4, 23:7, 23:20, 23:24, 24:1, 24:6, 24:10, 24:15, 24:18, 24:22, 24:25, 25:3, 25:8, 25:12, 25:17, 26:10, 26:16, 26:19, 26:22, 27:1, 27:4, 27:7, 27:11, 27:13, 27:22, 28:9, 28:17, 28:20, 29:1, 30:6, 30:12, 30:20, 31:4, 31:9, 31:11, 31:28, 32:28, 35:1, 35:6, 35:9, 36:22, 37:25, 38:3, 38:13, 38:18, 41:18, 42:7, 42:19, 42:22, 42:26, 43:3, 43:6, 43:9, 43:23, 44:10, 44:14, 44:28, 45:18, 45:23, 45:28, 46:4, 46:7, 46:13, 46:16, 46:20, 46:21, 46:23, 46:25, 47:2, 47:7, 47:9, 47:13, 47:21, 47:28, 48:4, 49:10, 49:28, 50:28, 51:3, 51:8, 51:18, 51:23, 51:26, 52:2, 52:20, 52:25, 53:1, 53:9, 53:11, 53:13, 53:18, 53:21, 55:10, 55:16, 55:20, 55:23, 56:15, 56:19, 56:27, 57:1, 57:4, 57:10, 57:16, 57:22, 59:5, 59:8, 59:14, 59:17, 59:20, 60:2, 60:12, 61:10, 61:13, 61:26, 62:2, 62:6, 62:12, 62:21,
--	---	---	---	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

62:26, 62:28, 63:3, 63:7, 63:9, 63:14, 63:19, 63:23, 63:28, 64:8, 64:25, 65:2, 65:6, 65:10, 65:25, 66:4, 66:11, 67:19, 67:24, 68:4, 68:11, 68:20, 68:25, 68:28, 69:24, 69:28, 71:22, 71:24, 71:25, 71:27, 72:1, 72:6, 72:10, 72:16, 72:21, 74:6, 75:12, 75:16, 75:22, 75:26, 76:1, 76:5, 76:17, 77:27, 78:3, 78:8, 78:16, 78:23, 78:25, 78:28, 79:4, 79:18, 79:21, 80:7, 80:17, 80:20, 80:22, 80:25, 81:11, 81:13, 81:15, 82:8, 83:3, 83:6, 83:15, 83:19, 84:2, 84:6, 84:10, 84:16, 84:22, 84:25, 85:3, 85:6, 85:10, 85:17, 85:21, 86:18, 87:11, 87:21, 88:2, 88:7, 88:11, 88:16, 89:9, 89:19, 89:24, 89:27, 90:27, 91:4, 91:9, 91:12, 91:15, 91:21, 91:24, 92:2, 92:11, 92:16, 92:19, 92:28, 93:3, 93:10, 93:13, 93:18, 93:27, 94:2, 94:6, 94:12, 94:23, 94:28, 95:3, 95:7, 95:12, 95:26, 96:2, 96:6, 96:9, 96:16, 96:20, 96:24, 96:27, 97:3, 97:9, 97:15, 98:1, 98:5, 98:11, 98:14, 98:18, 98:23, 99:23, 100:1, 100:20, 100:24, 101:1, 101:5, 102:8, 102:12, 102:24, 102:27, 103:14, 104:12, 104:16, 104:20, 104:22, 104:23, 104:27, 105:3, 105:5, 105:10, 105:20, 105:22, 105:27, 106:3, 106:5, 106:10, 106:12, 106:16, 106:21, 106:24, 107:1, 107:5, 107:9, 107:13, 107:14, 107:21, 107:25,	107:28, 108:3, 108:7, 108:19, 108:22, 108:25, 109:3, 109:6, 109:13, 109:17, 109:21, 110:4, 111:15, 111:18, 111:24, 112:3, 112:9, 112:10, 112:18, 112:22, 112:26, 113:2, 113:7, 113:12, 113:14, 113:16, 113:17, 114:4, 114:11, 114:16, 114:19, 114:28, 115:8, 115:16, 116:1, 116:6, 116:11, 116:13, 116:19, 116:20, 116:22, 117:2, 117:5, 117:12, 117:17, 117:24, 117:28, 118:5, 118:8, 118:13, 118:16, 119:14, 119:18, 119:22, 120:3, 120:10, 120:13, 120:15, 120:17, 120:21, 120:23, 120:26, 121:3, 121:6, 121:20, 121:23, 121:28, 122:4, 122:12, 122:15, 122:25, 122:28, 123:3, 123:5, 123:8, 123:13, 123:16, 123:18, 123:24, 123:27, 124:5, 124:11, 124:18, 124:21, 124:26, 125:2, 125:15, 125:20, 125:25, 126:1, 126:5, 126:11, 126:16, 126:20, 126:25, 127:1, 127:3, 127:4, 127:9, 127:13, 127:17, 128:4, 128:20, 128:22, 129:2, 129:4, 129:8, 129:10, 129:13, 130:27, 131:6, 131:9, 131:12, 131:15, 131:18, 131:22, 131:24, 132:2, 132:27, 133:3, 133:10, 134:18, 134:22, 135:7, 135:21,	137:16, 137:20, 137:25, 138:15, 138:25, 139:1, 139:11, 139:15, 140:1, 140:4, 140:7, 140:10, 140:14, 140:21, 141:6, 141:17, 142:1, 142:5, 143:18, 144:19, 146:21, 146:25, 147:26, 148:2, 149:18, 150:7, 150:12, 150:20, 150:27, 151:5, 151:15, 151:17, 151:18, 151:22, 151:26, 152:2, 152:6, 152:11, 152:13, 153:8, 153:11, 153:15, 153:19, 153:23, 153:26, 154:20, 155:2, 155:6, 155:9, 155:11, 155:16, 155:20, 155:24, 156:21, 156:27, 157:2, 157:6, 157:10, 157:14, 157:15, 157:19, 157:21, 158:3, 158:11, 158:15, 158:19, 158:24, 158:28, 159:6, 159:10, 159:14, 159:16, 159:21, 159:23, 159:26, 160:4, 160:14, 160:18, 161:8, 161:11, 161:15, 161:26, 162:3, 162:7, 162:15, 162:20, 162:24, 162:28, 163:6, 163:10, 163:14, 163:18, 164:5, 164:11, 164:17, 164:23, 165:2, 165:10, 165:13, 168:12, 168:16, 168:20, 168:25, 169:6, 169:12, 169:16, 169:19, 170:10, 170:13, 170:15, 171:1, 171:3, 171:7, 171:16, 171:20, 171:25, 172:1, 172:14, 172:16, 172:17, 172:23, 172:27, 173:4,	173:7, 174:11, 174:14, 174:22, 174:25, 175:5, 175:9, 175:15, 176:14, 176:21, 177:2, 177:9, 177:13, 178:5, 178:10, 178:14, 178:21, 178:22, 178:25, 179:1, 180:14, 181:1, 181:4, 181:15, 181:19, 181:22, 182:3, 182:6, 182:16, 182:22, 183:9, 185:5, 185:8, 186:6, 186:10, 186:17, 186:23, 187:2, 187:13, 187:21, 188:13, 188:17, 188:23, 188:24, 189:2, 189:5, 190:9, 192:5, 192:10, 192:12, 193:1, 193:3, 193:6, 193:9, 193:13, 193:16, 193:27, 194:3, 194:20, 195:24, 195:26, 196:3, 196:28, 197:5, 197:11, 197:25, 197:27, 198:5, 199:10, 199:19, 200:13, 200:17, 203:13, 203:16, 203:24, 205:2, 205:6, 205:22, 205:27, 205:28, 206:4, 206:7, 207:1, 207:8, 207:10, 207:17, 207:22, 207:24, 207:25, 207:27, 207:28, 208:7, 208:13, 208:22, 208:24, 209:2, 209:4, 209:7, 209:10, 210:1, 210:28, 212:9, 212:15, 212:18, 212:25, 212:27, 213:2, 213:9, 213:10, 213:15, 213:22, 213:23, 213:26, 213:28, 214:3, 214:5, 214:7, 214:14, 214:16, 214:18, 214:20, 214:26, 214:28, 215:5, 215:9, 215:12, 215:15,	215:20, 215:21, 215:25, 216:8, 216:17, 217:6, 217:11, 217:15, 217:26, 218:4, 218:15, 218:26, 219:21, 219:26, 220:1, 220:14, 221:6, 221:18, 221:22, 221:24, 222:3, 222:21, 222:24, 223:18, 223:22, 223:26, 224:3, 225:21, 225:25, 225:27, 226:6, 227:3, 227:8, 227:13, 227:17, 227:28, 228:3, 228:6, 228:14, 228:22, 229:9, 229:11, 229:13, 229:16, 229:20, 230:4, 230:9, 230:10, 232:4, 234:20, 236:15, 236:21, 237:2, 237:21, 237:24, 237:27, 238:6, 238:9, 238:25, 239:1, 239:8, 239:11, 242:3, 243:19, 245:6, 245:26, 247:4, 247:16, 247:18, 247:21, 248:5, 248:11, 248:16, 248:20, 251:2, 251:4, 251:7, 251:17, 251:22, 251:28, 252:5, 252:7, 252:10, 252:12, 252:18, 252:28, 253:13, 253:18, 254:4, 254:7, 255:16, 255:19, 255:22, 255:26, 256:2, 256:9, 256:14, 256:23, 257:1, 257:14, 257:17, 257:20, 258:11, 258:13, 258:19, 258:26, 259:14, 259:17, 259:19, 259:21, 259:22, 260:2, 260:10, 260:24, 261:7, 261:9 commissioners ^[2] - 6:4, 261:12 COMMISSIONERS ^[1] - 2:3
---	--	--	--	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

Commissioners [2] - 6:23, 242:21 communicating [1] - 60:10 Community [1] - 230:24 community [1] - 240:28 comp [4] - 30:4, 73:8, 73:15, 257:22 companies [1] - 233:26 company [1] - 133:2 comparatives [1] - 235:26 compare [5] - 60:13, 148:14, 199:13, 225:5, 235:17 comparing [1] - 150:22 comparison [2] - 199:25, 227:2 compensation [1] - 189:16 competent [1] - 17:13 competitive [1] - 25:13 complaint [3] - 38:23, 38:24, 38:25 complaint-driven [1] - 38:23 complaints [4] - 36:21, 40:21, 110:19 complete [1] - 220:5 completed [1] - 149:28 completely [2] - 145:8, 202:28 comprehended [1] - 232:11 computer [5] - 7:17, 8:22, 110:12, 244:26, 262:9 computer-aided [1] - 262:9 conceivably [1] - 241:17 concept [1] - 251:18 concern [1] - 138:5 concerns [1] - 57:27 conclusions [1] - 92:22 conditions [1] - 141:22 CONDUCT [1] - 6:10 Conduct [1] - 3:8 Conference [1] - 1:14 conference [1] - 73:21 conflict [2] - 36:3, 36:16	confused [1] - 187:22 congregate [1] - 123:26 Conservation [1] - 78:9 conservative [3] - 43:13, 67:23, 243:22 consider [3] - 17:4, 71:7, 125:1 consideration [1] - 139:2 considering [1] - 45:24 consistency [1] - 94:13 consistent [3] - 85:11, 87:22, 240:7 constant [1] - 60:6 constantly [4] - 60:5, 199:2, 219:4, 219:5 construction [2] - 23:17, 30:9 consume [2] - 239:17, 240:25 consumer [1] - 195:10 contact [2] - 29:12, 227:24 contemplating [1] - 77:11 contiguous [1] - 123:9 continue [1] - 216:14 continues [1] - 11:2 contract [3] - 69:14, 69:15, 163:23 contributed [1] - 90:14 contributing [2] - 87:14, 90:12 control [3] - 113:22, 113:23, 119:24 conversation [5] - 119:11, 127:26, 143:9, 149:19, 178:2 conversations [1] - 127:22 convert [1] - 77:4 convoluted [1] - 195:15 cool [2] - 258:15, 258:16 coordinated [1] - 84:28 copy [1] - 55:1 core [1] - 77:16 correct [20] - 13:17, 15:25, 87:12, 88:1, 100:14, 102:3, 130:10, 139:20, 148:9, 150:11, 160:3, 160:8,	177:15, 178:15, 194:12, 204:14, 207:19, 227:1, 246:27, 262:10 Corrections [2] - 230:24, 240:28 correctly [1] - 126:6 corrupt [1] - 184:1 COST [4] - 6:19, 10:5, 32:8, 48:14 cost [17] - 7:24, 53:26, 82:22, 106:6, 121:2, 152:20, 152:28, 156:16, 166:7, 168:11, 195:8, 198:25, 255:5, 255:13, 255:17, 258:4 Cost [4] - 4:6, 4:11, 4:14, 4:17 costing [1] - 255:6 costs [7] - 6:24, 13:5, 33:11, 83:2, 139:3, 169:4, 221:19 Council [3] - 230:23, 240:20, 241:7 counsel [6] - 36:3, 36:4, 73:21, 74:2, 246:9, 262:14 counties [5] - 18:22, 19:6, 149:23, 150:23, 245:10 Counties [3] - 87:13, 176:23, 260:27 county [7] - 25:15, 77:14, 128:26, 149:23, 245:5, 245:8, 258:8 COUNTY [12] - 1:3, 2:3, 6:10, 6:15, 9:25, 32:4, 32:8, 48:10, 73:3, 77:21, 262:4 County [60] - 2:13, 2:21, 3:8, 3:10, 3:13, 3:15, 3:16, 3:18, 3:19, 4:14, 8:22, 18:24, 32:13, 80:8, 80:14, 80:15, 81:3, 84:20, 88:3, 88:6, 95:20, 95:23, 100:6, 100:9, 100:26, 101:25, 102:1, 103:12, 103:13, 103:28, 110:17, 114:14, 114:17, 116:16, 116:23, 119:3, 119:26, 120:11, 125:6, 129:21, 134:2, 182:25, 183:17,	183:20, 184:18, 184:22, 184:28, 185:13, 188:12, 197:18, 205:12, 205:20, 206:23, 222:7, 230:22, 234:2, 234:7, 246:17, 261:14 county's [1] - 182:14 couple [19] - 7:1, 36:13, 41:21, 73:5, 74:7, 74:24, 82:3, 82:21, 100:4, 135:26, 142:17, 145:4, 145:13, 158:5, 181:9, 184:5, 239:24 course [5] - 96:28, 150:22, 211:20, 232:3, 240:22 court [3] - 40:26, 40:28, 121:8 COURT [4] - 127:21, 127:25, 128:2, 128:6 Court [5] - 1:16, 39:13, 233:19, 233:23, 262:24 courthouse [1] - 106:17 Courthouse [1] - 1:14 cover [3] - 22:21, 61:1, 240:18 coverage [1] - 104:8 covered [5] - 30:14, 30:17, 31:16, 149:2 covers [2] - 30:26, 148:26 cow [2] - 89:21, 175:6 Cox [3] - 105:24, 107:6, 107:7 crazy [5] - 8:2, 58:12, 196:5, 227:23 creating [1] - 85:7 credit [1] - 238:15 Creek [3] - 103:26, 104:6, 104:14 crews [2] - 82:7, 120:8 criminal [1] - 212:23 critical [4] - 16:2, 141:19, 142:7, 181:10 crucial [1] - 181:5 cruisers [1] - 253:23 crunch [2] - 241:3, 253:12 crunched [1] - 173:9 current [7] - 7:28, 74:16, 100:5, 115:11, 176:22, 184:10, 240:14	cusp [1] - 192:2 Custodian [1] - 196:25 cut [5] - 108:12, 109:16, 140:25, 142:14, 161:21 cutoff [1] - 202:10 cuts [1] - 11:8 cutting [3] - 140:22, 168:9 cycle [1] - 253:12 cycles [1] - 253:10
D				
Dale [3] - 103:12, 103:13, 103:28 data [3] - 128:17, 156:11, 178:4 date [8] - 33:15, 34:1, 42:6, 50:3, 50:20, 53:2, 55:2, 70:1 David [15] - 36:2, 36:3, 36:13, 36:17, 40:9, 41:2, 41:22, 45:18, 46:19, 80:3, 80:4, 81:5, 84:14, 173:28, 174:1 DAVIS [610] - 5:16, 5:21, 6:1, 7:5, 7:27, 8:6, 8:9, 8:12, 8:15, 8:20, 8:23, 8:26, 9:4, 9:9, 9:14, 11:13, 12:1, 13:11, 13:15, 13:18, 13:23, 13:28, 14:11, 14:14, 14:17, 14:20, 15:15, 15:20, 15:23, 15:28, 16:4, 16:7, 16:11, 16:17, 16:24, 17:3, 17:8, 17:12, 17:19, 17:24, 17:28, 18:11, 19:1, 19:10, 19:13, 19:18, 19:22, 19:26, 20:5, 20:9, 20:20, 20:23, 20:28, 21:4, 21:7, 21:20, 21:26, 22:2, 22:15, 22:20, 23:4, 23:7, 23:20, 23:24, 24:1, 24:6, 24:10, 24:15, 24:18, 24:22, 24:25, 25:3, 25:8, 25:12, 25:17, 26:10, 27:13, 28:9, 28:17, 28:20, 29:1, 30:6, 30:12, 30:20, 31:4, 31:9, 31:11, 31:28, 32:28, 35:1, 35:6, 35:9, 37:25, 38:3, 38:13, 38:18, 41:18,				

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

42:7, 42:19, 42:22, 42:26, 43:3, 43:6, 43:9, 43:23, 44:10, 44:14, 44:28, 45:18, 45:23, 45:28, 46:4, 46:7, 46:13, 46:20, 46:23, 46:25, 47:2, 47:7, 47:13, 47:21, 47:28, 48:4, 51:18, 51:23, 51:26, 52:2, 53:11, 53:18, 53:21, 55:23, 57:1, 59:5, 59:8, 59:14, 59:17, 59:20, 60:12, 61:26, 62:2, 62:6, 62:12, 62:21, 62:26, 62:28, 63:7, 63:14, 63:19, 63:23, 63:28, 64:8, 64:25, 65:2, 65:6, 65:10, 65:25, 66:4, 66:11, 66:12, 67:19, 67:24, 68:4, 68:11, 68:20, 68:25, 68:28, 69:3, 71:22, 71:25, 72:1, 72:6, 72:10, 72:16, 74:6, 75:12, 75:16, 75:22, 75:26, 76:1, 76:5, 76:17, 78:23, 78:28, 80:17, 80:22, 80:25, 81:11, 81:13, 81:15, 82:16, 82:24, 82:27, 83:3, 83:6, 84:25, 85:3, 85:6, 85:10, 85:21, 86:8, 86:13, 87:11, 87:21, 88:11, 88:16, 89:9, 89:19, 89:24, 89:27, 90:27, 91:4, 91:9, 91:12, 91:15, 91:21, 91:24, 92:2, 92:11, 92:16, 92:19, 92:28, 93:18, 93:27, 94:2, 94:6, 94:12, 94:23, 94:28, 95:3, 95:7, 95:12, 95:26, 96:2, 96:6, 96:9, 96:16, 96:20, 96:24, 96:27, 97:3, 97:9, 97:15, 98:1, 98:5, 98:11, 98:14, 98:18, 98:23, 99:23, 100:1, 100:20, 100:24, 101:1, 101:5, 102:8, 102:12, 102:24, 102:27, 103:14, 104:12, 104:16, 104:22, 104:27, 105:3, 105:15, 105:18, 105:22, 105:23, 105:28, 106:4, 106:9,	106:12, 106:20, 106:23, 107:9, 107:14, 107:25, 107:28, 108:3, 108:14, 108:20, 108:23, 109:3, 109:6, 109:13, 109:17, 109:21, 110:4, 111:15, 111:18, 111:24, 112:3, 112:9, 113:12, 113:16, 114:8, 114:14, 114:19, 114:23, 116:1, 116:6, 116:11, 116:20, 116:24, 118:8, 120:13, 120:17, 120:21, 122:4, 123:3, 123:8, 123:16, 124:26, 125:2, 125:9, 125:13, 125:15, 125:20, 125:25, 126:1, 126:5, 126:11, 126:16, 126:20, 126:25, 127:1, 127:4, 127:9, 127:13, 127:17, 128:4, 128:7, 128:20, 129:2, 129:8, 129:12, 131:9, 131:12, 131:15, 131:22, 135:24, 136:5, 136:8, 136:12, 136:18, 136:20, 136:24, 137:16, 137:20, 137:25, 138:15, 138:25, 139:1, 139:11, 139:15, 140:1, 140:4, 140:7, 140:10, 140:14, 140:21, 141:6, 141:17, 142:1, 142:5, 142:28, 143:18, 144:19, 151:15, 151:18, 152:11, 155:9, 155:20, 155:24, 156:4, 156:9, 156:13, 157:14, 157:19, 159:2, 159:6, 159:10, 159:14, 159:19, 159:23, 159:26, 160:4, 160:6, 160:9, 160:11, 160:14, 160:17, 160:18, 161:5, 161:8,	161:11, 161:15, 161:26, 162:3, 162:7, 162:15, 162:20, 162:24, 162:28, 163:6, 163:10, 163:14, 163:18, 164:5, 164:11, 164:17, 164:23, 165:2, 165:10, 165:13, 168:12, 168:16, 168:20, 168:25, 169:6, 169:12, 169:16, 169:19, 169:23, 169:27, 170:13, 171:1, 171:2, 172:16, 174:11, 175:5, 175:9, 175:15, 176:14, 176:21, 177:8, 177:13, 177:18, 177:25, 177:28, 178:5, 178:10, 178:14, 178:21, 178:25, 179:1, 179:8, 179:12, 180:1, 180:4, 180:14, 180:24, 181:15, 181:19, 181:22, 183:9, 185:5, 188:13, 188:17, 188:23, 189:5, 190:9, 192:5, 192:10, 192:12, 193:1, 193:3, 193:6, 193:9, 193:13, 193:16, 193:27, 194:3, 194:20, 195:24, 195:26, 197:25, 199:10, 200:13, 200:17, 204:15, 204:18, 204:28, 205:22, 205:28, 206:4, 206:7, 207:1, 207:6, 207:8, 207:24, 207:27, 208:22, 209:4, 209:7, 209:10, 210:1, 210:28, 212:15, 212:27, 213:9, 213:22, 213:26, 214:3, 214:7, 214:16, 214:20, 214:28, 215:5, 215:9, 215:12, 215:15, 215:21, 215:25, 216:8, 216:17, 217:11, 217:15, 217:18,	217:26, 218:4, 218:15, 218:26, 219:21, 219:26, 220:1, 220:14, 221:6, 221:18, 221:22, 222:3, 225:27, 226:6, 227:3, 227:8, 227:13, 227:17, 228:3, 228:12, 228:17, 228:20, 228:22, 229:11, 229:15, 229:18, 230:1, 230:4, 230:7, 230:9, 232:4, 234:20, 236:15, 236:21, 237:2, 237:21, 237:24, 237:27, 238:6, 238:9, 238:25, 239:8, 239:11, 243:19, 245:6, 245:23, 245:26, 247:4, 247:16, 247:18, 247:21, 248:5, 248:11, 248:16, 248:20, 251:2, 251:4, 251:7, 251:17, 251:22, 251:28, 252:7, 252:12, 252:18, 252:28, 253:13, 253:18, 254:4, 254:7, 255:16, 255:19, 255:22, 255:26, 256:2, 256:9, 256:14, 256:23, 257:1, 257:14, 257:16, 257:17, 257:20, 258:11, 258:19, 258:26, 259:19, 259:22, 260:2, 260:10, 260:24, 261:7 Davis [2] - 2:7, 2:11 dawn [1] - 251:13 day-to-day [1] - 216:28 days [5] - 39:7, 39:19, 39:28, 40:2, 99:27 dead [1] - 49:24 dead-end [1] - 49:24 deal [7] - 49:7, 52:8, 94:18, 97:12, 137:21, 175:23, 222:25 dealt [2] - 178:6, 243:13 dean [1] - 29:6	death [1] - 214:10 debit [1] - 238:15 debt [6] - 73:22, 73:26, 74:18, 246:17, 247:6, 247:9 debts [1] - 77:9 decide [4] - 65:23, 184:14, 202:5, 230:8 decided [4] - 84:15, 146:26, 154:8, 233:16 Decision [2] - 3:19, 4:8 DECISION [2] - 6:27, 77:21 decision [10] - 7:2, 77:24, 154:21, 178:1, 201:23, 227:4, 228:16, 228:18, 230:3, 255:7 decisions [4] - 7:8, 33:7, 156:25, 201:8 decrease [1] - 141:26 deed [1] - 120:16 deemed [1] - 181:10 deep [1] - 243:12 deficit [5] - 155:12, 158:18, 158:22, 159:1, 159:11 define [2] - 128:21, 159:11 definitely [4] - 139:28, 147:24, 150:17, 195:15 definition [2] - 192:9, 193:11 degree [2] - 20:3, 187:4 Deidra [9] - 2:15, 49:6, 143:9, 146:13, 156:17, 188:25, 192:6, 242:17, 257:9 DEIDRA [149] - 49:12, 139:20, 145:21, 146:2, 146:6, 146:16, 146:28, 147:9, 147:13, 147:21, 148:9, 148:16, 148:20, 148:24, 149:12, 149:16, 150:11, 150:19, 150:26, 152:24, 153:1, 153:6, 154:7, 154:14, 154:18, 154:21, 154:23, 154:28, 155:22, 155:25, 156:1, 183:27, 184:2, 184:4, 184:13,
---	--	---	--	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

185:12, 185:18, 185:28, 186:16, 187:19, 187:23, 187:27, 188:10, 188:28, 190:19, 190:26, 191:2, 191:7, 191:10, 191:17, 191:21, 191:24, 192:8, 192:11, 192:14, 192:27, 193:2, 193:5, 193:8, 193:10, 193:14, 194:12, 194:24, 195:14, 195:25, 195:28, 197:4, 197:24, 198:4, 198:18, 198:24, 199:20, 200:2, 200:15, 200:19, 200:23, 201:7, 201:23, 202:2, 202:5, 202:9, 202:14, 202:24, 202:27, 203:5, 203:8, 203:15, 204:7, 205:5, 205:9, 205:23, 206:8, 206:13, 206:18, 206:22, 206:26, 207:7, 207:13, 207:19, 208:17, 208:23, 209:5, 209:8, 209:14, 209:16, 209:19, 209:23, 209:27, 210:18, 210:22, 210:26, 211:7, 211:19, 211:25, 212:1, 212:4, 212:14, 215:16, 217:13, 217:19, 217:22, 217:25, 219:15, 219:18, 219:24, 219:28, 220:15, 220:17, 220:21, 220:25, 221:9, 221:26, 222:23, 222:26, 225:10, 225:15, 226:3, 226:7, 226:11, 226:15, 226:19, 226:23, 228:2, 228:15, 228:19, 228:21, 228:24, 229:2, 229:28 Delegation [1] - 232:20 DELIBERATIONS [6] - 1:4, 6:11, 6:15, 9:25,	32:4, 48:10 Deliberations [9] - 3:10, 3:12, 3:14, 3:16, 101:20, 103:9, 183:18, 183:21, 261:15 Deliberations..... [1] - 3:9 delve [1] - 253:5 demotions [1] - 211:26 department [34] - 12:28, 17:6, 17:17, 18:28, 20:13, 20:26, 22:14, 25:18, 26:27, 27:12, 103:5, 140:23, 141:11, 143:10, 145:11, 146:11, 149:7, 154:1, 178:23, 209:13, 209:21, 209:23, 210:20, 213:12, 213:18, 214:23, 216:12, 216:13, 225:6, 225:28, 227:14, 253:26 DEPARTMENT [4] - 6:16, 6:20, 9:26, 10:6 Department [12] - 2:10, 2:12, 2:15, 2:18, 2:20, 16:3, 76:10, 94:21, 101:26, 102:1, 145:4, 256:18 Department..... [1] - 4:12 Department..... ... [1] - 4:7 Department..... [2] - 3:11, 3:13 departments [8] - 28:21, 29:7, 111:20, 142:15, 151:8, 164:7, 196:24, 254:20 depreciation [1] - 239:27 depth [1] - 242:11 describe [1] - 207:2 descriptions [1] - 199:7 deserve [1] - 151:19 detail [1] - 242:12 determination [2] - 39:2, 40:1 determine [1] - 128:16 determined [2] -	98:19, 153:12 Development [2] - 79:17, 80:11 device [2] - 103:26, 104:8 difference [7] - 17:14, 59:25, 110:15, 185:18, 201:14, 205:24, 235:19 different [21] - 20:12, 22:23, 52:18, 55:11, 90:25, 92:15, 96:3, 103:3, 127:22, 158:10, 158:12, 168:22, 186:14, 195:15, 199:5, 199:7, 220:7, 229:1, 231:11, 238:5, 253:10 differential [1] - 230:26 difficult [1] - 41:1 digest [1] - 88:28 diming [1] - 177:3 direct [1] - 87:17 directed [1] - 233:22 direction [6] - 107:6, 107:8, 145:26, 146:7, 149:5, 206:14 director [2] - 88:27, 175:20 Director [3] - 2:9, 2:15, 2:19 Disabilities [1] - 132:9 discretion [3] - 66:2, 202:1 discuss [4] - 108:8, 142:18, 178:1, 200:20 discussed [6] - 41:20, 92:21, 92:22, 108:9, 119:28, 228:16 Discussion [1] - 3:19 discussion [5] - 35:19, 35:21, 143:12, 220:27, 239:15 DISCUSSION [1] - 77:21 Discussions [1] - 3:17 DISCUSSIONS [1] - 73:3 disparities [1] - 200:3 disrespect [1] - 190:9 distributed [1] - 241:5 district [1] - 60:2 dive [1] - 244:12 divide [2] - 34:14, 34:23 documented [2] -	38:12, 138:1 doggone [2] - 239:17, 240:7 dogs [3] - 116:26, 127:14, 136:27 dollar [9] - 56:20, 59:2, 77:3, 133:12, 134:24, 144:27, 187:6, 233:1, 233:6 dollars [90] - 7:25, 10:11, 10:23, 10:28, 11:12, 53:4, 55:8, 55:14, 55:17, 56:9, 57:12, 57:18, 57:19, 70:2, 75:2, 77:9, 77:11, 78:18, 78:26, 79:9, 79:11, 81:18, 82:17, 82:23, 82:28, 83:2, 84:12, 86:20, 90:18, 90:20, 102:7, 102:19, 105:12, 112:6, 126:28, 127:7, 127:20, 130:9, 133:15, 139:18, 139:19, 142:26, 145:2, 149:26, 152:1, 152:21, 154:5, 157:26, 157:28, 161:12, 170:16, 178:11, 179:24, 179:25, 181:6, 184:20, 185:25, 186:19, 192:18, 192:20, 192:22, 195:20, 195:22, 196:1, 196:10, 196:14, 196:17, 197:10, 197:12, 197:15, 198:12, 198:15, 200:28, 201:2, 201:5, 204:13, 228:10, 230:12, 231:17, 232:18, 233:28, 234:2, 234:17, 234:18, 235:19, 241:17, 246:16, 249:24, 250:15, 257:12 don [1] - 173:2 donate [3] - 117:20, 118:17, 119:2 donated [1] - 120:13 done [28] - 28:14, 37:3, 38:2, 38:6, 38:14, 46:5, 46:11, 76:23, 87:17, 87:23, 107:7, 111:26, 113:19, 128:1,	140:9, 150:16, 151:11, 154:25, 203:23, 220:5, 245:3, 246:17, 256:17, 259:1, 259:3, 259:28 dong [1] - 195:5 DONNA [2] - 124:2, 245:19 Donna [4] - 2:16, 49:6, 123:27, 242:18 Dothan [2] - 103:13, 103:15 double [1] - 148:25 Dove [3] - 117:19, 123:6, 123:7 down [39] - 6:24, 11:8, 31:3, 31:8, 37:13, 54:11, 55:1, 55:8, 55:14, 67:16, 71:1, 73:13, 92:13, 105:11, 106:26, 117:10, 117:27, 125:19, 141:19, 142:25, 149:1, 149:5, 154:18, 156:17, 170:4, 196:25, 212:21, 213:11, 216:22, 217:4, 218:25, 230:3, 231:2, 232:5, 240:4, 241:25, 245:9, 245:19, 262:7 downhill [1] - 65:13 dozers [1] - 158:6 drawn [2] - 56:4, 221:12 dress [1] - 122:28 driven [5] - 38:23, 38:25, 38:26, 47:22, 254:19 drop [2] - 70:7, 73:16 drove [1] - 238:23 due [2] - 41:16, 129:17 duh [1] - 97:17 dumb [1] - 182:17 dump [8] - 166:24, 167:2, 168:26, 169:15, 252:26, 253:2, 253:4, 255:28 dumped [1] - 16:13 duped [1] - 95:27 duplicate [1] - 7:23 during [7] - 21:25, 23:1, 28:3, 70:15, 147:6, 220:26, 229:19 duties [5] - 188:8, 188:12, 188:14, 194:26, 198:27
---	--	---	--	---

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

Dyess ^[1] - 2:13 DYESS ^[152] - 12:17, 15:16, 15:21, 15:24, 16:2, 18:26, 19:5, 20:14, 22:27, 25:25, 25:28, 26:11, 26:18, 26:21, 26:24, 26:27, 27:3, 27:6, 27:15, 27:19, 27:27, 28:8, 28:10, 29:4, 29:16, 29:19, 29:22, 30:1, 30:14, 30:28, 31:7, 31:10, 31:13, 31:16, 35:15, 35:18, 35:27, 36:10, 38:20, 39:22, 40:20, 41:25, 41:28, 42:3, 42:11, 42:21, 42:25, 43:1, 43:5, 43:8, 43:11, 43:22, 44:20, 44:27, 45:5, 45:8, 45:11, 45:14, 45:21, 45:25, 46:3, 46:6, 46:10, 46:15, 46:24, 46:27, 47:16, 47:19, 48:3, 64:12, 64:18, 64:21, 64:24, 64:27, 79:16, 79:28, 80:2, 80:10, 80:13, 81:17, 81:26, 82:1, 82:7, 82:10, 82:13, 82:20, 82:26, 83:5, 83:8, 83:17, 83:23, 84:5, 84:9, 84:13, 84:17, 84:24, 85:2, 85:5, 85:9, 85:12, 118:11, 119:27, 120:5, 120:7, 120:25, 121:1, 121:5, 121:10, 121:18, 121:22, 121:25, 122:2, 122:7, 122:27, 123:2, 123:7, 123:11, 123:22, 123:25, 124:16, 124:20, 137:11, 152:16, 152:19, 152:26, 153:4, 153:7, 153:10, 153:14, 153:18, 153:25, 154:3, 154:22, 154:25, 155:4, 172:6, 172:9, 173:11, 173:20, 180:6, 180:21, 180:26, 181:3, 181:7, 181:17, 181:20, 181:24, 182:1, 182:7, 182:9, 182:12, 209:21 DYS ^[1] - 233:21	E e-mail ^[4] - 110:1, 110:2, 122:17, 142:20 e-mailed ^[1] - 33:3 e-mails ^[1] - 33:3 early ^[2] - 95:16, 230:17 earn ^[1] - 49:6 ease ^[1] - 175:21 easier ^[1] - 244:19 easiest ^[2] - 146:27, 147:1 easy ^[4] - 40:28, 121:11, 204:16, 222:22 eats ^[1] - 56:5 economic ^[4] - 141:22, 160:27, 253:10, 253:12 economy ^[1] - 11:2 Education ^[1] - 233:3 effective ^[1] - 41:13 efficiency ^[1] - 77:16 efficient ^[3] - 39:17, 41:1, 104:5 effort ^[1] - 49:3 eggs ^[1] - 214:17 eight ^[28] - 10:10, 18:27, 19:3, 19:6, 21:16, 50:7, 50:20, 59:23, 59:24, 60:16, 60:18, 60:23, 67:11, 96:13, 101:9, 101:27, 141:8, 152:23, 154:4, 155:7, 157:25, 164:20, 168:26, 181:5, 181:17, 189:18, 197:9, 197:12 eighteen ^[2] - 139:18, 195:22 eighth ^[1] - 193:19 eighty ^[8] - 58:17, 89:14, 91:19, 101:11, 129:7, 179:24, 179:25, 180:19 eighty-seven ^[2] - 89:14, 91:19 eighty-something ^[1] - 58:17 eighty-three ^[1] - 101:11 either ^[13] - 39:3, 44:1, 85:7, 97:28, 101:1, 109:21, 122:16,	140:25, 146:13, 158:18, 176:22, 203:20, 214:13 elected ^[2] - 186:27, 215:6 election ^[18] - 49:17, 53:26, 56:12, 57:28, 58:3, 58:5, 59:23, 60:1, 60:17, 60:20, 60:27, 61:1, 61:3, 64:15, 64:23, 65:27, 70:5 elections ^[7] - 53:24, 53:25, 56:2, 61:20, 99:12, 99:14, 172:25 electrical ^[2] - 21:18, 22:6 eleven ^[6] - 22:21, 70:2, 79:9, 81:17, 84:8, 84:12 EMA ^[2] - 100:11, 103:21 embarking ^[1] - 218:11 embarrassing ^[1] - 227:18 embrace ^[1] - 219:3 employ ^[1] - 208:9 employee ^[7] - 49:19, 49:21, 70:12, 100:12, 149:25, 212:22, 219:20 employees ^[18] - 138:6, 143:14, 144:25, 181:16, 184:15, 185:14, 189:27, 191:1, 199:27, 204:1, 205:7, 205:25, 210:10, 211:19, 211:21, 213:6, 214:6 employees' ^[1] - 203:26 employer ^[1] - 20:10 emulate ^[1] - 176:23 encompass ^[1] - 8:19 end ^[9] - 28:14, 34:2, 42:9, 49:24, 88:16, 118:12, 233:13, 234:11, 239:18 ends ^[1] - 209:9 enforce ^[1] - 41:8 enforcement ^[1] - 176:17 Engineer ^[3] - 197:1, 197:2, 199:14 enjoy ^[2] - 109:28, 110:2 enterprise ^[1] - 251:9 entities ^[3] - 24:16,	84:27, 87:15 entitlement ^[1] - 112:8 entity ^[4] - 80:18, 81:16, 84:20, 111:19 entry ^[3] - 156:11, 188:6, 199:23 equal ^[3] - 200:3, 202:6, 202:11 Equalization ^[1] - 233:8 equipment ^[8] - 141:7, 166:11, 166:13, 167:25, 167:27, 251:23, 251:24, 252:1 equitable ^[1] - 203:10 equity ^[1] - 206:19 especially ^[6] - 15:3, 27:25, 157:12, 215:11, 228:26, 254:13 essential ^[2] - 163:25, 216:27 essentially ^[1] - 251:14 estimated ^[1] - 7:24 Estuary ^[1] - 131:7 et ^[1] - 103:6 evaluated ^[1] - 214:25 evaluation ^[6] - 193:22, 209:13, 212:14, 212:15, 214:22, 214:23 evaluations ^[8] - 189:23, 190:4, 208:20, 208:22, 208:25, 209:4, 213:6, 213:8 event ^[3] - 81:17, 239:28, 249:20 events ^[1] - 84:3 eventually ^[1] - 87:7 everywhere ^[1] - 8:16 evolving ^[2] - 215:26, 219:4 exact ^[2] - 187:8, 198:7 exactly ^[11] - 63:7, 90:24, 95:24, 105:25, 117:2, 178:26, 179:2, 180:23, 218:27, 236:20, 236:22 example ^[8] - 29:7, 103:25, 109:26, 164:1, 198:11, 200:26, 201:26, 204:28 Excel ^[1] - 257:28 excellent ^[1] - 28:11	except ^[4] - 11:16, 109:11, 191:15, 257:13 exchange ^[1] - 97:10 excuse ^[1] - 189:6 existing ^[2] - 77:4, 77:8 expanding ^[1] - 14:5 expect ^[2] - 42:20, 160:24 expectations ^[3] - 129:15, 149:21, 150:9 expected ^[1] - 216:3 expecting ^[1] - 178:7 expedited ^[1] - 144:22 expenditures ^[4] - 11:20, 34:21, 51:20, 250:5 expense ^[2] - 100:6, 233:15 expenses ^[5] - 159:12, 230:26, 231:16, 240:5, 243:25 expensive ^[1] - 147:16 experience ^[10] - 16:28, 21:18, 25:4, 26:8, 28:13, 110:9, 140:15, 165:17, 188:5, 195:18 experienced ^[1] - 23:23 expert ^[1] - 181:11 expertise ^[1] - 199:21 explain ^[6] - 45:19, 56:16, 56:20, 69:2, 145:23, 149:6 explained ^[1] - 252:25 explaining ^[1] - 147:5 express ^[1] - 137:21 Express ^[2] - 61:6, 64:14 Extension ^[1] - 22:26 extent ^[1] - 176:3 extra ^[4] - 11:1, 19:23, 24:26, 70:15 eye ^[2] - 104:15, 249:23
F F-150 ^[1] - 10:17 facilities ^[1] - 251:19 facility ^[4] - 107:15, 128:25, 128:27, 129:14 fact ^[3] - 18:4, 237:13, 243:26 factored ^[1] - 160:16				

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

factoring [2] - 184:27, 185:12 factors [1] - 184:21 facts [1] - 256:17 fair [4] - 150:16, 193:27, 203:9, 221:2 Fairhope [4] - 1:13, 1:15, 95:16 fairly [1] - 154:10 fairs [1] - 20:19 fall [4] - 31:3, 71:7, 216:11, 244:13 falls [1] - 216:12 familiar [2] - 120:1, 235:5 fantastic [1] - 259:28 far [6] - 47:14, 64:14, 81:5, 168:23, 168:24, 253:7 fast [1] - 245:20 fault [1] - 203:26 favor [2] - 6:3, 261:11 favorable [7] - 234:9, 235:9, 235:11, 235:12, 239:13 fear [1] - 31:19 February [1] - 12:22 Federal [2] - 81:10, 131:23 fee [5] - 103:26, 103:27, 104:9, 116:2, 116:3 feedback [2] - 45:17, 215:8 Felisha [3] - 201:26, 227:14, 228:11 Felisha's [2] - 178:13, 225:19 fell [2] - 203:27, 225:7 felt [1] - 149:24 feral [1] - 125:25 few [6] - 15:22, 36:21, 95:17, 120:14, 120:17, 151:23 field [3] - 18:3, 24:27, 196:22 fifteen [13] - 40:12, 59:23, 60:15, 114:3, 133:15, 135:18, 189:19, 192:21, 200:28, 233:28, 234:2, 254:3 fifty [33] - 10:10, 10:12, 18:27, 19:3, 19:6, 33:23, 33:26, 56:20, 58:16, 75:2, 77:8, 127:20, 130:8, 133:12, 140:24, 140:26, 140:27, 141:12, 142:11,	142:12, 144:9, 170:16, 185:25, 186:19, 187:9, 187:16, 189:22, 198:17, 198:20, 231:19, 241:7, 246:15 fifty-eight [3] - 18:27, 19:3, 19:6 fifty-four [3] - 10:10, 10:12, 142:12 fifty-six [1] - 58:16 fifty-two [2] - 231:19 figure [7] - 79:7, 80:6, 125:18, 144:27, 201:13, 203:21, 256:11 figured [1] - 157:28 file [3] - 80:25, 109:9, 124:14 fill [2] - 190:5, 208:10 final [3] - 40:1, 40:3, 156:10 finally [4] - 242:26, 243:14, 243:15 FINANCE [718] - 5:4, 5:9, 5:24, 6:2, 6:5, 6:12, 9:15, 9:18, 9:22, 9:27, 13:19, 14:23, 14:26, 15:1, 15:5, 15:26, 18:9, 18:13, 19:11, 19:15, 19:20, 19:24, 19:28, 20:7, 20:11, 20:15, 20:21, 20:25, 21:2, 22:24, 22:28, 23:5, 23:8, 23:22, 23:26, 24:3, 24:8, 25:20, 25:23, 25:26, 26:25, 27:9, 27:16, 27:20, 27:24, 28:1, 28:15, 28:18, 28:23, 28:27, 29:2, 29:14, 29:17, 29:20, 29:23, 30:16, 30:24, 31:1, 31:5, 31:14, 31:18, 31:22, 31:25, 32:11, 32:15, 32:25, 33:2, 33:5, 33:8, 33:12, 33:28, 34:4, 34:8, 34:13, 34:22, 35:4, 35:11, 35:16, 35:25, 36:1, 36:12, 36:28, 37:5, 37:9, 37:14, 37:19, 40:18, 41:11, 41:19, 41:26, 42:1, 42:4, 42:8, 44:8, 44:12, 44:16, 44:24, 45:2, 45:6, 45:9, 45:12, 45:16, 45:27, 47:5,	47:11, 47:26, 48:6, 48:17, 50:12, 50:15, 51:11, 51:16, 53:16, 53:28, 54:6, 54:10, 54:14, 54:23, 54:28, 55:7, 55:13, 55:25, 55:28, 56:7, 56:13, 56:17, 57:14, 57:20, 58:4, 58:14, 58:24, 59:1, 59:6, 59:21, 60:8, 60:14, 61:2, 61:5, 61:8, 61:11, 61:17, 61:23, 61:28, 62:4, 62:10, 62:15, 62:19, 62:23, 63:11, 63:17, 63:21, 63:25, 64:3, 64:6, 64:10, 64:16, 64:19, 64:22, 64:28, 65:4, 65:8, 65:14, 65:17, 66:1, 66:6, 66:9, 66:16, 66:20, 66:27, 67:4, 67:10, 67:15, 67:21, 68:13, 68:16, 68:23, 68:26, 69:1, 69:5, 69:22, 69:26, 70:6, 70:18, 70:24, 70:28, 71:5, 71:10, 71:14, 71:20, 72:4, 72:8, 72:14, 72:19, 72:25, 72:28, 73:27, 75:4, 75:10, 75:14, 75:20, 75:24, 75:27, 76:2, 76:6, 77:18, 78:6, 78:14, 85:19, 85:24, 86:4, 86:10, 86:16, 86:24, 86:28, 87:4, 87:28, 88:21, 89:7, 89:12, 89:17, 89:22, 89:25, 90:1, 90:5, 90:9, 90:22, 91:1, 91:13, 91:17, 91:22, 92:14, 92:26, 93:16, 93:23, 94:4, 94:10, 94:14, 94:26, 95:2, 95:5, 95:9, 95:14, 95:28, 96:4, 96:7, 96:11, 96:18, 96:22, 96:25, 97:1, 97:7, 97:13, 97:19, 97:24, 98:9, 98:28, 99:4, 99:8, 99:15, 99:19, 99:25, 100:2, 100:15, 100:22, 100:27, 101:3, 101:7, 101:22, 102:4, 102:9, 102:14, 102:18, 102:25, 103:1, 103:11, 103:16, 104:13, 104:17,	104:25, 105:1, 106:14, 106:27, 107:3, 107:11, 107:16, 107:23, 107:26, 108:1, 108:5, 108:27, 109:4, 109:7, 109:14, 109:19, 109:22, 110:5, 110:27, 111:3, 111:9, 111:16, 111:22, 112:7, 114:2, 114:5, 115:6, 115:10, 115:14, 115:19, 115:23, 115:27, 116:4, 116:9, 116:17, 116:28, 117:3, 117:8, 117:15, 117:22, 117:26, 124:23, 124:27, 125:4, 125:11, 125:16, 125:23, 125:27, 126:3, 126:7, 126:13, 126:17, 126:23, 126:27, 127:6, 127:11, 127:15, 127:19, 127:28, 130:1, 130:14, 130:22, 132:7, 132:16, 132:20, 132:24, 132:28, 133:8, 134:7, 134:14, 134:20, 135:13, 135:17, 136:15, 136:19, 136:22, 136:26, 137:3, 137:7, 137:12, 137:18, 137:23, 138:13, 138:16, 138:19, 138:23, 138:27, 139:5, 139:8, 139:13, 139:17, 139:21, 139:25, 140:2, 140:5, 140:8, 140:12, 140:19, 141:4, 141:15, 141:27, 142:3, 142:16, 143:1, 143:5, 143:19, 143:24, 143:27, 144:2, 144:5, 144:8, 144:12, 144:20, 145:28, 146:4, 146:12, 146:17, 146:23, 147:7, 147:11, 147:19, 147:28, 148:4, 148:10, 148:18,	149:8, 149:13, 150:5, 151:13, 151:20, 151:24, 151:28, 152:3, 152:9, 152:14, 152:17, 153:21, 155:18, 155:27, 157:17, 158:9, 158:26, 161:3, 161:6, 161:9, 161:13, 161:17, 162:1, 162:5, 162:9, 162:13, 162:16, 162:22, 162:26, 163:4, 163:8, 163:12, 163:16, 163:26, 164:6, 164:12, 164:18, 164:24, 165:3, 165:11, 165:18, 165:27, 166:4, 166:9, 166:12, 166:19, 166:23, 166:27, 167:3, 167:7, 167:11, 167:18, 167:22, 167:28, 168:4, 169:10, 169:14, 169:17, 169:20, 170:3, 170:7, 170:20, 170:24, 171:9, 171:12, 171:18, 171:22, 172:4, 172:7, 172:12, 172:19, 173:1, 173:10, 173:14, 173:17, 173:21, 174:18, 175:3, 175:7, 175:11, 175:16, 176:5, 176:8, 177:11, 177:20, 177:26, 178:8, 178:12, 178:18, 178:27, 179:3, 179:15, 179:18, 179:23, 179:27, 180:9, 180:12, 180:15, 182:23, 182:28, 183:4, 183:7, 183:10, 183:14, 183:24, 184:11, 185:2, 185:6, 185:16, 185:20, 186:1, 186:8, 186:21, 186:25, 187:3, 187:17, 187:25, 188:7, 188:15, 188:19, 189:3, 190:7, 190:11,
---	---	--	---	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

190:24, 190:28, 191:5, 191:14, 191:19, 191:22, 191:26, 192:25, 193:26, 194:1, 194:6, 194:13, 194:22, 195:7, 195:17, 196:26, 198:10, 198:19, 199:28, 200:4, 200:21, 200:25, 201:21, 201:25, 202:3, 202:7, 202:12, 202:22, 202:26, 203:1, 203:6, 203:11, 203:19, 204:4, 204:8, 206:2, 206:5, 206:10, 206:16, 206:20, 206:24, 206:27, 207:4, 207:20, 208:5, 208:11, 209:11, 209:17, 209:25, 210:3, 210:7, 210:12, 210:15, 211:1, 211:4, 211:17, 211:23, 211:27, 213:13, 213:20, 214:12, 215:3, 215:7, 215:10, 215:13, 215:18, 215:23, 216:6, 216:9, 216:18, 217:8, 217:16, 217:20, 217:23, 218:2, 218:9, 218:17, 218:28, 219:16, 220:3, 220:16, 220:18, 221:8, 221:15, 222:6, 222:12, 222:16, 222:28, 223:4, 223:20, 223:24, 224:5, 224:14, 224:18, 224:25, 225:4, 226:21, 226:24, 227:6, 227:11, 227:15, 227:19, 228:28, 230:13, 231:23, 231:26, 234:4, 234:12, 234:22, 234:25, 235:6, 235:24, 235:27, 236:2, 236:5, 236:9, 236:13, 236:18, 236:25, 237:4, 237:10, 237:16, 237:19, 237:22,	238:3, 238:22, 239:3, 241:9, 241:19, 241:24, 241:27, 242:5, 242:13, 242:22, 243:4, 243:11, 244:5, 244:8, 244:11, 244:23, 245:15, 246:1, 246:13, 246:18, 246:23, 247:8, 248:9, 248:13, 248:18, 248:23, 248:27, 249:4, 249:10, 249:13, 249:17, 250:13, 250:18, 250:21, 250:24, 250:27, 251:15, 251:20, 251:26, 252:16, 252:22, 253:1, 253:14, 253:19, 254:5, 254:8, 255:18, 255:21, 255:24, 255:27, 256:3, 256:21, 256:24, 257:5, 258:17, 258:21, 258:24, 258:27, 259:2, 259:6, 259:11, 259:15, 259:24, 260:16, 260:21, 260:28, 261:5, 261:10 finance [1] - 97:27 Finance [2] - 2:4, 93:21 Finance/Accounting [1] - 2:17 finances [1] - 258:7 financial [11] - 73:20, 74:24, 87:13, 97:28, 109:11, 111:10, 111:17, 246:9, 250:3, 255:14, 260:14 financials [3] - 109:24, 231:9, 249:27 fine [14] - 35:20, 46:17, 82:19, 95:1, 106:15, 130:21, 133:24, 135:2, 137:6, 145:25, 160:25, 172:15, 188:16, 219:8 finish [2] - 36:13, 98:21 finished [1] - 38:17 fire [2] - 103:5, 104:11	firm [2] - 28:5, 131:26 first [13] - 6:23, 7:28, 43:26, 59:11, 102:23, 104:10, 133:28, 189:15, 202:16, 205:4, 205:15, 233:20, 233:21 fiscal [6] - 10:24, 10:26, 48:23, 154:15, 154:27, 159:15 Fiscal [1] - 3:8 FISCAL [1] - 6:10 fit [2] - 242:16, 242:19 fits [1] - 230:20 five [76] - 10:18, 11:6, 11:11, 25:14, 33:20, 34:23, 34:25, 57:21, 63:26, 66:17, 67:16, 74:9, 74:15, 74:27, 85:16, 85:25, 85:27, 85:28, 86:2, 86:5, 86:6, 86:11, 86:17, 101:27, 104:3, 110:10, 118:23, 138:21, 138:26, 139:9, 139:18, 139:26, 154:1, 158:6, 170:8, 177:4, 180:18, 183:11, 185:27, 186:13, 186:15, 186:24, 189:18, 190:21, 192:17, 192:18, 193:6, 196:6, 196:9, 196:12, 197:18, 207:12, 210:8, 210:24, 212:20, 228:12, 229:12, 229:21, 230:12, 231:21, 241:1, 249:7, 250:10, 250:16, 253:16, 253:22, 253:25, 254:12, 255:13, 256:26 five-minute [1] - 183:11 five-point-three [1] - 74:27 five-year [2] - 193:6, 253:25 fives [2] - 210:5, 210:10 fix [3] - 194:7, 194:11, 231:27 fixed [1] - 113:28 fixing [3] - 213:7, 218:12, 248:28	flagship [1] - 101:5 flood [1] - 21:19 floor [3] - 8:7, 74:19, 107:18 Florist [1] - 177:5 flower [2] - 106:18, 107:4 flowing [2] - 105:14, 106:22 focus [2] - 84:27, 190:8 Foley [4] - 49:22, 61:4, 69:19, 95:17 folks [8] - 17:18, 17:23, 18:1, 18:18, 92:9, 131:3, 214:25, 222:2 Folks [1] - 141:21 follow [1] - 121:26 following [2] - 1:12, 128:4 foot [1] - 144:17 FOR [10] - 6:15, 6:19, 9:25, 10:5, 32:4, 32:8, 48:10, 48:14, 73:3, 77:21 Ford [1] - 10:16 foregoing [2] - 262:7, 262:10 foresee [1] - 105:13 forever [3] - 100:17, 110:21, 160:26 forget [1] - 122:16 forms [1] - 190:5 formula [1] - 205:9 forties [1] - 21:23 fortune [1] - 145:17 forty [18] - 55:17, 57:12, 57:17, 57:23, 59:24, 60:18, 60:23, 67:11, 93:7, 93:8, 93:11, 96:13, 142:13, 186:24, 231:17, 234:16, 234:20, 257:11 forty-eight [3] - 60:23, 67:11, 96:13 forty-four [2] - 59:24, 60:18 forty-nine [4] - 55:17, 93:7, 93:8, 93:11 forty-six [4] - 142:13, 231:17, 234:16, 234:20 forty-two [1] - 257:11 forward [13] - 43:24, 44:4, 44:21, 44:22, 44:25, 47:8, 137:22, 140:18, 141:20, 141:23, 142:2,	216:2, 220:2 fountain [5] - 55:6, 105:7, 105:26, 106:17, 113:27 four [39] - 10:10, 10:12, 10:18, 11:4, 21:10, 22:23, 50:6, 50:19, 53:3, 57:12, 57:22, 59:24, 60:18, 70:8, 71:1, 91:25, 94:24, 97:6, 100:19, 102:19, 109:20, 141:9, 142:12, 153:16, 154:1, 170:21, 171:13, 189:14, 189:15, 190:13, 205:14, 213:25, 218:13, 219:2, 219:13, 227:5, 234:26, 234:27 four-day [1] - 218:13 fours [2] - 208:6, 208:12 fourth [1] - 111:13 freak [2] - 235:21, 242:8 freaking [2] - 235:20, 242:8 free [9] - 19:12, 19:16, 19:17, 23:9, 28:12, 113:20, 137:28, 214:9, 214:18 freeze [2] - 205:14, 211:8 frequently [1] - 163:20 friends [1] - 189:25 frivolous [2] - 81:21 front [7] - 7:10, 7:15, 9:11, 78:24, 79:2, 106:17, 226:8 frustrated [2] - 40:22, 40:23 full [1] - 114:26 fully [1] - 25:4 function [4] - 46:2, 69:17, 168:26, 218:5 functioning [1] - 198:1 FUND [8] - 6:19, 10:5, 32:8, 48:14 Fund [10] - 4:5, 4:6, 4:10, 4:11, 4:13, 4:14, 4:16, 4:17, 232:21, 233:24 fund [53] - 72:2, 87:16, 128:10, 130:17, 132:15, 133:24, 134:24, 136:3, 143:28, 144:1,
--	--	--	---	---

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

144:3, 144:6, 144:9, 158:18, 158:22, 159:1, 159:28, 160:6, 160:15, 161:16, 171:26, 179:17, 182:11, 182:18, 182:19, 182:21, 182:25, 182:26, 230:21, 230:22, 231:10, 231:13, 232:6, 232:10, 232:16, 232:17, 232:20, 232:23, 232:24, 232:25, 232:28, 233:16, 233:27, 234:26, 235:3, 236:7, 236:11, 237:3, 240:26, 245:2, 249:19, 249:23, 252:14 funded [2] - 233:9, 233:12 funding [2] - 130:19, 251:13 funds [11] - 73:9, 73:17, 121:18, 134:2, 160:12, 160:15, 179:13, 231:7, 232:14, 240:15, 251:9 future [9] - 14:3, 20:10, 141:10, 178:6, 214:8, 217:10, 237:28, 246:5, 246:6 FY [8] - 4:5, 4:10, 4:13, 4:16, 6:18, 10:4, 32:7, 48:13	159:1, 159:28, 160:6, 160:15, 161:16, 171:26, 179:17, 180:13, 182:11, 182:18, 182:19, 182:21, 182:25, 230:21, 230:22, 231:10, 232:9, 232:10, 232:23, 232:25, 235:3, 245:2, 249:23, 252:14 General [4] - 4:6, 4:11, 4:14, 4:17 generated [1] - 244:16 generation [1] - 175:1 generous [1] - 116:8 geo [1] - 54:27 girl [1] - 78:17 given [6] - 83:16, 150:14, 196:8, 211:5, 244:18, 262:11 glean [2] - 152:11, 152:12 Gloria [2] - 83:4, 83:11 GOMESA [1] - 233:11 governmental [1] - 80:19 Governor [1] - 58:6 grade [2] - 153:27, 193:12 graduated [1] - 20:2 grand [2] - 57:8, 237:14 grant [1] - 110:28 grasp [2] - 185:21, 255:28 grass [2] - 120:9, 121:14 great [7] - 16:19, 16:20, 63:13, 150:22, 161:20, 217:28, 258:8 grid [3] - 137:27, 138:3, 138:4 gross/net [1] - 195:27 group [1] - 83:7 Group [1] - 26:24 grow [1] - 160:25 growth [2] - 77:13, 160:26 Gruber [8] - 2:5, 5:10, 5:13, 41:4, 52:21, 101:19, 103:8, 172:20 GRUBER [253] - 11:15, 11:26, 12:3, 12:6, 12:15, 12:20, 12:26, 13:5, 13:10,	13:22, 16:15, 17:16, 17:22, 17:27, 18:17, 19:3, 19:8, 22:4, 22:10, 22:14, 22:17, 29:26, 30:4, 30:8, 30:19, 30:22, 32:2, 32:22, 33:11, 33:17, 33:20, 33:26, 34:12, 34:16, 34:19, 36:21, 36:25, 37:3, 37:8, 37:12, 37:17, 37:22, 37:28, 38:10, 38:16, 43:20, 47:24, 50:3, 50:10, 50:18, 51:7, 51:14, 51:22, 52:4, 52:12, 52:16, 52:24, 52:28, 53:23, 54:19, 56:25, 57:26, 58:2, 58:8, 58:12, 58:19, 59:16, 66:15, 66:24, 67:2, 67:8, 67:14, 70:11, 70:17, 71:4, 72:24, 75:9, 75:19, 76:9, 76:13, 76:16, 76:22, 76:25, 76:28, 78:13, 79:13, 79:27, 80:28, 81:8, 81:24, 81:28, 82:6, 82:8, 82:12, 82:15, 85:14, 85:23, 85:27, 86:2, 86:27, 87:3, 87:10, 87:20, 87:25, 88:6, 88:10, 88:15, 88:20, 88:24, 89:11, 89:16, 90:4, 90:8, 90:12, 90:16, 90:20, 91:7, 91:11, 92:1, 92:5, 92:13, 92:18, 93:26, 94:1, 97:22, 97:27, 98:4, 98:7, 98:13, 98:17, 98:21, 98:25, 99:3, 99:7, 99:14, 99:18, 99:22, 110:24, 111:2, 111:8, 112:2, 112:17, 112:21, 112:25, 113:1, 113:6, 113:11, 127:24, 130:7, 130:12, 130:17, 130:25, 131:2, 131:11, 131:14, 131:17, 131:21, 131:28, 132:5, 132:11, 132:15, 132:19, 132:23, 133:19, 134:10, 135:6, 135:11, 135:16, 135:20, 136:3, 136:7, 136:11, 137:6,	137:10, 147:18, 148:22, 151:4, 152:23, 154:17, 157:5, 157:9, 158:22, 160:2, 165:15, 165:21, 166:2, 166:7, 166:11, 166:15, 166:22, 166:26, 167:2, 167:6, 167:10, 167:14, 167:21, 167:25, 168:3, 168:7, 168:15, 168:19, 168:22, 169:1, 169:9, 170:2, 170:6, 170:23, 170:28, 173:24, 173:28, 174:7, 174:13, 174:21, 176:11, 176:16, 177:24, 199:9, 221:21, 221:24, 222:1, 222:5, 222:11, 222:15, 222:19, 223:3, 223:7, 224:1, 224:8, 224:17, 224:21, 225:2, 225:9, 225:14, 225:17, 225:24, 226:2, 226:5, 226:10, 226:13, 226:18, 235:11, 235:15, 236:28, 246:21, 247:26, 248:3, 248:8, 248:22, 259:27, 260:5, 260:12, 260:19, 260:26 grumbles [1] - 219:20 grumbling [1] - 219:19 guarantee [2] - 194:15, 247:15 Gubernatorial [2] - 59:26, 60:20 guess [9] - 80:15, 118:9, 119:3, 151:9, 172:5, 181:27, 182:17, 200:5, 254:1 guidance [1] - 202:18 guide [3] - 227:4, 227:5, 227:9 guiding [1] - 223:13 Gulf [1] - 226:26 guy [1] - 197:19 guys [15] - 29:9, 73:19, 108:14, 128:10, 145:11, 150:3, 161:18,	173:13, 175:12, 178:1, 227:16, 230:8, 235:2, 254:2, 258:3 H Haber [3] - 131:26, 132:3, 132:5 habit [1] - 211:8 half [21] - 9:5, 77:9, 108:13, 143:21, 144:4, 152:5, 171:23, 190:16, 190:17, 201:4, 201:11, 201:15, 201:17, 202:4, 204:11, 204:24, 204:25, 207:2, 232:18, 232:26, 241:17 halt [1] - 149:21 Hanak [1] - 2:15 HANAK [149] - 49:12, 139:20, 145:21, 146:2, 146:6, 146:16, 146:28, 147:9, 147:13, 147:21, 148:9, 148:16, 148:20, 148:24, 149:12, 149:16, 150:11, 150:19, 150:26, 152:24, 153:1, 153:6, 154:7, 154:14, 154:18, 154:21, 154:23, 154:28, 155:22, 155:25, 156:1, 183:27, 184:2, 184:4, 184:13, 185:12, 185:18, 185:28, 186:16, 187:19, 187:23, 187:27, 188:10, 188:28, 190:19, 190:26, 191:2, 191:7, 191:10, 191:17, 191:21, 191:24, 192:8, 192:11, 192:14, 192:27, 193:2, 193:5, 193:8, 193:10, 193:14, 194:12, 194:24, 195:14, 195:25, 195:28, 197:4, 197:24, 198:4, 198:18, 198:24, 199:20, 200:2,
G				
gain [1] - 190:1 gained [1] - 21:24 gap [7] - 53:20, 55:18, 56:21, 57:24, 59:2, 69:25, 141:3 gaps [1] - 95:17 Gas [1] - 233:24 gas [2] - 233:25, 233:26 gasoline [1] - 231:8 Gateway [1] - 108:10 GENERAL [4] - 6:19, 10:5, 32:8, 48:14 general [36] - 48:22, 61:9, 64:15, 64:23, 65:5, 143:28, 144:1, 144:3, 144:6, 144:9, 158:18, 158:22,				

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

<p>200:15, 200:19, 200:23, 201:7, 201:23, 202:2, 202:5, 202:9, 202:14, 202:24, 202:27, 203:5, 203:8, 203:15, 204:7, 205:5, 205:9, 205:23, 206:8, 206:13, 206:18, 206:22, 206:26, 207:7, 207:13, 207:19, 208:17, 208:23, 209:5, 209:8, 209:14, 209:16, 209:19, 209:23, 209:27, 210:18, 210:22, 210:26, 211:7, 211:19, 211:25, 212:1, 212:4, 212:14, 215:16, 217:13, 217:19, 217:22, 217:25, 219:15, 219:18, 219:24, 219:28, 220:15, 220:17, 220:21, 220:25, 221:9, 221:26, 222:23, 222:26, 225:10, 225:15, 226:3, 226:7, 226:11, 226:15, 226:19, 226:23, 228:2, 228:15, 228:19, 228:21, 228:24, 229:2, 229:28</p> <p>hand [4] - 74:17, 117:21, 129:19</p> <p>hand-in-hand [1] - 129:19</p> <p>handful [1] - 200:8</p> <p>handle [8] - 13:12, 13:16, 14:8, 42:14, 43:10, 45:3, 125:18, 250:2</p> <p>handled [1] - 126:6</p> <p>handling [3] - 44:21, 87:26, 216:4</p> <p>hands [3] - 18:3, 19:23, 24:26</p> <p>hang [5] - 76:11, 76:14, 112:22, 112:26, 160:13</p> <p>Hang [1] - 41:23</p> <p>hanging [2] - 71:23, 102:23</p> <p>happy [4] - 62:17, 64:2, 96:23, 189:25</p>	<p>hard [10] - 15:11, 30:8, 33:14, 160:19, 181:12, 199:6, 199:11, 216:27, 244:26, 257:28</p> <p>hardly [2] - 21:14, 254:12</p> <p>hardship [2] - 222:2, 222:9</p> <p>hardworking [1] - 138:7</p> <p>hastily [1] - 45:24</p> <p>head [8] - 29:22, 112:19, 113:3, 146:11, 209:21, 209:23, 213:12, 227:14</p> <p>headlights [2] - 78:24, 79:3</p> <p>heads [11] - 108:28, 143:11, 145:11, 178:24, 209:13, 213:18, 214:23, 216:13, 225:6, 225:28, 253:26</p> <p>heads-up [1] - 108:28</p> <p>health [7] - 54:1, 220:27, 220:28, 221:2, 221:10, 232:16, 232:17</p> <p>Health [1] - 221:3</p> <p>healthy [2] - 249:6, 249:21</p> <p>hear [3] - 140:16, 165:12, 217:5</p> <p>heard [4] - 41:7, 190:12, 191:27, 220:9</p> <p>hearing [3] - 137:1, 151:21, 151:25</p> <p>Heart [1] - 130:4</p> <p>heart [1] - 117:10</p> <p>heavies [1] - 240:9</p> <p>heavy [3] - 166:11, 166:13, 167:25</p> <p>HELD [1] - 1:2</p> <p>held [1] - 1:12</p> <p>Help [1] - 179:4</p> <p>help [18] - 19:16, 19:17, 19:27, 62:24, 70:15, 87:5, 89:13, 113:28, 129:25, 130:5, 133:9, 133:16, 146:19, 171:4, 205:20, 240:17, 252:13</p> <p>helped [1] - 185:10</p> <p>helpful [2] - 16:1, 49:8</p> <p>helping [4] - 69:15, 87:15, 114:22,</p>	<p>116:16</p> <p>helps [4] - 244:24, 244:27</p> <p>hereby [1] - 262:6</p> <p>hesitate [1] - 227:24</p> <p>hidden [1] - 68:24</p> <p>high [4] - 13:3, 27:22, 56:1, 255:6</p> <p>higher [1] - 195:2</p> <p>Highway [8] - 76:10, 144:11, 164:22, 197:1, 197:2, 231:12, 232:25, 232:26</p> <p>himself [1] - 157:7</p> <p>hire [7] - 69:9, 185:26, 188:5, 196:15, 199:12, 199:17, 199:23</p> <p>hired [3] - 26:4, 186:13, 199:26</p> <p>hiring [2] - 164:3, 186:28</p> <p>Historic [2] - 79:17, 80:11</p> <p>Historical [2] - 83:1, 131:25</p> <p>hit [1] - 257:22</p> <p>hold [3] - 127:22, 180:20, 240:11</p> <p>holding [1] - 90:6</p> <p>hole [2] - 101:25, 102:20</p> <p>holes [1] - 194:4</p> <p>hollering [1] - 131:2</p> <p>home [2] - 128:28, 232:2</p> <p>honest [1] - 69:18</p> <p>honestly [1] - 146:13</p> <p>hope [4] - 43:24, 53:8, 174:15, 260:6</p> <p>Hope's [2] - 34:16, 34:19</p> <p>hopefully [2] - 86:22, 87:8</p> <p>hoping [1] - 49:20</p> <p>hour [3] - 200:28, 201:2, 209:3</p> <p>hours [8] - 26:11, 47:18, 47:20, 47:22, 96:13, 100:19, 164:20, 219:13</p> <p>house [9] - 79:5, 79:10, 79:23, 80:8, 80:10, 81:20, 106:7, 129:1, 129:6</p> <p>Howell [1] - 2:19</p> <p>HOWELL [54] - 10:8, 11:22, 11:27, 12:4, 12:10, 12:13, 12:16,</p>	<p>12:21, 13:1, 13:7, 13:14, 13:17, 13:26, 14:7, 14:12, 14:16, 14:18, 14:21, 14:25, 14:28, 15:3, 15:7, 16:5, 16:10, 16:12, 16:16, 16:22, 17:2, 17:7, 17:10, 20:24, 21:6, 21:11, 21:22, 21:28, 22:7, 22:12, 22:18, 22:21, 24:13, 24:17, 24:21, 24:24, 25:1, 25:6, 25:11, 25:16, 25:22, 28:22, 28:26, 30:11, 31:24, 31:27, 39:21</p> <p>Howell's [1] - 164:10</p> <p>huge [4] - 15:8, 54:14, 69:25, 83:16</p> <p>humbled [1] - 5:16</p> <p>hundred [59] - 10:9, 10:10, 11:11, 22:22, 50:4, 50:19, 50:21, 53:3, 53:5, 53:6, 55:17, 56:20, 57:12, 57:17, 57:18, 68:15, 68:17, 70:2, 75:2, 90:17, 90:20, 100:4, 101:10, 101:27, 101:28, 102:6, 102:10, 102:19, 127:20, 133:12, 134:24, 134:28, 140:27, 152:21, 152:23, 152:25, 154:4, 155:7, 155:28, 164:13, 170:8, 170:16, 181:5, 181:17, 184:20, 184:25, 185:19, 191:6, 191:11, 192:18, 192:21, 197:14, 199:6, 230:12, 231:17, 231:21, 234:17, 234:18, 237:14</p> <p>hung [1] - 171:4</p> <p>hurry [1] - 147:10</p> <p>hurt [2] - 173:11, 175:14</p> <p>HVAC [2] - 21:18, 83:26</p>	<p>ideas [2] - 45:17, 161:20</p> <p>identified [1] - 139:3</p> <p>identify [1] - 18:1</p> <p>ignored [1] - 44:1</p> <p>II [3] - 129:2, 142:23, 169:24</p> <p>II's [2] - 153:17, 154:1</p> <p>III [540] - 2:7, 5:16, 5:21, 6:1, 7:5, 7:27, 8:6, 8:9, 8:12, 8:15, 8:20, 8:23, 8:26, 9:4, 9:9, 9:14, 11:13, 12:1, 13:11, 13:15, 13:18, 13:23, 13:28, 14:11, 14:14, 14:17, 14:20, 15:15, 15:20, 15:23, 15:28, 16:4, 16:7, 16:11, 16:17, 16:24, 17:3, 17:8, 17:12, 17:19, 17:24, 17:28, 18:11, 19:1, 19:10, 19:13, 19:18, 19:22, 19:26, 20:5, 20:9, 20:20, 20:23, 20:28, 21:4, 21:7, 21:20, 21:26, 22:2, 22:15, 22:20, 23:4, 23:7, 23:20, 23:24, 24:1, 24:6, 24:10, 24:15, 24:18, 24:22, 24:25, 25:3, 25:8, 25:12, 25:17, 26:10, 27:13, 28:9, 28:17, 28:20, 29:1, 30:6, 30:12, 30:20, 31:4, 31:9, 31:11, 31:28, 32:28, 35:1, 35:6, 35:9, 37:25, 38:3, 38:13, 38:18, 41:18, 42:7, 42:19, 42:22, 42:26, 43:3, 43:6, 43:9, 43:23, 44:10, 44:14, 44:28, 45:18, 45:23, 45:28, 46:4, 46:7, 46:13, 46:20, 46:23, 46:25, 47:2, 47:7, 47:13, 47:21, 47:28, 48:4, 51:18, 51:23, 51:26, 52:2, 53:11, 53:18, 53:21, 55:23, 57:1, 59:5, 59:8, 59:14, 59:17, 59:20, 60:12, 61:26, 62:2, 62:6, 62:12, 62:21, 62:26, 62:28, 63:7, 63:14, 63:19, 63:23, 63:28, 64:8, 64:25, 65:2, 65:6, 65:10, 65:25, 66:4,</p>
--	--	--	--	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

66:11, 67:19, 67:24, 68:4, 68:11, 68:20, 68:25, 68:28, 71:22, 71:25, 72:1, 72:6, 72:10, 72:16, 74:6, 75:12, 75:16, 75:22, 75:26, 76:1, 76:5, 76:17, 78:23, 78:28, 80:17, 80:22, 80:25, 81:11, 81:13, 81:15, 83:3, 83:6, 84:25, 85:3, 85:6, 85:10, 85:21, 87:11, 87:21, 88:11, 88:16, 89:9, 89:19, 89:24, 89:27, 90:27, 91:4, 91:9, 91:12, 91:15, 91:21, 91:24, 92:2, 92:11, 92:16, 92:19, 92:28, 93:18, 93:27, 94:2, 94:6, 94:12, 94:23, 94:28, 95:3, 95:7, 95:12, 95:26, 96:2, 96:6, 96:9, 96:16, 96:20, 96:24, 96:27, 97:3, 97:9, 97:15, 98:1, 98:5, 98:11, 98:14, 98:18, 98:23, 99:23, 100:1, 100:20, 100:24, 101:1, 101:5, 102:8, 102:12, 102:24, 102:27, 103:14, 104:12, 104:16, 104:22, 104:27, 105:3, 105:22, 106:12, 107:9, 107:14, 107:25, 107:28, 108:3, 109:3, 109:6, 109:13, 109:17, 109:21, 110:4, 111:15, 111:18, 111:24, 112:3, 112:9, 113:12, 113:16, 114:19, 116:1, 116:6, 116:11, 116:20, 118:8, 120:13, 120:17, 120:21, 122:4, 123:3, 123:8, 123:16, 124:26, 125:2, 125:15, 125:20, 125:25, 126:1, 126:5, 126:11, 126:16, 126:20, 126:25, 127:1, 127:4, 127:9, 127:13, 127:17, 128:4, 128:20, 129:8, 131:9,	131:12, 131:15, 131:22, 137:16, 137:20, 137:25, 138:15, 138:25, 139:1, 139:11, 139:15, 140:1, 140:4, 140:7, 140:10, 140:14, 140:21, 141:6, 141:17, 142:1, 142:5, 143:18, 144:19, 151:15, 151:18, 152:11, 155:9, 155:20, 155:24, 157:14, 157:19, 159:6, 159:10, 159:14, 159:23, 159:26, 160:4, 160:14, 160:18, 161:8, 161:11, 161:15, 161:26, 162:3, 162:7, 162:15, 162:20, 162:24, 162:28, 163:6, 163:10, 163:14, 163:18, 164:5, 164:11, 164:17, 164:23, 165:2, 165:10, 165:13, 168:12, 168:16, 168:20, 168:25, 169:6, 169:12, 169:16, 169:19, 169:24, 170:13, 171:1, 172:16, 174:11, 175:5, 175:9, 175:15, 176:14, 176:21, 177:13, 178:5, 178:10, 178:14, 178:21, 178:25, 179:1, 180:14, 181:15, 181:19, 181:22, 183:9, 185:5, 188:13, 188:17, 188:23, 189:5, 190:9, 192:5, 192:10, 192:12, 193:1, 193:3, 193:6, 193:9, 193:13, 193:16, 193:27, 194:3, 194:20, 195:24, 195:26, 197:25, 199:10, 200:13, 200:17, 205:22, 205:28, 206:4, 206:7, 207:1, 207:8, 207:24, 207:27, 208:22, 209:4, 209:7,	209:10, 210:1, 210:28, 212:15, 212:27, 213:9, 213:22, 213:26, 214:3, 214:7, 214:16, 214:20, 214:28, 215:5, 215:9, 215:12, 215:15, 215:21, 215:25, 216:8, 216:17, 217:11, 217:15, 217:26, 218:4, 218:15, 218:26, 219:21, 219:26, 220:1, 220:14, 221:6, 221:18, 221:22, 222:3, 225:27, 226:6, 227:3, 227:8, 227:13, 227:17, 228:3, 228:22, 229:11, 230:4, 230:9, 234:20, 236:15, 236:21, 237:2, 237:21, 237:24, 237:27, 238:6, 238:9, 238:25, 239:8, 239:11, 243:19, 245:6, 245:26, 247:4, 247:16, 247:18, 247:21, 248:5, 248:11, 248:16, 248:20, 251:2, 251:4, 251:7, 251:17, 251:22, 251:28, 252:7, 252:12, 252:18, 252:28, 253:13, 253:18, 254:4, 254:7, 255:16, 255:19, 255:22, 255:26, 256:2, 256:9, 256:14, 256:23, 257:1, 257:14, 257:17, 257:20, 258:11, 258:19, 258:26, 259:19, 259:22, 260:2, 260:10, 260:24, 261:7 III's [2] - 153:16, 154:2 immediate [2] - 175:18, 209:19 IMPACT [2] - 110:28, 111:5 impact [3] - 137:26, 147:24, 258:5 implement [4] - 147:1, 154:15, 217:10,	224:2 implemented [3] - 101:24, 150:28, 154:6 implementing [1] - 8:18 importance [1] - 176:20 important [7] - 43:27, 172:2, 176:12, 185:3, 214:21, 216:19, 218:24 improve [1] - 227:10 improvement [3] - 210:8, 211:5, 232:24 include [5] - 34:16, 34:19, 75:7, 111:13, 218:5 included [2] - 60:28, 108:24 includes [1] - 257:12 including [3] - 10:27, 111:20, 215:2 increase [19] - 10:11, 49:18, 58:17, 139:10, 145:3, 152:20, 153:5, 154:4, 164:2, 178:13, 190:22, 190:27, 196:1, 200:11, 201:10, 201:16, 207:9, 237:11 increased [6] - 104:8, 108:17, 139:2, 195:21, 236:19, 237:12 increases [4] - 14:16, 58:21, 70:20, 204:3 increasing [1] - 143:6 index [1] - 195:10 Indians [1] - 103:26 indicates [101] - 13:26, 16:8, 16:22, 17:10, 17:20, 20:8, 21:21, 21:27, 22:7, 24:2, 24:9, 24:13, 25:1, 25:6, 27:27, 30:1, 36:10, 45:14, 45:21, 45:25, 46:28, 47:3, 51:28, 54:4, 54:8, 54:16, 54:21, 58:27, 61:14, 62:11, 64:11, 67:28, 68:18, 75:25, 79:19, 81:8, 83:13, 83:17, 86:8, 86:13, 94:5, 95:13, 96:10, 102:16, 105:8, 109:18, 112:2, 112:17,	115:12, 115:17, 115:21, 118:3, 119:12, 119:16, 119:20, 126:12, 129:9, 130:15, 139:23, 141:5, 141:16, 143:3, 154:12, 154:28, 156:2, 156:7, 160:2, 162:11, 163:2, 168:13, 168:17, 169:25, 174:4, 178:16, 179:10, 180:27, 191:8, 191:12, 199:9, 200:14, 204:26, 206:17, 206:25, 207:9, 207:13, 207:15, 212:16, 214:27, 218:16, 219:22, 237:8, 243:2, 243:8, 248:6, 248:25, 249:5, 249:15, 251:16, 251:21, 252:11, 256:27 individual [1] - 84:27 individually [1] - 75:13 industry [1] - 244:13 influence [1] - 87:17 Information [1] - 256:15 information [10] - 91:26, 94:7, 96:14, 109:23, 110:18, 122:1, 124:28, 229:3, 242:27, 257:8 informational [1] - 97:10 informed [1] - 64:14 infrastructure [1] - 77:17 inhouse [1] - 107:7 Initiative [1] - 108:10 inner [1] - 101:28 inner-billed [1] - 101:28 Insert [1] - 3:7 INSERT [1] - 5:23 inserting [1] - 5:25 inside [2] - 161:27, 229:22 INSPECTION [4] - 6:16, 6:20, 9:26, 10:6 Inspection [6] - 2:19, 3:11, 3:13, 4:7, 4:12, 10:2 inspector [1] - 20:12
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SUSAN C. ANDREWS, CERTIFIED COURT REPORTER NO. 287
2200 US HIGHWAY 98, SUITE 4, PMB 230, DAPHNE, ALABAMA 36526

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

150:20, 150:27, 151:5, 151:17, 151:22, 151:26, 152:2, 152:6, 152:13, 153:8, 153:11, 153:15, 153:19, 153:23, 153:26, 154:20, 155:2, 155:6, 155:11, 155:16, 156:21, 156:27, 157:2, 157:6, 157:10, 157:15, 157:21, 158:3, 158:11, 158:15, 158:19, 158:24, 158:28, 159:16, 159:21, 170:10, 170:15, 171:3, 171:7, 171:16, 171:20, 171:25, 172:1, 172:14, 172:17, 172:23, 172:27, 173:4, 173:7, 174:14, 174:22, 174:25, 177:2, 177:9, 178:22, 181:1, 181:4, 182:3, 182:6, 182:16, 182:22, 185:8, 186:6, 186:10, 186:17, 186:23, 187:2, 187:13, 187:21, 188:24, 189:2, 196:3, 196:28, 197:5, 197:11, 197:27, 198:5, 199:19, 203:13, 203:16, 203:24, 205:2, 205:6, 205:27, 207:10, 207:17, 207:22, 207:25, 207:28, 208:7, 208:13, 208:24, 209:2, 212:9, 212:18, 212:25, 213:2, 213:10, 213:15, 213:23, 213:28, 214:5, 214:14, 214:18, 214:26, 215:20, 217:6, 222:21, 222:24, 223:18, 223:22, 223:26, 224:3, 225:21, 225:25, 227:28, 228:6, 228:14, 229:9, 229:13, 229:16, 229:20, 230:10,	239:1, 242:3, 252:5, 252:10, 258:13, 259:17, 259:21, 261:9 JO [719] - 5:4, 5:9, 5:24, 6:2, 6:5, 6:12, 9:15, 9:18, 9:22, 9:27, 13:19, 14:23, 14:26, 15:1, 15:5, 15:26, 18:9, 18:13, 19:11, 19:15, 19:20, 19:24, 19:28, 20:7, 20:11, 20:15, 20:21, 20:25, 21:2, 22:24, 22:28, 23:5, 23:8, 23:22, 23:26, 24:3, 24:8, 25:20, 25:23, 25:26, 26:25, 27:9, 27:16, 27:20, 27:24, 28:1, 28:15, 28:18, 28:23, 28:27, 29:2, 29:14, 29:17, 29:20, 29:23, 30:16, 30:24, 31:1, 31:5, 31:14, 31:18, 31:22, 31:25, 32:11, 32:15, 32:25, 33:2, 33:5, 33:8, 33:12, 33:28, 34:4, 34:8, 34:13, 34:22, 35:4, 35:11, 35:16, 35:25, 36:1, 36:12, 36:28, 37:5, 37:9, 37:14, 37:19, 40:18, 41:11, 41:19, 41:26, 42:1, 42:4, 42:8, 44:8, 44:12, 44:16, 44:24, 45:2, 45:6, 45:9, 45:12, 45:16, 45:27, 47:5, 47:11, 47:26, 48:6, 48:17, 50:12, 50:15, 51:11, 51:16, 53:16, 53:28, 54:6, 54:10, 54:14, 54:23, 54:28, 55:7, 55:13, 55:25, 55:28, 56:7, 56:13, 56:17, 57:14, 57:20, 58:4, 58:14, 58:24, 59:1, 59:6, 59:21, 60:8, 60:14, 61:2, 61:5, 61:8, 61:11, 61:17, 61:23, 61:28, 62:4, 62:10, 62:15, 62:19, 62:23, 63:11, 63:17, 63:21, 63:25, 64:3, 64:6, 64:10, 64:16, 64:19, 64:22, 64:28, 65:4, 65:8, 65:14, 65:17, 66:1, 66:6, 66:9, 66:16, 66:20, 66:27, 67:4, 67:10,	67:15, 67:21, 68:13, 68:16, 68:23, 68:26, 69:1, 69:5, 69:22, 69:26, 70:6, 70:18, 70:24, 70:28, 71:5, 71:10, 71:14, 71:20, 72:4, 72:8, 72:14, 72:19, 72:25, 72:28, 73:27, 75:4, 75:10, 75:14, 75:20, 75:24, 75:27, 76:2, 76:6, 77:18, 78:6, 78:14, 85:19, 85:24, 86:4, 86:10, 86:16, 86:24, 86:28, 87:4, 87:28, 88:21, 89:7, 89:12, 89:17, 89:22, 89:25, 90:1, 90:5, 90:9, 90:22, 91:1, 91:13, 91:17, 91:22, 92:14, 92:26, 93:16, 93:23, 94:4, 94:10, 94:14, 94:26, 95:2, 95:5, 95:9, 95:14, 95:28, 96:4, 96:7, 96:11, 96:18, 96:22, 96:25, 97:1, 97:7, 97:13, 97:19, 97:24, 98:9, 98:28, 99:4, 99:8, 99:15, 99:19, 99:25, 100:2, 100:15, 100:22, 100:27, 101:3, 101:7, 101:22, 102:4, 102:9, 102:14, 102:18, 102:25, 103:1, 103:11, 103:16, 104:13, 104:17, 104:25, 105:1, 106:14, 106:27, 107:3, 107:11, 107:16, 107:23, 107:26, 108:1, 108:5, 108:27, 109:4, 109:7, 109:14, 109:19, 109:22, 110:5, 110:27, 111:3, 111:9, 111:16, 111:22, 112:7, 114:2, 114:5, 115:6, 115:10, 115:14, 115:19, 115:23, 115:27, 116:4, 116:9, 116:17, 116:28, 117:3, 117:8, 117:15, 117:22, 117:26, 124:23, 124:27, 125:4, 125:11, 125:16,	125:23, 125:27, 126:3, 126:7, 126:13, 126:17, 126:23, 126:27, 127:6, 127:11, 127:15, 127:19, 127:28, 130:1, 130:14, 130:22, 132:7, 132:16, 132:20, 132:24, 132:28, 133:8, 134:7, 134:14, 134:20, 135:13, 135:17, 136:15, 136:19, 136:22, 136:26, 137:3, 137:7, 137:12, 137:18, 137:23, 138:13, 138:16, 138:19, 138:23, 138:27, 139:5, 139:8, 139:13, 139:17, 139:21, 139:25, 140:2, 140:5, 140:8, 140:12, 140:19, 141:4, 141:15, 141:27, 142:3, 142:16, 143:1, 143:5, 143:19, 143:24, 143:27, 144:2, 144:5, 144:8, 144:12, 144:20, 145:28, 146:4, 146:12, 146:17, 146:23, 147:7, 147:11, 147:19, 147:28, 148:4, 148:10, 148:18, 149:8, 149:13, 150:5, 151:13, 151:20, 151:24, 151:28, 152:3, 152:9, 152:14, 152:17, 153:21, 155:18, 155:27, 157:17, 158:9, 158:26, 161:3, 161:6, 161:9, 161:13, 161:17, 162:1, 162:5, 162:9, 162:13, 162:16, 162:22, 162:26, 163:4, 163:8, 163:12, 163:16, 163:26, 164:6, 164:12, 164:18, 164:24, 165:3, 165:11, 165:18, 165:27, 166:4, 166:9, 166:12,	166:19, 166:23, 166:27, 167:3, 167:7, 167:11, 167:18, 167:22, 167:28, 168:4, 169:10, 169:14, 169:17, 169:20, 170:3, 170:7, 170:20, 170:24, 171:9, 171:12, 171:18, 171:22, 172:4, 172:7, 172:12, 172:19, 173:1, 173:10, 173:14, 173:17, 173:21, 174:18, 175:3, 175:7, 175:11, 175:16, 176:5, 176:8, 177:11, 177:20, 177:26, 178:8, 178:12, 178:18, 178:27, 179:3, 179:15, 179:18, 179:23, 179:27, 180:9, 180:12, 180:15, 182:23, 182:28, 183:4, 183:7, 183:10, 183:14, 183:24, 184:11, 185:2, 185:6, 185:16, 185:20, 186:1, 186:8, 186:21, 186:25, 187:3, 187:17, 187:25, 188:7, 188:15, 188:19, 189:3, 190:7, 190:11, 190:24, 190:28, 191:5, 191:14, 191:19, 191:22, 191:26, 192:25, 193:26, 194:1, 194:6, 194:13, 194:22, 195:7, 195:17, 196:26, 198:10, 198:19, 199:28, 200:4, 200:21, 200:25, 201:21, 201:25, 202:3, 202:7, 202:12, 202:22, 202:26, 203:1, 203:6, 203:11, 203:19, 204:4, 204:8, 206:2, 206:5, 206:10, 206:16, 206:20, 206:24, 206:27, 207:4, 207:20, 208:5,
---	---	---	--	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

208:11, 209:11, 209:17, 209:25, 210:3, 210:7, 210:12, 210:15, 211:1, 211:4, 211:17, 211:23, 211:27, 213:13, 213:20, 214:12, 215:3, 215:7, 215:10, 215:13, 215:18, 215:23, 216:6, 216:9, 216:18, 217:8, 217:16, 217:20, 217:23, 218:2, 218:9, 218:17, 218:28, 219:16, 220:3, 220:16, 220:18, 221:8, 221:15, 222:6, 222:12, 222:16, 222:28, 223:4, 223:20, 223:24, 224:5, 224:14, 224:18, 224:25, 225:4, 226:21, 226:24, 227:6, 227:11, 227:15, 227:19, 228:28, 230:13, 231:23, 231:26, 234:4, 234:12, 234:16, 234:22, 234:25, 235:6, 235:24, 235:27, 236:2, 236:5, 236:9, 236:13, 236:18, 236:25, 237:4, 237:10, 237:16, 237:19, 237:22, 238:3, 238:22, 239:3, 241:9, 241:19, 241:24, 241:27, 242:5, 242:13, 242:22, 243:4, 243:11, 244:5, 244:8, 244:11, 244:23, 245:15, 246:1, 246:13, 246:18, 246:23, 247:8, 248:9, 248:13, 248:18, 248:23, 248:27, 249:4, 249:10, 249:13, 249:17, 250:13, 250:18, 250:21, 250:24, 250:27, 251:15, 251:20, 251:26, 252:16, 252:22, 253:1,	253:14, 253:19, 254:5, 254:8, 255:18, 255:21, 255:24, 255:27, 256:3, 256:21, 256:24, 257:5, 258:17, 258:21, 258:24, 258:27, 259:2, 259:6, 259:11, 259:15, 259:24, 260:16, 260:21, 260:28, 261:5, 261:10 Jo [2] - 2:4, 151:6 job [29] - 14:2, 14:27, 16:21, 20:19, 39:18, 43:13, 46:5, 49:23, 63:16, 78:19, 94:7, 147:5, 150:22, 172:15, 174:13, 187:1, 187:6, 193:21, 193:22, 196:6, 197:21, 199:7, 199:15, 199:17, 199:21, 199:25, 216:15, 256:18, 260:1 jobs [3] - 14:24, 211:22, 216:27 JOE [540] - 5:16, 5:21, 6:1, 7:5, 7:27, 8:6, 8:9, 8:12, 8:15, 8:20, 8:23, 8:26, 9:4, 9:9, 9:14, 11:13, 12:1, 13:11, 13:15, 13:18, 13:23, 13:28, 14:11, 14:14, 14:17, 14:20, 15:15, 15:20, 15:23, 15:28, 16:4, 16:7, 16:11, 16:17, 16:24, 17:3, 17:8, 17:12, 17:19, 17:24, 17:28, 18:11, 19:1, 19:10, 19:13, 19:18, 19:22, 19:26, 20:5, 20:9, 20:20, 20:23, 20:28, 21:4, 21:7, 21:20, 21:26, 22:2, 22:15, 22:20, 23:4, 23:7, 23:20, 23:24, 24:1, 24:6, 24:10, 24:15, 24:18, 24:22, 24:25, 25:3, 25:8, 25:12, 25:17, 26:10, 27:13, 28:9, 28:17, 28:20, 29:1, 30:6, 30:12, 30:20, 31:4, 31:9, 31:11, 31:28, 32:28, 35:1, 35:6, 35:9, 37:25, 38:3, 38:13, 38:18, 41:18, 42:7,	42:19, 42:22, 42:26, 43:3, 43:6, 43:9, 43:23, 44:10, 44:14, 44:28, 45:18, 45:23, 45:28, 46:4, 46:7, 46:13, 46:20, 46:23, 46:25, 47:2, 47:7, 47:13, 47:21, 47:28, 48:4, 51:18, 51:23, 51:26, 52:2, 53:11, 53:18, 53:21, 55:23, 57:1, 59:5, 59:8, 59:14, 59:17, 59:20, 60:12, 61:26, 62:2, 62:6, 62:12, 62:21, 62:26, 62:28, 63:7, 63:14, 63:19, 63:23, 63:28, 64:8, 64:25, 65:2, 65:6, 65:10, 65:25, 66:4, 66:11, 67:19, 67:24, 68:4, 68:11, 68:20, 68:25, 68:28, 71:22, 71:25, 72:1, 72:6, 72:10, 72:16, 74:6, 75:12, 75:16, 75:22, 75:26, 76:1, 76:5, 76:17, 78:23, 78:28, 80:17, 80:22, 80:25, 81:11, 81:13, 81:15, 83:3, 83:6, 84:25, 85:3, 85:6, 85:10, 85:21, 87:11, 87:21, 88:11, 88:16, 89:9, 89:19, 89:24, 89:27, 90:27, 91:4, 91:9, 91:12, 91:15, 91:21, 91:24, 92:2, 92:11, 92:16, 92:19, 92:28, 93:18, 93:27, 94:2, 94:6, 94:12, 94:23, 94:28, 95:3, 95:7, 95:12, 95:26, 96:2, 96:6, 96:9, 96:16, 96:20, 96:24, 96:27, 97:3, 97:9, 97:15, 98:1, 98:5, 98:11, 98:14, 98:18, 98:23, 99:23, 100:1, 100:20, 100:24, 101:1, 101:5, 102:8, 102:12, 102:24, 102:27, 103:14, 104:12, 104:16, 104:22, 104:27, 105:3, 105:22, 106:12, 107:9, 107:14, 107:25, 107:28, 108:3, 109:3, 109:6, 109:13, 109:17,	109:21, 110:4, 111:15, 111:18, 111:24, 112:3, 112:9, 113:12, 113:16, 114:19, 116:1, 116:6, 116:11, 116:20, 118:8, 120:13, 120:17, 120:21, 122:4, 123:3, 123:8, 123:16, 124:26, 125:2, 125:15, 125:20, 125:25, 126:1, 126:5, 126:11, 126:16, 126:20, 126:25, 127:1, 127:4, 127:9, 127:13, 127:17, 128:4, 128:20, 129:2, 129:8, 131:9, 131:12, 131:15, 131:22, 137:16, 137:20, 137:25, 138:15, 138:25, 139:1, 139:11, 139:15, 140:1, 140:4, 140:7, 140:10, 140:14, 140:21, 141:6, 141:17, 142:1, 142:5, 143:18, 144:19, 151:15, 151:18, 152:11, 155:9, 155:20, 155:24, 157:14, 157:19, 159:6, 159:10, 159:14, 159:23, 159:26, 160:4, 160:14, 160:18, 161:8, 161:11, 161:15, 161:26, 162:3, 162:7, 162:15, 162:20, 162:24, 162:28, 163:6, 163:10, 163:14, 163:18, 164:5, 164:11, 164:17, 164:23, 165:2, 165:10, 165:13, 168:12, 168:16, 168:20, 168:25, 169:6, 169:12, 169:16, 169:19, 170:13, 171:1, 172:16, 174:11, 175:5, 175:9, 175:15, 176:14, 176:21, 177:13, 178:5, 178:10, 178:14, 178:21,	178:25, 179:1, 180:14, 181:15, 181:19, 181:22, 183:9, 185:5, 188:13, 188:17, 188:23, 189:5, 190:9, 192:5, 192:10, 192:12, 193:1, 193:3, 193:6, 193:9, 193:13, 193:16, 193:27, 194:3, 194:20, 195:24, 195:26, 197:25, 199:10, 200:13, 200:17, 205:22, 205:28, 206:4, 206:7, 207:1, 207:8, 207:24, 207:27, 208:22, 209:4, 209:7, 209:10, 210:1, 210:28, 212:15, 212:27, 213:9, 213:22, 213:26, 214:3, 214:7, 214:16, 214:20, 214:28, 215:5, 215:9, 215:12, 215:15, 215:21, 215:25, 216:8, 216:17, 217:11, 217:15, 217:26, 218:4, 218:15, 218:26, 219:21, 219:26, 220:1, 220:14, 221:6, 221:18, 221:22, 222:3, 225:27, 226:6, 227:3, 227:8, 227:13, 227:17, 228:3, 228:22, 229:11, 230:4, 230:9, 232:4, 234:20, 236:15, 236:21, 237:2, 237:21, 237:24, 237:27, 238:6, 238:9, 238:25, 239:8, 239:11, 243:19, 245:6, 245:26, 247:4, 247:16, 247:18, 247:21, 248:5, 248:11, 248:16, 248:20, 251:2, 251:4, 251:7, 251:17, 251:22, 251:28, 252:7, 252:12, 252:18, 252:28, 253:13, 253:18, 254:4,
---	--	--	---	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

254:7, 255:16, 255:19, 255:22, 255:26, 256:2, 256:9, 256:14, 256:23, 257:1, 257:14, 257:17, 257:20, 258:11, 258:19, 258:26, 259:19, 259:22, 260:2, 260:10, 260:24, 261:7 Joe [12] - 2:7, 38:27, 39:14, 39:17, 40:1, 40:21, 45:17, 104:20, 104:21, 156:22, 208:2 JOEY [10] - 208:19, 208:28, 236:23, 238:24, 238:27, 239:6, 243:8, 251:3, 254:27, 256:13 Joey [19] - 143:13, 144:23, 157:6, 157:13, 157:24, 158:4, 158:5, 158:16, 158:27, 170:3, 197:1, 197:7, 212:12, 231:5, 233:4, 238:20, 239:9, 242:17 Joey's [6] - 149:2, 158:23, 250:23, 251:12, 252:4, 253:5 join [1] - 5:17 Jones [3] - 172:21, 173:13, 173:15 Judge [1] - 233:22 July [3] - 10:25, 34:3, 35:3 jump [4] - 49:15, 50:24, 51:1, 51:4 jumped [1] - 10:14 juniors [1] - 19:25 Junius [1] - 105:18 jurisdiction [1] - 14:10 jurisdictions [1] - 15:18 justification [1] - 124:8 Juvenile [2] - 233:19, 233:22	174:17, 186:3, 193:21, 193:22, 198:2, 214:9, 220:23, 230:16, 248:8, 253:17, 254:2, 254:9, 254:28, 255:9, 257:24 keeping [1] - 206:15 keeps [1] - 118:20 key [1] - 171:3 kids [1] - 123:25 kill [1] - 244:20 killed [1] - 224:12 kin [1] - 262:14 kind [42] - 15:11, 16:25, 20:18, 24:27, 30:25, 33:14, 36:13, 41:9, 49:23, 80:18, 81:16, 84:11, 118:19, 119:6, 120:27, 122:8, 122:22, 125:6, 128:12, 128:15, 129:22, 138:8, 143:7, 156:17, 162:4, 162:10, 185:22, 186:11, 187:4, 195:10, 195:11, 195:12, 196:18, 207:3, 220:7, 245:8, 247:27, 252:2, 254:14, 254:21 kinds [2] - 31:7, 90:25 Kirk [1] - 15:13 knock [6] - 78:10, 105:11, 106:26, 242:4, 248:22 knocked [1] - 134:28 knocks [2] - 93:6, 93:11 knowledge [2] - 21:24, 96:12 knows [3] - 69:20, 92:21, 105:25	lady's [1] - 129:6 laid [2] - 146:18, 225:15 land [7] - 35:22, 44:23, 44:26, 117:20, 118:28, 119:2, 119:8 landfill [2] - 214:2, 240:6 landscaping [4] - 79:10, 81:18, 81:20, 84:11 language [1] - 81:24 lapses [1] - 39:28 large [1] - 145:9 largest [1] - 143:14 last [28] - 6:25, 10:12, 10:15, 10:22, 32:24, 33:22, 33:23, 50:18, 58:5, 59:25, 67:2, 70:1, 80:2, 100:19, 108:20, 112:4, 147:8, 148:6, 156:24, 220:25, 220:26, 221:9, 232:13, 237:7, 242:23, 250:4, 250:5 lastly [1] - 77:11 lasts [1] - 250:4 late [1] - 148:8 law [7] - 15:17, 59:10, 63:8, 92:25, 176:16, 227:7, 234:7 laws [1] - 94:8 Lawson [1] - 109:11 lawyers [1] - 44:15 lay [1] - 246:11 leadership [3] - 216:16, 217:9, 218:14 leading [1] - 93:20 leads [1] - 189:6 learn [2] - 100:17, 216:1 learned [2] - 251:8, 259:22 leased [1] - 74:13 least [7] - 36:22, 92:20, 147:22, 148:12, 202:8, 220:9, 232:13 leave [6] - 71:23, 102:22, 147:10, 156:19, 171:19, 203:18 leaves [1] - 85:23 leaving [3] - 49:22, 69:8, 211:26 led [1] - 5:13 Lee [1] - 109:11 left [9] - 8:25, 34:6,	95:15, 95:16, 101:19, 174:3, 185:11, 197:2, 229:27 leg [1] - 81:1 legal [4] - 34:21, 80:18, 80:23, 81:6 Legal [2] - 32:13, 122:5 legally [1] - 120:22 Legislative [1] - 232:20 legislatively [2] - 64:26, 65:7 Legislature [2] - 65:22, 234:1 legitimate [2] - 125:8, 156:15 legwork [1] - 26:7 less [7] - 9:19, 18:25, 99:27, 191:3, 198:2, 232:1 Letter [1] - 3:7 LETTER [2] - 5:23, 6:8 letter [4] - 5:26, 39:6, 109:5, 110:13 Letter..... [1] - 4:4 level [4] - 52:19, 188:6, 199:24, 236:17 liability [2] - 73:8, 73:10 librarian [1] - 110:9 library [2] - 109:26, 162:14 License [1] - 199:16 liens [1] - 122:6 lieu [2] - 82:17, 241:5 life [4] - 21:18, 21:25, 124:13, 196:21 lift [2] - 163:21, 163:22 likely [1] - 188:1 limb [1] - 87:12 limbo [1] - 79:6 limit [1] - 153:13 limited [2] - 30:23, 128:9 LINE [4] - 6:18, 10:4, 32:7, 48:13 Line [4] - 4:5, 4:10, 4:13, 4:16 line [9] - 11:10, 23:19, 59:28, 78:10, 142:25, 147:2, 180:10, 180:11, 230:11 lines [2] - 56:4, 60:3 link [1] - 24:19 LIST [1] - 6:27	List [1] - 4:8 list [4] - 76:26, 133:27, 179:12, 230:3 listen [2] - 29:8, 219:17 listened [1] - 38:7 literally [1] - 244:27 live [2] - 24:27, 160:24 lives [1] - 110:15 living [3] - 195:9, 198:25, 258:4 load [1] - 229:4 loaded [1] - 228:10 lobbyist [1] - 131:26 lobbyists [1] - 131:28 local [4] - 103:4, 103:5, 103:24, 150:22 located [2] - 103:21, 125:5 logistics [1] - 22:18 long-term [1] - 205:7 longevity [10] - 188:18, 188:21, 189:8, 192:6, 192:9, 192:15, 192:27, 193:11, 193:18 look [45] - 8:16, 12:7, 28:16, 29:21, 32:18, 33:15, 35:12, 38:27, 43:25, 54:1, 62:14, 74:4, 89:20, 119:19, 122:19, 126:8, 134:4, 143:22, 148:12, 150:1, 157:24, 175:19, 199:12, 199:25, 208:10, 217:28, 219:9, 223:12, 224:17, 226:13, 226:18, 235:3, 235:22, 239:25, 240:9, 240:13, 240:23, 241:8, 243:21, 246:15, 247:1, 247:2, 249:8, 250:8, 254:22 looked [6] - 7:9, 11:15, 93:4, 129:27, 142:18, 237:13 looking [24] - 7:22, 17:22, 19:23, 20:16, 22:25, 24:4, 25:18, 34:24, 42:17, 56:21, 56:23, 71:17, 73:22, 74:9, 84:8, 86:19, 119:5, 138:11, 168:9, 204:10, 230:18, 231:2, 240:6 looks [9] - 10:27,
K	L			
KCS [1] - 54:26 keep [24] - 79:8, 84:3, 118:24, 119:25, 136:17, 139:3, 169:1, 169:2, 174:7,	labor [6] - 23:9, 28:12, 70:9, 70:11, 155:4, 155:5 labor-intensive [1] - 155:5 ladies [2] - 49:4, 257:27 lady [5] - 7:15, 118:14, 122:16, 124:3, 124:16			

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

13:22, 50:13, 52:4, 52:5, 81:6, 111:28, 235:5 loose [1] - 69:21 lose [1] - 169:3 losing [1] - 49:19 love [4] - 23:9, 138:6, 145:15, 165:12 Love [3] - 117:9, 128:24, 128:28 lower [2] - 63:18, 184:24 lowest [1] - 139:27	marked [2] - 107:22, 108:2 market [1] - 83:27 marketing [2] - 84:26, 84:28 marks [2] - 141:23, 212:20 massive [1] - 21:23 masterpiece [1] - 257:28 match [3] - 129:16, 240:23 Materials [1] - 232:21 matter [4] - 43:28, 96:28, 190:18, 237:13 max [1] - 232:25 mean [122] - 12:26, 18:5, 18:6, 18:17, 18:18, 18:23, 20:1, 23:2, 26:16, 26:23, 28:10, 28:19, 29:6, 29:13, 30:4, 30:19, 34:9, 34:23, 37:22, 38:20, 42:16, 43:27, 50:23, 51:1, 52:25, 52:28, 54:12, 56:8, 56:14, 57:19, 58:6, 58:25, 61:15, 62:21, 65:26, 67:26, 69:23, 71:25, 73:25, 81:19, 81:20, 84:4, 84:8, 86:19, 92:5, 92:18, 98:7, 98:8, 100:23, 105:13, 106:11, 110:14, 112:5, 115:9, 119:2, 120:11, 121:11, 121:16, 121:19, 121:21, 122:2, 122:3, 123:9, 123:22, 127:1, 132:23, 133:4, 133:17, 135:12, 136:11, 141:18, 142:6, 144:6, 148:22, 154:6, 160:21, 167:26, 168:7, 168:19, 171:16, 171:20, 174:23, 176:17, 177:18, 177:19, 180:6, 188:11, 189:22, 190:4, 190:16, 191:2, 193:24, 195:18, 196:14, 197:1, 197:13, 197:16, 197:23, 197:28, 198:3, 203:25,	208:20, 215:21, 218:8, 219:2, 222:5, 223:12, 223:15, 223:16, 224:17, 226:5, 226:27, 230:10, 235:28, 236:3, 238:10, 246:8, 248:3, 260:14, 260:27 meaning [3] - 189:14, 200:8, 231:24 means [6] - 104:1, 160:24, 210:24, 236:16, 240:16, 262:9 meant [1] - 19:12 meantime [2] - 8:27, 138:4 Medicare [1] - 195:21 meet [5] - 92:8, 92:9, 97:27, 98:2, 104:21 MEETING [3] - 1:4, 5:23, 6:8 Meeting [5] - 3:7, 4:3, 183:17, 183:20, 261:14 meeting [35] - 5:5, 5:25, 41:20, 48:2, 73:10, 88:24, 92:8, 92:10, 94:1, 94:24, 98:22, 99:9, 99:11, 101:20, 103:9, 106:4, 118:23, 118:26, 145:27, 156:24, 172:2, 172:9, 172:25, 177:27, 183:18, 183:21, 202:21, 220:26, 228:23, 229:14, 229:23, 261:15, 262:11, 262:12 Meetings [2] - 41:16, 92:25 meetings [8] - 24:10, 95:15, 108:17, 108:21, 117:18, 152:7, 156:9, 172:8 meets [1] - 87:3 megasite [2] - 234:5, 234:6 members [2] - 173:12 memory [1] - 179:5 Mental [2] - 132:8, 132:11 mentioned [2] - 44:6, 83:25 merely [2] - 43:25, 123:9 merit [19] - 138:22,	138:26, 186:4, 189:8, 189:24, 193:21, 194:14, 195:8, 200:7, 200:11, 201:16, 203:17, 204:3, 204:20, 204:21, 207:5, 207:6, 207:7, 207:9 mess [4] - 157:22, 203:17, 203:20, 253:21 messing [1] - 238:28 met [5] - 41:22, 73:20, 92:6, 92:18, 97:27 middle [1] - 119:9 midyear [2] - 141:18, 142:7 might [29] - 17:1, 23:13, 23:15, 23:17, 23:18, 23:23, 23:27, 24:4, 34:25, 42:5, 55:2, 69:11, 107:4, 145:9, 161:19, 163:20, 164:9, 164:10, 164:21, 179:6, 189:20, 195:9, 200:8, 200:28, 219:8, 219:22, 226:28, 244:20 MIKE [54] - 10:8, 11:22, 11:27, 12:4, 12:10, 12:13, 12:16, 12:21, 13:1, 13:7, 13:14, 13:17, 13:26, 14:7, 14:12, 14:16, 14:18, 14:21, 14:25, 14:28, 15:3, 15:7, 16:5, 16:10, 16:12, 16:16, 16:22, 17:2, 17:7, 17:10, 20:24, 21:6, 21:11, 21:22, 21:28, 22:7, 22:12, 22:18, 22:21, 24:13, 24:17, 24:21, 24:24, 25:1, 25:6, 25:11, 25:16, 25:22, 28:22, 28:26, 30:11, 31:24, 31:27, 39:21 mike [1] - 80:1 Mike [12] - 2:19, 10:2, 13:24, 30:9, 31:20, 31:28, 32:2, 46:11, 79:28, 83:24, 164:10, 253:27 Mike's [2] - 17:16, 82:16 mileage [2] - 255:4, 255:6	miles [2] - 22:22, 164:13 million [39] - 59:2, 74:10, 74:15, 74:19, 74:27, 77:2, 77:9, 77:11, 86:20, 142:26, 144:27, 145:2, 145:6, 148:14, 152:1, 153:2, 157:26, 157:28, 158:6, 159:1, 161:12, 170:21, 171:8, 175:18, 204:13, 230:27, 231:19, 231:21, 232:18, 233:28, 234:2, 235:18, 241:17, 242:28, 243:6, 246:15, 249:24, 250:14, 257:11 mind [11] - 42:24, 43:28, 78:5, 100:3, 161:14, 185:22, 189:9, 212:24, 228:9, 250:9, 253:24 mindset [1] - 195:12 Minette [3] - 15:7, 15:8, 175:26 minimum [1] - 185:15 minute [7] - 41:23, 59:22, 98:21, 124:19, 160:13, 183:11, 238:21 minutes [4] - 83:10, 93:19, 239:23, 239:24 miscellaneous [3] - 78:15, 78:17, 126:15 misnomer [1] - 241:4 missing [1] - 69:6 mistaken [3] - 15:24, 82:2, 180:8 mistakenly [1] - 252:13 Mobile [1] - 131:7 mode [1] - 108:4 model [1] - 255:4 modernized [1] - 138:5 modify [1] - 251:8 moment [1] - 144:18 Monday [2] - 105:24, 110:1 money [49] - 49:7, 52:22, 57:2, 78:22, 79:8, 82:4, 83:12, 83:16, 83:22, 90:12, 109:25, 111:5, 111:25, 111:26,
M				
ma'am [3] - 14:25, 64:9, 72:17 Mack [1] - 16:6 Madam [4] - 6:22, 43:24, 137:17, 182:27 madam [1] - 64:12 Madison [2] - 82:2, 82:21 mail [10] - 59:11, 59:18, 63:2, 63:6, 68:3, 68:9, 110:1, 110:2, 122:17, 142:20 mailed [1] - 33:3 mailings [1] - 61:1 mails [1] - 33:3 maintain [4] - 82:4, 120:7, 252:1, 255:20 maintaining [2] - 81:26, 81:28 maintenance [8] - 121:12, 121:13, 166:7, 168:11, 254:28, 255:5, 255:11, 255:13 Maintenance [2] - 164:1, 189:10 major [2] - 59:25, 205:4 majority [1] - 38:25 man [3] - 20:1, 23:16, 246:10 Man [1] - 100:16 manageable [4] - 153:9, 154:5, 154:22 manager [1] - 210:21 managers [1] - 210:9 managing [1] - 100:9 manner [1] - 46:5 March [1] - 12:22 mark [2] - 210:10, 211:11				

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

113:24, 126:19, 134:12, 134:22, 134:25, 134:26, 136:18, 136:21, 140:25, 141:24, 151:12, 160:21, 167:14, 167:15, 169:3, 174:28, 175:2, 196:11, 198:2, 218:12, 219:10, 223:8, 223:17, 233:12, 233:14, 236:16, 236:28, 239:12, 240:2, 241:10, 246:25, 253:2, 256:5, 256:12, 257:4 monies [1] - 251:11 month [9] - 10:23, 10:26, 11:1, 51:19, 139:19, 139:27, 195:21, 198:13, 235:2 monthly [2] - 54:26, 110:6 months [18] - 10:22, 34:7, 34:24, 34:25, 36:14, 51:25, 51:26, 52:14, 53:10, 55:21, 56:23, 118:23, 235:17, 235:18, 244:3 Montrose [1] - 40:15 Morning [3] - 117:19, 123:6, 123:7 morning [5] - 5:6, 6:22, 110:1, 237:13, 252:20 most [11] - 10:13, 22:17, 43:27, 44:2, 127:16, 133:6, 147:16, 167:15, 176:12, 231:6 motion [4] - 5:28, 259:25, 261:6, 261:7 Motorola [2] - 100:8, 100:10 MOU [2] - 46:18, 46:19 mountain [1] - 247:24 move [16] - 43:24, 44:4, 44:6, 44:20, 44:21, 44:22, 44:25, 137:13, 142:2, 153:24, 190:2, 216:2, 220:2, 243:20, 245:21, 257:26 moved [3] - 188:3, 193:24, 245:17 movement [3] - 11:16,	12:27, 118:9 moving [2] - 99:3, 180:2 mow [2] - 120:8, 121:14 MPO [1] - 233:8 MR [527] - 6:22, 7:1, 7:6, 7:19, 7:20, 8:3, 8:7, 8:11, 8:14, 9:1, 9:5, 9:10, 9:21, 10:1, 10:8, 11:22, 11:27, 12:4, 12:10, 12:13, 12:16, 12:17, 12:21, 13:1, 13:7, 13:14, 13:17, 13:26, 14:7, 14:12, 14:16, 14:18, 14:21, 14:25, 14:28, 15:3, 15:7, 15:16, 15:21, 15:24, 15:25, 16:2, 16:5, 16:8, 16:10, 16:12, 16:16, 16:22, 17:2, 17:7, 17:10, 18:26, 19:5, 20:14, 20:24, 21:6, 21:11, 21:22, 21:28, 22:7, 22:12, 22:18, 22:21, 22:27, 24:13, 24:17, 24:21, 24:24, 25:1, 25:6, 25:11, 25:16, 25:22, 25:25, 25:28, 26:11, 26:18, 26:21, 26:24, 26:27, 27:3, 27:6, 27:15, 27:19, 27:27, 28:8, 28:10, 28:22, 28:26, 29:4, 29:16, 29:19, 29:22, 30:1, 30:11, 30:14, 30:28, 31:7, 31:10, 31:13, 31:16, 31:24, 31:27, 32:13, 32:20, 32:23, 32:27, 33:4, 33:7, 33:18, 33:22, 34:2, 34:7, 34:10, 34:17, 34:20, 34:28, 35:8, 35:15, 35:18, 35:27, 36:10, 38:20, 39:21, 39:22, 40:20, 41:25, 41:28, 42:3, 42:11, 42:21, 42:25, 43:1, 43:5, 43:8, 43:11, 43:22, 44:20, 44:27, 45:5, 45:8, 45:11, 45:14, 45:21, 45:25, 46:3, 46:6, 46:10, 46:15, 46:18, 46:24, 46:27, 47:16, 47:17, 47:19, 47:20, 47:25, 48:3, 48:19, 48:25, 48:28, 51:25, 51:28, 52:10,	52:13, 53:15, 53:20, 54:4, 54:8, 54:13, 54:16, 54:21, 56:22, 56:26, 57:3, 57:6, 57:27, 58:3, 58:13, 58:27, 64:12, 64:18, 64:21, 64:24, 64:27, 67:28, 68:5, 68:7, 68:15, 68:18, 68:22, 73:5, 74:1, 74:8, 76:11, 76:14, 76:19, 76:23, 76:26, 77:1, 77:23, 78:2, 79:14, 79:16, 79:19, 79:24, 79:28, 80:1, 80:2, 80:9, 80:10, 80:12, 80:13, 80:24, 81:2, 81:9, 81:12, 81:14, 81:17, 81:26, 82:1, 82:7, 82:10, 82:13, 82:20, 82:26, 83:5, 83:8, 83:13, 83:17, 83:23, 84:5, 84:9, 84:13, 84:17, 84:21, 84:24, 85:2, 85:5, 85:9, 85:12, 85:28, 86:3, 86:6, 86:15, 90:14, 90:17, 93:8, 93:12, 93:15, 100:14, 102:3, 102:16, 105:8, 105:17, 114:7, 115:4, 115:12, 115:17, 115:21, 115:25, 118:3, 118:7, 118:11, 118:15, 119:12, 119:16, 119:20, 119:27, 120:4, 120:5, 120:6, 120:7, 120:19, 120:25, 121:1, 121:5, 121:10, 121:17, 121:18, 121:22, 121:25, 121:27, 122:2, 122:7, 122:10, 122:14, 122:24, 122:27, 123:2, 123:7, 123:11, 123:12, 123:22, 123:25, 124:3, 124:7, 124:13, 124:16, 124:20, 130:10, 132:13, 136:9, 136:14, 137:1, 137:11, 138:18, 138:21, 139:7, 139:12, 139:23, 143:3, 143:22, 143:26, 144:1,	144:4, 144:7, 144:11, 152:16, 152:19, 152:26, 153:4, 153:7, 153:10, 153:14, 153:18, 153:25, 154:3, 154:12, 154:22, 154:25, 155:4, 155:14, 155:21, 156:2, 156:7, 156:12, 156:26, 157:1, 158:2, 158:13, 158:17, 158:20, 159:4, 159:8, 159:12, 159:18, 159:20, 159:25, 160:3, 160:8, 160:10, 160:13, 162:11, 163:2, 169:25, 170:19, 170:26, 171:6, 171:11, 171:15, 171:28, 172:6, 172:9, 172:26, 173:3, 173:6, 173:11, 173:16, 173:19, 173:20, 173:26, 174:4, 174:24, 176:4, 176:7, 177:7, 177:10, 177:17, 178:16, 179:10, 179:14, 179:17, 179:21, 179:25, 180:3, 180:6, 180:11, 180:21, 180:26, 180:27, 181:3, 181:7, 181:17, 181:20, 181:24, 181:27, 182:1, 182:2, 182:5, 182:7, 182:8, 182:9, 182:10, 182:12, 182:21, 182:25, 183:2, 183:6, 183:12, 183:26, 183:28, 184:3, 191:8, 191:12, 197:9, 204:14, 204:17, 204:26, 207:15, 208:16, 208:19, 208:28, 209:15, 209:21, 210:6, 210:9, 210:14, 210:17, 210:19, 210:24, 211:3, 212:3, 212:16, 212:23, 213:1, 220:20, 220:23, 230:16,	231:25, 231:28, 232:6, 234:6, 234:14, 234:18, 234:24, 235:1, 235:7, 235:12, 235:16, 235:26, 236:1, 236:4, 236:7, 236:11, 236:20, 236:22, 236:23, 237:8, 237:12, 237:18, 237:26, 238:1, 238:8, 238:11, 238:24, 238:27, 239:5, 239:6, 239:7, 239:9, 239:12, 241:11, 241:21, 241:26, 242:1, 242:7, 242:15, 243:2, 243:8, 243:10, 243:17, 243:20, 244:7, 244:10, 244:22, 244:28, 245:7, 245:17, 245:20, 245:25, 245:27, 246:3, 246:15, 246:22, 246:27, 247:5, 247:10, 247:17, 247:19, 247:23, 248:1, 248:25, 249:1, 249:8, 249:12, 249:15, 249:22, 250:17, 250:20, 250:23, 250:26, 251:1, 251:3, 251:6, 254:27, 256:13, 257:7, 257:18, 257:21, 258:15, 258:20, 258:23, 259:1 MS [282] - 48:24, 48:26, 49:2, 49:12, 49:14, 50:8, 50:14, 50:26, 51:2, 52:6, 52:17, 53:8, 54:25, 55:4, 55:12, 55:19, 55:27, 56:2, 56:11, 58:9, 58:20, 59:4, 59:13, 59:18, 59:28, 60:4, 60:25, 61:4, 61:7, 61:15, 61:19, 62:17, 62:27, 63:1, 63:5, 63:8, 63:13, 63:27, 64:2, 64:5, 65:12, 65:16, 65:24, 65:26, 66:8, 66:12, 66:19, 66:22, 66:25, 67:26, 68:2, 68:6, 68:8, 69:3, 69:7,
---	--	---	---	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

70:4, 70:12, 70:20, 70:26, 71:9, 71:12, 71:19, 72:12, 72:18, 82:16, 82:24, 82:27, 86:8, 86:13, 105:15, 105:18, 105:23, 105:28, 106:4, 106:9, 106:20, 106:23, 108:14, 108:20, 108:23, 114:8, 114:14, 114:23, 116:24, 124:2, 125:9, 125:13, 128:7, 129:12, 135:24, 136:5, 136:8, 136:12, 136:18, 136:20, 136:24, 139:20, 142:28, 145:21, 146:2, 146:6, 146:16, 146:28, 147:9, 147:13, 147:21, 148:9, 148:16, 148:20, 148:24, 149:12, 149:16, 150:11, 150:19, 150:26, 152:24, 153:1, 153:6, 154:7, 154:14, 154:18, 154:21, 154:23, 154:28, 155:22, 155:25, 156:1, 156:4, 156:9, 156:13, 159:2, 159:19, 160:6, 160:9, 160:11, 160:17, 161:5, 169:23, 169:27, 171:2, 177:8, 177:18, 177:25, 177:28, 179:8, 179:12, 180:1, 180:4, 180:24, 183:27, 184:2, 184:4, 184:13, 185:12, 185:18, 185:28, 186:16, 187:19, 187:23, 187:27, 188:10, 188:28, 190:19, 190:26, 191:2, 191:7, 191:10, 191:17, 191:21, 191:24, 192:8, 192:11, 192:14, 192:27, 193:2, 193:5, 193:8, 193:10, 193:14, 194:12, 194:24, 195:14, 195:25,	195:28, 197:4, 197:24, 198:4, 198:18, 198:24, 199:20, 200:2, 200:15, 200:19, 200:23, 201:7, 201:23, 202:2, 202:5, 202:9, 202:14, 202:24, 202:27, 203:5, 203:8, 203:15, 204:7, 204:15, 204:18, 204:28, 205:5, 205:9, 205:23, 206:8, 206:13, 206:18, 206:22, 206:26, 207:6, 207:7, 207:13, 207:19, 208:17, 208:23, 209:5, 209:8, 209:14, 209:16, 209:19, 209:23, 209:27, 210:18, 210:22, 210:26, 211:7, 211:19, 211:25, 212:1, 212:4, 212:14, 215:16, 217:13, 217:18, 217:19, 217:22, 217:25, 219:15, 219:18, 219:24, 219:28, 220:15, 220:17, 220:21, 220:25, 221:9, 221:26, 222:23, 222:26, 225:10, 225:15, 226:3, 226:7, 226:11, 226:15, 226:19, 226:23, 228:2, 228:12, 228:15, 228:17, 228:19, 228:20, 228:21, 228:24, 229:2, 229:15, 229:18, 229:28, 230:1, 230:7, 245:19, 245:23, 257:16 municipal [1] - 40:27 municipalities [3] - 18:21, 110:16, 232:22 Municipalities [1] - 233:3 municipals [1] - 48:24 Museum [1] - 177:16	N nail [1] - 31:8 name [5] - 80:2, 123:2, 123:4, 124:16, 200:27 narrow [1] - 148:28 National [1] - 131:7 nationwide [1] - 160:28 near [1] - 120:1 necessarily [3] - 129:17, 187:28, 251:24 neck [1] - 31:3 need [132] - 7:4, 8:8, 8:16, 8:27, 10:16, 10:20, 11:27, 14:4, 15:13, 18:2, 18:8, 20:18, 21:9, 21:10, 24:12, 24:22, 25:8, 25:17, 26:24, 27:7, 27:17, 28:3, 28:28, 30:17, 31:19, 37:17, 42:5, 43:10, 44:4, 44:17, 46:9, 46:25, 58:16, 60:22, 61:22, 63:19, 70:15, 72:2, 73:5, 77:25, 81:19, 84:27, 87:16, 89:3, 92:28, 93:19, 95:7, 97:10, 98:11, 98:14, 101:2, 109:23, 109:27, 110:18, 112:5, 114:21, 116:12, 121:12, 126:21, 131:4, 134:2, 134:3, 136:24, 137:20, 137:26, 137:27, 140:22, 141:1, 141:2, 141:6, 141:8, 142:4, 143:22, 144:21, 146:7, 146:18, 146:20, 147:18, 147:20, 149:9, 154:19, 163:19, 163:21, 171:24, 175:10, 176:27, 176:28, 182:17, 182:19, 184:14, 184:17, 190:3, 200:19, 201:24, 201:28, 204:5, 205:25, 208:2, 212:10, 213:7, 213:24, 214:21, 214:23, 215:22, 218:1, 218:4, 219:3, 220:2,	222:26, 223:12, 223:15, 227:9, 232:2, 236:17, 240:11, 240:24, 242:15, 248:16, 250:14, 252:19, 254:17, 254:21, 254:23, 256:25, 256:26 needed [9] - 60:27, 107:20, 108:8, 138:4, 146:6, 165:25, 181:14, 193:23, 258:10 needing [1] - 253:27 needs [17] - 25:18, 38:6, 39:1, 46:1, 48:1, 72:7, 84:28, 96:27, 116:2, 138:1, 138:5, 140:17, 141:8, 141:12, 156:18, 218:21, 224:10 negatively [4] - 109:18, 112:17, 200:14, 256:28 neighbor [1] - 119:7 neighborhood [1] - 119:7 net [3] - 77:7, 77:10 never [8] - 14:8, 14:9, 23:15, 74:5, 117:13, 196:21, 203:24, 229:25 new [28] - 8:18, 10:19, 12:3, 12:6, 12:8, 36:15, 49:21, 85:4, 88:25, 88:26, 88:27, 94:20, 110:25, 149:1, 156:19, 164:27, 165:1, 165:5, 168:26, 175:19, 184:16, 192:3, 195:12, 231:13, 248:24, 251:24, 253:28 news [1] - 65:12 next [40] - 8:4, 8:7, 9:28, 10:1, 10:17, 32:12, 32:13, 39:13, 48:1, 48:18, 48:19, 48:21, 49:16, 53:23, 57:24, 60:27, 73:1, 73:7, 73:22, 77:23, 87:3, 98:22, 106:2, 130:3, 137:13, 140:22, 141:2, 141:9, 159:15, 187:9, 188:9, 198:6, 202:21, 218:23,	227:20, 231:5, 244:2, 247:2 nice [2] - 110:6, 124:6 nickle [1] - 177:3 niece [1] - 28:2 nine [20] - 26:11, 50:5, 50:21, 53:2, 55:17, 60:16, 74:26, 89:14, 91:19, 93:7, 93:8, 93:11, 100:5, 102:6, 152:25, 155:9, 155:12, 184:20, 234:27, 244:3 nineteen [1] - 60:18 ninety [4] - 67:2, 110:13, 164:13, 234:27 ninety-one [1] - 67:2 nobody [9] - 8:24, 128:23, 128:25, 145:24, 150:9, 186:14, 210:25, 211:3, 212:20 Nobody [1] - 79:22 noise [4] - 231:18, 231:21, 231:28, 250:11 noncash [1] - 239:28 none [6] - 50:1, 99:16, 172:2, 230:5, 259:12, 259:18 nonprofit [1] - 116:25 normal [1] - 106:6 normally [1] - 75:5 North [7] - 112:14, 113:24, 113:28, 128:12, 128:25, 130:8, 134:5 north [2] - 18:25, 77:15 notch [2] - 149:25, 149:26 note [4] - 75:5, 177:28, 228:17, 230:2 notes [2] - 90:24, 95:10 nothing [12] - 38:16, 95:4, 97:28, 122:23, 124:12, 133:26, 166:2, 176:16, 190:18, 221:22, 233:8 notice [3] - 15:17, 39:15, 39:18 noticed [1] - 11:19 notified [1] - 60:26 November [4] - 65:5, 93:24, 93:26, 94:1 nowhere [1] - 119:9
---	--	---	---	---

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

<p>Number [2] - 1:16, 200:24</p> <p>number [34] - 13:12, 52:7, 84:3, 93:14, 105:16, 106:2, 108:12, 114:3, 115:2, 125:22, 128:9, 131:23, 141:14, 142:14, 142:18, 156:5, 156:15, 177:15, 181:16, 181:24, 204:16, 204:21, 205:1, 231:3, 234:10, 235:4, 235:20, 235:21, 238:18, 245:19, 247:7, 249:6, 250:9, 253:24</p> <p>numbers [21] - 10:21, 13:28, 52:8, 62:7, 72:3, 74:8, 90:24, 114:17, 128:21, 143:23, 161:23, 161:27, 177:6, 181:25, 184:19, 193:17, 206:9, 211:11, 235:22, 238:2, 238:4</p> <p>NUNNALLY [10] - 208:19, 208:28, 236:23, 238:24, 238:27, 239:6, 243:8, 251:3, 254:27, 256:13</p>	<p>221:18</p> <p>Office [3] - 7:10, 8:5, 64:13</p> <p>office [7] - 7:28, 49:22, 49:25, 55:1, 69:16, 69:19, 160:23</p> <p>Officer [1] - 256:16</p> <p>Official [1] - 74:3</p> <p>official [1] - 186:27</p> <p>officially [1] - 12:23</p> <p>offset [3] - 139:2, 240:5, 240:17</p> <p>offsets [1] - 238:15</p> <p>often [1] - 189:21</p> <p>oftentimes [1] - 7:16</p> <p>oil [4] - 233:24, 233:25, 233:26, 244:7</p> <p>old [9] - 21:15, 21:16, 23:19, 110:24, 112:13, 166:9, 251:10, 256:10</p> <p>older [1] - 255:5</p> <p>oldest [1] - 43:26</p> <p>ole [1] - 33:1</p> <p>onboard [3] - 69:16, 175:24, 184:8</p> <p>once [15] - 14:22, 15:12, 39:28, 40:6, 75:6, 119:22, 119:26, 122:17, 147:4, 149:28, 151:1, 175:19, 192:19, 251:28</p> <p>One [1] - 205:15</p> <p>one [138] - 10:15, 10:23, 12:6, 12:8, 14:8, 24:11, 25:14, 26:27, 28:4, 40:15, 40:24, 42:13, 42:27, 43:17, 47:18, 49:16, 51:4, 52:8, 56:20, 61:12, 65:27, 67:2, 69:7, 74:19, 77:16, 78:4, 78:7, 78:13, 82:27, 83:1, 83:9, 85:15, 92:20, 101:15, 103:17, 105:6, 106:15, 109:20, 110:24, 111:11, 116:2, 116:3, 117:18, 126:28, 127:7, 127:27, 129:6, 130:12, 130:18, 132:5, 132:6, 133:21, 135:9, 142:18, 142:25, 144:14, 144:23, 144:26, 145:1,</p>	<p>145:5, 145:6, 146:9, 146:14, 147:8, 148:14, 148:27, 149:5, 152:1, 153:1, 156:24, 157:25, 158:6, 159:4, 161:10, 164:13, 165:5, 165:22, 171:13, 171:19, 171:23, 176:12, 177:14, 184:6, 184:14, 186:27, 190:21, 192:20, 194:18, 197:6, 198:12, 199:11, 201:8, 201:20, 203:22, 204:13, 205:10, 207:12, 213:11, 215:11, 215:14, 216:21, 218:8, 219:2, 220:15, 220:21, 223:3, 224:10, 224:27, 225:17, 227:24, 228:4, 230:27, 231:4, 231:13, 231:16, 231:20, 232:18, 236:26, 237:5, 240:10, 240:20, 241:6, 241:22, 241:28, 243:14, 246:16, 247:14, 252:23, 255:6, 257:7</p> <p>one's [2] - 198:16, 234:8</p> <p>one-on-one [3] - 144:23, 213:11, 243:14</p> <p>one-point-five [1] - 158:6</p> <p>one-point-four [1] - 171:13</p> <p>one-point-one [1] - 241:28</p> <p>one-point-six [4] - 159:4, 230:27, 231:20, 241:22</p> <p>one-point-three [1] - 153:1</p> <p>one-point-two [5] - 74:19, 142:25, 144:26, 145:5, 148:14</p> <p>one-time [4] - 116:2, 116:3, 130:12, 133:21</p> <p>ones [19] - 12:3, 12:8, 18:21, 25:9, 25:10, 43:26, 70:22, 87:25,</p>	<p>89:6, 101:13, 117:1, 126:8, 128:23, 154:26, 157:16, 157:20, 157:23, 176:18, 191:16</p> <p>online [1] - 220:5</p> <p>onsite [1] - 100:10</p> <p>oops [2] - 67:23, 68:12</p> <p>Open [2] - 41:16, 92:25</p> <p>open [12] - 7:11, 9:11, 41:20, 92:10, 119:23, 137:28, 147:15, 152:27, 209:6, 215:19, 229:22</p> <p>opening [1] - 104:15</p> <p>opens [1] - 125:21</p> <p>operate [1] - 241:3</p> <p>operation [2] - 110:21, 251:12</p> <p>operational [2] - 100:7, 238:17</p> <p>operations [1] - 240:17</p> <p>opinion [1] - 96:28</p> <p>opportunities [1] - 23:27</p> <p>opportunity [6] - 28:11, 77:2, 216:24, 220:10, 220:11, 246:7</p> <p>opposed [2] - 26:2, 149:23</p> <p>Option [1] - 93:6</p> <p>option [4] - 146:9, 146:18, 147:1, 147:16</p> <p>options [2] - 145:23, 147:14</p> <p>orders [1] - 65:22</p> <p>organization [8] - 17:4, 112:21, 116:25, 130:20, 131:8, 134:1, 176:13, 233:10</p> <p>Orlando [1] - 218:13</p> <p>otherwise [1] - 39:12</p> <p>ourselves [1] - 65:18</p> <p>out-of-balance [1] - 234:10</p> <p>out-of-pocket [1] - 100:5</p> <p>outlay [2] - 102:10, 102:20</p> <p>outside [2] - 162:8, 178:19</p> <p>outstanding [2] - 39:25, 211:6</p>	<p>overall [1] - 254:22</p> <p>overflow [8] - 114:13, 114:24, 116:7, 116:14, 127:5, 127:9, 128:16, 129:17</p> <p>oversee [1] - 69:12</p> <p>overstepping [1] - 162:17</p> <p>overtime [6] - 49:20, 69:11, 69:13, 69:25, 70:3</p> <p>owe [1] - 151:11</p> <p>owed [1] - 151:11</p> <p>own [18] - 69:17, 74:12, 74:22, 80:8, 81:12, 95:6, 95:10, 103:17, 104:1, 104:4, 104:10, 182:2, 182:4, 182:10, 190:5, 218:13, 232:8, 232:21</p> <p>owned [3] - 79:24, 80:10, 80:12</p> <p>owner [2] - 116:26, 128:14</p> <p>owning [1] - 163:20</p> <p>owns [1] - 79:7</p>
O				
<p>objectives [1] - 242:20</p> <p>oblige [1] - 64:5</p> <p>observations [1] - 74:25</p> <p>obtained [1] - 96:13</p> <p>obviously [2] - 81:9, 208:1</p> <p>occupying [1] - 175:25</p> <p>occur [1] - 48:23</p> <p>occurs [2] - 64:23, 244:7</p> <p>October [7] - 41:13, 44:6, 45:8, 93:21, 192:16, 192:19, 246:26</p> <p>odd [1] - 52:5</p> <p>OF [4] - 5:15, 48:11, 48:15, 262:3</p> <p>offended [1] - 260:7</p> <p>offer [2] - 221:6,</p>				
P				
				<p>P-225 [1] - 87:26</p> <p>p.m [1] - 93:17</p> <p>paid [6] - 13:3, 26:12, 35:2, 54:26, 149:26, 227:14</p> <p>painting [2] - 180:13, 180:16</p> <p>panic [1] - 8:1</p> <p>parents [1] - 23:17</p> <p>park [5] - 118:18, 119:23, 120:27, 121:1, 124:9</p> <p>parking [1] - 164:26</p> <p>Parks [5] - 82:18, 121:13, 179:6, 179:9, 230:23</p> <p>parks [2] - 117:25, 241:4</p> <p>part [23] - 7:7, 8:13, 17:3, 17:16, 80:28, 81:24, 82:9, 118:10, 118:28, 124:8, 129:15, 135:11, 136:7, 140:11, 148:13, 160:23, 180:7, 216:15, 236:7, 236:11,</p>

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

<p>246:28</p> <p>particular [6] - 203:22, 225:17, 229:6, 253:5, 253:6, 255:10</p> <p>particularly [4] - 77:14, 186:5, 256:6, 256:18</p> <p>parties [3] - 46:9, 262:11, 262:14</p> <p>parts [1] - 45:3</p> <p>pascagoula [1] - 222:13</p> <p>pass [1] - 164:20</p> <p>passenger [1] - 255:1</p> <p>past [9] - 15:22, 35:21, 66:21, 111:26, 181:9, 209:2, 212:6, 220:24, 230:6</p> <p>patrons [1] - 110:7</p> <p>pavilion [1] - 121:8</p> <p>pay [23] - 9:12, 48:28, 52:18, 89:13, 89:14, 103:26, 103:27, 103:28, 104:3, 104:8, 127:16, 153:27, 166:18, 167:16, 184:16, 193:12, 198:8, 199:13, 200:3, 205:14, 205:18, 211:8</p> <p>payables [1] - 35:12</p> <p>paying [6] - 83:10, 83:21, 83:27, 100:6, 150:3, 234:7</p> <p>payment [1] - 241:5</p> <p>payroll [1] - 257:11</p> <p>pays [1] - 233:2</p> <p>PCI [1] - 103:25</p> <p>PDF's [1] - 109:8</p> <p>PEACOCK [1] - 7:19</p> <p>Peacock [2] - 86:21, 94:21</p> <p>pen [1] - 55:6</p> <p>penalize [1] - 141:7</p> <p>pending [1] - 53:21</p> <p>penny [1] - 233:21</p> <p>people [76] - 9:12, 13:2, 14:1, 16:20, 16:25, 16:26, 17:13, 18:12, 18:20, 19:25, 22:23, 24:20, 25:13, 25:15, 26:4, 31:2, 36:25, 38:1, 38:4, 41:4, 43:15, 59:11, 70:21, 89:20, 97:11, 109:1, 110:12, 110:14, 117:18, 119:25, 126:14, 130:4, 133:4,</p>	<p>134:17, 149:22, 150:13, 160:23, 163:22, 182:15, 185:4, 185:11, 185:15, 185:23, 187:23, 190:4, 191:4, 191:6, 193:24, 194:7, 194:9, 194:19, 194:24, 194:25, 194:26, 197:17, 197:26, 198:2, 200:8, 201:9, 202:19, 204:22, 205:18, 207:18, 208:1, 211:14, 216:21, 216:28, 217:27, 218:6, 218:21, 220:11, 222:7, 251:18, 254:9</p> <p>people's [2] - 43:28, 222:8</p> <p>pep [1] - 217:27</p> <p>per [5] - 100:6, 103:26, 103:27, 104:1, 104:8</p> <p>per-device [2] - 103:26, 104:8</p> <p>percent [29] - 138:21, 139:10, 139:26, 140:24, 140:26, 140:27, 141:12, 142:11, 144:9, 190:14, 190:16, 190:17, 194:18, 201:4, 201:12, 201:15, 201:18, 201:19, 202:4, 204:11, 207:2, 232:1, 233:20, 234:7, 234:26, 249:2, 250:4, 250:16</p> <p>percentage [4] - 140:26, 143:14, 145:10, 190:25</p> <p>percentages [1] - 138:10</p> <p>perception [2] - 41:9, 256:10</p> <p>Perdido [4] - 117:19, 120:4, 120:5, 124:9</p> <p>perfect [3] - 210:16, 246:7, 246:11</p> <p>performance [1] - 186:5</p> <p>period [2] - 74:23, 154:6</p> <p>periodically [1] - 256:16</p> <p>person [21] - 7:28,</p>	<p>37:22, 42:27, 49:22, 69:10, 69:14, 69:15, 70:13, 70:14, 164:8, 164:14, 187:8, 187:15, 188:9, 196:15, 201:4, 204:21, 217:14, 218:23, 226:27, 260:7</p> <p>personal [3] - 95:10, 133:25, 134:16</p> <p>personally [4] - 133:27, 203:17, 218:12, 254:3</p> <p>Personnel [2] - 2:15, 209:28</p> <p>personnel [2] - 14:6, 177:14</p> <p>perspective [4] - 20:12, 40:4, 43:12, 111:19</p> <p>phase [1] - 151:1</p> <p>Phase [2] - 179:21, 180:18</p> <p>phasing [1] - 151:8</p> <p>phone [3] - 29:5, 65:21, 143:10</p> <p>photographs [1] - 38:28</p> <p>pick [5] - 63:10, 63:12, 122:23, 238:20, 258:28</p> <p>picked [1] - 197:1</p> <p>picking [1] - 25:27</p> <p>pickup [6] - 167:8, 168:5, 168:7, 253:8, 253:27, 253:28</p> <p>pie [1] - 243:23</p> <p>piece [6] - 119:8, 123:15, 123:16, 123:19, 231:4, 231:5</p> <p>pieces [3] - 48:5, 230:20, 242:16</p> <p>pin [2] - 193:7</p> <p>pins [3] - 193:4, 193:5, 193:8</p> <p>pipeline [1] - 57:2</p> <p>place [8] - 16:12, 18:19, 29:8, 83:28, 99:22, 154:24, 213:4, 244:13</p> <p>placed [1] - 218:22</p> <p>places [6] - 17:9, 22:5, 25:10, 29:11, 114:21, 123:23</p> <p>plan [15] - 60:27, 61:22, 111:28, 141:9, 146:8, 146:15, 146:26, 147:15, 204:19,</p>	<p>205:3, 209:6, 224:2, 224:9, 224:13, 237:25</p> <p>planning [1] - 35:22</p> <p>Planning [5] - 36:5, 36:17, 41:27, 233:18</p> <p>play [3] - 192:6, 216:11, 232:2</p> <p>PLEDGE [1] - 5:15</p> <p>Pledge [3] - 3:6, 5:17, 5:19</p> <p>pledged [2] - 247:27, 248:4</p> <p>plumbing [2] - 21:18, 74:15</p> <p>plus [14] - 12:6, 16:28, 117:5, 155:14, 155:16, 167:14, 169:4, 171:10, 171:11, 171:13, 186:10, 186:11, 190:1, 244:3</p> <p>Poarch [3] - 103:25, 104:6, 104:14</p> <p>pocket [3] - 100:5, 139:4, 218:13</p> <p>point [45] - 26:1, 38:5, 38:6, 44:5, 53:12, 74:1, 74:9, 74:15, 74:19, 74:27, 77:2, 83:9, 84:26, 91:24, 97:6, 99:24, 102:13, 138:11, 138:21, 138:26, 139:9, 139:26, 142:25, 144:26, 145:5, 146:10, 148:14, 153:1, 153:2, 158:6, 158:25, 159:4, 171:13, 192:10, 192:12, 194:3, 202:10, 230:27, 231:20, 235:18, 241:22, 241:28, 255:23</p> <p>pole [2] - 180:8, 180:17</p> <p>police [4] - 14:9, 15:18, 103:5, 104:11</p> <p>policy [8] - 26:2, 30:26, 59:10, 248:15, 248:24, 250:3, 250:7, 253:15</p> <p>poll [1] - 47:9</p> <p>pool [1] - 106:7</p> <p>Pools [1] - 105:24</p> <p>Pools' [2] - 107:6, 107:7</p> <p>pop [2] - 247:14, 247:17</p>	<p>population [2] - 110:16, 182:14</p> <p>POS [1] - 74:3</p> <p>position [26] - 7:3, 85:4, 140:25, 149:1, 149:25, 184:18, 184:23, 185:1, 185:13, 185:25, 186:18, 187:8, 188:4, 188:12, 195:2, 195:6, 198:28, 199:1, 199:4, 199:11, 200:27, 206:23, 218:20, 227:1, 227:2, 239:22</p> <p>positions [4] - 77:13, 156:19, 196:23, 198:27</p> <p>possibility [2] - 25:19, 229:26</p> <p>possible [2] - 93:2, 202:11</p> <p>possibly [3] - 36:4, 141:26, 162:23</p> <p>postage [17] - 49:16, 50:26, 54:13, 54:15, 55:9, 55:15, 56:1, 56:5, 57:8, 58:21, 59:9, 59:23, 60:17, 60:28, 66:13, 67:6, 67:9</p> <p>posture [2] - 87:14, 94:9</p> <p>potential [1] - 24:28</p> <p>power [1] - 51:17</p> <p>prayer [1] - 5:13</p> <p>predict [1] - 15:11</p> <p>preliminary [1] - 98:27</p> <p>Preliminary [1] - 74:3</p> <p>preparation [1] - 48:22</p> <p>prepare [1] - 65:28</p> <p>prepared [3] - 94:3, 142:4, 142:6</p> <p>preponderance [1] - 238:16</p> <p>present [7] - 75:3, 77:7, 77:10, 161:1, 161:10, 226:19, 226:20</p> <p>PRESENT [2] - 2:3, 2:8</p> <p>presentation [3] - 76:4, 90:23, 118:1</p> <p>presidential [1] - 58:12</p> <p>Presidential [11] - 53:26, 58:10, 58:15, 59:22, 59:27, 60:1,</p>
---	---	---	--	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

60:17, 60:19, 60:24, 70:5, 70:15 PRESS [1] - 259:10 Press [1] - 3:21 press [1] - 259:12 pretty [18] - 10:19, 11:9, 11:10, 11:17, 55:4, 55:5, 58:5, 60:6, 144:22, 156:13, 197:3, 197:22, 204:16, 239:17, 240:7, 252:25 previously [2] - 26:3, 29:5 price [3] - 82:3, 166:16, 195:10 primarily [1] - 166:20 primary [1] - 48:21 principal [1] - 74:26 prioritize [1] - 142:11 prioritizing [1] - 162:21 private [4] - 112:21, 130:20, 131:7, 133:2 Probate [1] - 61:19 problem [10] - 20:24, 21:12, 40:6, 40:24, 40:25, 46:1, 63:1, 134:5, 171:26, 194:21 problems [8] - 11:3, 165:5, 186:3, 186:28, 187:12, 212:8, 255:11, 260:26 procedures [2] - 38:8, 38:11 proceed [1] - 178:4 PROCEEDINGS [1] - 1:2 proceedings [3] - 1:12, 262:8, 262:16 proceeds [1] - 238:14 process [19] - 35:10, 38:24, 44:3, 69:9, 125:10, 153:5, 153:13, 154:10, 155:5, 190:10, 213:3, 214:22, 214:24, 215:26, 230:19, 241:16, 247:1, 254:20, 260:23 professors [1] - 29:6 profit [1] - 169:15 Program [1] - 11:4 program [4] - 11:7, 128:10, 131:7, 166:15	project [7] - 14:3, 15:11, 60:22, 74:22, 90:13, 243:21, 244:1 projected [6] - 57:11, 159:15, 159:20, 159:22, 160:10, 240:28 PROJECTED [4] - 6:18, 10:4, 32:7, 48:13 Projected [4] - 4:5, 4:10, 4:13, 4:16 projecting [1] - 62:3 projection [3] - 159:24, 159:25, 236:24 projects [1] - 239:16 promoted [1] - 194:27 promotion [1] - 49:24 property [14] - 73:8, 73:17, 74:13, 81:14, 117:20, 118:17, 119:4, 119:5, 120:1, 120:8, 120:11, 122:23, 123:17, 123:19 proposed [3] - 138:2, 200:6, 200:7 proud [1] - 5:17 provide [2] - 108:14, 125:14 provided [1] - 111:25 provisionals [1] - 48:27 provisions [1] - 94:9 Public [2] - 3:20, 74:11 public [7] - 9:11, 152:7, 195:16, 231:12, 256:17, 257:2, 259:7 PUBLIC [1] - 259:5 public's [1] - 256:10 pull [7] - 48:5, 128:17, 128:18, 156:18, 169:23, 216:27, 232:18 pulled [3] - 129:22, 156:18, 245:23 pulling [1] - 233:26 pump [1] - 105:25 purchase [1] - 165:4 purposes [1] - 156:6 pursue [2] - 23:13, 35:24 put [36] - 7:13, 29:27, 37:15, 47:7, 68:21, 82:25, 104:6, 106:1, 107:18, 115:2, 115:20, 118:18,	121:12, 122:26, 129:23, 130:2, 138:1, 140:18, 147:27, 153:27, 160:23, 170:17, 177:28, 184:16, 195:2, 204:20, 205:18, 219:22, 228:17, 229:26, 231:13, 233:11, 241:2, 247:28 puts [1] - 94:9 putting [2] - 44:5, 168:10 puzzle [2] - 231:4, 231:5 puzzles [1] - 230:20	rain [1] - 244:1 rainy [1] - 249:19 raise [12] - 189:20, 191:1, 191:15, 192:1, 194:23, 195:23, 200:7, 200:11, 201:5, 207:3, 211:10, 211:15 raises [8] - 138:8, 149:22, 150:14, 150:17, 186:4, 193:15, 195:8, 203:18 rally [1] - 217:27 ran [1] - 113:22 range [9] - 137:28, 147:15, 152:27, 209:6, 214:9, 214:19, 226:23, 228:21 rate [6] - 59:12, 59:13, 59:16, 68:9, 74:1, 196:20 rates [3] - 73:6, 73:28, 246:8 rather [8] - 29:3, 65:27, 106:17, 113:27, 164:28, 198:22, 205:25, 226:11 rating [2] - 200:9, 250:8 re [1] - 74:15 re-plumbing [1] - 74:15 reach [3] - 24:12, 29:16, 135:24 reached [3] - 18:10, 39:26, 135:25 ready [1] - 197:20 real [2] - 35:19, 245:2 realigning [1] - 14:5 realistic [1] - 156:5 realize [4] - 89:11, 94:17, 176:11, 253:27 realized [1] - 108:15 really [36] - 13:2, 36:15, 43:18, 46:22, 54:25, 76:3, 81:6, 90:24, 94:22, 95:11, 128:14, 144:21, 145:24, 146:7, 148:11, 148:28, 157:22, 167:19, 171:4, 172:21, 173:8, 191:15, 191:16, 194:15, 195:8, 195:11,	203:17, 216:20, 227:23, 244:27, 253:11, 254:21, 255:3 reapply [1] - 70:23 Reappraisal [1] - 232:28 rearranging [1] - 142:24 reason [10] - 17:25, 21:17, 101:13, 102:21, 118:20, 127:12, 176:26, 212:19, 228:24, 235:21 reasons [1] - 216:1 Rebuild [1] - 231:12 receive [1] - 102:5 recent [1] - 15:21 recently [1] - 190:12 recessed [1] - 183:18 recited [1] - 5:19 reclassification [1] - 148:27 reclassifications [1] - 198:26 reclassify [2] - 184:16, 195:1 recognize [3] - 21:8, 114:21, 116:12 recommend [3] - 188:27, 188:28, 249:6 recommendation [1] - 153:4 RECORD [1] - 5:23 record [3] - 5:26, 35:3, 228:7 Record..... [1] - 3:7 records [1] - 255:1 recreate [1] - 123:25 recruit [1] - 28:28 recruiting [2] - 27:21, 28:25 rectified [1] - 40:8 Red [3] - 112:14, 133:9 redistricting [2] - 56:4, 60:4 reduce [1] - 62:8 reduction [2] - 7:3, 13:2 reference [3] - 110:8, 193:17, 251:12 refinance [1] - 75:1 reflect [1] - 199:1 reflected [1] - 231:1 refresh [1] - 179:5 refunding [3] - 74:17,
Q				
qualified [2] - 14:1, 23:2 qualify [1] - 200:9 quarter [2] - 9:6, 111:13 quarters [1] - 51:19 quasi [1] - 80:15 quasi-County [1] - 80:15 queried [1] - 73:12 questioned [1] - 133:5 questions [15] - 9:16, 31:20, 32:16, 32:17, 49:27, 72:26, 161:20, 163:27, 228:9, 242:28, 243:7, 244:21, 245:4, 245:16 QUESTIONS [1] - 259:10 Questions..... [1] - 3:21 quick [10] - 35:19, 40:28, 73:21, 110:3, 110:10, 220:24, 235:1, 239:17, 245:3, 257:7 quite [4] - 36:21, 40:15, 164:2, 181:14 quote [1] - 106:1				
R				
radio [2] - 176:12, 247:11 radios [6] - 90:25, 94:19, 100:7, 101:10, 101:28, 171:5				

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

<p>74:21, 74:23 regarding [1] - 74:25 regardless [1] - 91:26 register [1] - 70:22 registered [1] - 70:23 Registrars [4] - 2:22, 48:19, 49:26, 72:26 REGISTRARS [2] - 48:11, 48:15 Registrars..... [1] - 3:16 Registrars..... . [1] - 4:18 regular [4] - 32:28, 36:3, 36:17, 192:23 regulations [2] - 21:19 Reid [2] - 92:15, 92:18 reimbursement [1] - 102:5 reiterating [1] - 27:14 rejoined [1] - 103:8 related [4] - 54:7, 82:28, 158:17, 180:1 relative [4] - 62:2, 177:14, 177:16, 252:14 relevant [1] - 162:3 relief [1] - 175:18 relying [1] - 202:18 remember [8] - 74:5, 91:18, 119:10, 122:10, 124:14, 124:17, 129:5, 130:7 remote [2] - 103:12, 103:24 remove [2] - 15:18, 169:28 removed [1] - 170:6 rep [1] - 100:10 repair [1] - 106:11 repairs [1] - 169:4 replace [6] - 138:2, 141:18, 142:6, 255:7, 255:15, 256:20 replaced [2] - 15:13, 165:24 replacement [1] - 166:16 replacing [4] - 10:16, 141:8, 254:11, 254:15 Report [4] - 4:5, 4:10, 4:13, 4:16 REPORT [4] - 6:18, 10:4, 32:7, 48:13 reported [2] - 37:23, 38:12 Reporter [2] - 1:16, 262:24</p>	<p>REPORTER [4] - 127:21, 127:25, 128:2, 128:6 reports [1] - 205:15 representing [1] - 172:18 represents [1] - 262:10 request [12] - 7:26, 68:25, 72:11, 79:14, 79:16, 82:16, 89:13, 112:12, 113:8, 124:7, 133:7, 135:14 requested [2] - 108:16, 133:5 requesting [2] - 135:27, 201:10 requests [6] - 133:6, 144:26, 148:27, 149:1, 169:27, 195:1 require [3] - 60:1, 221:4, 221:14 required [8] - 59:9, 63:2, 63:5, 97:5, 187:4, 188:14, 221:17 requirement [1] - 231:11 requires [2] - 56:5, 59:10 rescue [1] - 125:5 rescues [2] - 128:11, 128:18 reserve [4] - 248:3, 248:8, 248:12, 248:14 reserves [2] - 249:21, 251:3 resolution [6] - 74:17, 74:21, 249:26, 249:27, 250:1, 250:2 resolved [1] - 37:24 resources [1] - 141:21 respond [2] - 39:19, 135:28 responders [2] - 102:23, 104:10 response [8] - 9:17, 31:21, 42:20, 48:8, 72:27, 230:15, 259:8, 261:2 responsibilities [3] - 195:5, 228:26, 229:7 responsibility [4] - 18:5, 102:22, 232:28, 233:5 rest [4] - 89:27, 96:3, 109:15, 128:25 restricted [2] - 231:7, 250:1</p>	<p>restrictions [1] - 45:19 restructure [1] - 75:28 result [1] - 262:15 results [3] - 149:3, 221:13, 245:8 resumé [1] - 183:21 resumé [1] - 20:6 retained [1] - 234:8 Retardation [1] - 132:11 Retardation/ Developmental [1] - 132:8 retired [1] - 70:13 retiring [4] - 12:9, 12:17, 12:21, 153:24 return [2] - 80:26, 118:18 Revenue [4] - 49:23, 187:28, 188:1, 199:16 revenue [4] - 10:24, 159:15, 159:26, 244:16 revenues [10] - 159:13, 230:25, 231:15, 236:19, 236:23, 236:24, 240:5, 240:18, 243:22, 244:12 revised [1] - 106:1 rid [6] - 171:5, 171:23, 171:24, 183:2, 255:12, 256:26 ringing [2] - 36:19, 140:16 River [2] - 22:23, 133:13 Road [1] - 231:8 Robertsdale [2] - 103:22, 177:5 role [6] - 218:23, 242:17, 242:18 roles [2] - 163:24, 218:22 roll [3] - 235:4, 236:6, 239:19 rollover [1] - 235:28 rolls [2] - 231:10, 236:3 Ron [29] - 2:9, 32:12, 53:10, 56:16, 84:18, 93:4, 105:5, 112:11, 117:16, 121:15, 132:12, 145:19, 155:2, 161:19, 165:7, 168:20, 172:23, 172:24, 212:19, 223:1, 230:14, 236:16,</p>	<p>238:27, 242:24, 244:20, 245:16, 247:26, 252:23, 260:22 RON [310] - 6:22, 7:1, 7:6, 7:20, 8:3, 8:7, 8:11, 8:14, 9:1, 9:5, 9:10, 9:21, 10:1, 15:25, 16:8, 32:13, 32:20, 32:23, 32:27, 33:4, 33:7, 33:18, 33:22, 34:2, 34:7, 34:10, 34:17, 34:20, 34:28, 35:8, 46:18, 46:28, 47:3, 47:14, 47:17, 47:20, 47:25, 48:19, 48:25, 48:28, 51:25, 51:28, 52:10, 52:13, 53:15, 53:20, 54:4, 54:8, 54:13, 54:16, 54:21, 56:22, 56:26, 57:3, 57:6, 57:27, 58:3, 58:13, 58:27, 67:28, 68:5, 68:7, 68:15, 68:18, 68:22, 73:5, 74:1, 74:8, 76:11, 76:14, 76:19, 76:23, 76:26, 77:1, 77:23, 78:2, 79:14, 79:19, 79:24, 80:1, 80:9, 80:12, 80:24, 81:2, 81:9, 81:12, 81:14, 83:13, 84:21, 85:28, 86:3, 86:6, 86:15, 90:14, 90:17, 93:8, 93:12, 93:15, 100:14, 102:3, 102:16, 105:8, 105:17, 114:7, 115:4, 115:12, 115:17, 115:21, 115:25, 118:3, 118:7, 118:15, 119:12, 119:16, 119:20, 120:4, 120:6, 120:19, 121:17, 121:27, 122:10, 122:14, 122:24, 123:12, 124:3, 124:7, 124:13, 130:10, 132:13, 136:9, 136:14, 137:1, 138:18, 138:21, 139:7, 139:12, 139:23, 143:3, 143:22, 143:26, 144:1, 144:4, 144:7, 144:11, 154:12, 155:14, 155:21,</p>	<p>156:2, 156:7, 156:12, 156:26, 157:1, 158:2, 158:13, 158:17, 158:20, 159:4, 159:8, 159:12, 159:18, 159:20, 159:25, 160:3, 160:8, 160:10, 160:13, 162:11, 163:2, 169:25, 170:19, 170:26, 171:6, 171:11, 171:15, 171:28, 172:26, 173:3, 173:6, 173:16, 173:19, 173:26, 174:4, 174:24, 176:4, 176:7, 177:7, 177:10, 177:17, 178:16, 179:10, 179:14, 179:17, 179:21, 179:25, 180:3, 180:11, 180:27, 181:27, 182:2, 182:5, 182:8, 182:10, 182:21, 182:25, 183:2, 183:6, 183:12, 183:26, 183:28, 184:3, 191:8, 191:12, 197:9, 204:14, 204:17, 204:26, 207:15, 208:16, 209:15, 210:6, 210:9, 210:14, 210:17, 210:19, 210:24, 211:3, 212:3, 212:16, 212:23, 213:1, 220:20, 220:23, 230:16, 231:25, 231:28, 232:6, 234:6, 234:14, 234:18, 234:24, 235:1, 235:7, 235:12, 235:16, 235:26, 236:1, 236:4, 236:7, 236:11, 236:20, 236:22, 237:8, 237:12, 237:18, 237:26, 238:1, 238:8, 238:11, 239:5, 239:7, 239:9, 239:12, 241:11, 241:21, 241:26, 242:1, 242:7, 242:15, 243:2, 243:10, 243:17, 243:20, 244:7,</p>
---	--	--	--	---

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

244:10, 244:22, 244:28, 245:7, 245:17, 245:20, 245:25, 245:27, 246:3, 246:15, 246:22, 246:27, 247:5, 247:10, 247:17, 247:19, 247:23, 248:1, 248:25, 249:1, 249:8, 249:12, 249:15, 249:22, 250:17, 250:20, 250:23, 250:26, 251:1, 251:6, 257:7, 257:18, 257:21, 258:15, 258:20, 258:23, 259:1 Ron's [1] - 32:18 room [5] - 63:22, 66:18, 210:8, 211:5, 216:21 Room [1] - 1:14 rotate [2] - 109:9, 253:18 roughly [1] - 184:20 rubber [1] - 107:17 rug [1] - 129:22 rule [1] - 143:26 rules [3] - 38:8, 41:8, 44:2 run [9] - 7:11, 9:7, 9:8, 48:21, 74:10, 89:3, 97:18, 189:8, 198:1 rundown [1] - 94:22 running [6] - 33:13, 34:26, 35:12, 35:14, 127:17, 128:27 runoff [1] - 242:24 Ryan [1] - 38:27	192:23, 194:7, 196:8, 196:9, 200:11, 201:1, 202:16, 202:19, 203:28, 204:23, 208:25, 223:8, 223:16, 224:12, 224:24, 225:2, 225:20, 227:3, 228:27, 238:4 SALES [2] - 6:15, 6:19 Sales [6] - 3:10, 4:6, 6:23, 7:10, 7:26, 164:22 sales [6] - 136:8, 136:9, 136:11, 136:12, 233:21, 244:12 sat [4] - 23:24, 24:7, 98:4, 149:5 Satellite [1] - 1:14 satisfy [2] - 247:11 save [4] - 78:26, 157:25, 171:8, 171:13 saved [2] - 83:12, 134:27 savings [3] - 75:3, 77:10, 237:1 saw [6] - 104:18, 137:15, 208:14, 230:17, 239:16, 239:22 say-so [1] - 213:5 scale [13] - 52:18, 184:16, 189:9, 189:10, 189:17, 189:20, 190:2, 205:19, 206:1, 207:12, 209:9, 218:11 scales [5] - 189:11, 189:12, 189:13, 199:13 scared [1] - 238:23 scares [1] - 214:10 schedule [1] - 121:13 scheduled [3] - 65:1, 172:8, 221:1 schedules [1] - 227:22 school [1] - 172:10 School [2] - 190:12, 216:20 schools [2] - 26:13, 27:23 science [2] - 18:14, 20:3 scientist [1] - 23:2 score [3] - 190:20,	190:21, 200:8 screen [3] - 7:17, 7:23, 244:26 screening [1] - 221:5 screenings [1] - 221:3 search [1] - 122:8 season [1] - 28:3 second [12] - 6:1, 74:19, 93:26, 94:1, 112:23, 114:18, 114:26, 180:5, 180:25, 184:13, 240:11, 261:9 Secretarial [1] - 189:12 secretary [1] - 83:4 Secretary [4] - 64:13, 64:21, 65:19, 65:20 sections [1] - 144:24 sector [1] - 195:16 secured [1] - 9:11 Security [3] - 54:2, 195:19, 195:20 see [53] - 11:2, 17:4, 18:3, 21:14, 32:18, 44:17, 47:15, 57:5, 62:7, 67:6, 84:11, 84:14, 84:15, 87:6, 89:19, 100:20, 106:22, 109:24, 109:28, 115:2, 119:1, 119:5, 122:21, 123:15, 124:3, 134:4, 135:26, 141:14, 142:13, 144:25, 145:16, 150:10, 152:18, 160:12, 160:18, 162:14, 169:6, 182:16, 189:28, 193:22, 210:4, 215:24, 216:10, 218:20, 224:2, 225:7, 229:23, 238:1, 245:20, 249:22, 256:10 seeing [1] - 149:22 seeking [1] - 36:15 seem [1] - 87:13 sees [1] - 161:23 sell [3] - 111:20, 166:2, 166:17 sellers [1] - 237:6 selling [3] - 85:7, 85:10, 160:19 seminars [1] - 220:7 send [8] - 22:23, 30:8, 40:7, 56:3, 56:5, 59:10, 94:24, 240:24	sends [1] - 210:2 Senior [1] - 2:11 sense [7] - 52:19, 60:11, 75:13, 76:4, 203:7, 254:25, 255:15 sent [4] - 109:8, 142:19, 205:15, 244:25 separate [5] - 65:21, 79:2, 180:10, 180:11, 251:13 separated [1] - 123:19 separation [1] - 7:12 September [4] - 34:5, 34:6, 42:9, 69:8 Series [2] - 74:25, 77:1 serious [1] - 213:7 seriously [1] - 218:19 Seriously [1] - 175:13 sermon [1] - 247:23 serve [4] - 39:6, 110:13, 110:15, 218:7 served [2] - 110:7, 110:12 Service [1] - 22:26 service [1] - 95:17 serving [1] - 134:11 session [4] - 83:25, 118:2, 147:6, 183:25 set [9] - 19:23, 42:5, 47:18, 47:20, 135:6, 135:12, 135:20, 136:3, 238:4 settled [1] - 247:13 seven [14] - 10:9, 19:5, 19:8, 19:13, 21:15, 89:14, 91:19, 152:20, 170:16, 184:25, 191:6, 235:18, 253:16, 254:12 seventeen [7] - 25:13, 101:11, 196:10, 196:13, 196:16, 233:1, 233:6 seventh [1] - 193:19 seventy [24] - 10:23, 10:25, 11:4, 50:4, 50:5, 50:21, 53:2, 57:21, 85:25, 85:27, 85:28, 86:2, 86:5, 86:6, 86:11, 86:17, 178:11, 180:18, 228:10, 228:15, 228:19, 229:23, 230:5, 241:1 seventy-five [11] -	57:21, 85:25, 85:27, 85:28, 86:2, 86:5, 86:6, 86:11, 86:17, 180:18, 241:1 seventy-four [1] - 11:4 seventy-nine [3] - 50:5, 50:21, 53:2 seventy-one [1] - 10:23 seventy-two [1] - 10:25 several [7] - 10:20, 29:11, 130:7, 147:13, 190:23, 205:13, 212:6 Severed [1] - 232:21 shadow [1] - 16:26 shake [3] - 112:23, 113:2, 193:28 shaking [1] - 112:19 shape [5] - 164:9, 245:12, 250:28, 254:23 share [8] - 94:15, 99:24, 100:3, 162:27, 163:5, 228:4, 256:16 shared [2] - 85:1, 94:8 sharing [2] - 242:27, 254:20 sheet [1] - 108:15 Shelter [8] - 112:14, 113:25, 114:1, 114:15, 114:17, 114:25, 130:8, 134:6 shelter [22] - 113:18, 113:22, 113:23, 114:10, 114:13, 114:22, 116:14, 116:18, 117:6, 128:7, 128:13, 128:17, 128:18, 129:19, 129:20, 131:19, 133:16, 136:4, 181:2, 181:11, 182:13, 232:19 shelters [3] - 116:23, 116:27, 117:1 Sheriff [9] - 16:5, 155:21, 157:5, 157:9, 157:22, 238:17, 253:21, 253:25, 257:13 Sheriff's [5] - 8:5, 16:3, 101:26, 102:1, 145:4 ship [1] - 97:18 Shores [1] - 226:26 short [2] - 71:7,
S				
S.A.I.L [1] - 133:12 safe [1] - 61:18 salaries [3] - 50:16, 52:13, 143:6 salary [44] - 54:3, 69:3, 137:26, 138:14, 139:27, 142:24, 143:16, 144:15, 145:1, 145:2, 145:17, 148:7, 149:3, 149:19, 149:27, 150:10, 150:16, 151:11, 152:8, 177:16, 178:4, 178:6, 178:20,				

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

<p>203:27 shortage [1] - 21:12 show [7] - 18:1, 82:19, 150:2, 150:4, 194:16, 234:9, 242:24 showed [1] - 150:8 shows [2] - 189:26, 203:28 shut [1] - 240:4 shutdown [1] - 240:12 side [2] - 7:21, 77:15 sign [2] - 17:14, 208:10 significant [1] - 82:4 signify [1] - 6:3 signs [3] - 190:5, 209:21, 209:24 similar [1] - 216:25 simple [2] - 154:10, 156:13 simplified [1] - 237:6 single [5] - 27:12, 188:12, 204:21, 227:2, 230:3 sinking [1] - 79:8 sit [10] - 7:21, 91:5, 92:13, 133:11, 146:11, 156:17, 164:25, 198:6, 212:21, 219:14 site [1] - 81:28 sites [1] - 103:12 sitting [8] - 134:25, 144:14, 187:7, 188:9, 213:11, 245:9, 249:3, 249:25 six [16] - 21:15, 34:24, 58:16, 77:2, 100:4, 102:6, 142:13, 159:4, 191:10, 197:17, 230:27, 231:17, 231:20, 234:16, 234:20, 241:22 sixteen [3] - 51:5, 51:10, 70:3 sixty [22] - 10:28, 19:5, 19:8, 19:13, 33:20, 34:23, 51:4, 78:10, 78:18, 78:26, 85:15, 101:27, 106:5, 170:8, 182:14, 228:12, 229:12, 229:21, 234:27, 234:28, 245:10 sixty-five [7] - 33:20, 34:23, 101:27, 170:8, 228:12,</p>	<p>229:12, 229:21 sixty-seven [3] - 19:5, 19:8, 19:13 sixty-three [2] - 51:4, 234:27 sixty-two [2] - 10:28, 234:28 size [1] - 235:23 Skip [5] - 2:5, 5:13, 101:19, 103:8, 189:7 SKIP [253] - 11:14, 11:25, 12:2, 12:5, 12:14, 12:19, 12:25, 13:4, 13:9, 13:21, 16:14, 17:15, 17:21, 17:26, 18:16, 19:2, 19:7, 22:3, 22:9, 22:13, 22:16, 29:25, 30:3, 30:7, 30:18, 30:21, 32:1, 32:21, 33:10, 33:16, 33:19, 33:25, 34:11, 34:15, 34:18, 36:20, 36:24, 37:2, 37:7, 37:11, 37:16, 37:21, 37:27, 38:9, 38:15, 43:19, 47:23, 50:2, 50:9, 50:17, 51:6, 51:13, 51:21, 52:3, 52:11, 52:15, 52:23, 52:27, 53:22, 54:18, 56:24, 57:25, 58:1, 58:7, 58:11, 58:18, 59:15, 66:14, 66:23, 67:1, 67:7, 67:13, 70:10, 70:16, 71:3, 72:23, 75:8, 75:18, 76:8, 76:12, 76:15, 76:21, 76:24, 76:27, 78:12, 79:12, 79:26, 80:27, 81:7, 81:23, 81:27, 82:5, 82:8, 82:11, 82:14, 85:13, 85:22, 85:26, 86:1, 86:26, 87:2, 87:9, 87:19, 87:24, 88:5, 88:9, 88:14, 88:19, 88:23, 89:10, 89:15, 90:3, 90:7, 90:11, 90:15, 90:19, 91:6, 91:10, 91:28, 92:4, 92:12, 92:17, 93:25, 93:28, 97:21, 97:26, 98:3, 98:6, 98:12, 98:16, 98:20, 98:24, 99:2, 99:6, 99:13, 99:17, 99:21, 110:23, 111:1, 111:7, 112:1, 112:16, 112:20, 112:24, 112:28,</p>	<p>113:5, 113:10, 127:23, 130:6, 130:11, 130:16, 130:24, 131:1, 131:10, 131:13, 131:16, 131:20, 131:27, 132:4, 132:10, 132:14, 132:18, 132:22, 133:18, 134:9, 135:5, 135:10, 135:15, 135:19, 136:2, 136:6, 136:10, 137:5, 137:9, 147:17, 148:21, 151:3, 152:22, 154:16, 157:4, 157:8, 158:21, 160:1, 165:14, 165:20, 166:1, 166:6, 166:10, 166:14, 166:21, 166:25, 167:1, 167:5, 167:9, 167:13, 167:20, 167:24, 168:2, 168:6, 168:14, 168:18, 168:21, 168:28, 169:8, 170:1, 170:5, 170:22, 170:27, 173:23, 173:27, 174:6, 174:12, 174:20, 176:10, 176:15, 177:23, 199:8, 221:20, 221:24, 221:28, 222:4, 222:10, 222:14, 222:18, 223:2, 223:6, 223:28, 224:7, 224:16, 224:20, 225:1, 225:8, 225:13, 225:16, 225:23, 226:1, 226:4, 226:9, 226:12, 226:17, 235:10, 235:14, 236:27, 246:20, 247:25, 248:2, 248:7, 248:21, 259:26, 260:4, 260:11, 260:18, 260:25 sky [1] - 243:23 slide [1] - 125:19 slippery [2] - 125:18 slope [1] - 125:19 slot [1] - 94:7 small [2] - 11:9, 181:8</p>	<p>smooth [1] - 175:27 snaled [1] - 43:7 soak [1] - 242:25 soaking [1] - 243:15 Social [3] - 54:2, 195:19, 195:20 socks [1] - 248:22 Soil [2] - 78:9, 85:14 soil [1] - 78:17 solely [1] - 190:20 Solid [3] - 158:7, 232:6, 251:10 solid [1] - 89:24 soluble [1] - 74:28 solutions [1] - 42:17 someone [6] - 8:2, 38:22, 188:6, 199:12, 199:18, 199:23 sometimes [8] - 9:13, 19:16, 65:12, 163:21, 244:26, 254:2, 255:9, 255:12 somewhere [4] - 67:22, 181:26, 222:19, 247:26 soon [1] - 113:23 sooner [3] - 87:8, 147:1, 240:3 sorry [6] - 50:8, 55:12, 128:3, 220:17, 249:23, 260:15 sort [5] - 7:13, 7:14, 9:3, 122:6, 219:26 sound [1] - 119:28 sounds [2] - 122:2, 214:15 sources [2] - 141:25 South [3] - 27:25, 108:10, 108:23 space [1] - 175:25 speaking [1] - 64:13 special [8] - 5:25, 49:5, 60:26, 61:1, 61:3, 92:8, 99:11, 172:25 SPECIAL [3] - 1:4, 5:23, 6:8 Special [5] - 3:7, 4:3, 183:17, 183:20, 261:14 specific [4] - 89:13, 97:16, 199:15, 199:22 specifically [9] - 89:26, 90:2, 94:16, 143:11, 230:2, 249:26, 253:4, 253:11 speculate [1] - 174:27</p>	<p>speed [2] - 150:21, 178:23 spend [14] - 24:23, 53:5, 55:21, 55:24, 57:2, 66:25, 159:28, 160:20, 160:22, 218:12, 219:10, 223:16, 238:12, 239:21 spending [2] - 239:12, 255:14 spent [8] - 50:22, 60:18, 134:25, 145:16, 175:2, 223:8, 236:28, 238:7 spill [1] - 244:7 splits [1] - 232:24 spouses [4] - 220:28, 221:4, 221:14, 222:8 spread [2] - 205:20, 233:5 spreadsheet [2] - 32:18, 32:19 spreadsheets [1] - 142:19 spun [1] - 228:9 square [1] - 22:22 stack [1] - 40:10 staff [2] - 143:6, 227:9 staffing [1] - 176:26 stand [3] - 87:6, 138:11, 232:8 standpoint [2] - 31:17, 203:21 stands [6] - 74:4, 138:9, 182:2, 182:4, 182:10, 232:20 start [26] - 5:25, 6:13, 14:4, 74:22, 77:28, 81:25, 109:27, 151:27, 156:23, 168:10, 186:14, 187:15, 187:16, 189:15, 196:16, 196:19, 196:20, 197:6, 197:13, 197:21, 198:20, 198:21, 223:10, 230:19, 260:8 started [11] - 69:9, 74:2, 94:22, 95:21, 196:6, 196:13, 197:7, 198:28, 230:14, 243:15 starting [4] - 45:8, 151:7, 185:26, 196:9 starts [1] - 218:24 STATE [1] - 262:3 state [6] - 56:3, 88:4, 89:28, 96:3, 150:24,</p>
---	---	--	---	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

<p>245:11 State [14] - 11:7, 15:16, 65:19, 65:20, 113:21, 114:6, 116:15, 129:16, 169:21, 233:3, 234:1, 252:27, 254:14 State's [1] - 64:13 statement [5] - 27:5, 27:14, 109:12, 111:10, 111:17 Statement [1] - 74:3 status [1] - 80:23 statutory [1] - 231:11 stay [6] - 137:27, 152:19, 153:5, 176:27, 184:9, 189:25 staying [1] - 11:17 steer [1] - 209:6 stenotype [1] - 262:8 step [11] - 39:13, 146:8, 146:15, 146:26, 152:19, 153:5, 154:4, 184:9, 205:3, 205:10, 206:15 stepping [1] - 153:13 steps [2] - 110:10, 206:13 steward [1] - 142:2 stick [3] - 146:7, 146:14, 223:15 sticking [1] - 146:26 still [20] - 20:13, 37:24, 51:14, 52:21, 52:22, 79:6, 79:22, 86:19, 88:12, 98:26, 100:9, 128:9, 153:24, 153:28, 170:14, 233:14, 241:2, 241:3, 241:18, 242:27 stipulations [1] - 120:18 Stockton [2] - 117:25, 120:24 stone [1] - 133:17 stonewalling [1] - 133:19 stood [1] - 149:22 stop [2] - 17:14, 241:13 stopped [1] - 113:25 stoppers [1] - 107:17 store [1] - 180:16 story [1] - 193:4 straight [2] - 210:10, 257:24</p>	<p>Stray [3] - 117:9, 128:24, 128:28 stream [1] - 251:13 street [1] - 49:24 Street [1] - 232:2 stress [1] - 173:8 stressed [1] - 172:21 structure [2] - 81:6, 247:9 structures [1] - 247:6 struggling [1] - 260:27 stuck [2] - 54:19, 208:25 student [1] - 28:13 students [2] - 23:10, 29:9 study [2] - 118:28, 170:17 studying [1] - 147:23 stuff [36] - 20:1, 20:22, 22:10, 23:11, 34:19, 37:13, 86:22, 87:26, 90:25, 93:5, 97:22, 98:7, 98:27, 104:4, 106:8, 118:19, 119:7, 121:7, 122:6, 123:20, 131:4, 133:5, 143:7, 150:23, 150:24, 165:22, 187:5, 217:9, 217:28, 218:7, 223:15, 225:3, 243:12, 243:24, 243:28 stump [1] - 216:8 subcommittee [1] - 97:4 subcommittees [1] - 97:5 subject [1] - 24:11 submit [1] - 141:11 subsidize [2] - 114:8, 241:13 subsidized [8] - 113:21, 160:11, 182:21, 230:21, 235:4, 240:15, 241:12, 245:2 subsidizes [1] - 144:9 subsidizing [4] - 114:6, 116:15, 144:4, 160:15 subsidy [1] - 241:26 sufficient [1] - 13:25 suggest [4] - 62:8, 75:5, 96:8, 161:18 suggested [3] - 145:24, 177:21, 178:13</p>	<p>suggestion [5] - 41:14, 146:18, 147:22, 229:19, 229:21 suggestions [5] - 161:22, 162:2, 162:23, 165:8, 192:4 summary [1] - 94:24 summer [2] - 23:1, 242:23 Summerdale [1] - 110:9 supervising [1] - 212:7 supervisor [4] - 195:28, 209:19, 210:2, 229:8 supervisors [8] - 209:14, 209:15, 209:18, 212:7, 213:18, 214:21, 216:14, 217:5 supervisory [1] - 218:19 supervisory-type [1] - 218:19 Supplies [1] - 11:17 supplies [1] - 55:1 support [4] - 58:25, 100:8, 100:10, 232:10 supporting [1] - 108:10 supports [1] - 131:28 supposed [9] - 133:20, 150:2, 194:7, 194:8, 194:9, 194:11, 239:10, 240:2, 245:13 surplus [1] - 240:1 surrender [1] - 116:26 surrenders [1] - 128:14 survey [34] - 137:26, 138:14, 143:16, 144:15, 145:2, 145:17, 148:7, 149:3, 149:19, 149:27, 150:10, 150:16, 151:11, 152:8, 178:4, 178:6, 178:20, 194:7, 200:11, 201:1, 202:16, 202:19, 203:28, 204:23, 207:11, 208:9, 208:26, 212:13, 223:8, 223:16, 224:24, 225:20, 227:4, 228:27</p>	<p>surveyed [1] - 119:1 surveys [2] - 208:3, 208:20 Susan [1] - 1:15 SUSAN [1] - 262:23 swap [3] - 77:3, 164:14, 164:28 SWEET [61] - 48:24, 48:26, 49:2, 49:14, 50:8, 50:14, 50:26, 51:2, 52:6, 52:17, 53:8, 54:25, 55:4, 55:12, 55:19, 55:27, 56:2, 56:11, 58:9, 58:20, 59:4, 59:13, 59:18, 59:28, 60:4, 60:25, 61:4, 61:7, 61:15, 61:19, 62:17, 62:27, 63:1, 63:5, 63:8, 63:13, 63:27, 64:2, 64:5, 65:12, 65:16, 65:24, 65:26, 66:8, 66:19, 66:22, 66:25, 67:26, 68:2, 68:6, 68:8, 69:7, 70:4, 70:12, 70:20, 70:26, 71:9, 71:12, 71:19, 72:12, 72:18 Sweet [1] - 2:21 Swift/Coles [2] - 79:5, 79:10 Symbol [1] - 221:3 system [10] - 8:18, 103:4, 109:26, 114:27, 184:9, 189:26, 190:21, 194:4, 194:14, 206:15 systems [1] - 103:18</p>	<p>4:7 TAX/LICENSE [2] - 6:16, 6:20 taxes [3] - 9:13, 132:12, 174:28 taxpayer [1] - 112:6 taxpayers [1] - 7:16 teachers [1] - 190:13 teaching [2] - 210:23, 210:26 team [2] - 20:18, 260:14 Technician [1] - 189:11 technicians [1] - 164:3 teller [2] - 198:12, 198:20 tellers [1] - 198:13 tempered [1] - 160:27 temporary [2] - 70:9, 70:11 ten [36] - 23:19, 34:14, 34:23, 51:25, 51:26, 52:14, 54:11, 56:23, 79:11, 82:17, 82:23, 82:25, 101:24, 105:12, 106:1, 125:5, 164:19, 180:16, 180:17, 189:19, 191:3, 191:5, 192:19, 193:7, 193:20, 207:21, 213:25, 234:7, 234:25, 235:16, 235:17, 239:26, 253:11, 254:3, 255:12 ten-four [1] - 213:25 ten-year [1] - 193:7 tenure [2] - 21:13, 189:1 term [3] - 103:18, 205:7, 214:10 terminated [1] - 212:2 terms [2] - 141:2, 141:20 Terri [11] - 143:13, 144:23, 146:20, 157:12, 158:5, 158:12, 158:27, 214:1, 239:25, 239:26 Terri's [4] - 149:2, 158:10, 252:8, 253:6 terrible [2] - 147:5, 211:8 Texas [2] - 222:15, 222:17 that'd [3] - 67:16,</p>
T				
<p>table [1] - 28:25 tables [1] - 107:18 tags [1] - 120:18 Tahoe's [1] - 253:23 talks [1] - 86:19 Tax [5] - 6:23, 7:10, 7:26, 164:22, 232:21 tax [17] - 28:3, 80:26, 132:25, 132:26, 136:8, 136:9, 136:11, 136:12, 231:8, 231:9, 232:16, 232:17, 233:21, 237:6, 244:12, 246:26, 256:12 Tax/License [2] - 3:10,</p>				

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

<p>106:15, 125:12 that'll [6] - 8:28, 13:1, 66:28, 70:8, 75:1, 221:27 That'll [1] - 213:24 THE [13] - 1:2, 5:3, 5:23, 6:15, 9:25, 32:4, 48:10, 73:3, 77:21, 127:21, 127:25, 128:2, 128:6 themselves [2] - 41:5, 41:6 there'll [7] - 18:1, 135:4, 135:8, 247:14 They've [1] - 174:27 they've [25] - 24:6, 67:11, 87:5, 90:8, 104:4, 104:10, 111:2, 113:19, 126:18, 131:22, 140:28, 141:13, 174:26, 175:6, 184:22, 184:28, 185:3, 187:10, 195:3, 195:4, 195:5, 198:7, 205:19, 259:28 thinking [7] - 20:26, 118:7, 120:19, 197:23, 203:2, 252:4, 252:7 thinks [2] - 125:19, 161:24 thirteen [2] - 71:1, 102:10 thirty [23] - 7:24, 10:10, 11:6, 22:22, 25:14, 39:7, 39:18, 39:28, 40:2, 53:4, 55:8, 55:14, 57:8, 74:9, 85:16, 144:17, 187:5, 197:17, 198:14, 198:15, 198:21, 199:16, 201:19 thirty-five [2] - 11:6, 85:16 thirty-five-point-five [1] - 74:9 thirty-one [1] - 25:14 thirty-six [1] - 197:17 thirty-three [2] - 55:8, 55:14 thirty-two [1] - 10:10 thoughts [2] - 77:26, 137:21 thousand [104] - 7:25, 10:10, 10:12, 10:23, 10:28, 11:5, 11:6, 11:12, 25:15, 35:13,</p>	<p>50:20, 50:21, 53:4, 53:5, 53:6, 55:8, 55:14, 55:17, 56:9, 56:20, 57:12, 57:17, 57:18, 58:17, 60:23, 66:17, 67:5, 67:11, 67:16, 70:3, 70:8, 75:2, 78:18, 78:26, 79:9, 79:11, 81:18, 82:17, 82:23, 82:25, 82:27, 83:1, 84:12, 90:17, 90:20, 100:5, 102:6, 102:10, 102:19, 104:3, 105:12, 106:6, 110:14, 114:3, 126:28, 127:7, 130:9, 133:12, 133:15, 134:24, 134:28, 135:18, 144:17, 152:21, 152:25, 154:4, 155:7, 164:13, 170:8, 170:16, 177:4, 178:11, 179:24, 179:25, 180:16, 180:17, 180:18, 180:19, 181:6, 182:14, 184:20, 184:25, 185:19, 185:25, 186:15, 186:19, 186:24, 187:5, 189:23, 192:20, 196:10, 196:14, 196:17, 197:9, 197:12, 197:14, 198:12, 198:15, 228:10, 229:23, 231:17, 234:17, 241:1 three [47] - 9:6, 10:18, 33:23, 33:26, 39:16, 50:4, 51:4, 51:19, 53:6, 55:8, 55:14, 56:8, 57:17, 57:18, 57:21, 58:15, 64:7, 67:2, 67:5, 74:27, 77:2, 77:11, 88:18, 90:17, 90:20, 101:11, 101:26, 103:3, 127:20, 153:1, 153:2, 153:16, 155:15, 155:17, 155:28, 157:28, 190:22, 199:6, 229:22, 234:17, 234:18, 234:21, 234:27, 249:2, 249:12, 250:4 three-point-six [1] -</p>	<p>77:2 three-quarter [1] - 9:6 three-quarters [1] - 51:19 threw [2] - 89:1, 233:15 throughout [1] - 56:3 throw [5] - 16:17, 42:12, 165:15, 177:4, 201:3 thumb [1] - 143:26 Thursday [1] - 1:5 ticket [1] - 50:10 tie [1] - 74:17 tied [2] - 97:10, 195:9 Tier [2] - 169:24 tight [1] - 172:10 timeframe [1] - 172:11 timelines [1] - 45:20 timely [3] - 42:20, 46:5, 46:15 timing [3] - 73:24, 73:25, 246:11 title [1] - 122:8 titles [2] - 91:16, 91:27 TNR [1] - 128:9 to-date [1] - 50:20 today [10] - 134:27, 145:27, 159:9, 197:2, 199:2, 230:28, 232:3, 232:4, 245:24, 251:8 together [10] - 48:5, 64:1, 76:3, 111:14, 138:2, 226:15, 227:16, 230:20, 242:17, 242:19 toll [1] - 170:17 ton [1] - 218:12 took [7] - 90:24, 95:6, 113:23, 114:9, 129:21, 159:8, 220:12 tools [1] - 258:7 top [10] - 108:15, 140:24, 141:12, 142:11, 149:25, 149:26, 200:12, 201:5, 218:24, 231:2 top-notch [1] - 149:26 topic [1] - 125:3 total [1] - 257:11 totally [1] - 58:25 totals [1] - 53:2 touch [2] - 80:5, 241:6 tourist [1] - 244:13 toward [1] - 14:5 towards [3] - 191:25, 206:14, 206:19 tower [2] - 104:6,</p>	<p>104:7 towers [4] - 103:17, 104:2, 104:4, 242:4 track [2] - 101:16, 101:23 trading [1] - 47:18 Traffic [1] - 231:12 trail [4] - 118:19, 120:28, 121:2, 123:20 train [1] - 176:28 trained [3] - 69:17, 70:14, 197:20 training [14] - 11:23, 11:28, 13:5, 16:19, 21:13, 42:3, 49:21, 193:24, 194:26, 216:16, 217:9, 217:14, 218:14, 219:19 transcribed [1] - 262:8 transcript [2] - 262:7, 262:11 transcription [1] - 262:9 transfer [2] - 121:26, 232:11 transfers [4] - 230:25, 230:26, 231:16 transition [1] - 45:20 transitioned [1] - 135:26 transportation [1] - 182:26 Transportation [1] - 230:22 treat [3] - 131:4, 199:6, 199:11 treated [1] - 202:11 tree [1] - 87:12 trickle [1] - 65:13 tried [2] - 122:19, 168:22 trimming [1] - 108:4 Triple [1] - 231:14 trouble [2] - 67:18, 142:19 troubling [1] - 41:10 truck [9] - 10:27, 163:21, 164:8, 164:10, 164:19, 167:2, 167:12, 168:5, 255:28 trucks [12] - 141:8, 157:25, 163:22, 164:4, 165:21, 166:24, 168:27, 169:15, 252:26, 253:3, 253:4, 253:8 true [6] - 43:20,</p>	<p>143:18, 243:1, 249:28, 256:13, 262:10 truly [2] - 219:10, 247:20 trust [1] - 249:24 Trust [1] - 233:24 try [10] - 56:19, 58:22, 63:20, 67:23, 80:5, 122:1, 199:24, 243:21, 243:25 trying [30] - 29:8, 36:8, 41:22, 60:12, 62:24, 79:7, 86:21, 88:22, 92:24, 94:3, 102:23, 107:10, 112:5, 121:24, 129:23, 145:25, 170:14, 175:20, 185:21, 187:10, 198:2, 201:3, 203:21, 216:25, 221:1, 229:7, 247:1, 253:21, 254:24, 255:25 Tuesday [4] - 93:17, 95:15, 137:2, 145:22 turn [3] - 45:10, 69:20, 211:11 turned [1] - 49:19 TV [1] - 152:7 tweak [2] - 36:8, 190:3 twelve [8] - 10:22, 40:12, 51:19, 56:23, 70:7, 198:14, 198:22, 249:24 twelve-month [1] - 51:19 twenty [46] - 21:15, 21:16, 34:24, 35:13, 50:7, 50:20, 60:16, 63:18, 63:26, 64:7, 66:17, 67:5, 67:16, 100:19, 101:9, 101:27, 104:3, 177:4, 185:23, 185:27, 186:13, 186:15, 188:2, 188:5, 195:20, 196:6, 196:9, 196:12, 197:9, 197:12, 197:18, 198:16, 198:28, 201:2, 201:5, 231:21, 249:2, 249:7, 249:9, 249:12, 250:4, 250:7, 250:10, 250:16, 256:26 twenty-eight [7] -</p>
--	--	--	---	---

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

21:16, 50:7, 50:20, 101:9, 101:27, 197:9, 197:12 twenty-five [17] - 63:26, 66:17, 67:16, 104:3, 177:4, 185:27, 186:13, 186:15, 196:6, 196:9, 196:12, 197:18, 231:21, 249:7, 250:10, 250:16, 256:26 twenty-four [1] - 100:19 twenty-nine [1] - 60:16 twenty-seven [1] - 21:15 twenty-six [2] - 21:15, 34:24 twenty-something [1] - 35:13 twenty-three [5] - 64:7, 67:5, 249:2, 249:12, 250:4 twice [1] - 122:17 two [95] - 7:25, 10:10, 10:25, 10:28, 21:9, 29:8, 33:20, 34:7, 34:23, 34:25, 39:16, 40:16, 44:14, 50:4, 50:5, 50:21, 51:5, 51:9, 53:2, 53:5, 53:10, 55:21, 59:2, 65:21, 68:15, 68:16, 74:15, 74:19, 75:1, 77:7, 77:8, 91:7, 92:13, 92:19, 92:20, 99:27, 102:10, 108:20, 127:21, 127:22, 127:26, 134:23, 135:1, 138:21, 138:26, 139:9, 139:26, 142:25, 143:10, 144:26, 145:5, 148:14, 152:5, 153:2, 155:14, 155:17, 155:27, 156:26, 156:27, 157:16, 157:19, 157:23, 157:25, 158:1, 158:25, 185:19, 190:16, 190:17, 195:22, 196:1, 201:4, 201:15, 201:17, 202:4, 204:11, 204:24, 204:25, 205:10, 205:11,	207:2, 231:19, 232:1, 233:20, 234:28, 235:18, 239:23, 256:20, 257:11, 257:27 two-and-a-half [11] - 152:5, 190:16, 190:17, 201:4, 201:15, 201:17, 202:4, 204:11, 204:24, 204:25, 207:2 two-point-five [5] - 74:15, 138:21, 138:26, 139:9, 139:26 two-point-seven [1] - 235:18 two-point-three [1] - 153:2 two-point-two [1] - 158:25 type [5] - 7:23, 55:5, 113:26, 117:25, 218:19 types [2] - 103:3, 254:13 U unacceptable [1] - 37:4 uncouple [1] - 176:28 under [7] - 34:26, 46:19, 129:22, 136:17, 143:14, 216:12, 231:10 underpaid [1] - 151:16 underpaying [1] - 150:8 underwater [1] - 235:8 UNDERWOOD [719] - 5:4, 5:9, 5:24, 6:2, 6:5, 6:12, 9:15, 9:18, 9:22, 9:27, 13:19, 14:23, 14:26, 15:1, 15:5, 15:26, 18:9, 18:13, 19:11, 19:15, 19:20, 19:24, 19:28, 20:7, 20:11, 20:15, 20:21, 20:25, 21:2, 22:24, 22:28, 23:5, 23:8, 23:22, 23:26, 24:3, 24:8, 25:20, 25:23, 25:26, 26:25, 27:9, 27:16, 27:20, 27:24, 28:1, 28:15, 28:18, 28:23, 28:27, 29:2, 29:14, 29:17, 29:20, 29:23, 30:16,	30:24, 31:1, 31:5, 31:14, 31:18, 31:22, 31:25, 32:11, 32:15, 32:25, 33:2, 33:5, 33:8, 33:12, 33:28, 34:4, 34:8, 34:13, 34:22, 35:4, 35:11, 35:16, 35:25, 36:1, 36:12, 36:28, 37:5, 37:9, 37:14, 37:19, 40:18, 41:11, 41:19, 41:26, 42:1, 42:4, 42:8, 44:8, 44:12, 44:16, 44:24, 45:2, 45:6, 45:9, 45:12, 45:16, 45:27, 47:5, 47:11, 47:26, 48:6, 48:17, 50:12, 50:15, 51:11, 51:16, 53:16, 53:28, 54:6, 54:10, 54:14, 54:23, 54:28, 55:7, 55:13, 55:25, 55:28, 56:7, 56:13, 56:17, 57:14, 57:20, 58:4, 58:14, 58:24, 59:1, 59:6, 59:21, 60:8, 60:14, 61:2, 61:5, 61:8, 61:11, 61:17, 61:23, 61:28, 62:4, 62:10, 62:15, 62:19, 62:23, 63:11, 63:17, 63:21, 63:25, 64:3, 64:6, 64:10, 64:16, 64:19, 64:22, 64:28, 65:4, 65:8, 65:14, 65:17, 66:1, 66:6, 66:9, 66:16, 66:20, 66:27, 67:4, 67:10, 67:15, 67:21, 68:13, 68:16, 68:23, 68:26, 69:1, 69:5, 69:22, 69:26, 70:6, 70:18, 70:24, 70:28, 71:5, 71:10, 71:14, 71:20, 72:4, 72:8, 72:14, 72:19, 72:25, 72:28, 73:27, 75:4, 75:10, 75:14, 75:20, 75:24, 75:27, 76:2, 76:6, 77:18, 78:6, 78:14, 85:19, 85:24, 86:4, 86:10, 86:16, 86:24, 86:28, 87:4, 87:28, 88:21, 89:7, 89:12, 89:17, 89:22, 89:25, 90:1, 90:5, 90:9, 90:22, 91:1, 91:13, 91:17, 91:22, 92:14, 92:26, 93:16, 93:23, 94:4, 94:10, 94:14, 94:26, 95:2,	95:5, 95:9, 95:14, 95:28, 96:4, 96:7, 96:11, 96:18, 96:22, 96:25, 97:1, 97:7, 97:13, 97:19, 97:24, 98:9, 98:28, 99:4, 99:8, 99:15, 99:19, 99:25, 100:2, 100:15, 100:22, 100:27, 101:3, 101:7, 101:22, 102:4, 102:9, 102:14, 102:18, 102:25, 103:1, 103:11, 103:16, 104:13, 104:17, 104:25, 105:1, 106:14, 106:27, 107:3, 107:11, 107:16, 107:23, 107:26, 108:1, 108:5, 108:27, 109:4, 109:7, 109:14, 109:19, 109:22, 110:5, 110:27, 111:3, 111:9, 111:16, 111:22, 112:7, 114:2, 114:5, 115:6, 115:10, 115:14, 115:19, 115:23, 115:27, 116:4, 116:9, 116:17, 116:28, 117:3, 117:8, 117:15, 117:22, 117:26, 124:23, 124:27, 125:4, 125:11, 125:16, 125:23, 125:27, 126:3, 126:7, 126:13, 126:17, 126:23, 126:27, 127:6, 127:11, 127:15, 127:19, 127:28, 130:1, 130:14, 130:22, 132:7, 132:16, 132:20, 132:24, 132:28, 133:8, 134:7, 134:14, 134:20, 135:13, 135:17, 136:15, 136:19, 136:22, 136:26, 137:3, 137:7, 137:12, 137:18, 137:23, 138:13, 138:16, 138:19, 138:23, 138:27, 139:5, 139:8, 139:13, 139:17,	139:21, 139:25, 140:2, 140:5, 140:8, 140:12, 140:19, 141:4, 141:15, 141:27, 142:3, 142:16, 143:1, 143:5, 143:19, 143:24, 143:27, 144:2, 144:5, 144:8, 144:12, 144:20, 145:28, 146:4, 146:12, 146:17, 146:23, 147:7, 147:11, 147:19, 147:28, 148:4, 148:10, 148:18, 149:8, 149:13, 150:5, 151:13, 151:20, 151:24, 151:28, 152:3, 152:9, 152:14, 152:17, 153:21, 155:18, 155:27, 157:17, 158:9, 158:26, 161:3, 161:6, 161:9, 161:13, 161:17, 162:1, 162:5, 162:9, 162:13, 162:16, 162:22, 162:26, 163:4, 163:8, 163:12, 163:16, 163:26, 164:6, 164:12, 164:18, 164:24, 165:3, 165:11, 165:18, 165:27, 166:4, 166:9, 166:12, 166:19, 166:23, 166:27, 167:3, 167:7, 167:11, 167:18, 167:22, 167:28, 168:4, 169:10, 169:14, 169:17, 169:20, 170:3, 170:7, 170:20, 170:24, 171:9, 171:12, 171:18, 171:22, 172:4, 172:7, 172:12, 172:19, 173:1, 173:10, 173:14, 173:17, 173:21, 174:18, 175:3, 175:7, 175:11, 175:16, 176:5, 176:8, 177:11, 177:20, 177:26, 178:8, 178:12, 178:18, 178:27, 179:3,
---	--	--	---	--

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

179:15, 179:18, 179:23, 179:27, 180:9, 180:12, 180:15, 182:23, 182:28, 183:4, 183:7, 183:10, 183:14, 183:24, 184:11, 185:2, 185:6, 185:16, 185:20, 186:1, 186:8, 186:21, 186:25, 187:3, 187:17, 187:25, 188:7, 188:15, 188:19, 189:3, 190:7, 190:11, 190:24, 190:28, 191:5, 191:14, 191:19, 191:22, 191:26, 192:25, 193:26, 194:1, 194:6, 194:13, 194:22, 195:7, 195:17, 196:26, 198:10, 198:19, 199:28, 200:4, 200:21, 200:25, 201:21, 201:25, 202:3, 202:7, 202:12, 202:22, 202:26, 203:1, 203:6, 203:11, 203:19, 204:4, 204:8, 206:2, 206:5, 206:10, 206:16, 206:20, 206:24, 206:27, 207:4, 207:20, 208:5, 208:11, 209:11, 209:17, 209:25, 210:3, 210:7, 210:12, 210:15, 211:1, 211:4, 211:17, 211:23, 211:27, 213:13, 213:20, 214:12, 215:3, 215:7, 215:10, 215:13, 215:18, 215:23, 216:6, 216:9, 216:18, 217:8, 217:16, 217:20, 217:23, 218:2, 218:9, 218:17, 218:28, 219:16, 220:3, 220:16, 220:18, 221:8, 221:15, 222:6, 222:12, 222:16, 222:28, 223:4, 223:20, 223:24,	224:5, 224:14, 224:18, 224:25, 225:4, 226:21, 226:24, 227:6, 227:11, 227:15, 227:19, 228:28, 230:13, 231:23, 231:26, 234:4, 234:12, 234:16, 234:22, 234:25, 235:6, 235:24, 235:27, 236:2, 236:5, 236:9, 236:13, 236:18, 236:25, 237:4, 237:10, 237:16, 237:19, 237:22, 238:3, 238:22, 239:3, 241:9, 241:19, 241:24, 241:27, 242:5, 242:13, 242:22, 243:4, 243:11, 244:5, 244:8, 244:11, 244:23, 245:15, 246:1, 246:13, 246:18, 246:23, 247:8, 248:9, 248:13, 248:18, 248:23, 248:27, 249:4, 249:10, 249:13, 249:17, 250:13, 250:18, 250:21, 250:24, 250:27, 251:15, 251:20, 251:26, 252:16, 252:22, 253:1, 253:14, 253:19, 254:5, 254:8, 255:18, 255:21, 255:24, 255:27, 256:3, 256:21, 256:24, 257:5, 258:17, 258:21, 258:24, 258:27, 259:2, 259:6, 259:11, 259:15, 259:24, 260:16, 260:21, 260:28, 261:5, 261:10 Underwood [1] - 2:4 unfavorable [3] - 239:13, 239:14 unforeseen [2] - 68:7, 243:28 unfortunately [2] - 49:23, 244:14 unfroze [1] - 211:12 uniformly [1] - 215:27	unique [7] - 18:24, 22:4, 87:13, 88:3, 89:5, 95:23, 227:1 unison [2] - 6:4, 261:12 units [1] - 101:12 universities [1] - 23:9 universities' [1] - 27:18 unless [11] - 34:26, 35:17, 45:18, 55:24, 64:25, 92:9, 144:14, 168:26, 189:16, 192:1, 245:4 unnecessarily [1] - 59:19 unpaid [1] - 54:24 unquestionably [1] - 43:17 unrestricted [2] - 249:28 unrestricted/ restricted [1] - 251:11 up [94] - 6:23, 8:7, 10:1, 10:8, 10:14, 13:6, 18:1, 20:18, 21:24, 23:16, 24:11, 24:12, 24:19, 29:22, 34:1, 35:18, 35:23, 40:7, 42:15, 42:18, 43:7, 47:27, 50:11, 50:25, 50:27, 51:15, 53:19, 53:26, 54:11, 55:2, 61:21, 63:10, 63:12, 74:5, 84:3, 88:17, 90:6, 93:20, 99:27, 100:19, 104:6, 104:14, 104:28, 105:3, 108:28, 111:12, 118:14, 121:26, 122:20, 122:23, 123:1, 124:9, 125:21, 128:5, 128:27, 135:6, 135:12, 135:20, 136:3, 136:14, 136:27, 144:25, 147:8, 149:19, 149:20, 150:21, 153:24, 157:7, 165:8, 169:5, 171:4, 172:15, 173:12, 175:25, 178:23, 185:15, 188:3, 188:26, 193:24, 194:16, 197:1, 201:14, 201:17, 201:27, 211:13,	216:14, 229:11, 231:10, 234:11, 235:4, 239:23, 247:14, 247:17, 254:28 upcoming [1] - 56:12 update [2] - 10:16, 259:20 UPDATED [1] - 6:27 Updated [1] - 4:8 upload [1] - 204:19 upset [1] - 196:18 upside [1] - 62:3 useable [1] - 101:14 user [1] - 103:24 users [2] - 103:3, 103:4 uses [3] - 101:26, 110:12, 164:19 utilize [2] - 215:27, 239:27 utilized [1] - 255:17 utilizing [1] - 240:26	viewpoint [2] - 144:17, 254:22 Vince [2] - 39:1, 40:1 violating [2] - 92:25, 94:8 violation [13] - 38:22, 39:3, 39:4, 39:5, 39:7, 39:15, 39:27, 40:5, 43:12, 43:16, 43:18, 96:19 violations [4] - 36:26, 42:14, 43:21 virtually [1] - 233:9 visited [1] - 136:27 visual [1] - 107:15 volume [1] - 70:20 voluntary [1] - 211:25 volunteer [2] - 83:11, 218:6 volunteers [1] - 218:5 vote [4] - 41:5, 70:22, 92:23, 178:7 voted [1] - 41:6 voting [2] - 113:3, 115:1
			V	W
			vacant [1] - 7:4 vague [1] - 109:15 valid [2] - 84:19, 102:21 valorem [2] - 231:9, 246:26 valuable [1] - 28:13 value [4] - 75:3, 77:7, 77:10, 119:3 various [1] - 141:25 vary [1] - 142:12 vast [1] - 38:25 vehicle [7] - 10:15, 10:16, 11:20, 254:3, 254:16, 255:5, 255:10 vehicles [13] - 10:17, 164:27, 166:17, 253:7, 253:20, 254:11, 254:18, 254:22, 255:1, 255:2, 256:11, 256:19, 256:26 venue [1] - 107:10 verbally [1] - 41:15 verge [1] - 141:22 versus [2] - 56:23, 59:27 vet [1] - 125:7 via [1] - 100:10 video [1] - 220:7 view [4] - 38:5, 38:6, 74:2	wages [1] - 10:13 wait [10] - 59:21, 98:17, 98:21, 108:2, 108:6, 118:26, 147:20, 147:22, 150:15 waiting [4] - 29:3, 81:4, 86:25, 114:27 walk [2] - 109:1, 210:24 walked [1] - 8:2 walking [4] - 31:2, 118:19, 120:27, 121:2 walks [1] - 195:19 wall [4] - 7:14, 9:6, 133:17 Wall [1] - 232:2 wants [6] - 79:1, 109:28, 130:21, 134:1, 189:24, 212:20 Warrant [1] - 3:17 warrant [2] - 201:4, 238:14 WARRANT [1] - 73:3 warranted [1] - 150:18 warrants [1] - 74:26 Waste [3] - 158:7, 232:6, 251:10 waste [1] - 190:6

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/15/2019

wasteful ^[1] - 256:8 watch ^[2] - 29:26, 135:9 watching ^[2] - 152:10, 152:15 Water ^[2] - 78:9, 85:14 water ^[3] - 105:14, 106:22, 210:25 waterfalls ^[1] - 106:7 Wayne ^[11] - 2:13, 8:12, 18:6, 41:21, 65:19, 118:6, 128:8, 145:13, 181:2, 229:15, 242:18 WAYNE ^[152] - 12:17, 15:16, 15:21, 15:24, 16:2, 18:26, 19:5, 20:14, 22:27, 25:25, 25:28, 26:11, 26:18, 26:21, 26:24, 26:27, 27:3, 27:6, 27:15, 27:19, 27:27, 28:8, 28:10, 29:4, 29:16, 29:19, 29:22, 30:1, 30:14, 30:28, 31:7, 31:10, 31:13, 31:16, 35:15, 35:18, 35:27, 36:10, 38:20, 39:22, 40:20, 41:25, 41:28, 42:3, 42:11, 42:21, 42:25, 43:1, 43:5, 43:8, 43:11, 43:22, 44:20, 44:27, 45:5, 45:8, 45:11, 45:14, 45:21, 45:25, 46:3, 46:6, 46:10, 46:15, 46:24, 46:27, 47:16, 47:19, 48:3, 64:12, 64:18, 64:21, 64:24, 64:27, 79:16, 79:28, 80:2, 80:10, 80:13, 81:17, 81:26, 82:1, 82:7, 82:10, 82:13, 82:20, 82:26, 83:5, 83:8, 83:17, 83:23, 84:5, 84:9, 84:13, 84:17, 84:24, 85:2, 85:5, 85:9, 85:12, 118:11, 119:27, 120:5, 120:7, 120:25, 121:1, 121:5, 121:10, 121:18, 121:22, 121:25, 122:2, 122:7, 122:27, 123:2, 123:7, 123:11, 123:22, 123:25, 124:16, 124:20, 137:11, 152:16, 152:19,	152:26, 153:4, 153:7, 153:10, 153:14, 153:18, 153:25, 154:3, 154:22, 154:25, 155:4, 172:6, 172:9, 173:11, 173:20, 180:6, 180:21, 180:26, 181:3, 181:7, 181:17, 181:20, 181:24, 182:1, 182:7, 182:9, 182:12, 209:21 ways ^[1] - 168:22 weeded ^[1] - 211:20 week ^[7] - 73:7, 87:3, 98:22, 122:17, 122:18, 218:8, 244:2 weeks ^[1] - 39:16 weigh ^[1] - 134:4 Welcome ^[1] - 3:4 WELCOME ^[1] - 5:3 welcome ^[1] - 5:5 what'll ^[1] - 151:9 whatsoever ^[1] - 8:22 white ^[1] - 164:25 who'd ^[1] - 198:16 Whoa ^[1] - 127:25 whoa ^[8] - 104:19, 127:24, 127:25, 223:5 whole ^[17] - 8:13, 11:16, 14:24, 17:17, 18:20, 18:22, 88:25, 94:18, 99:24, 131:23, 165:1, 165:4, 190:10, 194:18, 224:12, 251:17, 255:11 wholly ^[1] - 81:2 wholly-appointed ^[1] - 81:2 wiggle ^[1] - 66:18 Wilkins ^[1] - 112:15 willing ^[2] - 36:6, 214:24 Wilson ^[4] - 91:2, 173:18, 174:1, 175:12 wire ^[1] - 154:19 wisely ^[2] - 66:26, 256:12 woman ^[1] - 23:16 wondering ^[1] - 164:7 woods ^[1] - 123:19 word ^[1] - 151:10 word's ^[1] - 151:10 words ^[5] - 14:4, 77:4, 139:3, 162:18, 240:23	workers' ^[4] - 30:4, 73:7, 73:15, 257:22 works ^[4] - 7:16, 44:11, 191:28, 222:11 workshop ^[1] - 248:28 world ^[1] - 150:24 worldwide ^[1] - 160:28 worry ^[2] - 147:8, 247:14 worth ^[2] - 107:10, 254:12 writing ^[1] - 12:23 written ^[1] - 66:5 Y y'all ^[35] - 19:27, 26:14, 31:27, 32:17, 41:12, 89:20, 92:1, 92:5, 92:18, 94:28, 97:27, 106:2, 115:26, 117:10, 119:24, 119:25, 124:24, 127:21, 127:25, 127:26, 135:2, 135:3, 142:21, 148:6, 184:8, 198:6, 205:16, 233:16, 242:9, 258:10, 260:6 y'all's ^[1] - 257:8 Year ^[1] - 3:8 YEAR ^[1] - 6:10 year ^[90] - 6:25, 10:9, 10:12, 10:25, 10:26, 11:7, 21:15, 21:16, 28:4, 32:24, 33:15, 37:23, 48:21, 48:23, 49:17, 53:2, 53:23, 55:2, 55:27, 56:12, 57:24, 57:28, 58:3, 58:5, 59:23, 59:25, 59:27, 60:17, 60:24, 60:27, 61:21, 68:21, 69:4, 70:1, 73:23, 100:6, 104:3, 111:4, 112:4, 115:5, 115:11, 126:18, 130:4, 135:6, 135:12, 140:22, 141:2, 141:9, 148:6, 154:15, 154:27, 157:25, 159:15, 173:9, 186:12, 189:20, 190:23, 192:18, 192:20, 192:22, 193:6, 193:7, 193:19,	196:9, 201:18, 211:16, 211:20, 213:16, 213:17, 221:9, 221:11, 231:14, 233:13, 235:9, 237:7, 239:18, 243:15, 247:2, 253:25, 255:4, 256:10 year's ^[8] - 15:17, 50:19, 67:2, 148:3, 151:1, 250:5 year-old ^[1] - 256:10 year-to-date ^[4] - 33:15, 53:2, 55:2, 70:1 years ^[57] - 10:18, 10:20, 15:22, 21:9, 21:10, 23:19, 25:14, 33:23, 37:3, 40:16, 82:3, 82:21, 88:18, 101:24, 113:19, 130:8, 135:26, 165:26, 166:16, 181:9, 185:24, 186:13, 188:2, 188:5, 189:15, 192:17, 192:19, 192:21, 193:18, 196:6, 196:10, 196:12, 197:17, 197:18, 198:17, 198:24, 199:1, 205:10, 205:11, 205:13, 205:14, 211:9, 212:6, 233:25, 246:21, 247:27, 253:11, 253:16, 253:22, 254:3, 254:12, 255:12, 256:19, 256:20, 260:13, 260:14 yesterday ^[5] - 37:23, 73:21, 143:10, 246:10, 252:24 young ^[4] - 11:24, 20:1, 23:16 Z zero ^[2] - 189:14, 231:3 zip ^[1] - 92:21 zone ^[1] - 41:6 zoning ^[2] - 36:26, 41:5 Zoning ^[1] - 233:18
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COUNTY COMMISSION

BALDWIN COUNTY
312 Courthouse Square, Suite 12
BAY MINETTE, ALABAMA 36507
(251) 937-0264
Fax (251) 580-2500
www.baldwincountyal.gov

MEMBERS
DISTRICT 1. JAMES E. BALL
2. JOE DAVIS, III
3. BILLIE JO UNDERWOOD
4. CHARLES F. GRUBER

May 28, 2019

ATTACHMENT NO.

1

Mr. Wayne Dyess
County Administrator
Baldwin County Commission
312 Courthouse Square, Suite 12
Bay Minette, Alabama 36507

Dear Mr. Dyess:

Pursuant to Section 11-3-8 (b), Code of Alabama 1975, "A county commission may schedule a special meeting [of the Baldwin County Commission] when determined necessary in writing by a majority of the members of the commission, or in the case of an emergency, upon call of the chair."

Therefore, taking into account the aforementioned, coupled with the fact that this request is not styled an emergency, please be advised that a majority of members of the Baldwin County Commission have determined in writing and by this instrument that it is necessary to conduct Special Meetings of the Baldwin County Commission for the dates/times/places as follows:

Monday, July 15, 2019

8:30 a.m.
Baldwin County Central Annex
County Commission Conference Room
22251 Palmer Street
Robertsdale, Alabama 36567

Thursday, August 15, 2019

8:30 a.m.
Fairhope Satellite Courthouse
County Commission Conference Room
1100 Fairhope Avenue
Fairhope, Alabama 36532

Thursday, July 18, 2019

1:30 p.m.
Baldwin County Central Annex
County Commission Conference Room
22251 Palmer Street
Robertsdale, Alabama 36567

Tuesday, August 27, 2019

10:30 a.m.
Fairhope Satellite Courthouse
County Commission Conference Room
1100 Fairhope Avenue
Fairhope, Alabama 36532

Thursday, August 1, 2019

8:30 a.m.
Baldwin County Central Annex II Building
Third Floor Conference Room
22070 Highway 59
Robertsdale, Alabama 36567

Wednesday, August 28, 2019

8:30 a.m.
Baldwin County Central Annex
County Commission Conference Room
22251 Palmer Street
Robertsdale, Alabama 36567

Thursday, August 8, 2019

8:30 a.m.
Baldwin County Central Annex
County Commission Conference Room
22251 Palmer Street
Robertsdale, Alabama 36567


The purpose for the special meeting is to:

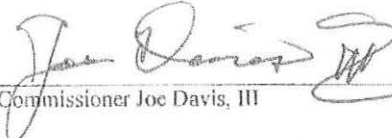
- [1] Conduct Baldwin County Fiscal Year 2019-2020 Budget Deliberations.

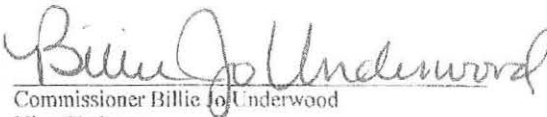
Please make the necessary arrangements for the conduct of said Special Meetings.

Sincerely,


Commissioner Charles F. Gruber
Chairman


Commissioner James E. Ball


Commissioner Joe Davis, III


Commissioner Billie Jo Underwood
Vice Chairman

ATTACHMENT NO.

2

FY 2020 Projected Line Item Budget Report

Fund 00001 General Fund
 Dept 51750 Sales Tax/License Insp. Dept

Object Act	Sub Act	Description	FY 2016 Actuals	FY 2017 Actuals	FY 2018 Actuals	FY 2019 YTD Actuals	FY 2019 Annual Budget	Projected FY 2020 Budget
5103		Overtime	1,648	207	1,132	899	2,500	2,500
5105		Car Allowance	-	-	-	-	-	-
5106		Longevity	6,000	7,000	8,000	11,000	11,000	11,000
5113		Salaries	654,885	681,695	720,072	616,092	827,757	778,735
5121		Retirement	37,224	38,532	35,237	26,563	50,811	45,311
5121	02	Retirement Tier II	3,040	4,580	5,301	6,691	-	-
5122		Health Insurance	85,858	92,607	93,116	77,248	104,304	102,593
5123		Life Insurance	595	561	564	461	912	705
5124		Social Security	48,257	49,988	52,873	45,502	64,358	60,606
5125		Workers Comp	8,281	9,979	10,550	12,377	12,334	11,864
5126		Unemployment Insurance	442	76	-	-	1,490	1,167
5127		Air Medicare	-	-	-	675	-	675
5129		Disability	1,359	1,226	1,294	1,041	1,914	1,227
5150		Contract Services	459	1,451	-	-	5,000	5,000
5150	01	Credit Card Fees	-	-	-	-	-	-
5150	99	Temporary Labor	-	-	-	-	-	-
5153		Pest Control	-	-	-	-	-	-
5154		Legal Services	-	50	-	-	300	300
5156		Drug Test	359	120	231	421	300	300
5162		Bank Fees & Costs	1,143	3,493	2,888	2,336	4,000	3,500
5164		Accounting & Auditing Ser.	4,706	12,638	-	-	13,000	13,000
5170		Training	4,870	5,375	6,741	6,410	6,000	4,000
5171		Dues	170	-	160	160	200	200
5211		Office Supplies	11,503	12,219	12,705	8,212	14,000	13,000
5211	1	Sm Office/Comp Eqpt	4,319	4,719	2,362	5,164	4,500	4,500
5212		Gas & Oil	4,137	3,977	4,371	2,373	4,782	3,793
5215		Tires	-	-	950	640	1,500	1,500
5219		Misc. Supplies	-	-	(0)	-	-	-
5223		Copy Machine Rental	4,199	4,577	6,026	3,494	5,000	5,200
5227		Office Equipment Rental	1,065	547	729	547	1,000	800
5228		Uniforms	-	-	-	-	-	-

FY 2020 Projected Line Item Budget Report

Fund 00001 General Fund
 Dept 51750 Sales Tax/License Insp. Dept

Object Act	Sub Act	Description	FY 2016 Actuals	FY 2017 Actuals	FY 2018 Actuals	FY 2019 YTD Actuals	FY 2019 Annual Budget	Projected FY 2020 Budget
5228	02	Uniforms - Boots	-	-	-	100	-	100
5229		Mail Machine Rental	3,918	4,316	4,134	4,370	4,500	4,500
5231		Building Repairs & Maint	-	-	-	-	-	-
5233		Office Eqmt. Repair & Maint.	-	-	-	-	-	-
5234		Repairs & Maint. M. V.	1,554	1,111	1,983	788	1,400	1,400
5235		Computer & Software Maint.	12,315	14,275	10,959	13,931	15,500	15,000
5235	001	Computer Support Services	4,647	5,515	15,476	26,665	25,117	18,158
5240	01	Electricity	-	-	-	-	-	-
5240	02	Water & Sewage	-	-	-	-	-	-
5240	03	Natural Gas	-	-	-	-	-	-
5240	04	Garbage Service	-	-	-	-	-	-
5251		Telephone	15,087	15,194	15,336	12,743	16,000	16,000
5252		Postage	9,446	11,414	12,743	11,734	13,000	13,000
5253		Advertising	-	-	-	-	-	-
5260		Travel	6,580	4,172	5,082	4,354	5,000	5,000
5260	89	Taxable Meals	-	-	-	23	-	50
5272		Insurance: M. V.	2,453	2,714	1,393	1,168	1,400	1,800
5273		Surety Bonds	-	450	450	450	500	500
5407		Tags	3	-	3	-	-	-
5409		Subscriptions	2,037	2,418	4,341	3,010	5,500	4,500
5410		Books	-	-	-	297	-	300
5499		Other Misc Expenditures	-	-	-	-	-	-
5500		Capital	41,000	-	-	-	-	30,000
5550		Motor Vehicles	49,268	-	46,550	-	-	-
Totals			\$ 1,032,823.41	\$ 997,193.93	\$ 1,083,749.67	\$ 907,937.93	\$ 1,224,879.00	\$ 1,181,784.00

Department	Requestor	Budget Amount		Account Code
Sales Tax - personnel	Ron Cink	(46,728)	plus fringe	51750 salaries/fringe
Sales Tax - office renovation & taxpayer kiosk	Ron Cink	30,000		51750.5500

****Fringe represents around 20% of the salary cost - fringe not included in numbers below**

Department	Description	Current Salary	Revised Salary	Difference	Totals by Dept
Sales Tax	Abolish Audit Compliance Officer (PID5424)	46,728.00	-	(46,728.00)	(46,728.00)

Commission Decision Items - updated 8/12/19		Budget Amount		Code	Notes
Project Description	Requested By	In the Budget	Removed		
GF & Subsidized					
Accounting/Finance - Personnel	Donna Bryars	8,007	plus fringe	51700 salaries/fringe	
Administration - Personnel	Wayne/Anu	18,782	plus fringe	51125 salaries/fringe	
Administration - Strategic plan carryover	Wayne Dyess	20,000		51125.5150	80,000 is being carried over from FY19; an additional 20,000 is being requested to go with that in FY20
Administration - Public Records Request software	Anu Gary	12,000		51125.5235	
Administration - Commission Chambers flooring	Anu Gary	25,000		51125.5231	25,000 is being carried over from FY19; an additional 25,000 is being requested to go with that in FY20
Administration - Central Annex - Robertsdale - furniture	Keri Green	-	21,462	51992.5211.1	New chairs can wait; caps being ordered currently for old chairs per Anu.
Administration - Central Annex - Robertsdale - floors	Keri Green	25,783		51992.5231	
Administration - Fairhope Courthouse - small floor scrubber	Gloria Bitto	3,232		51994.5219.001	Scrubber needed (email dated 8-2-19)
Archives - Personnel	Felisha Anderson	37,492	plus fringe	51906 salaries/fringe	Archives Director - possibly increase to 70k
Archives - Alabama 200	Felisha Anderson	15,000		51906.5150.200	
Archives - Historic photo purchases	Felisha Anderson	4,000		currently in 51906.5219	if approved, a sub account will be created
Archives - Commission sponsored events	Felisha Anderson	6,000		51906.5150.03	
Archives - Phone/tablet app development	Wayne/Felisha	10,000		51906.5150	
			plus maintenance costs		
Bay Minette Courthouse - fountain	Jeb Ball/J Long	60,725		currently in 51988.5500	with tile is 60,725; plaster only is 33,750; Per Commissioner Ball - what will it cost to get the fountain just up and running?
BC Coliseum - Arena speaker repair	JL/Sonny Hankins	2,000		51986.5231	
BRATS - Personnel	Matthew Brown	(51,947)	plus fringe	51935 salaries/fringe	
Budget/Purchasing - Personnel	Ron Cink	60,000	plus fringe	51725 salaries/fringe	
Building Inspection - Vehicle	Mike Howell	25,000		52710.5500	
Building Maintenance - Personnel	Junius Long	112,146	plus fringe	51995 salaries/fringe	
Building Maintenance - 2500HD Trucks - 2	Junius Long	70,000		51995.5550	
Building Maintenance - Roofing	Junius Long	491,000		51555.5524.11302	Reroof BM DA office; Repair BM Health Dept; Repair CIS; Repair BOE offices on N Section; Repair Rdale Annex I; Misc. repairs
Building Maintenance - Fork Lift	Junius Long	20,000		51555.5500	
Building Maintenance - Foley Chiller Upgrade	Junius Long	105,918		51555.5524.401	
Building Maintenance - Water Jetter	Junius Long	7,000		51555.5500	
Building Maintenance - Freon change out (R22 to 410A)	Junius Long	80,000		51555.5524.0002	
Building Maintenance - LED lighting project continuation	Junius Long	20,000		51555.5231.0001	
CIS - personnel	Brian Peacock	89,383	plus fringe	51965 salaries/fringe	
CIS - communication equipment	Brian Peacock	24,412		51965.5542	
CIS - vehicle	Brian Peacock	27,587		51965.5550	
CIS - Bay Minette office door upgrade	Brian Peacock	2,922		51965.5219.001	
CIS - Connectivity to Bicentennial Park & Live Oak Park (Commissioner request)	Brian Peacock	-	150,000	51965.5150	Removed per Commissioner Underwood
CIS - EMA UPS	Brian Peacock	75,000		51965.5500	
CIS - Central Annex Auditorium	Brian Peacock	89,000		51965.5500	Option B is 40K - needs to be considered
				\$398,830 in 51965.5150/588.136 in	
CIS - RF Site - Gulf Shores & Fort Morgan (Commissioner request)	Brian Peacock	986,966		51965.5500	Fort Morgan total: \$429,282; Gulf Shores total: \$557,684; per Commission - look into whether E911 can get involved; look at lease/purchase
COA - personnel	Kelly Childress	(20,349)	plus fringe	56200 salaries/fringe	
Coroner - building repairs/improvements	Brian Pierce	49,000		52400.5231	
County Transportation - personnel	Matthew Brown	(33,686)	plus fringe	51935C salaries/fringe	
District Attorney - appropriation	Robert Wilters	126,000		54801.5701/51260.5291.001	90k from SW; 36k from GF
Elections - Handicap voting machines	Judge D'Olive	176,000		51910.5540	
EMA - personnel	Zach Hood	8,003	plus fringe	64,500	Chief information Officer and Outreach Coordinator position removed
EMA - Hazmat trailer supplies	Zach Hood	40,000		52300.5219.03	
JDC - replacement backup server	R Ballard/T Doerr	54,000		52610.5500	
Personnel - personnel	Deidra Hanak	-	plus fringe	51962 salaries/fringe	
Personnel - vehicle	Deidra Hanak	29,000		51962.5550	
Planning - personnel	Vince Jackson	70,000	plus fringe		
Planning - Master plan/comprehensive land use planning	Wayne Dyess	150,000		52730.5150.001	
Planning - Impact fee study	Wayne Dyess	-	80,000	52730.5150	Removed per Wayne Dyess
Probate - personnel	Judge D'Olive	95,000	plus fringe	51300 salaries/fringe	
Probate - safety glass partitions in Fairhope & Foley Courthouse	Judge D'Olive	41,000		51300.5540	
Revenue Commission - personnel	Teddy Faust	103,399	plus fringe	51600 salaries/fringe	
Sales Tax - personnel	Ron Cink	(46,728)	plus fringe	51750 salaries/fringe	
Sales Tax - office renovation & taxpayer kiosk	Ron Cink	30,000		51750.5500	
Sales Tax - heavy duty shredder	Ron Cink	-	8,000	51750.5500	Removed per Ron Cink
Misc. Appropriations - Alabma CoOp Extension Service	E Huckabay	53,854		51990.5390	
Misc. Appropriations - BC Economic Development Alliance	L Lawson	380,000		51990.5410	380k FY20 request plus 32k FY19 rollover
Misc. Appropriations - Baldwin Co. Heritage Museum	J Taylor	38,200		51990.5299.003 & 51990.5299.0031	req of 35k operations/3200 waiver
Misc. Appropriations - BC Library Cooperative, Inc.	L Reed	108,433		57100.5299	state aid match
Misc. Appropriations - BC Soil & Water Conservation	R Bryars	135,500		51990.5400, 51990.5400.001	60,000 is specifically for the watershed coordinator position
					500 is what has been given to them historically. They have not responded to requests for activities reports in the past nor have they requested the 500 as funding
Misc. Appropriations - Bay Minette Rotary Club		500		51990.5362	
Misc. Appropriations - Chambers - Central Baldwin	G Quezada	2,000		51990.5294	
Misc. Appropriations - Chambers - Eastern Shore	C Williams	2,000		51990.5294	
Misc. Appropriations - Chambers - North Baldwin	A Davis	5,000		51990.5294	
Misc. Appropriations - Chambers - South Baldwin	D Watts	50,000		51990.5294	
Misc. Appropriations - Cindy Haber Center Inc. (formerly the MR/DD Board)	Dawn Lindsey	30,000		51990.5346	
Misc. Appropriations - Commission Discretionary Fund		25,000		51990.5342	statutory
Misc. Appropriations - Contingency		200k loaded RN		51990.5290	
Misc. Appropriations - DSD Services Group		24,000		51990.5150.005	
Misc. Appropriations - Gulf Coast RC & D Board		1,500		51990.5371	
Misc. Appropriations - Historical Commission	Mike Bunn	11,000		51990.5352/51908.5230	\$1k for BCHDC admin costs (51990); \$10k for Swift Coles landscaping (51908)
Misc. Appropriations - Jennifer Claire Moore Foundation	Allison Moore	2,000		TBD - currently in 51990.5290	

Misc. Appropriations - Lillian Rec Center		1,200		51990.5345	5 year lease agreement
Misc. Appropriations - Lobby Contract Adams & Reese		72,000		51990.5150.003	
Misc. Appropriations - Lobby Contract Christie Strategy Group		42,000		51990.5150.004	
Misc. Appropriations - Lobby Contract Van Scoyoc Assoc		114,000		51990.5150.001	
Misc. Appropriations - Mobile Bay National Estuary Program	Roberta Swann	75,000		51990.5344	
Misc. Appropriations - SAIL senior center	Corm Underwood	150,000		TBD in 51990.5290 for now	
Misc. Appropriations - SARPC	R Rhodes	97,322		51990.5332	
Misc. Appropriations - SAWDC	Josh Duplantis	22,500		51990.5299.012	
Misc. Appropriations - US5 Alabama Battleship Commission	J Cobb	10,000		51990.5299.004	was funded from the 25k in 51990.5342 for FY19
Misc. Appropriations - West Florida Regulatory Planning Commission		13,891		51990.5299.005	Related to UPWP (Unified Planning Work Program)
New consoles for Dispatch (6)	Sheriff	110,160		52100.5540	
Sheriff - Motorola System for sixth console	Sheriff	78,750		52100.5542	
Sheriff - Bio Hazard Evidence Processing Room	Sheriff	50,000		52100.5524	
Sheriff - AC replacements in Support Services Bldg (2)	Sheriff	10,000		52100.5540	
Sheriff - Chevrolet Police Tahoes (18)	Sheriff	648,000		52100.5550	
Sheriff - Unmarked vehicles (4)	Sheriff	120,000		52100.5550	
Sheriff - Maintenance truck F150	Sheriff	36,000		52100.5550	
Sheriff - SRO - Ford F150 Police Pursuit	Sheriff	42,000		52100.5550	
Sheriff - Video Systems (13)	Sheriff	78,000		52100.5550.3	
Sheriff - Motorola Radios - vehicles (15)	Sheriff	90,000		52100.5542	
Sheriff - Motorola Radios - handhelds (8)	Sheriff	40,000		52100.5542	
Sheriff - Camera's and Yearly internet fee (14)	Sheriff	47,500		52100.5540	
Sheriff - Equipment for vehicles	Sheriff	264,800		52100.5211.3	
Sheriff - Paving around Maint Shop and Fuel Station	Sheriff	109,030		52100.5499	
Sheriff - Misc equipment for Maintenance Garage	Sheriff	9,600		52100.5499	
Sheriff - Law Enforcement Boat	Sheriff	125,000		52100.5540	
Sheriff - Remodel of Bay Minette bldg for BCSO Admin	Sheriff	500,000		52100.5500	
Jail - Plumbing repair in Center	Sheriff	2,476,000		52200.5524	
Jail - Vandal Proof Lighting	Sheriff	50,000		52200.5231	
Jail - K Block roof reseal	Sheriff	25,000		52200.5599	
Jail - Kitchen floor	Sheriff	20,000		52200.5231	
Jail - AC replacements (6)	Sheriff	40,000		52200.5540	
Jail - AC Chiller replacement	Sheriff	56,000		52200.5231	
Jail - Chevrolet Tahoe	Sheriff	36,000		52200.5550	
Jail - Maintenance Vehicle	Sheriff	42,000		52200.5550	
Jail - Expansion of Facility	Sheriff	38,539,625		52200.5500	
Sub-Total General Fund and Subsidized Funds		48,463,365	323,962		
Highway Funds					
AREA 100:					
Wheel Loader	J Nunnally	393,227		53111.5560	
Dozer	J Nunnally	193,383		53111.5560	
Dumpbed Asphalt Truck	J Nunnally	116,589		53111.5550	
Asphalt Patching	J Nunnally	47,892		53111.5560	
Message Boards (2)	J Nunnally	28,531		53111.5560	
Dump Trucks (6)	J Nunnally	928,461		53111.5560	
Rotary Cutter/Batwing (3)	J Nunnally	47,300		53111.5560	
Flatbed	J Nunnally	57,359		53111.5550	
Tree Shear	J Nunnally	39,748		53111.5560	
Gooseneck - Tilt	J Nunnally	25,544		53111.5560	
Broom	J Nunnally	64,019		53111.5560	
A100 Maintenance Facility	J Nunnally	1,500,000		53111.5500	
Road Widener Attachment	J Nunnally	-	103,082	53111.5560	Removed by J Nunnally
Trucks - 2 Crew Cabs 4x2	J Nunnally	-	58,166	53111.5550	Removed by J Nunnally
Culvert Cleaner	J Nunnally	-	77,729	53111.5560	Removed by J Nunnally
Sand Spreader	J Nunnally	-	17,716	53111.5560	
SUBTOTAL A100		3,442,052	256,693		
AREA 200:					
Dumpbed Asphalt Truck	J Nunnally	116,589		53112.5550	
Asphalt Patching	J Nunnally	47,892		53112.5560	
Motograder (2)	J Nunnally	554,488		53112.5560	
Mowing Tractor (2)	J Nunnally	142,897		53112.5560	
Dump Trucks (6)	J Nunnally	928,461		53112.5560	
Rotary Cutter/Batwing (3)	J Nunnally	47,300		53112.5560	
Message Boards (2)	J Nunnally	28,531		53112.5560	
Trucks - 2 Crew Cabs 4x2	J Nunnally	58,166		53112.5550	
Fuel Truck	J Nunnally	88,969		53112.5550	
Dozer	J Nunnally	-	193,383	53112.5560	Removed by J Nunnally
Sand Spreader	J Nunnally	-	17,716	53112.5560	Removed by J Nunnally
Hydroseeder	J Nunnally	-	74,166	53112.5560	Removed by J Nunnally
A200 Maintenance Facility	J Nunnally	1,500,000		53112.5500	
Road Widener	J Nunnally	-	184,326	53112.5560	Removed by J Nunnally
SUBTOTAL A200		3,513,292	469,591		
AREA 300:					
Motograder (3)	J Nunnally	554,488	272,950	53113.5560	272,950 removed by J Nunnally
Dozer	J Nunnally	193,383		53113.5560	
Mowing Tractor (2)	J Nunnally	142,897		53113.5560	

Rotary Cutter/Batwing (3)	J Nunnally	47,300			53113.5560	
Dump Trucks (6)	J Nunnally	928,461			53113.5560	
Message Boards (3)	J Nunnally	42,797			53113.5560	
Trash Pump	J Nunnally	83,430			53113.5560	
Skid Steer	J Nunnally	87,550			53113.5560	
Gooseneck - Tilt	J Nunnally	25,544			53113.5560	
Trucks - 3 Crew Cabs 4x2	J Nunnally	-	87,249	53113.5550		Removed by J Nunnally
Mini Excavator	J Nunnally	-	63,726	53113.5560		Removed by J Nunnally
BushHog (2)	J Nunnally	-	11,309	53113.5560		Removed by J Nunnally
Fuel Truck	J Nunnally	-	88,969	53113.5560		Removed by J Nunnally
Sand Spreader	J Nunnally	-	17,716	53113.5560		Removed by J Nunnally
Flatbed	J Nunnally	-	57,359	53113.5550		Removed by J Nunnally
Truck - F550, single cab	J Nunnally	-	72,882	53113.5550		Removed by J Nunnally
Culvert Cleaner	J Nunnally	-	77,729	53113.5560		Removed by J Nunnally
	SUBTOTAL A300	2,105,849	749,889			
OTHER:						
Highway - Personnel	J Nunnally	326,595	plus fringe	various		
Rebuild Alabama (Fund 115)	J Nunnally	1,279,536		TBD in Fund 115 expenses for now		
Resurfacing Projects	J Nunnally	4,859,598		TBD in 53100.5150.02164 for now		
Dirt Road Paving Projects	J Nunnally	500,000		TBD in 53100.5150.02164 for now		
Capacity Projects	J Nunnally	60,000	440,000	TBD in 53100.5150.02164 for now		440,000 Removed by J Nunnally
Bridge Projects	J Nunnally	2,200,000		TBD in 53100.5150.02164 for now		
Safety Improvement Projects	J Nunnally	810,000		TBD in 53100.5150.02164 for now		
Drainage Improvement Projects	J Nunnally	275,000		TBD in 53100.5150.02164 for now		
AFM (Accept for Maintenance) Projects	J Nunnally	475,000		TBD in 53100.5150.02164 for now		
Special Projects	J Nunnally	200,000		TBD in 53100.5150.02164 for now		
Engineering Study	J Nunnally	-	750,000	TBD in 53100.5150.02164 for now		Removed by Commission
Construction Engineering - storage shed	J Nunnally	21,500		53120.5500		
Traffic Control - Bituminous App. Trailer	J Nunnally	23,690		53135.5560		
Traffic Control - Walk Behind Striper	J Nunnally	7,770		53135.5560		
Traffic Control - Flatbed	J Nunnally	57,359		53135.5550		
Traffic Control - Message Board	J Nunnally	14,266		53135.5560		
Traffic Control - Milling Attachment	J Nunnally	28,950		53135.5560		
Traffic Control - Dumpbed	J Nunnally	-	103,000	53135.5560		Removed by J Nunnally
Traffic Control - Skid Steer	J Nunnally	-	69,732	53135.5560		Removed by J Nunnally
Geospatial - Tablet	J Nunnally	8,240		53151.5540		
Geospatial - GPS Rover	J Nunnally	17,510		53151.5540		
Maintenance Engineering - SUV (2)	J Nunnally	56,968		53130.5550		
	SUBTOTAL Other	11,221,982		1,362,732		
Sub-Total Highway Funds		20,283,175		2,838,905		
Solid Waste Funds						
Fund 510 personnel	T Graham	97,218	plus fringe	various		
Dozer - 2 (54300)	T Graham	1,175,000		54300.5500		
Hydroseeder (54300)	T Graham	60,000		54300.5500		
Water Pump (54300)	T Graham	40,000		54300.5500		
Mini Hydraulic Excavator (54300)	T Graham	60,000		54300.5500		
Pick-Up Truck (54300)	T Graham	40,000		54300.5500		
Scale House Replacement (54300)	T Graham	75,000		54300.5500		
Lechate Tie-In (54300)	T Graham	50,000		54300.5500		
Polaris ATV (54300)	T Graham	11,000		54300.5500		
Walking Floor Trailer (54325)	T Graham	85,000		54325.5500		
Addition to Administrative Building (54100)	T Graham	500,000		54100.5500		
Software & Reverse Phone System (54100)	T Graham	175,000		54100.5500		
Fund 511 personnel	T Graham	144,907	plus fringe	various		
33 CY ASL Garbage Truck - 3 (54800)	T Graham	825,000		54800.5500		
16 CY ASL Garbage Truck (54800)	T Graham	175,000		54800.5500		
Roll-Off (54800)	T Graham	175,000		54800.5500		
Cart Truck (54800)	T Graham	60,000		54800.5500		
Open Top Roll Out Containers - 4 (54800)	T Graham	18,000		54800.5500		
Vehicle (54801)	T Graham	25,000		54801.5500		
Skid Steer (54802)	T Graham	50,000		54802.5500		
Sub-Total Landfill & Collections		3,841,125				
Other Funds						
Animal Shelter - Intake building	Wayne Dyess	800,000		55410.5500		
Parks - Eastern Shore Trail Pedestrian Bridges - to replace bridge decking - 4 bridges	Wayne Dyess	300,000		TBD in 57200P.5150.05159 for now		Is there a price difference between this estimated cost and using the material that was used at Live Oak? - Cian working on
Parks - County Park signs	Wayne Dyess	25,000		57200P.5202		5k for branding development; 20k for approx 5 signs at 4k each
Parks - mowers (3)	Wayne Dyess	64,269		57200P.5560		1 mower has fully enclosed cab
Parks - truck (F150, crew cab 4x2)	Wayne Dyess	29,083		57200P.5550		
Parks - trucks (2 F550 w/dumpbed)	Wayne Dyess	118,362		57200P.5550		
Parks - truck (F550 w/ service set up/crane)	Wayne Dyess	72,882		57200P.5550		
Parks - utility vehicles (2)	Wayne Dyess	29,478		57200P.5560		
Parks/Archives - Bicentennial Park - painting General Store	Felisha Anderson	10,000		57239.5231		
Parks/Archives - Bicentennial Park - painting Church	Felisha Anderson	10,000		57239.5231		
Parks/Archives - Bicentennial Park - pole barn	Felisha Anderson	75,000		57239.5500		
Parks/Archives - Bicentennial Park - Phase 1	Felisha Anderson	80,000		57239.TBD - budgeted in 5500 for now		

Reappraisal - generator	T Faust	200,000		51810.5500	
Reappraisal - personnel changes	T Faust	148,900	plus fringe	51810 salaries/fringe	
Reappraisal - 3 vehicles	T Faust	114,900		51810.5550	4 vehicles to replace vehicles being sold (3 are new for FY20; 1 was funded in FY19 but could not be purchased at that time)
Sub-Total Other Funds		2,077,874			
Grand Total		74,665,539		3,162,867	

Fund	Account	Amount	Item Description	Reason for rollover
	1 51125.5150	\$ 80,000	strategic plan	has not been purchased yet
	1 51125.5231	\$ 25,000	Commission floors	floors not re-done
	1 52300.5500	\$ 90,000	lean-to	lean-to not purchased
	1 51962.5150	\$ 32,250	salary survey	payments still being made
	1 51965.5500.02	\$ 463,150	county software	payments still being made
106	51906.5500.200	\$ 7,000	AL200 painting	painting is in progress; final payment not yet made
120	51810.5550	\$ 25,100	vehicle	unable to purchase desired vehicle in FY19
	1 51994.5500.001	\$ 1,200,000	2nd Floor of Fairhope Courthouse	project continuation
	1 52200.5500	\$ 2,500,000	Jail Plumbing	project continuation
	1 51990.5410	\$ 32,000	Economic Development Alliance	mega-site

****Fringe represents around 20% of the salary cost - fringe not included in numbers below**

Department	Description	Current Salary	Revised Salary	Difference	Totals by Dept
Accounting/Finance	Promote two Senior Accountants, PID806 & PID3000, (EC-08) to Chief Compliance Officers (EC-09)	\$ 160,133	\$ 168,140	\$ 8,007	\$ 8,007
Administration	Create/Promote/Abolish - one Admin Support Specialist I (PID735) to Admin Support Specialist II	\$ 27,637	\$ 29,632	\$ 1,995	
	Create/Promote/Abolish - two Admin Support Specialist III (PID5151 & PID5362) to Admin Support Specialist IV	\$ 65,828	\$ 71,452	\$ 5,624	
	Increase for Assistant Records Manager (new title: Assistant Administrative Services Manager)	\$ 51,951	\$ 57,146	\$ 5,195	
	Increase for Administration/Records Manager (new title: Administrative Services Manager)	\$ 59,032	\$ 65,000	\$ 5,968	\$ 18,782
Archives	Reclass two FT Archives Specialists from Grade G to Grade H (PID5216 & PID5364)	\$ 54,608	\$ 59,264	\$ 4,656	
	Increase for Archives and History (new title: Director of Archives/Special Historic Projects Coordinator)	\$ 58,912	\$ 65,000	\$ 6,088	
	Create/Promote/Abolish - Two PT Office Assistant III positions (PID PT38 & PID PT39) to FT Archive Specialist Positions	\$ 32,516	\$ 59,264	\$ 26,748	\$ 37,492
BRATS	Abolish 1 FT Driver and 3 PT Driver positions (currently vacant: 4003,PT02, PT04, PT14)	\$ 85,633	\$ -	\$ (85,633)	
	Move 2 Bus Drivers (PID343 & PID5183), 1 Scheduling Manager (PID445), 2 Schedulers (PID540 & PID326) from 51935 to 51930	\$ 193,995	\$ 193,995	\$ -	
	Move 1 Bus Driver from 51935C (Fund 103) to 51935 (Fund 143) (PID2080)	\$ -	\$ 33,686	\$ 33,686	\$ (51,947)
Budget/Purchasing	Create Assistant Purchasing Director (grade EC-08)	\$ -	\$ 60,000	\$ 60,000	
	Reclass Purchasing Director salary grade from EC-08 to EC-09	\$ 84,542	\$ 84,542	\$ -	\$ 60,000
Building Maintenance	Reclassify Building Maintenance Engineer III positions from grade J to grade K	\$ 210,870	\$ 217,959	\$ 7,089	
	Create Building Maintenance Engineer IV (new position, grade L), Promote Building Maintenance Engineer III (PID4082); Abolish PID4082	\$ 57,063	\$ 60,904	\$ 3,841	
	Create Building Maintenance Engineer IV (new position, grade L), Promote Building Maintenance Engineer III (PID1042); Abolish PID1042	\$ 58,490	\$ 62,433	\$ 3,943	
	Reclassify Building Maintenance Supervisor positions from grade K to grade M; plus additional increase for PID5367	\$ 110,156	\$ 121,223	\$ 11,067	
	Create HVAC & Preventative Maintenance Technician position (grade L - same as BMEIV)	\$ -	\$ 43,103	\$ 43,103	
	Create Plumbing Technician position (grade L- same as BMEIV)	\$ -	\$ 43,103	\$ 43,103	\$ 112,146
CIS	Create an Audio Visual Teleconference Administrator (grade EC-08), Promote Communications Tech III (PID5137); Abolish PID5137	\$ 50,989	\$ 53,372	\$ 2,383	
	Create Application and Database Services Manager (grade EC-09)	\$ -	\$ 87,000	\$ 87,000	\$ 89,383
COA	Abolish PT Vaughn Center Manager (PT21)	\$ 16,258	\$ -	\$ (16,258)	
	Abolish PT SAIL Center Assistant (PT45)	\$ 14,833	\$ -	\$ (14,833)	
	Create an Administrative Support Specialist IV position, Promote the Chief Administrative Assistant (PID5122); Abolish PID5122	\$ 45,906	\$ 49,200	\$ 3,294	
	Create two Case Worker positions (grade H), Promote two RX Specialist (PID552 & PID771); Abolish PID552 & PID771	\$ 70,789	\$ 75,893	\$ 5,104	
	Reclassify two Case Manager positions from grade H to grade I (PID612 & PID5365)	\$ 70,637	\$ 72,934	\$ 2,297	\$ (20,396)
County Transportation	Move 1 Bus Driver from 51935C (Fund 103) to 51935 (Fund 143) (PID2080)	\$ 33,686	\$ -	\$ (33,686)	\$ (33,686)
EMA	Reclass Assistant EMA Director position from EC-08 to EC-09 and increase pay to \$78,000	\$ 69,997	\$ 78,000	\$ 8,003	\$ 8,003
Highway	Reclass Operations Support Specialist I positions from grade F to grade G - cost center 53100	\$ 31,450	\$ 32,063	\$ 613	
	Reclass Operations Support Specialist I positions from grade F to grade G - cost center 53111	\$ 24,565	\$ 26,971	\$ 2,406	
	Create 2 Laborer positions - cost center 53111	\$ -	\$ 44,848	\$ 44,848	
	Reclass Operations Support Specialist I positions from grade F to grade G - cost center 53112	\$ 31,450	\$ 32,063	\$ 613	
	Increase for A200 Supervisor (PID283) - cost center 53112	\$ 66,625	\$ 72,000	\$ 5,375	
	Increase for A200 Assistant Supervisor (PID284) - cost center 53112	\$ 46,816	\$ 51,497	\$ 4,681	
	Create 4 Laborer positions - cost center 53112	\$ -	\$ 89,696	\$ 89,696	
	Reclass Operations Support Specialist I positions from grade F to grade G - cost center 53113	\$ 27,121	\$ 27,637	\$ 516	
	Create 4 Laborer positions - cost center 53113	\$ -	\$ 89,696	\$ 89,696	
	Create Operations Support Specialist I position - cost center 53135	\$ -	\$ 26,971	\$ 26,971	
	Create Traffic Control Tech I position and reclass Traffice Control Tech I from grade F to grade G - cost center 53135	\$ -	\$ 26,971	\$ 26,971	
	Abolish Laborer (PID4047) - cost center 53135	\$ 22,424	\$ -	\$ (22,424)	
	Reclass Traffic Control Tech II positions from grade G to grade H - cost center 53135	\$ 109,216	\$ 118,528	\$ 9,312	
	Reclass Traffic Control Tech III postitions from grade H to grade I - cost center 53135	\$ 124,992	\$ 134,334	\$ 9,342	
	Reclass Traffic Control Tech IV positions from grade I to grade J (including PT position) - cost center 53135	\$ 114,064	\$ 116,317	\$ 2,253	

	Create Right-of-Way Technician II position - cost center 53600	\$	-	\$	35,726	\$	35,726	\$	326,595
Personnel	Create an Employee Relations Specialist position (grade EC-07)	\$	-	\$	57,465	\$	57,465	\$	57,465
Planning	Create a Senior Planner position (grade EC-08)	\$	-	\$	70,000	\$	70,000	\$	70,000
Probate	Create a Chief Clerk of Probate position (grade EC-09)	\$	-	\$	95,000	\$	95,000	\$	95,000
Reappraisal	Promote Mapping Support Specialist PID5450 to Mapper 1 PID4094; then fund PID5450 at \$1	\$	36,096	\$	38,655	\$	2,559		
	Promote Mapping Support Specialist PID5142 to Mapper 1 PID5141; then fund PID5141 at \$1	\$	31,913	\$	34,156	\$	2,243		
	Promote Real Property Appraiser Trainee PID5299 & PID5300 to Real Property Appraiser 1 PID5349 & PID5375	\$	65,828	\$	71,452	\$	5,624		
	Create 2 Real Property Appraiser 1 positions, Promote Real Property Appraiser Trainees PID5309 and PID5407; Abolish PID5309 & PID5407	\$	65,016	\$	71,452	\$	6,436		
	Create 2 Real Property Appraiser 1 positions	\$	-	\$	71,452	\$	71,452		
	Retitle/Reclass the RP Analyst 1/Trainer to RP Analyst 1 (PID5305)	\$	47,337	\$	43,104	\$	(4,233)		
	Create RP Specialist 2 to promote RP Support Tech Specialist (PID4097); fund PID4097 at entry level	\$	39,865	\$	73,327	\$	33,462		
	Create an Assistant Chief Appraiser position (grade EC-09)	\$	-	\$	80,000	\$	80,000		
	Promote/Move employee in PID909 (Fund 120) to Fund 001/Revenue Commission as Assessment Specialist I, PID165; Abolish PID909	\$	48,643	\$	-	\$	(48,643)	\$	148,900
Revenue Commission	Create Collections Support Tech II, Promote Collections Support Tech I PID5342; Abolish PID5342	\$	29,773	\$	31,913	\$	2,140		
	Create Assessment Specialist I, Promote Assessment Support Tech II PID5282; Abolish PID5282	\$	41,922	\$	44,776	\$	2,854		
	Create Assessment Specialist I, Promote Assessment Support Tech II PID831; Abolish PID831	\$	40,870	\$	43,695	\$	2,825		
	Create Assessment Specialist II, Promote Assessment Specialist PID165	\$	53,240	\$	57,063	\$	3,823		
	Promote/Move employee in PID909 (Fund 120) to Fund 001/Revenue Commission as Assessment Specialist I, PID165; Abolish PID909	\$	32,508	\$	51,942	\$	19,434		
	Create Assessment Specialist I, Promote Assessment Support Tech II PID5281; Abolish PID5281	\$	37,003	\$	39,614	\$	2,611		
	Create Collections Support Tech II, Promote Collections Support Tech I PID5371; Abolish PID5371	\$	27,637	\$	29,632	\$	1,995		
	Create Assessment Specialist II, Promote Assessment Specialist I PID169; Abolish PID169	\$	48,244	\$	51,688	\$	3,444		
	Fund Chief Clerk position (PID179)	\$	1	\$	90,000	\$	89,999		
	Reclass Administrator of Assessments, PID170, to grade EC-08 & 10K raise	\$	47,000	\$	57,000	\$	10,000		
	Abolish Assessment Supervisor (PID5218)	\$	35,726	\$	-	\$	(35,726)		
	Reclass Administrator of Collections, PID152, to EC-08	\$	70,450	\$	70,450	\$	-	\$	103,399
Sales Tax	Abolish Audit Compliance Officer (PID5424)	\$	46,728	\$	-	\$	(46,728)	\$	(46,728)
SW 510 - Solid Waste	Create a Chief Administrative Assistant position, Promote the Office Manager (PID745); Abolish PID745 - cost center 54100	\$	32,876	\$	35,105	\$	2,229		
	Create Op Tech IV position - cost center 54300	\$	-	\$	35,726	\$	35,726		
	Create Op Tech II position - cost center 54300	\$	-	\$	29,632	\$	29,632		
	Create Scale Attendant position - cost center 54330	\$	-	\$	26,971	\$	26,971		
	Move 1 Scale Attendant position (PID: TBD) from 54300 to 54325	\$	31,279	\$	31,279	\$	-		
	Create a Chief Administrative Assistant position, Promote the Office Administrator (PID5195); Abolish PID5195 - cost center 54370	\$	37,935	\$	40,595	\$	2,660	\$	97,218
SW 511 - Garbage Coll	Create a Solid Waste Driver III/Trainer position, Promote the Solid Waste Driver II/Trainer (PID4067); Retitle PID4067 to Solid Waste Drive II - cost center 54800	\$	43,695	\$	79,320	\$	35,625		
	Create 2 Solid Waste Driver III positions - cost center 54800	\$	-	\$	71,452	\$	71,452		
	Create a Solid Waste Driver I position - cost center 54800	\$	-	\$	29,632	\$	29,632		
	Create Junior Dispatcher - Comp/Routes position - cost center 54800	\$	-	\$	29,632	\$	29,632		
	Create Senior Distpatcher - Comp/Routes position (Grade I) ; lateral current Deputy Solid Waste Officer (PID5391) to position - cost center 54800	\$	34,156	\$	66,664	\$	32,508		
	Abolish 3 vacant Solid Waste Technician positions (currently vacant: PID5241 & PID5245; the 3rd will be a Tech that was promoted to Driver) - cost center 54800	\$	80,913	\$	-	\$	(80,913)		
	Retitle the current Assistant Customer Service Supervisor (PID5419 in cost center 54801) to Senior Billing Accounting Specialist - Compliance/Debt Collections	\$	36,810	\$	36,810	\$	-		
	Create Billing Account Specialist I position - cost center 54801	\$	-	\$	26,971	\$	26,971	\$	144,907
TOTAL FOR ALL FUNDS						\$	1,224,540	\$	1,224,540

ATTACHMENT NO.

4

FY 2020 Projected Line Item Budget Report

Fund 00001 General Fund
 Dept 52710 Building Inspection Dept.

Object Act	Sub Act	Description	FY 2016 Actuals	FY 2017 Actuals	FY 2018 Actuals	FY 2019 YTD Actuals	FY 2019 Annual Budget	Projected FY 2020 Budget
5103		Overtime	596	252	377	431	600	600
5105		Car Allowance	-	-	-	-	-	-
5106		Longevity	7,000	7,000	7,000	8,000	8,000	9,000
5113		Salaries	378,852	375,771	394,488	360,565	437,615	471,555
5121		Retirement	20,536	22,631	19,956	16,553	26,820	27,384
5121	02	Retirement Tier II	2,699	2,242	2,325	3,491	-	-
5122		Health Insurance	55,683	65,166	68,161	62,649	82,728	99,451
5123		Life Insurance	291	270	268	241	456	423
5124		Social Security	27,205	26,600	27,898	25,302	34,136	36,808
5125		Workers Comp	5,615	6,651	5,888	7,239	6,837	6,913
5126		Unemployment Insurance	-	-	-	-	788	708
5127		Air Medcare	-	-	-	360	-	405
5129		Disability	784	669	708	620	1,013	743
5150		Contract Services	45	45	45	142	45	200
5150	01	Credit Card Fees	-	-	-	-	-	-
5150	5	Unsafe/Nuisance removal	-	-	-	-	-	-
5150	99	Temporary Labor	-	-	-	-	-	-
5153		Pest Control	136	138	138	104	130	130
5156		Drug Test	30	160	527	197	200	200
5170		Training	2,234	3,164	1,872	2,431	2,000	3,000
5171		Dues	1,925	2,240	2,622	2,315	3,000	3,000
5211		Office Supplies	7,670	7,066	12,992	12,825	8,000	6,000
5211	1	Office/Computer Equipment	1,009	1,176	-	2,624	3,500	1,000
5212		Gas & Oil	7,708	10,205	13,048	9,289	13,004	13,503
5215		Tires	1,631	-	707	1,863	2,000	2,000
5219		Misc. Supplies	263	54	8	-	300	300
5221		Building Rental	-	-	-	-	-	-
5223		Copy Machine Rental	8,132	7,683	7,562	6,006	8,000	8,000
5228		Uniforms	-	-	-	-	-	-
5228	02	Uniforms - Boots	-	-	-	200	-	500
5231		Building Repairs & Maint	-	3	-	-	-	-
5233		Office Eqmt. Repair & Maint.	140	-	-	-	-	-
5234		Repairs & Maint. M. V.	1,982	2,501	2,321	1,448	3,000	3,000
5235		Computer & Software Maint	16,518	9,066	2,004	7,760	10,000	10,000

FY 2020 Projected Line Item Budget Report

Fund **00001 General Fund**
Dept **52710 Building Inspection Dept.**

Object Act	Sub Act	Description	FY 2016 Actuals	FY 2017 Actuals	FY 2018 Actuals	FY 2019 YTD Actuals	FY 2019 Annual Budget	Projected FY 2020 Budget
5235	001	Computer Support Services	3,251	6,561	8,179	4,678	4,622	7,800
5251		Telephone	10,829	10,881	10,707	7,931	10,759	10,759
5252		Postage	664	459	503	677	600	600
5253		Advertising	-	765	-	4,024	3,308	1,000
5260		Travel	1,840	2,717	10	50	2,000	2,000
5260	89	Taxable Meals	-	75	-	-	-	-
5272		Insurance: M. V.	581	1,528	1,153	474	1,200	1,200
5273		Surety Bonds	-	150	150	150	150	150
5407		License Tags	49	3	-	24	-	-
5409		Subscriptions	-	-	-	-	-	-
5410		Books & Pamphlets	1,068	2,027	346	2,373	1,000	1,000
5499		Miscellaneous Expense	-	-	-	-	500	500
5500		Capital	-	-	-	-	-	25,000
5550		Motor Vehicles	44,504	47,028	-	24,069	24,000	-
Totals			\$ 611,469.92	\$ 622,945.22	\$ 591,965.05	\$ 577,102.44	\$ 700,311.00	\$ 754,832.00

FY 2020 Projected Line Item Budget Report

Fund 00001 General Fund
Dept 51999 Coastal Area Program

Object Act	Sub Act	Description	FY 2016 Actuals	FY 2017 Actuals	FY 2018 Actuals	FY 2019 YTD Actuals	FY 2019 Annual Budget	Projected FY 2020 Budget
5103		Overtime	-	891	71	36	200	200
5106		Longevity	1,500	1,500	-	-	-	-
5113		Salaries	60,143	69,928	49,065	40,628	48,982	50,211
5121		Retirement	3,699	1,732	-	-	3,010	2,924
5121	02	Retirement Tier II	-	1,770	2,452	2,114	-	-
5122		Health Insurance	4,699	8,210	11,101	8,917	11,990	12,589
5123		Life Insurance	35	30	39	31	57	47
5124		Social Security	4,608	5,265	3,379	2,789	3,762	3,856
5125		Workers Comp	1,183	1,210	995	1,076	1,014	1,034
5126		Unemployment Insurance	-	-	-	-	88	75
5127		Air Medcare	-	-	-	45	-	45
5129		Disability	125	74	88	71	113	79
5156		DRUG TEST	40	-	11	132	-	-
5170		Training	175	-	-	-	-	-
5171		Dues	-	450	150	-	450	450
5211		Office Supplies	442	842	543	734	500	2,500
5212		Gas & Oil	977	132	23	32	47	46
5219		Misc. Supplies	-	310	-	-	500	-
5228	02	Uniforms - Boots	-	-	-	100	-	100
5234		Repairs & Maint. M. V.	178	269	616	-	300	300
5235	001	Computer Support Services	308	317	-	49	-	-
5252		Postage	64	66	144	86	150	200
5253		Advertising	1,787	2,436	3,465	2,989	3,000	1,000
5260		Travel	-	-	-	-	-	-
5260	89	Taxable Meals	-	-	-	-	-	-
5272		Insurance: M. V.	24	28	28	28	30	30
5409		Subscriptions	36	36	37	-	40	100
5500		Capital	-	-	-	-	-	-
Totals			\$ 80,021.66	\$ 95,492.94	\$ 72,205.55	\$ 59,856.94	\$ 74,233.00	\$ 75,786.00

Department	Requestor	Budget Amount	Account Code
Building Inspection - Vehicle	Mike Howell	25,000	52710.5500

FY 2020 Projected Line Item Budget Report

Fund 00001 General Fund
Dept 51975 County Attorney

Object Act	Sub Act	Description	FY 2016 Actuals	FY 2017 Actuals	FY 2018 Actuals	FY 2019 YTD Actuals	FY 2019 Annual Budget	Projected FY 2020 Budget
5103		Overtime	-	-	-	-	-	-
5106		Longevity	-	-	-	-	-	-
5113		Salaries	-	-	-	-	-	-
5114	01	BP Spill Labor/Benifits	-	-	-	-	-	-
5121		Retirement	-	-	-	-	-	-
5122		Health Insurance	-	-	-	-	-	-
5123		Life Insurance	-	-	-	-	-	-
5124		Social Security	-	-	-	-	-	-
5125		Workers Comp	-	-	-	-	-	-
5126		Unemployment Insurance	-	-	-	-	-	-
5129		Disability Insurance	-	-	-	-	-	-
5150		Contract Services	-	-	-	-	-	-
5150	99	Temporary Labor	-	-	-	-	-	-
5154		Legal Services	346,892	345,536	347,256	240,956	350,000	350,000
5154	01	Legal Exp. for Law Suits	(3,747)	3,747	5,113	-	10,000	10,000
5154	03	P & Z Legal	31,698	28,987	38,560	24,778	30,000	30,000
5156		Employee Medical & Dental	-	-	-	-	-	-
5170		Training	-	-	-	-	-	-
5171		Dues	-	-	-	-	-	-
5211		Office Supplies	-	-	-	-	-	-
5211	1	Sm Office/Comp Eqpt	-	-	-	-	-	-
5212		Gas & Oil	-	-	-	-	-	-
5219		Misc. Expenses	-	-	-	9	-	-
5223		Copy Machine Rental	-	-	-	-	-	-
5231		Building Repairs & Maintenan	-	-	-	-	-	-
5233		Office Eqmt. Repair & Maint.	-	-	-	-	-	-
5235		Computer & Software Maint.	-	-	-	-	-	-
5240		Utilities	-	-	-	-	-	-
5240	01	Electricity	-	-	-	-	-	-
5240	02	Water & Sewage	-	-	-	-	-	-
5240	03	Natural Gas	-	-	-	-	-	-
5240	04	Garbage Service	-	-	-	-	-	-
5251		Telephone	-	-	1	8	-	-
5252		Postage	-	-	-	-	-	-
5253		Advertising	-	-	-	-	-	-
5260		Travel	-	-	-	-	-	-

FY 2020 Projected Line Item Budget Report

Fund 00001 General Fund
 Dept 51975 County Attorney

Object Act	Sub Act	Description	FY 2016 Actuals	FY 2017 Actuals	FY 2018 Actuals	FY 2019 YTD Actuals	FY 2019 Annual Budget	Projected FY 2020 Budget
5260	89	Taxable Meals	-	-	-	-	-	-
5278		Insurance Deductable	-	-	-	-	-	-
5409		Subscriptions	-	-	-	-	-	-
5410		Books	-	-	-	-	-	-
5499		Miscellaneous Expense	-	-	-	-	-	-
Totals			\$ 374,842.50	\$ 378,269.96	\$ 390,930.18	\$ 265,750.79	\$ 390,000.00	\$ 390,000.00

ATTACHMENT NO.

5

FY 2020 Projected Line Item Budget Report

ATTACHMENT NO.

Fund 00001 General Fund
Dept 51920 Board of Registrars

Object Act	Sub Act	Description	FY 2016 Actuals	FY 2017 Actuals	FY 2018 Actuals	FY 2019 YTD Actuals	FY 2019 Annual Budget	Projected FY 2020 Budget
5103		Overtime	12,073	9,146	2,041	1,175	15,000	16,000
5106		Longevity	2,500	3,000	1,500	2,000	2,000	2,500
5112		Expense Allowance	-	4,680	2,960	-	-	-
5113		Clerk	202,775	206,086	219,785	163,523	216,467	217,433
5121		Retirement	6,311	5,689	5,219	4,204	14,165	13,539
5121	02	Retirement Tier II	2,213	2,970	2,120	1,217	-	-
5122		Health Insurance	41,354	42,071	48,134	39,656	53,354	56,020
5123		Life Insurance	155	134	142	113	228	188
5124		Social Security	15,380	15,873	16,013	11,613	17,861	18,049
5125		Workman's Comp	537	510	427	438	434	413
5126		Unemployment	-	146	396	-	390	326
5127		Air Medicare	-	-	-	270	-	180
5129		Disability	242	186	209	170	499	343
5150		Contract Services	9,000	-	-	-	-	-
5150	99	Temporary Labor	2,547	4,266	-	4,738	4,000	6,000
5153		Pest Control	-	90	120	126	100	100
5156		Drug Test	141	242	-	-	200	200
5170		Training	150	50	-	-	300	800
5171		Dues	-	-	-	-	140	-
5211		Office Supplies	2,883	2,577	2,657	1,882	4,000	4,000
5211	1	Small Off/ Computer Equip.	1,454	1,579	-	735	2,500	2,500
5212		Gas & Oil	-	-	-	-	-	-
5219		Misc. Supplies	217	229	238	246	400	400
5221		Building Rental	12,000	12,000	12,000	10,000	12,000	12,000
5223		Copy Machine Rental	2,342	2,579	2,444	1,989	2,600	2,600
5231		Bdlg Repairs and Mnt	2,730	146	657	-	2,500	2,500
5235		Computer & Software Maint	-	9,000	9,000	6,750	9,000	9,000
5235	001	Computer Support Services	5,410	4,473	2,531	4,037	4,132	5,886
5240	01	Electricity	3,307	3,691	3,878	3,178	3,700	3,700
5240	02	Water & Sewage	324	336	343	284	400	400
5240	03	Natural Gas	1,522	1,244	1,886	1,903	2,200	2,200
5240	04	Garbage Service	560	561	566	470	600	600
5251		Telephone	7,200	7,581	7,485	6,230	7,584	7,584
5252		Postage	15,829	12,251	44,819	11,043	45,000	48,000
5253		Advertising	-	-	-	-	350	300
5260		Travel	5,114	3,672	3,672	1,705	6,500	6,500

FY 2020 Projected Line Item Budget Report

Fund 00001 General Fund
 Dept 51920 Board of Registrars

Object Act	Sub Act	Description	FY 2016 Actuals	FY 2017 Actuals	FY 2018 Actuals	FY 2019 YTD Actuals	FY 2019 Annual Budget	Projected FY 2020 Budget
5260	89	Taxable Meals	-	-	45	-	-	-
5499		Miscellaneous Expense	-	-	-	-	-	-
5500		Capital	-	-	-	-	-	-
Totals			\$ 356,270.25	\$ 357,057.36	\$ 391,286.19	\$ 279,696.00	\$ 428,604.00	\$ 440,261.00