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**PROCEEDINGS HELD BEFORE THE  
BALDWIN County Commission  
(SPECIAL MEETING - BUDGET DELIBERATIONS)  
Tuesday, August 27, 2019**

The following proceedings were held on this  
the 28th day of August, 2019, at the Fairhope  
Satellite Courthouse, Conference Room, 1100  
Fairhope Avenue, Fairhope, Alabama, before Susan  
C. Andrews, Certified Court Reporter Number 287.

**A P P E A R A N C E****COUNTY COMMISSIONERS PRESENT:**

Billie Jo Underwood, Finance Chairperson  
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  
Donna Bryars, Acting and Interim  
Clerk/Treasurer, Finance/Accounting  
Department  
Cian Harrison, Accountant, Highway Department  
Deidra Hanak, Assistant Director, Personnel  
Department  
Brian Peacock, Director, CIS Department  
Huey (Hoss) Mack, Sheriff  
Anthony Lowery, Chief Deputy, Sheriff's  
Department  
Alainna Elliott, Human Resources Director,  
Sheriff's Department  
Connie Dudgeon, Chief Financial Officer,  
Baldwin County Sheriff's Office  
Wayne Dyess, County Administrator,  
Administration Department

**APPEARANCES (cont.)****ALSO PRESENT (cont.):**

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

Julie McGee

Robbie Kendrick Young

Kevin Harrison

John F. (Rickey) Rhodes

Terri Pringle

Casey Williams

Gail Quezada

Diane Burnett

Robertta Swan

Ashley Jones Davis

Donna Watts

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

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

Welcome, everybody, to this special budget deliberation meeting. And I've asked Commissioner Ball to do the invocation.

**INVOCATION**

COMMISSIONER JAMES E. (JEB) BALL: Please bow.

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

**PLEDGE OF ALLEGIANCE**

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

(The Pledge of Allegiance was recited.)

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

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
Thank you.

**1 - INSERT SPECIAL MEETING CALL LETTER INTO THE RECORD**

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
First on the agenda is to insert the special

1 meeting call letter into the record.

2 COMMISSIONER JAMES E. (JEB) BALL: So  
3 moved.

4 COMMISSIONER JOE DAVIS, III: Second.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
6 those in favor, signify by saying aye.

7 (Commissioners say "aye" in unison.)

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Ayes  
9 have it.

10 \*\*\*\*\*

11 *ATTACHMENT 1 - SPECIAL MEETING CALL LETTER*

12 \*\*\*\*\*

13

14 **2 - CONDUCT BALDWIN COUNTY FISCAL YEAR 2019-2020 BUDGET**  
15 **DELIBERATIONS**

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Next  
17 we turn it over to Mr. Cink.

18 MR. RON CINK: Good morning, Madam  
19 Chairman, Commissioners. There's a -- there's a  
20 couple of miscellaneous -- there's a couple of  
21 organizations that want to speak to you regarding  
22 miscellaneous appropriations, Eastern Shore Chamber  
23 of Commerce, Central Baldwin, South Alabama  
24 Regional Planning Commission and NEP. Are they  
25 here? Where did they -- I saw --

26 COMMISSIONER JOE DAVIS, III: Casey was  
27 here a moment ago.

28 MR. RON CINK: Yeah. And I saw Rickey

1 here.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
3 Rickey was out in the hallway, too. He might be  
4 down there talking to --

5 COMMISSIONER JOE DAVIS, III: I saw Rickey  
6 go down. Michelle is probably holding court.

7 COMMISSIONER JAMES E. (JEB) BALL: Do you  
8 still need that agenda?

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

10 COMMISSIONER JAMES E. (JEB) BALL: I'll put  
11 that back in my book.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
13 don't want you to miss anything.

14 COMMISSIONER JOE DAVIS, III: Well, he's  
15 got his book organized.

16 COMMISSIONER JAMES E. (JEB) BALL: It is.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
18 knew when I left home I didn't have everything.

19 COMMISSIONER JOE DAVIS, III: Yeah. I left  
20 mine sitting on my desk at home.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But  
22 I made it on time, so we've adapted. You can count  
23 on Jeb to bring it home.

24 COMMISSIONER JOE DAVIS, III: And my  
25 original book is so full, I couldn't even open it  
26 back up. So I asked Michelle to find us a couple  
27 of big binders.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All



1 right. I don't think I need this.

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

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But  
4 thanks.

5  
6 **2-A - BUDGET DELIBERATIONS FOR MISCELLANEOUS**  
7 **APPROPRIATIONS TO THE EASTERN SHORE CHAMBER OF COMMERCE**

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Hey.

9 MS. CASEY WILLIAMS: I'm back. Is it okay  
10 if I stand here?

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
12 Yeah.

13 COMMISSIONER JOE DAVIS, III: Sure.

14 MS. CASEY WILLIAMS: Y'all ready?

15 COMMISSIONER JOE DAVIS, III: Yes.

16 COMMISSIONER JAMES E. (JEB) BALL: Yes,  
17 ma'am.

18 MS. CASEY WILLIAMS: Well, good morning.  
19 And I -- I thank y'all for inviting me to talk to  
20 y'all today. My name is Casey Williams. I'm  
21 President of the Eastern Shore Chamber of Commerce.  
22 And I love the opportunity to tell our story in  
23 my own words to folks who are important to our  
24 community, our county, and our region. So thank  
25 you, again, for having me.

26 I left a -- a small packet of information on  
27 each of your places basically to let you know some  
28 of the things that we're doing to promote not only

1 our Eastern Shore area, but also Coastal Alabama,  
2 which is all of Baldwin and Mobile County.

3 We at the Eastern Shore Chamber are very  
4 collaborative and reasonably minded. And we work  
5 very closely with all of our chambers.

6 We actually now have a Baldwin Chamber  
7 Coalition, where we send out the same kind of  
8 legislative surveys. And we had one agenda that we  
9 presented to the State Delegation. And it's  
10 important that we support and help one other for  
11 economies of scale.

12 I also gave to you our recent addition, which  
13 is our Eastern Shore street map. You cannot  
14 imagine how many people come into our office asking  
15 for a street map. So we did this in conjunction  
16 with our annual magazine, which I've left for your  
17 perusal.

18 And just to give you an idea, we printed five  
19 thousand (5,000) of these. And I think we have  
20 maybe a thousand (1,000) left. And we got them in  
21 March.

22 So we use this to promote our area. And if  
23 you'll notice, on the backside of this is Baldwin  
24 County. So we are -- are very tuned to giving  
25 people where things are in relation to other  
26 things. So that's just for your perusal.

27 And then our annual Eastern Shore map -- I  
28 mean, magazine that we put out every year, which

1 has our membership directory in the back, and  
2 you'll see we have over a thousand and fifty  
3 (1,050) members in the Eastern Shore Chamber of  
4 Commerce.

5 Specifically to our budget request, the Eastern  
6 Shore Chamber balances everything we do against  
7 four main areas. Because, as a chamber, we can go  
8 all over the place with different things that we're  
9 asked to do and that comes across our table.

10 So we focus on governmental affairs, meaning to  
11 inform, let people know what's going on. That's  
12 really the basis. We -- we do not take certain  
13 political stances one way or the other. But  
14 governmental affairs really is more about informing  
15 and keeping the business community and community in  
16 touch with things that are going on that can affect  
17 them.

18 Tourism, obviously, is a big driver across all  
19 of our economy, member value, and workforce. And  
20 today I'm going to focus on workforce.

21 Low, low employment is a great thing until  
22 you're trying to hire somebody. And we have a lot  
23 of jobs that go unfilled. So, through workforce, I  
24 have a person dedicated to workforce, Christina  
25 Hellmich.

26 And the money that we have gotten from you goes  
27 directly into the category of youth leadership and  
28 our student training and explorations programs.

1 We -- we are recommended forty -- fifteen kids  
2 from each of our three high schools, public high  
3 schools, Daphne, Spanish Fort, and Fairhope.

4 We have kind of a Leadership Baldwin style  
5 where they are given exposure to -- they work with  
6 the Daphne Police Department. Daphne Utilities has  
7 a whole like career fair for them.

8 The Grand Hotel, a young man said, I can get a  
9 job working like for -- with grass, like to be  
10 outside? He actually went to work for the Grand  
11 Hotel that summer at Herff Management at the golf  
12 course.

13 So we have programs that are directed for  
14 workforce for our youth, but they also exposure to  
15 things other than just a college track.

16 So what this money went for last year is we  
17 took all eighth grade classes from Daphne and  
18 Spanish Fort to North Baldwin Technical Center.

19 We also engaged industry. So there was an  
20 industry element in front of every one of the  
21 classrooms. So if it was a construction classroom,  
22 they had construction industry folks there to talk  
23 to the kids about the opportunities.

24 So we paid for the buses and the drivers and  
25 mileage, which averaged between five (\$500) and six  
26 hundred dollars (\$600) per bus. And I think we had  
27 five or six buses.

28 So this money goes directly into those type of

1 things for our youth to give them all their  
2 options.

3 This year we're going to be working to get the  
4 same feeder pattern from the south side down to  
5 South Baldwin Technical with the same elements of  
6 industry. So we will be increasing the cost,  
7 because we do provide transportation.

8 We provide a bag so that they can take  
9 brochures and things that are there with them and  
10 try to make this a really special experience for  
11 the eighth graders.

12 We also were involved in getting the World of  
13 Opportunity, all of our kids that need to go there.  
14 So, needless to say, as we grow, the expenses grow.  
15 So the funds that we get from the Commission goes  
16 directly into that workforce. That's what  
17 they're -- they're earmarked for.

18 We work closely with all the chambers. As a  
19 matter of fact, when we are talking about getting  
20 to the South Baldwin Technical Center, we'll be  
21 working with Gail and combining the -- the Central  
22 Baldwin and Southeastern Shore together to go there  
23 to take advantages of economy of scales and our  
24 workforce.

25 You know, we -- we -- we don't have a huge  
26 staff, so we want to be able to work together and  
27 not duplicate efforts.

28 So that was the reason for the request for the

1 additional thousand dollars (\$1,000) was so we can,  
2 you know, do more on the south end.

3 Any questions?

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
5 guess the only question I have is with -- Everyone  
6 has asked for increased amounts. Is this going to  
7 be like a one-time request, or is this something  
8 that you anticipate wanting forever? Because we're  
9 trying to figure out where we would stand in the  
10 future.

11 MS. CASEY WILLIAMS: Right. Well, I mean,  
12 certainly, we'd put that thousand dollars (\$1,000)  
13 to direct and good use. I mean, I would like to  
14 earn that, not just, you know, it just be given.  
15 But I'd like to earn, you know, two thousand  
16 (\$2,000) a year for -- for those efforts. So, you  
17 know -- But I will take direction from, you know,  
18 y'all as to the -- the best way to handle that.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
20 Okay. Any other -- any questions for Casey?

21 COMMISSIONER JOE DAVIS, III: I've -- I've  
22 got to say -- And she doesn't want me to say this,  
23 but I will -- that Casey runs a very efficient  
24 ship.

25 All our businesses are engaged and are willing  
26 and do participate, not only to be a member of the  
27 chamber, but to have employees at every level  
28 involved.

1 And, Casey, I want to tell thank you, public,  
2 for what you do and how you do it. And I think  
3 this would be a wise investment for us, because it  
4 is about developing additional job opportunities.  
5 We found out today you've got to have a current and  
6 sustainable workforce.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
8 Yeah. No. It's not that. I was just trying to  
9 figure out -- Because we -- we --

10 COMMISSIONER JOE DAVIS, III: Oh, yeah.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
12 think it's a double amount from what --

13 MS. CASEY WILLIAMS: Right.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
15 we appropriated last year; right?

16 MS. CASEY WILLIAMS: Yes.

17 COMMISSION MEMBER BILLIE JO UNDERWOOD: So  
18 we're just trying to, from a standpoint of  
19 sustainability --

20 MS. CASEY WILLIAMS: Yeah. I mean, we will  
21 certainly put it to good use. And it -- and it  
22 will be needed, especially if we go into bring a  
23 whole other feeder pattern into South Baldwin  
24 Technical Center --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
26 Okay. All right.

27 MS. CASEY WILLIAMS: -- and Leadership.  
28 And, you know, a quick story, Home Boss, which I

1 think is actually in Foley, but they're members of  
2 ours, it was Small Business of the Year for the  
3 Coastal Alabama Chamber.

4 And he called me one day and he goes, look, I'm  
5 trying to grow my business organically. I would  
6 really like to -- to do some apprenticeships, but I  
7 don't know where to find the -- the -- the youth  
8 to -- to do this or how do I engage?

9 And so it just so happened we were having a  
10 workforce reception at North Baldwin Technical  
11 School. And I said, if you don't have any plans  
12 tonight, if you want to come to the reception and  
13 see what courses.

14 So they connected with the construction and the  
15 HVAC and had, you know, opportunities to engage  
16 with those specific skill sets, which helped him  
17 devise like a program and training for the home  
18 inspection company that he had.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
20 right.

21 MS. CASEY WILLIAMS: So that's some very  
22 direct --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
24 Well, we --

25 MS. CASEY WILLIAMS: You know --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
27 Yeah.

28 MS. CASEY WILLIAMS: Not just --



1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
2 see value in what you do. Don't worry.

3 MS. CASEY WILLIAMS: It's nice to be able  
4 to tell the story. So thank y'all for your time.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
6 do. Thank you, Casey. Okay. All right.

7

8 **2-B - BUDGET DELIBERATIONS FOR MISCELLANEOUS**  
9 **APPROPRIATIONS TO THE CENTRAL BALDWIN CHAMBER OF**  
10 **COMMERCE**

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
12 Gail, do you want to go next?

13 MS. GAIL QUEZADA: Yes. And I want to echo  
14 something like Joe said. We do partner so much.  
15 All the chambers, I think for the first time in  
16 over ten years -- And maybe it's been longer.  
17 It -- it's -- it's been certainly a long time since  
18 all the chambers in the county kind of worked  
19 together on some of the same initiatives. So it's  
20 so refreshing.

21 Although we do -- And I'm not going to go over  
22 everything that we do, because we do so many things  
23 that are exactly the same. We just do it in  
24 different avenues.

25 We -- we all have different staffing levels.  
26 I'm a Chamber of 2.5. I guess you could say .5.  
27 You know, Casey may be a Chamber of six. Donna may  
28 be a Chamber of seven.

1 But we all partner together on so many things.  
2 And, like she said, the Legislative Coalition, that  
3 was so refreshing. And we worked for months and  
4 months on that. So it was really good to kind of  
5 partner.

6 And I only say that to -- to compliment Casey  
7 and my other chamber partners. Because it is --  
8 being a new chamber executive, I stepped into that  
9 role at the end of 2015. And I've learned so much  
10 from my community partners and that have enabled me  
11 to do my job so well. So kudos to Casey and all  
12 my -- my chamber partners.

13 And -- and speaking to this time additional  
14 funding, I'm going to just echo what she said about  
15 the -- We have been talking about partnering with  
16 the Center for -- South Baldwin Center for  
17 Technology. There is such a -- a huge need.

18 And I attended -- Casey and North Baldwin  
19 Chamber, they hosted that event at the North --  
20 North Center For Technology. That it was amazing.  
21 It was absolutely amazing.

22 It wasn't just that the students got to come  
23 and see the tech center. They had someone from  
24 every industry there, every industry. It was  
25 just -- I couldn't believe it. And I know it took  
26 a lot to put it on.

27 So we're working -- we want to work to do that  
28 in South Baldwin. I know those students, at some

1 point, see that's our center for technology, but I  
2 don't think they've seen it in the light that the  
3 students in North Baldwin got to see it. It was  
4 just -- it blew me away. So -- And I know it took  
5 a lot to put it on.

6 And so we are seeking additional funding for  
7 that. And I want to go ahead -- And I know you  
8 haven't asked me yet, but I want to go ahead and  
9 address it.

10 We don't see asking for any more money. And we  
11 are extremely grateful for what the Commission  
12 already gives us. We know that you all work within  
13 a huge budget, and everybody's got their hand out.

14 And I get it, as a nonprofit. We -- we -- we  
15 have our hand out, too. So I certainly understand  
16 that. And I appreciate the opportunity to come and  
17 talk about it.

18 But not just that, but I -- you know, we -- we  
19 invest our money in our Youth Leadership Program,  
20 our Junior Executive Program. We've had so much  
21 success in that.

22 And I'm not going to -- I'm going to make this  
23 short. But I want to give you two examples of  
24 successes that we've had in the program.

25 Charles Morris, who runs Bay Behavioral in  
26 Central Baldwin, he is actually a graduate of our  
27 Youth Leadership Program, you know, not our recent  
28 program. It was some years back.

1 But he came to -- he came to the chamber and  
2 joined his business with the chamber and said, I  
3 want to be a part of the chamber because I'm in my  
4 business today because of the Junior Executive  
5 Program. He said, I -- It opened my eyes to the  
6 possibility of me owning my own business. So I  
7 thought that was really amazing.

8 And then most recent also Ashley Kendrick, she  
9 went through our program two years ago. And I just  
10 got a call from her mother and said that Ashley,  
11 because of her resumé, that she not only went  
12 through our program, but that she -- she actually  
13 went through an internship, an unpaid internship  
14 she did for about a year at the chamber.

15 But because that was on her resumé, she --  
16 she's -- And they told her in the Governor's  
17 Office -- She is now an intern in the Governor's  
18 Office. And they told her it was because of her  
19 work through that Youth Leadership Program at  
20 Central Baldwin.

21 So that really hit my heart, you know, that  
22 we're -- we're -- we're at least reaching those  
23 students, and we're making a difference in the --  
24 in the community.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

26 Well, from time to time when we don't have like  
27 five-hour regular meetings, I would love to have  
28 you guys be on a regular Commission meeting. Come

1 and bring some of your --

2 MS. CASEY WILLIAMS: We'd love to.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Just  
4 give a short five-minute presentation. Because  
5 those are recorded. And for those who have cable,  
6 you know, they loop --

7 MS. CASEY WILLIAMS: Wonderful.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
9 and loop and loop. And so it gives them an  
10 opportunity for some exposure.

11 And so I think that we can kind of like --  
12 Because when you come to work sessions, that kind  
13 of informs us, but it doesn't let everybody know,  
14 because they're not here.

15 MS. GAIL QUEZADA: Right.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Does  
17 that make sense?

18 MS. GAIL QUEZADA: It does.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So I  
20 would -- I would like to throw that out there.

21 MS. GAIL QUEZADA: Yeah. We'd love to do  
22 that.

23 MS. CASEY WILLIAMS: We'd be more than  
24 happy to do that.

25 MS. GAIL QUEZADA: That sounds great. And  
26 it's been a while since we brought our junior  
27 executives. I think it's been two years since  
28 we -- we've -- our junior executives --

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And  
2 I guess our --

3 MS. GAIL QUEZADA: -- have been to a  
4 Commission meeting.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
6 Yeah. Thank you so much.

7 Okay. Any questions for Gail?

8 COMMISSIONER JAMES E. (JEB) BALL: Thanks,  
9 Gail.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
11 right. Thank you, Gail.

12 MS. GAIL QUEZADA: Thank you. Thanks for  
13 having me.

14

15 **2-C - BUDGET DELIBERATIONS FOR MISCELLANEOUS**  
16 **APPROPRIATIONS TO SOUTH ALABAMA REGIONAL PLANNING**  
17 **COMMISSION (SARPC)**

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
19 right. Who have we got next? Rickey? Come on  
20 down.

21 MR. JOHN F. (RICKEY) RHODES: Come on down.  
22 If Ron could pass these out. Mr. Cink, thank you.

23 \*\*\*\*\*

24 **ATTACHMENT 2 - PAMPHLET FROM SOUTH ALABAMA REGIONAL**  
25 **PLANNING COMMISSION (SARPC)**

26 \*\*\*\*\*

27 MR. JOHN F. (RICKEY) RHODES: Good morning,  
28 Commissioners, Mr. Chairman, Commissioners --

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Good morning.

3 MR. JOHN F. (RICKEY) RHODES: -- Mr. Dyess,  
4 Mr. Cink, Mr. Nunnally, Sheriff, and valuable staff  
5 members of Baldwin County. We appreciate this  
6 opportunity to appear before you this morning with  
7 our budget request.

8 And I thought that this is important. It's  
9 important to you folks. It's important to us. We  
10 would bring our entire leadership team here in case  
11 anyone had any questions. I know most of you know  
12 them, but Kevin Harrison, our Director of  
13 Transportation. He's been a little busy lately.  
14 He --

15 MR. KEVIN HARRISON: Yeah.

16 MR. JOHN F. (RICKEY) RHODES: He does a  
17 great job; Robbie Kendrick Young, our finance  
18 person, Robbie; Julie McGee, our Area Agency on  
19 Aging Director, many, many programs in Baldwin  
20 County; Terri Pringle, our Economic Development  
21 Director.

22 And we appreciate the opportunity to be working  
23 with the County again on temp staffing. Deidra  
24 keeps us straight. We appreciate it. And Diane  
25 Burnett, our Community Planning Director.

26 And we're here today. We've got two small  
27 increases in our budget request. And I want to ask  
28 those involved, Diane and -- and Julie, just to

1 quickly and briefly explain what the request is.

2 And, as most of you know, the Regional Planning  
3 Commission and the Baldwin County Commission have  
4 interacted since the 1960s. And we've all been  
5 through a lot together.

6 And the fastest growing county in the state,  
7 we're going to do our part to do everything we can  
8 to enhance the quality of life in this great  
9 county. So we appreciate the opportunity to work  
10 with y'all.

11 I'm going to asking Diane to explain her -- her  
12 request today, followed by Julie McGee.

13 Diane.

14 MS. DIANE BURNETT: Thank you. Thank you  
15 for having me. And I'm going to pass out a map so  
16 you can kind of understand. They're all stuck  
17 together. Let me get -- I -- I have one for --  
18 I've got one for you, too. I don't know if I have  
19 one for you left. Excuse me. I'm trying to get  
20 it.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
22 GRUBER: She's needing one for the file.

23 \*\*\*\*\*

24 ATTACHMENT 3 - ALABAMA EMERGENCY MANAGEMENT DIVISIONS  
25 MAP

26 \*\*\*\*\*

27 MS. DIANE BURNETT: Okay. In a nutshell,  
28 Hazard Mitigation Plans are required by every



1 county to receive FEMA dollars at a time of a storm  
2 event.

3 Well, the Emergency -- Alabama Emergency  
4 Management Division has been approached -- And I  
5 believe this is a directive from FEMA -- to reduce  
6 the costs of those Hazard Mitigation Plans.

7 And so you'll see this is a state map that you  
8 have. And Division A, which encompasses Baldwin  
9 County, our region, and then parts of the --

10 MR. JOHN F. (RICKEY) RHODES: Alabama  
11 Tombigbee.

12 MS. DIANE BURNETT: Yeah. Alabama  
13 Tombigbee.

14 MR. JOHN F. (RICKEY) RHODES: Alabama  
15 Tombigbee.

16 MS. DIANE BURNETT: They changed their  
17 name. I always forget what their name is. They  
18 dropped a word, and I'm always afraid I'll say it  
19 wrong.

20 But, anyway, and you'll see that on our map,  
21 our Division A map. It's seven counties. And  
22 so -- and -- and the other divisions, they are A  
23 through F. But G -- G. Sorry. G.

24 The county numbers are not exactly the same,  
25 but the directive is the same. And the Emergency  
26 Management of Alabama has said, we only want a  
27 Hazard Mitigation Plan for Division A. And we'll  
28 provide funding for that. Your counties need to

1 participate to be a -- a Division A plan, or  
2 they're going to stand alone and have to do their  
3 own planning. And it will be -- They will bear the  
4 cost of that plan. And -- and usually the plans  
5 are around thirty thousand dollars (\$30,000).

6 And there's -- there's -- They're very similar,  
7 you know. They're an assessment of storms and what  
8 kind of storms you have and -- and the probability.  
9 So the -- the body of it, the analysis is they're  
10 very similar statewide.

11 But your plan for Baldwin County is different  
12 from Mobile County in regard to your response and  
13 what you do at the time of a response to a storm  
14 event.

15 So the plan is envisioned to encompass all  
16 counties, except one. And you'll see the dates  
17 where they're required.

18 So we will have to -- I think Clarke County is  
19 going to have a standalone plan as part of the  
20 Division A plan. And then we will roll all the  
21 other counties into that particular plan with their  
22 own county directive as part of the county plan.

23 If you -- if you have any questions while I'm  
24 going through this. It's a process, and we're just  
25 trying to learn how the process is going to work.  
26 It's new for them as well.

27 But the deadline is going to be -- well, the  
28 deadline for approval of the plan is May 2021,

1 which means you actually have to get it to FEMA  
2 several months before then for review and approval.  
3 So I'm thinking probably February/March is when  
4 that's going to -- the whole plan is going to be  
5 required to FEMA.

6 It was a directive. Each county has a match of  
7 five thousand dollars (\$5,000) to participate with  
8 this regional plan to ensure that FEMA dollars are  
9 available to you at the time of a storm event.

10 So it's just, you know, we're trying to work  
11 with their -- the hazard mitigation. They're --  
12 they're trying to streamline the process and not  
13 have, you know, a plan for each county, just trying  
14 to, you know, probably under the -- correspond with  
15 FEMA, you know, and what their directive is.

16 So this is a one-time fee. But I believe these  
17 plans are due every three years. So --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
19 Okay. It wouldn't be every -- this would be maybe  
20 at the most once every three years --

21 MS. DIANE BURNETT: Well, and -- and --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
23 if -- if we continue --

24 MS. DIANE BURNETT: -- and not the whole  
25 five thousand (\$5,000) is due in 2000 [sic].

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If  
27 we continue to do a -- a joint is what you're  
28 saying.

1 MS. DIANE BURNETT: Yes.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Yeah. Or -- or --

4 MS. DIANE BURNETT: And participate.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
6 what I'm understanding you're saying, it's going to  
7 cost us thirty thousand (\$30,000) if we did our  
8 own.

9 MS. DIANE BURNETT: Right. If you don't  
10 want to -- to participate, you can do your own  
11 standalone for -- you know, with no funding.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
13 Okay.

14 MS. DIANE BURNETT: You know, there's no  
15 funding available unless you participate in A --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
17 Okay.

18 MS. DIANE BURNETT: -- I mean, you know,  
19 the district plan. So -- And, again, so we'd  
20 probably go through March of 2021. So the five  
21 thousand (\$5,000) would go through March of 2021.  
22 It wouldn't just be this fiscal year. There would  
23 be some component of that five thousand (\$5,000)  
24 into March probably.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
26 Okay. So do we need all of it appropriated this  
27 year then, or half and half?

28 MS. DIANE BURNETT: Probably not half and

1 half. I would think three-fourths, one-fourth.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay.

4 MS. DIANE BURNETT: You know, maybe --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Or  
6 just --

7 MS. DIANE BURNETT: You know --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
9 knock it out. Okay. Okay. All right. Well, that  
10 makes sense.

11 MS. DIANE BURNETT: Do y'all have any  
12 questions about it?

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That  
14 helps me understand it better. Thank you very  
15 much.

16 Any other questions for Diane?

17 (No response.)

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
19 Okay.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Diane, what --

22 MS. DIANE BURNETT: And as --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: I notice the dates. They got some like  
25 Choctaw County, they're due in -- in -- in  
26 November of -- of '19.

27 MS. DIANE BURNETT: That's right. And  
28 they're not part of our planning process. They may

1 roll into it in three years and want to  
2 participate. But right now they're not part of the  
3 Division A planning process.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Okay.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So  
7 this is what they're wanting to do.

8 MS. DIANE BURNETT: This is -- Yes.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: This  
10 is the future.

11 MS. DIANE BURNETT: Yes.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Now --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's  
15 not what exists right now.

16 MS. DIANE BURNETT: Right.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
18 Okay.

19 MS. DIANE BURNETT: Well, it's what they --  
20 it's what the Emergency Management has directed.  
21 And they've kind of directed the regions to -- Not  
22 kind of. They've told us, you know, we want you to  
23 facilitate. We want you to participate. And  
24 you've got to bring it all together. Because  
25 funding, it's all about funding.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is  
27 this something that coordinates with our own EMA  
28 department, or is it --

1 MS. DIANE BURNETT: (Indicates  
2 affirmatively.)

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
4 Okay. So are they --

5 MS. DIANE BURNETT: It is. We will look to  
6 your EMA department to give us your County plan,  
7 you know, what -- And it's not the assessment of  
8 the storm events. It's --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

10 MS. DIANE BURNETT: -- the action plan --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
12 Okay.

13 MS. DIANE BURNETT: -- is what we -- we  
14 will look to your County EMA, much like Mobile  
15 County and Escambia County. They'll have separate  
16 planning processes.

17 The other thing is I'm going to need y'all to  
18 adopt a resolution adopting this plan to ensure you  
19 get funding. So you'll probably see this plan  
20 probably January or February 2021.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
22 Okay. Any -- any feedback on that, Ron? Any --

23 MR. RON CINK: (Indicates negatively.)

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
25 Okay. All right. Well, thank you. Any --  
26 anything from any of the Commissioners?

27 MR. RON CINK: It's included in your -- in  
28 the rates that you submitted; correct?

1 MR. JOHN F. (RICKEY) RHODES: Yes, sir.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 MR. RON CINK: The ninety-seven (\$97,000)?

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 You're just explaining the increase.

6 MR. RON CINK: Uh-huh. (Indicates  
7 affirmatively.)

8 MS. DIANE BURNETT: Right. It's a --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
10 Okay.

11 MS. DIANE BURNETT: -- five thousand dollar  
12 (\$5,000) increase --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
14 Okay. All right.

15 MS. DIANE BURNETT: -- for the match.

16 MR. JOEY NUNNALLY: Just -- just to -- just  
17 a note, I mean, we -- EMA is in charge of coming up  
18 with our Hazard Mitigation Plan. Part of that is  
19 our Debris Management Plan --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
21 Uh-huh. (Indicates affirmatively.)

22 MR. JOEY NUNNALLY: -- which -- which y'all  
23 are part of that, and we help them with that. So,  
24 I mean, I -- I know Zach is new, and -- and --  
25 and -- and he might not be fully aware of all that.  
26 But he's -- he's not in the room. But we've  
27 already got one to work off of, I guess is what I'm  
28 saying.



1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Okay. So --

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Yeah.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

6 from what you know, this is the direction we would  
7 want to do is go together?

8 MR. JOEY NUNNALLY: (Indicates  
9 affirmatively.)

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

11 Okay. Okay. All right. Thank you.

12 MS. DIANE BURNETT: Yes.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: And this -- these -- these -- actually  
15 these areas that aligns with the -- the -- the  
16 State EMA has picked seven places where they have  
17 South Alabama. That's where they will be operating  
18 out of if something happens. This goes along with  
19 their divisional, what they've -- what they've  
20 created as far as the divisional areas.

21 MS. DIANE BURNETT: Well, I didn't realize  
22 that.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: And they're responsible for -- this A area  
25 will be responsible for everybody in that thing,  
26 and B, C, and D, you know. But they'll have one  
27 person that's in charge of all that, you know.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Okay. Who is --

2 MS. JULIE MCGEE: Julie, Julie McGee.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

4 Okay.

5 MS. JULIE MCGEE: Good morning.

6 COMMISSIONER JAMES E. (JEB) BALL: Good  
7 morning.

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

10 MS. JULIE MCGEE: I have good news and bad  
11 news. My request is half of Diane's, so two  
12 thousand, five hundred (\$2,500). But it would be  
13 ongoing. So that's the bad news part of it.

14 So y'all may be aware that we helped  
15 reestablish a retired senior volunteer program for  
16 the citizens of Baldwin County.

17 So the County used to have a program years ago  
18 run out of a small nonprofit. And due to lack of  
19 resources, it closed a few years ago. And so  
20 Baldwin County was one of the few counties in the  
21 state that didn't have that, a volunteer program.

22 It's designed for people 55 and older. And,  
23 you know, Baldwin County has so many retirees.

24 So it's really a wonderful resource for them to  
25 be engaged in the community, have a more fulfilling  
26 life. But it also helps nonprofits and local  
27 governments get volunteers.

28 For instance, I have a list here of just some

1 of our volunteer stations that want volunteers in  
2 the county. So what we did was we initially  
3 partnered with the City of Daphne to give us space  
4 to start a program. So Mayor Haygood is very aware  
5 of the program.

6 And we started to grow it, because it's a very  
7 small budget. It started in Escambia County.  
8 We've been running a program in Escambia County for  
9 about twenty (20) years. Mobile County Commission  
10 has its own program.

11 So because of the void here in Baldwin County,  
12 we were able to successfully -- to get a Federal  
13 grant and expand it for the citizens and for the  
14 entire county.

15 So we've started slowly, but surely, to grow  
16 it, because our coordinator was up in -- in  
17 Escambia. So he would come down once a week. And  
18 we partnered with the City of Daphne and had a  
19 part-time person to slowly grow it.

20 And we've gotten up to forty-three (43)  
21 volunteer stations and a hundred and eleven (111)  
22 volunteers in Baldwin County. Our total volunteers  
23 for the two counties are two hundred and thirty-four (243). So  
24 we still have more in Escambia, just because it's  
25 an older program.

26 So what we want to do now is expand it  
27 throughout the whole county by hiring -- we're  
28 going to hire -- we've already budgeted a part-time

1 person that will work outside of the Eastern Shore  
2 to make sure we have volunteers and stations  
3 throughout the whole county.

4 And then my long-term plan, in about two years,  
5 is to move the coordinator to work in Baldwin  
6 County. Because I feel like this is where the  
7 populational center is.

8 Escambia County only has seven percent (7%) of  
9 our older population. So we really would like --  
10 we think that there's tremendous potential to grow  
11 that.

12 So it's a small budget. We have a coordinator.  
13 We have -- through Aging funds, not the Federal  
14 grant, we have a partnership with the City of  
15 Daphne to -- to at least start the program. And  
16 then through the Federal funds, we'll have this new  
17 part-time position to work the rest of the county.

18 So it has a required thirty percent (30%)  
19 match. I have a match this year of forty thousand  
20 dollars (\$40,000). Of that I have all but five  
21 thousand (\$5,000). And my request to you is to  
22 split that with South Alabama Regional Planning.

23 Because, remember, the only -- the only  
24 counties this is assisting is Escambia and Baldwin.  
25 For your information, the Baldwin County -- I mean,  
26 the Escambia County Commission gives us most of  
27 that match. So all but five (\$5,000) -- well, all  
28 but ten thousand (\$10,000) of the forty thousand

1 (\$40,000) match is coming from Escambia County,  
2 rural Escambia County.

3 In Mobile County, who has its own RSCP program  
4 they have had for probably forty (40) years, they  
5 put probably a quarter of a million dollars  
6 (\$250,000) into their program. They're very, very  
7 popular, you know.

8 So I think as you see this, you're going to see  
9 a lot of presence in the county and just a lot of  
10 citizen participation and will be very pleased with  
11 the program.

12 So our goal right now, short range, over the  
13 next year, is to double our number of volunteers.  
14 We're also adding some tax counseling for the  
15 elderly sites.

16 So we have one in Spanish Fort, one in Daphne.  
17 We're really looking at Bay Minette and Foley for  
18 our next locations for that, unless y'all have, you  
19 know, some other places you'd like to see them.

20 That's kind of it in a nutshell. If you have  
21 any questions for me --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

23 Well, you -- you definitely -- I think the numbers  
24 we saw, that our largest percentage of our  
25 population is between that fifty-five (55) and  
26 sixty-five (65) mark. I don't remember what  
27 they're -- if it was fifty-five (55) to sixty-four  
28 (64) or somewhere in that neighborhood. That is

1 where our largest percentage of our population,  
2 which says that probably a lot of retirees moving  
3 in versus us just growing older.

4 MS. JULIE MCGEE: And they're looking for  
5 things to do. They really do. They call --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
7 Yeah.

8 MS. JULIE MCGEE: When you do have program  
9 here, they'll be calling and --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
11 Okay.

12 MS. JULIE MCGEE: -- having a hard time  
13 finding a niche. So --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That  
15 helps to understand it much better. Thank you  
16 for -- for explaining it.

17 Any questions for Julie?

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
19 GRUBER: No.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No?  
21 Okay. Thank you.

22 MS. JULIE MCGEE: Okay. Thank you.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
24 right. Is that all for SARPC?

25 MR. JOHN F. (RICKEY) RHODES: Yes, ma'am.  
26 We thank y'all.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
28 right. Thank you so much.

1 MR. JOHN F. (RICKEY) RHODES: Thank you for  
2 sitting on our board, Commissioner Underwood.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
4 Watch the rain. Oh, thank you. And I -- I've got  
5 it on my calendar to be at both meetings next time.

6 MR. JOHN F. (RICKEY) RHODES: Both  
7 meetings. All right. Thank you.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
9 right. Thank you.

10  
11 2-D - BUDGET DELIBERATIONS FOR MISCELLANEOUS  
12 APPROPRIATIONS TO THE MOBILE BAY NATIONAL ESTUARY  
13 PROGRAM (NEP)

14 MS. ROBERTA SWANN: I think I'm next.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
16 Mobile -- Mobile NEP is the last one. Okay. We  
17 have Roberta Swann.

18 MS. ROBERTA SWANN: Good morning. There's  
19 a lot of numbers on this page, so I'm just going to  
20 hand it to you --

21 COMMISSIONER JOE DAVIS, III: Sure.

22 MS. ROBERTA SWANN: -- so you have a status  
23 of my initiatives through August. Good morning. I  
24 have a couple of extras.

25 \*\*\*\*\*

26 *ATTACHMENT 4 - MOBILE BAY NATIONAL ESTUARY PROGRAM*

27 *STATUS OF INITIATIVES IN BALDWIN COUNTY AUGUST 2019*

28 \*\*\*\*\*

1 MS. ROBERTA SWANN: Okay. Good morning.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Good morning.

4 COMMISSIONER JOE DAVIS, III: Good morning.

5 MS. ROBERTA SWANN: I'm a little bit  
6 horrified that I fall into that fifty-five (55)  
7 category that she was just talking. So I'm trying  
8 to get my head wrapped around that.

9 My name is Roberta Swann, and I am the Director  
10 of the Mobile Bay National Estuary Program. And we  
11 were organized under amendments to the Clean Water  
12 Act in 1987, the National Estuary Program was. And  
13 the Mobile Bay National Estuary Program was created  
14 in 1995.

15 Our charge is to promote the wise stewardship  
16 of the water quality and living resources of  
17 Alabama's estuaries and coast. And we do that by  
18 bringing together a diversity of stakeholders who  
19 have some level of interest in protecting our  
20 coastal or our estuary resources -- resources, our  
21 water resources.

22 What I've handed out to you this morning is a  
23 status of our activities. Many of you are very  
24 familiar with the work that we have been doing and  
25 promoting across our two coastal counties that is  
26 our target area.

27 And our approach to assisting local governments  
28 and the two county governments with land and water



1 management is through a watershed-based approach  
2 to -- to -- to water resource management, frankly,  
3 and to establishing community resilience across all  
4 of our -- our two -- our two coastal counties.

5 What you have before you this morning is a  
6 status of activities of our work. And the funding  
7 that we're requesting of the Baldwin County  
8 Commission this year is consistent with our -- our  
9 work that we do in Baldwin County.

10 What we have done so far this year is watershed  
11 planning. Which you may think, well, you know, if  
12 you didn't do it, what are we losing?

13 By having watershed -- comprehensive watershed  
14 management in -- plans in place for all of your  
15 hydrologic drainage basins, you are available to  
16 apply for ADEM 319 funding or ADEM point source  
17 pollution funding.

18 And so what we have been able to do with the  
19 funding that Baldwin County has so graciously  
20 awarded us in the past is invest that in our  
21 operations to be able to leverage that into  
22 receiving National Fish and Wildlife Foundation  
23 Environmental Benefit Fund Grants as well as  
24 RESTORE funding through the Federal RESTORE Council  
25 in the State of Alabama.

26 Right now this year -- well, right now we  
27 are -- currently are managing contracts in excess  
28 of one million dollars (\$1,000,000). And those

1 contracts are going towards watershed management  
2 plans in Wolf Bay.

3 Right now in Baldwin County, we're doing what  
4 we're planning in Wolf Bay as well as in Little  
5 Lagoon, Perdido, kind of the whole Gulf, frontal  
6 Gulf Coast.

7 We are also working to -- We have an RFQ that  
8 just closed. And we're reviewing the proposals to  
9 do a water -- a comprehensive watershed management  
10 plan for the Mobile/Tensaw Delta as well as funding  
11 for Fly Creek and an update of the D'Olive  
12 watershed plan that's been implemented for the past  
13 ten (10) years to the -- with investments of over  
14 fourteen million dollars (\$14,000,000) in that  
15 watershed since we prepared that plan.

16 We also have funding available to do -- One of  
17 the things that we do, Joey -- We've had a lot of  
18 talks about this -- is in Baldwin County we have  
19 highly erodable soils and steep slopes,  
20 particularly in the upper part of the county. And  
21 so sediment and sediment going into our streams is  
22 very important and very problematic across the  
23 county.

24 And so one of the things that we do when we do  
25 our watershed plans is we begin by setting a  
26 baseline. Where is the sediment coming from? Is  
27 it naturally occurring, or is it coming through  
28 some -- some land conversion activities?

1        So part of our comprehensive watershed planning  
2 process is to begin by setting those baselines  
3 through sediment studies. We have funding to do  
4 sediment studies across Baldwin County as well as  
5 Mobile County.

6        And we have funding -- And it's ongoing right  
7 now -- is the sediment study in the Fly Creek  
8 watershed, which many of you know is experiencing  
9 severe sediment loading issues.

10       And when I say the Fly Creek watershed, really  
11 what I'm talking about is in the Eastern Shore.  
12 Because you have several different ones, from Yancy  
13 Branch on down to Point Clear and beyond.

14       There are several different streams that are  
15 not part of Fly Creek's, per se, but that feed  
16 right into the bay that are also experiencing some  
17 of that erosion.

18       So the process that we would undertake is to --  
19 to monitor those streams, to measure the amount of  
20 sediment coming out of those streams to determine  
21 whether it's -- it's part of the natural erosion  
22 system or whether it's being accelerated through  
23 development activities.

24       And then we would go back in with that data.  
25 We would do a comprehensive watershed management  
26 plan, which would include engaging the -- the  
27 communities and the -- and all of those particular  
28 drainage basins, whether it's Wolf Bay or Fly Creek

1 or D'Olive watershed or the Weeks Bay, which was a  
2 very large one, combining nine (9) Municipalities  
3 and the County for that particular watershed.

4 We do that plan, and then we actually promote  
5 the implementation of that plan. And that's  
6 really, I believe, the value that Baldwin County  
7 derives from the Mobile Bay National Estuary  
8 Program.

9 Because we can step in and write grants. We're  
10 very adept at not only writing but managing grants  
11 and have a very -- a very solid reputation with  
12 many grant entities, particularly the  
13 RESTORE-related funding entities as well as the  
14 National Fish and Wildlife Foundation.

15 And as a result of that, we are now wrapping  
16 up, hopefully within the next year, the D'Olive  
17 watershed restoration project.

18 We've got about a million dollars (\$1,000,000)  
19 left in our -- in our grant for that watershed.  
20 We've spent over fourteen million (\$14,000,000).

21 We've leveraged an -- an additional four  
22 million dollars (\$4,000,000) in ADEM money in  
23 addition to National Fish and Wildlife Foundation.  
24 And we're managing those restoration projects on  
25 behalf of the Cities of Daphne, Spanish Fort, part  
26 of the County's planning jurisdiction.

27 Another thing that we do -- And -- and we took  
28 the lead, frankly, from Baldwin County -- is in the

1 creation of hydrologic models. I know for years  
2 this -- this County Commission -- maybe not the  
3 same County Commissioners, but this County  
4 Commission has talked about or looked for funding  
5 to do a hydrologic model of the Bon Secour  
6 watershed.

7 You did fund, through Baldwin County, a  
8 hydrologic model for the Weeks Bay watershed or the  
9 Fish River watershed.

10 We have received funding from the National Fish  
11 and Wildlife Foundation to do hydrologic models.  
12 And they are in process right now.

13 We are updating the Wolf Bay watershed  
14 hydrologic model, which was done, I believe, by the  
15 County. So we're updating that one.

16 We are also developing a hydrologic model for  
17 the Bon Secour watershed. And you're probably  
18 saying, yeah, so what? What does that mean?

19 Well, what that does is that gives -- that  
20 gives the County tools to be able to understand and  
21 run scenarios of if this developer wants to develop  
22 in this area but it also happens to be a bottleneck  
23 for stormwater runoff, that you can then alter what  
24 you're requiring that developer to do in order to  
25 manage the stormwater so you don't have it -- you  
26 don't have a -- a bigger problem downstream of that  
27 particular development.

28 It educates the County employees on where is

1 the best place to develop throughout these  
2 different drainage basins.

3 One of the challenges with, I think, the Fish  
4 River model is that it was created under Cal  
5 Markert, who was here previously. And Joey was  
6 familiar with using it. But as new employees come  
7 on, they're not as familiar with how to use those  
8 models to -- to provide decisions for development  
9 decisions.

10 And so this year as a part of a -- a more -- a  
11 larger hydrologic chronologing effort, since we are  
12 doing Wolf Bay, Bon Secour -- We're actually also  
13 doing one for the Bay Minette area of the  
14 Tensaw-Apalachee watershed as well as several in  
15 Mobile County.

16 We're holding a stream restoration workshop at  
17 the end of this year. And we're going to be coming  
18 to you to ask you to please send the employees that  
19 would run these types of modes so that we can  
20 provide ongoing training so that these models  
21 aren't just developed and on put a shelf. They're  
22 actually used to -- to inform development  
23 decisions.

24 Along with those types of sediment studies, the  
25 watershed plans, and the hydrologic models, another  
26 need that came to our attention through the Marine  
27 Resources Division for the State was the need to do  
28 a cultural resources assessment.

1 Anybody that wants to do anything within their  
2 riparian area along Mobile Bay or along Bon Secour  
3 Bay has to do a cultural resources assessment,  
4 which could cost quite a bit of money. And they --  
5 they're required to do that with the Alabama  
6 Historical Commission as well as the U.S. Corps of  
7 Engineers.

8 And so we worked with the State of Alabama.  
9 And we received funding to do a cultural resources  
10 assessment from Mississippi Sound, all across  
11 Mississippi Sound, up along Mobile Bay, and then  
12 around Bon Secour Bay to the tip of Fort Morgan so  
13 that each one of these individual property owners  
14 would not have to -- If they wanted to do an oyster  
15 farm or anything like that in their riparian area,  
16 they wouldn't have to incur the cost of doing a  
17 cultural resources assessment, that they could  
18 actually take advantage of the one that we did.

19 And in doing that cultural resources  
20 assessment, we -- we worked with the Army Corps of  
21 Engineers to make sure that it met that initial  
22 threshold for determining whether there as any  
23 archeological things that we should be concerned  
24 about. So we have just recently finished that  
25 cultural resources assessment.

26 Last but not least, I would like to inform you  
27 that we have, at the request of past Commissioners  
28 on the Commission, we actually started pursuing the

1 restoration or storm -- in-stream stormwater  
2 management facilities that reintroduce an  
3 ecological function in a -- in a stream that runs  
4 behind Dollar General in the Marlow community.  
5 That was brought to our attention by a past County  
6 Commissioner.

7       Joey and I have talked about significantly  
8 about this particular stream. It's very  
9 frustrating because of the timing of cultivating a  
10 relationship with the funding source, getting them  
11 to understand that this is an issue, having it be  
12 documented in the watershed management plan, having  
13 it be part of an overall watershed restoration  
14 initiative, and then actually getting to the point  
15 where you're writing a proposal to apply for  
16 funding for engineering and design that would then  
17 trigger a proposal for construction.

18       We've done all of that up to the apply for  
19 funding for engineering and design. We are meeting  
20 with the National Fish and Wildlife Foundation Gulf  
21 Environmental Benefit Fund representative on  
22 September 11th to talk about three particular  
23 streams in the Weeks Bay watershed that were  
24 identified in the Weeks Bay watershed plan. And  
25 those are Baker Branch, Weeks Creek, and then the  
26 Marlow -- I call it the Marlow project.

27           MR. JOEY NUNNALLY: That's what we call it.

28           MS. ROBERTA SWANN: Okay. The Marlow



1 project, the National Fish and Wildlife Foundation  
2 now agrees with us that these are worthy projects.

3 COMMISSIONER JOE DAVIS, III: Good.

4 MS. ROBERTA SWANN: So we've gotten that  
5 far.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh,  
7 good. Good.

8 MS. ROBERTA SWANN: Well, don't say good  
9 yet. We haven't gotten the money.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.  
11 But --

12 MS. ROBERTA SWANN: But --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
14 they didn't disagree.

15 MS. ROBERTA SWANN: But we -- we --  
16 we're -- we're -- One thing I will say to you about  
17 the National Estuary Program is we are definitely  
18 persistent and tenacious when -- and, frankly, when  
19 it comes to ecosystem restoration, it's -- that's  
20 required.

21 And so we will be meeting with the Fish and  
22 Wildlife Foundation on -- on September 11th to kind  
23 of set a path, set forward a path for what we need  
24 to have in place so that they can actually evaluate  
25 proposals for each of those three projects to fund  
26 engineering and design.

27 And they're willing to do that outside of their  
28 regular funding schedule. Their next board

1 meeting, they'll have a board meeting in November.  
2 Their next board meeting will be in March.

3 And so they will evaluate the proposals. We'll  
4 have everything ready to go so that they can make a  
5 determination for funding on those three projects  
6 in March of 2019.

7 MR. JOEY NUNNALLY: And if I can help in  
8 any way, let me know.

9 MS. ROBERTA SWANN: I will. You will be  
10 hearing from me. So in a nutshell, that's a little  
11 bit of what we do. I will also tell you that  
12 there's a couple of other things we are doing that  
13 you may or may not have heard about.

14 But part of our watershed planning process is  
15 engaging citizens in helping us monitor water  
16 quality in these streams.

17 We have several miles of tributaries, creeks,  
18 rivers, streams running through Baldwin County.  
19 And ADEM does not have the resources or the  
20 personnel to actually deploy the labor resources  
21 needed to monitor the water quality in all of these  
22 streams.

23 So one of the things that the National Estuary  
24 Program has done has been to commit to training  
25 volunteer water quality recruiting through the  
26 watershed planning process and then training  
27 volunteer water quality monitors to go out and test  
28 the water in their different drainage basins.

1 Another thing that we do as part of that  
2 program -- And part of your funding would  
3 contribute to that as part of our overall  
4 operations -- is to provide kits and chemicals to  
5 restock the chemicals in those volunteer water  
6 quality monitoring kits. Because we found that  
7 that was one of the biggest impediments to keeping  
8 these volunteer monitors ongoing.

9 It can cost somewhere, you know, from one  
10 (\$100) to two hundred dollars (\$200) to refill the  
11 kits. People will work through their chemicals.  
12 And when they run out of chemicals, they don't want  
13 to spend the money anymore. So we said, okay,  
14 we'll take care of that, because your data is  
15 important to us.

16 They follow Alabama Water Watch, which is a  
17 statewide volunteer water quality monitoring  
18 program. They follow those protocols so that the  
19 data is standard actually across the State of  
20 Alabama.

21 And so we continue and will continue to support  
22 that program. That's one of our -- our permanent  
23 roles of the program of the National Estuary  
24 Program.

25 Another thing you might see if you're in the  
26 Foley area are the litter getters, which look  
27 like -- I call them Cajun trash traps. They look  
28 like crab traps sort of with pool noodles on either

1 side of them.

2 We actually worked on a pilot program with the  
3 Osprey Initiative run by Don Bates, who is an  
4 ex-engineer with Thompson Engineering. And we  
5 tested the litter getter in Three Mile Creek in  
6 Mobile, Alabama. And it worked really well.

7 So since then we have been writing grants and  
8 getting these litter getters installed, working  
9 with EPA and working with the Gulf of Mexico  
10 program getting these litter getters installed in  
11 other areas.

12 And in -- in Baldwin County, we've been working  
13 through the City of Foley to install them at the  
14 headwaters of the Bon Secour watershed. We're  
15 trying to get a hand on trash.

16 Because that is one big issue across all of  
17 these watershed plans, no matter where you are in  
18 either one of these counties.

19 The last thing that we do is we do a lot of  
20 education. We have done a -- If you haven't seen  
21 it, as a new Commissioner on the Baldwin County  
22 Commission, we highly recommend that you do. And  
23 we'd be happy to share it with you.

24 We did a five-minute short video on the MS4  
25 program and what the requirements are for that.  
26 We've done videos for how to maintain your  
27 retention ponds for homeowners associations as well  
28 as a short video on LID or Low Impact Development

1 practices that can be used to educate developers.

2 So our job in the education arena is to produce  
3 material that can be quickly digested so that  
4 people can get up to speed in knowing how to  
5 better -- most of our focus on the education side  
6 has been around the issue of stormwater management.

7 So, with that, I'm going to leave you with  
8 letting you know that within the next couple of  
9 years, we -- we already have funding secured to  
10 finish out this watershed management planning and  
11 sediment data analysis process and the hydrologic  
12 modeling.

13 So we have pending contracts for about  
14 one-point-one million dollars (\$1,100,000) pending  
15 contracts for the future. And then we're currently  
16 managing over one-point-one million dollars  
17 (\$1,100,000) of contracts of work that is actually  
18 being done in Baldwin County right now.

19 I hope you see our request as -- as a -- a good  
20 and worthy investment to the citizens of Baldwin  
21 County.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And  
23 this additional request this year was to help with  
24 these projects that you were working on --

25 MS. ROBERTA SWANN: Correct.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
27 specifically with like the Marlow?

28 MS. ROBERTA SWANN: So your funding for --

1 so the funding that we receive from Baldwin County  
2 goes into our operational budget. And a lot of  
3 that money, frankly, goes straight to staff  
4 salaries.

5 Each one of those projects that I just  
6 mentioned, it requires us not only going out, doing  
7 field assessments, talking to people like Joey,  
8 going out and doing additional site visits, writing  
9 grant applications, securing any match dollars that  
10 we might need, shepherding the grants through the  
11 funding process, and then being the project  
12 manager.

13 The way we do our restoration projects is we  
14 actually bring together steering committees. So we  
15 will do an RFQ for engineering services. That  
16 person has to manage that RFQ process, do the  
17 pre-bid meeting with any interested engineers that  
18 might want to bid on the project.

19 That person would have to put together a review  
20 committee. And we don't review things inhouse. We  
21 actually reach out externally to -- to our hydro  
22 management conference members that have different  
23 expectations.

24 We put together review committees. They review  
25 the proposals. They score the proposals. They  
26 interview the engineers. They hire the engineers.

27 We then scope the project out with the  
28 engineering firm. And then they are the project

1 manager for that project.

2 So a lot of the work that we do is very labor  
3 intensive. And we are, frankly, a very stealth  
4 unit getting this accomplished.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
6 Okay.

7 MS. ROBERTA SWANN: So the funding is to  
8 provide us the capacity to continue moving these  
9 projects forward.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
11 Okay. And these are unique type projects that you  
12 wouldn't normally be able to do if it weren't  
13 through this particular type of program, because  
14 it's on --

15 MR. JOEY NUNNALLY: Most of those type  
16 things that she -- she's referring to is going to  
17 be a lot of -- the erosion stuff is going to be  
18 like on several private properties, which --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
20 Private property that we normally wouldn't be able  
21 to --

22 MR. JOEY NUNNALLY: That's right.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
24 participate in anything like that --

25 MR. JOEY NUNNALLY: That -- that's right.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
27 but through this particular program.

28 MR. JOEY NUNNALLY: Uh-huh. (Indicates

1 affirmatively.)

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay. All right.

4 MR. JOEY NUNNALLY: Yeah. So a lot of the  
5 studies and the hydrological studies that she does  
6 is -- it's not -- obviously, it's in State waters.  
7 But -- but the erosion issues are most always on  
8 these private property owners who we have to  
9 coordinate with, with her.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

11 Yeah. And I think we've -- through your meetings  
12 that we've seen the Marlow problem, how it's --

13 MR. JOEY NUNNALLY: That's correct. We've  
14 got another one on Tuberville Lane in Spanish Fort  
15 as well, and it's just as bad. It's just not quite  
16 as close to a -- to a -- to the bay. It's a little  
17 farther off --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

19 Okay.

20 MR. JOEY NUNNALLY: -- the bay. But we've  
21 been working with Roberta on that one.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is  
23 there any questions for Roberta while she's here?

24 MS. ROBERTA SWANN: I would add one other  
25 thing, mentioning working with private property  
26 owners. That actually probably is one of the  
27 biggest tasks of our staff. Because it does  
28 require educating the property owner about what



1 we're trying to do.

2 We've run into several situations, particularly  
3 in the D'Olive watershed, where people do not want  
4 to participate, but they happen to have that one  
5 property that's in the middle of a stream project.

6 And so it takes an inordinate -- inordinate  
7 amount time to get them to buy into the project.  
8 But those are the -- those are the residents that  
9 typically are our greatest champions on the back  
10 end.

11 And so we do have a process. They do have to  
12 sign property owner access agreements. Because  
13 typically these are not in areas that have  
14 easements in them.

15 And they have to sign those property owner  
16 access agreements. And they agree not to touch the  
17 project and to work with us over the -- the course  
18 of the construction and then two years after  
19 that --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

21 Okay.

22 MS. ROBERTA SWANN: -- so that's --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

24 That's good. They can't sabotage it as soon as you  
25 walk off --

26 MS. ROBERTA SWANN: Correct.

27 COMMISSIONER JOE DAVIS III: That's right.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

1 at least for two years.

2 Okay. Any questions? Is -- is that it?

3 (No response.)

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Okay. Well, thank you so much for your time.

6 COMMISSIONER JAMES E. (JEB) BALL: Thank  
7 you, Roberta.

8 MS. ROBERTA SWANN: Thank you very much.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Thank you, Roberta.

11 MS. ROBERTA SWANN: Stay dry.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
13 We'll see.

14 COMMISSIONER JOE DAVIS III: We're not  
15 going to stay dry.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It  
17 don't look like that's going to happen today.

18 Is that all of the miscellaneous appropriations  
19 folks?

20 MR. RON CINK: Yes, ma'am.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
22 Okay.

23

24 **2-E - BUDGET DELIBERATIONS - SALARY SURVEY**

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

26 Well, we'll move on.

27 COMMISSIONER JAMES E. (JEB) BALL: We've  
28 got the Sheriff.

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 What?

3 COMMISSIONER JAMES E. (JEB) BALL: The  
4 Sheriff.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh.  
6 We'll let the Sheriff go next. He's --

7 SHERIFF HUEY (HOSS) MACK: On which part?

8 MR. RON CINK: I think the Sheriff is here  
9 for salary surveys.

10 SHERIFF HUEY (HOSS) MACK: Yeah.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
12 Salary surveys?

13 COMMISSIONER JAMES E. (JEB) BALL: Oh,  
14 okay.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
16 Well, we'll roll on then. Okay. We'll let  
17 Deidra -- Well, Jeb had just said let the Sheriff  
18 go. So that's --

19 COMMISSIONER JAMES E. (JEB) BALL: I  
20 didn't -- I thought he'd been sitting here all day  
21 just waiting on it.

22 SHERIFF HUEY (HOSS) MACK: And I'm just  
23 loving it.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: He  
25 wanted to look at the back of your head.

26 COMMISSIONER JOE DAVIS, III: It's dry in  
27 here.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 GRUBER: It's raining outside. It's quiet, ain't  
2 it?

3 COMMISSIONER JOE DAVIS, III: It's --  
4 it's -- it's dry and quiet. Yeah.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
6 Okay. Well, then I think salary survey was a big  
7 question, how we were going to approach that in the  
8 budget, if -- or --

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

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If  
12 we are, or are we not, or what we're going to do;  
13 is that right?

14 MR. RON CINK: All of --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
16 Everybody is looking at me like I've got all the  
17 answers. I'm like, if you want me to give you an  
18 answer, I will. But --

19 MR. RON CINK: All -- all of the external  
20 requests are loaded.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
22 Okay.

23 MR. RON CINK: The question is on the  
24 salary survey; correct?

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: When  
26 you say external requests, you're talking about --

27 MR. RON CINK: I mean --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

1 department heads that want to change something?

2 MS. CHRISTIE DAVIS: So what's loaded --

3 MR. RON CINK: Yeah.

4 MS. CHRISTIE DAVIS: -- the -- You -- We  
5 gave you a very large spreadsheet.

6 MR. RON CINK: Uh-huh. (Indicates  
7 affirmatively.)

8 \*\*\*\*\*

9 *ATTACHMENT 5 - CURRENT SALARIES AND SUGGESTED SALARIES*  
10 *PER DEPARTMENT FOR THE BALDWIN COUNTY COMMISSION*

11 \*\*\*\*\*

12 MS. CHRISTIE DAVIS: The orange tab  
13 represents the salary survey with merit plus any  
14 requests that were not -- that would not be  
15 affected by the salary survey.

16 So there's a column in orange. And that is the  
17 cost of the salary survey plus the merit plus any  
18 new adds like new positions, abolishments.

19 And there's a couple other odd requests that  
20 was not to be considered based on the salary  
21 survey, like someone like Joey's section wanted to  
22 change a Laborer to a Tech. That's included as  
23 well.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
25 Okay. Could somebody give us -- like tell us these  
26 numbers? Like say, okay, this is what this is, and  
27 this is what that is, so that we don't have to  
28 like --

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

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

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
3 dig through the page? Would that -- or -- or has  
4 everybody else got it but me?

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

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You  
7 don't have it? Okay. Good.

8 COMMISSIONER JAMES E. (JEB) BALL: Don't  
9 nobody have it.

10 MS. CHRISTIE DAVIS: So --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You  
12 got it?

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

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh.

15 MS. CHRISTIE DAVIS: I -- I -- It should  
16 have been sitting next to your computer.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
18 You're talking about these?

19 MS. CHRISTIE DAVIS: Uh-huh. (Indicates  
20 affirmatively.)

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
22 Okay. Could you go through this for us?

23 MR. RON CINK: Uh-huh. (Indicates  
24 affirmatively.)

25 MS. CHRISTIE DAVIS: Sure.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
27 Okay. Instead of just telling me there's an orange  
28 tab.

1 MS. CHRISTIE DAVIS: Okay. So the  
2 baseline --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
4 need to know exactly what it means.

5 MS. CHRISTIE DAVIS: The -- the baseline,  
6 if we do nothing for Fiscal Year 20, if we just  
7 took our regular ole salaries right now, as  
8 everything is right now --

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

11 MS. CHRISTIE DAVIS: -- and added the  
12 normal merits would cost us forty-million, two  
13 hundred seventy-six thousand, two hundred fifty-one  
14 dollars (\$40,276,251).

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
16 Okay.

17 MS. CHRISTIE DAVIS: If -- if we go with  
18 the salary survey, the merits on all of the salary  
19 survey requests, and any lateral moves, that's  
20 going to bump it to like forty-one million, five  
21 hundred thousand (\$41,500,000).

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
23 Okay. So without the salary survey, our difference  
24 is between forty-two, seventy-six (\$42,7600,000)  
25 and forty-one, five hundred (\$41,500,000); right?  
26 Is that right?

27 MS. CHRISTIE DAVIS: Right.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 right. What's that number? I mean, I don't have a  
2 calculator.

3 COMMISSIONER JAMES E. (JEB) BALL: A  
4 million (\$1,000,000) and something.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
6 Well --

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

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
10 like one-point-two (\$1,200,000)?

11 MR. RON CINK: One-point-two (\$1,200,000).

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: 1 --

13 MS. CHRISTIE DAVIS: One-point-two  
14 (\$1,200,000).

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
16 GRUBER: One-point-three (\$1,300,000). Yeah.  
17 Yeah.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
19 Okay. One-point-two-two-four (1,224,000)?

20 MS. CHRISTIE DAVIS: So basically that's  
21 how much the cost of the salary survey on its own  
22 is --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
24 Okay. And --

25 MS. CHRISTIE DAVIS: -- and merits.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And  
27 was that included in our budget?

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



## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What  
2 was included in our budget?

3 COMMISSIONER JAMES E. (JEB) BALL: Baseline  
4 salaries.

5 MR. RON CINK: Baseline.

6 MS. CHRISTIE DAVIS: Well, this is the part  
7 I told you about. That's not what's loaded right  
8 now.

9 MR. RON CINK: What's loaded is --

10 MS. CHRISTIE DAVIS: All the original  
11 requests are loaded right now.

12 MR. RON CINK: Right.

13 COMMISSIONER JAMES E. (JEB) BALL: Nothing  
14 to do with salary survey is loaded --

15 MS. CHRISTIE DAVIS: Correct.

16 COMMISSIONER JAMES E. (JEB) BALL: -- as  
17 far as all the increases that could happen?

18 MS. CHRISTIE DAVIS: Correct.

19 MR. RON CINK: Correct.

20 COMMISSIONER JAMES E. (JEB) BALL: So  
21 we're -- we're one-point-three (\$1,300,000) short  
22 in -- in the budget in addition to the other that  
23 we were short.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The  
25 merit.

26 COMMISSIONER JAMES E. (JEB) BALL: No, that  
27 other where we were having to shave off.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I

1 know about that.

2 MR. RON CINK: Uh-huh. (Indicates  
3 affirmatively.)

4 COMMISSIONER JAMES E. (JEB) BALL: Okay.  
5 So we're --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But  
7 my question is when you put salaries into the  
8 budget, which number did you put in the budget?  
9 You put in what? Tell me.

10 MR. RON CINK: Base --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
12 Yeah.

13 MR. RON CINK: -- merit, and requests.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
15 Which is Column 2.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
17 GRUBER: Column 2 or Column 3?

18 COMMISSIONER JAMES E. (JEB) BALL: Right.  
19 Forty-one, five sixty-nine (\$41,569,000); right?  
20 That's what loaded?

21 MS. CHRISTIE DAVIS: I'm going to tell you  
22 what's loaded. Let me -- So what's loaded  
23 currently -- Because after we got the salary survey  
24 in, we stopped make changes to what's in the  
25 system. What's loaded represents our baseline plus  
26 everyone's request in budget.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Not  
28 any adjustments that have made --

1 MS. CHRISTIE DAVIS: So it's -- The -- the  
2 change between the two, like what's loaded and what  
3 we can do at salary survey is not as great as the  
4 number --

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

7 MS. CHRISTIE DAVIS: -- that you see on  
8 here. So right now, everything loaded, as is, is  
9 at forty-one million, seven hundred twenty thousand  
10 (\$41,720,000). And that includes every single  
11 thing.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
13 Okay. So there's about two hundred thousand  
14 dollars (\$200,000) of increases that have been  
15 added to the original request that's been included  
16 into the budget that we are looking at an overall  
17 shortfall.

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

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

21 MS. CHRISTIE DAVIS: Right. So if you  
22 look --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
24 Everybody get that?

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

27 MS. CHRISTIE DAVIS: What's actually loaded  
28 is forty-one million, seven hundred twenty thousand

1 (\$41,720,000). And that represents like every  
2 change everyone requested, regardless of the --  
3 before the salary survey came out.

4 Now, the salary survey helped correct some of  
5 those. Some of those requests were --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
7 Okay. Like --

8 MS. CHRISTIE DAVIS: -- no longer needed.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
10 Joey has asked for some increases on certain  
11 positions. And Ron and -- what's his name --  
12 Wayne.

13 COMMISSIONER JAMES E. (JEB) BALL: What's  
14 his name over here.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
16 That -- that guy right here. Hopefully he won't  
17 get mad at me. Wayne. Okay.

18 MS. CHRISTIE DAVIS: But a simple version  
19 is --

20 MR. WAYNE DYESS: I'm glad I made an  
21 impression.

22 MS. CHRISTIE DAVIS: -- what is loaded is  
23 forty-one-point-seven million (\$41,700,000).

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
25 firmly believe you're going to get over that  
26 depression.

27 MR. WAYNE DYESS: I said I'm glad I made an  
28 impression.

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh.  
2 I thought you said depression.

3 COMMISSIONER JAMES E. (JEB) BALL: So the  
4 twenty (\$20,000) -- the forty-one, seven twenty  
5 (\$41,720,000), is the twenty (\$20,000) off of that  
6 now? It's just forty-one (\$41,000,000) --

7 MS. CHRISTIE DAVIS: Forty-one, seven  
8 twenty (\$41,720,000) is what's actually loaded at  
9 this moment. If we go salary survey with merit and  
10 include all the new position requests and  
11 abolishments, that's that orange. That's Column E.  
12 That can be forty-two million, eight hundred  
13 eighty-three thousand (\$42,883,000).

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So  
15 that's like one-point-one million (\$1,100,000) more  
16 than what you've got loaded.

17 MS. CHRISTIE DAVIS: Right.

18 MR. RON CINK: Correct.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
20 Well, one-point-two (\$1,200,000) really because  
21 it's a hundred and eighty-three (\$183,000) --

22 MR. RON CINK: Yeah.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
24 Yeah. Okay.

25 COMMISSIONER JAMES E. (JEB) BALL:  
26 Point-two (\$200,000) in the hole.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
28 right. So I guess my question -- And this -- I'm

1 just going to -- I don't want to beat around the  
2 bush on this. I don't think we know enough about  
3 the salary survey to jump into this right now.

4 I think that it's something that we need to  
5 explore a little bit further. I think we got it a  
6 little bit late.

7 And in order to get our budget balanced, I kind  
8 of would like to go with the -- the merit raises  
9 and the requests and see where we stand.

10 What are you thinking, Sheriff?

11 SHERIFF HUEY (HOSS) MACK: Well, I'll tell  
12 you, I've spent a -- a little over nine hours  
13 reading this document. I timed it. And you have  
14 ten options.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
16 Okay.

17 SHERIFF HUEY (HOSS) MACK: I think you're  
18 looking at one of them, which is the orange that  
19 has been presented. The options kind of fall  
20 basically within two different categories, if you  
21 look at it.

22 As I understood it, when the Commission was  
23 looking at the salary survey, one of the concerns  
24 was bringing people up to market.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
26 GRUBER: Uh-huh. (Indicates affirmatively.)

27 SHERIFF HUEY (HOSS) MACK: Which  
28 predominantly, the survey bears out is going to be

1 your lower-paid employees, bringing them up to a  
2 standard.

3 The survey has some language -- I guess you  
4 could say challenges in that. For instance, one --  
5 part of the survey looks at people, quote/unquote,  
6 in their classifications, while another part of the  
7 survey looks at their total tenure.

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

10 SHERIFF HUEY (HOSS) MACK: And they'll kind  
11 of go back and forth between the two. Well, for  
12 instance, in the Sheriff's Office, we may have a  
13 deputy that's been a deputy sheriff for ten years.  
14 But last year he got moved to the Civil Division.  
15 Well, in this survey, they're looking at that  
16 person as one year. It's the same pay grade.

17 COMMISSIONER JOE DAVIS III: Yeah.

18 SHERIFF HUEY (HOSS) MACK: His pay grade  
19 never changed, but his classification did. And so  
20 we've got to work through that number and see to  
21 make sure that computation is correct.

22 The survey also identifies some inconsistencies  
23 on some job descriptions and things which, once  
24 again, are easy to work out, but they've just got  
25 to be worked out.

26 Because we discovered -- And just from the  
27 Sheriff's Office, it may not be the way with the  
28 County, but we had people that -- two people that

1 may have the same exact job classification but  
2 totally performing two different things. And one,  
3 in all fairness, probably more so than the other on  
4 that. So we would have to look at that.

5 And then in -- in each one of these -- I mean,  
6 the lowest thing is -- the lowest impact, as I  
7 saw -- This is just from the Sheriff's Office --  
8 for an adjustment was fifty thousand dollars  
9 (\$50,000). But it jumped all the way up to a half  
10 a million (\$500,000) if you went with the biggest  
11 one that would affect the lowest number of  
12 employees, around forty (40) employees with the  
13 maximum number of employees affected at two  
14 ninety-nine (299). So there's a lot of options.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: A  
16 lot of variances there.

17 SHERIFF HUEY (HOSS) MACK: A lot of  
18 variances --

19 COMMISSIONER JOE DAVIS, III: Yeah.

20 SHERIFF HUEY (HOSS) MACK: -- within that.  
21 Now, I'm confident. I mean, I think -- in my  
22 opinion, I think we kind of feel like it's down to  
23 two or three options, not all ten, because of some  
24 of the things that were in there. But we're still  
25 kind of studying it. So I agree with you. There's  
26 a lot in this document.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
28 GRUBER: Uh-huh. (Indicates affirmatively.)



1 SHERIFF HUEY (HOSS) MACK: And, quite  
2 honestly, I think there's still some things from  
3 Evergreen that we haven't even gotten yet. I --  
4 I -- You know, just as recently as yesterday, we  
5 got an updated e-mail from them on -- on our  
6 portion. So we're still getting some data from  
7 them on this.

8 COMMISSIONER JAMES E. (JEB) BALL: I don't  
9 feel like we should push it this year.

10 COMMISSIONER JOE DAVIS, III: No, I don't,  
11 either. We need to know more about --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --

13 COMMISSIONER JOE DAVIS, III: -- it, and we  
14 need to make sure. Here's what our employees --  
15 our employees want to look and see how it affects  
16 them.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
18 Uh-huh. (Indicates affirmatively.)

19 COMMISSIONER JOE DAVIS, III: That's human  
20 nature. That's just the way it is. And if there  
21 is a fairness doctrine in terms of performance and  
22 longevity, then we need to make sure that we're  
23 going to addresses all of that.

24 And to -- to rush into it and then find out it  
25 doesn't meet the fairness doctrine really bothers  
26 me from a morale point of view.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: Well, one thing, too, you know, I've been

1 looking at it quite a -- quite a bit. And what I  
2 don't want to do is for us to create something  
3 that -- you know, that we're not going to stick  
4 with.

5 COMMISSIONER JOE DAVIS, III: Yeah.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: I mean, because, you know, we have  
8 promised our employees we would look at trying to  
9 help them get the most they can get so that they're  
10 equally paid with -- across the whole industry.

11 What I don't want us to do is start pushing  
12 people above here and pushing people here above --  
13 ahead of the survey, you know. I love our  
14 employees, you know. Y'all don't know. But, you  
15 know, I'm one of them.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
17 You're their advocate.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: I've -- I've been -- I've been --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Of  
21 anybody here, you are.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: -- the advocate for the County Commission  
24 employees for all my life. But I don't want to  
25 create something that's going to come back and bite  
26 us.

27 And then this is just -- you might as well just  
28 throw it away, because we're not going to go by it,

1 you know. And I -- That's -- that's the thing.

2 I -- I think we don't -- we don't need to get too  
3 crazy with it in this budget season.

4 COMMISSIONER JOE DAVIS, III: Yeah.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 Okay. I --

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: That's just my opinion, you know.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

10 It -- Okay. The Sheriff kind of hit what my  
11 thought process is, is that it was really designed  
12 so that if we had underpaid people, we would see  
13 where we have the underpaid people and make sure  
14 that we are not doing our employees a disservice  
15 for Baldwin County, and I think, specifically, I  
16 had heard, especially like with Terri, some of the  
17 CDL drivers and different things like that.

18 And so where I'm at is I've not seen all of the  
19 classes. All I've really seen is I think you sent  
20 one out on supervisors. And, really, I didn't see  
21 a huge -- really didn't see a huge discrepancy on  
22 some of those levels.

23 I think it's the lower paid people that we were  
24 primarily making sure that they were where they  
25 were supposed to be. And I don't want to leave out  
26 the supervisors and the people who've been here for  
27 a long time and different things like that.

28 But I think that we're talking about a county

1 that is one of sixty-seven (67) that is so unique  
2 that whenever I tried to just find ten (10)  
3 different job comparisons, which are you directors,  
4 I could not.

5 And I labored myself, as a newly-elected  
6 official, and determined that, you know what, I  
7 can't compare y'all to anybody else.

8 And so I just determined that the system was  
9 flawed and that we just had to go with what we had.  
10 Because we had a law that made us have to make you  
11 appointed people.

12 And so I don't know that -- I asked Ron the  
13 question. I said, can we really compare ourselves  
14 to other places? He said, yes and no. And that's  
15 usually the kind of answer I get.

16 MR. RON CINK: Uh-huh. (Indicates  
17 affirmatively.) Some places you can; some places  
18 you can't.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
20 Exactly.

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

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So I  
24 think until we can determine that, that we do need  
25 to postpone this.

26 MS. DEIDRA HANAK: Well, if I could add,  
27 the -- the reason that we had -- we gave y'all the  
28 numbers ahead of time was so we could at least try

1 to budget, if this was something that we wanted to  
2 do during this year.

3 So I certainly hope that I don't -- I hope that  
4 I haven't made y'all feel that y'all have to make a  
5 decision today on salary survey or not --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.  
7 No.

8 MS. DEIDRA HANAK: But I certainly wanted  
9 to give you a ballpark figure of what it would  
10 cost.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
12 We've got to make a decision on budget.

13 COMMISSIONER JAMES E. (JEB) BALL: Yeah. I  
14 don't think we're going to --

15 MS. DEIDRA HANAK: Right.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
17 It's --

18 COMMISSIONER JAMES E. (JEB) BALL: -- put  
19 this into this year's budget.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
21 So --

22 MS. DEIDRA HANAK: Okay.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
24 So --

25 COMMISSIONER JOE DAVIS, III: I would -- I  
26 would not.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So  
28 that's where we're at, is that --

1 MS. DEIDRA HANAK: Because the salary  
2 survey really doesn't --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
4 we've got to make a discussion whether or not we're  
5 going to budget this in or not budget that in. And  
6 I think we just don't have quite the information  
7 yet --

8 MS. DEIDRA HANAK: Right.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
10 to determine that we can put this into this fiscal  
11 budget that we're fixing to approve.

12 MS. DEIDRA HANAK: Right. So I just didn't  
13 want y'all -- I didn't --

14 COMMISSIONER JAMES E. (JEB) BALL: Well, I  
15 mean --

16 MS. DEIDRA HANAK: I didn't want to come  
17 across like that. I just wanted to give y'all a  
18 ballpark figure.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.  
20 You're fine.

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

22 MS. DEIDRA HANAK: It's just --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
24 Don't apologize for that. You're --

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

26 MS. DEIDRA HANAK: It's definitely not --  
27 We're not at the end of the -- the -- this process.

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

1 No doubt.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: There's a lot. There's a lot in this.

4 It's -- it's -- it's a great big piece of --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 Well, look --

7 MS. DEIDRA HANAK: We were drinking from a  
8 firehose.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: It's a great big piece of pie to --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

12 Look, we --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: -- try to swallow at one time.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
16 have spent the taxpayers' dollars on working on  
17 this. It's just not ready yet.

18 MS. DEIDRA HANAK: Right.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

20 That's just where we're at. We're not there yet.

21 Okay.

22 MS. DEIDRA HANAK: That's right.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's  
24 a -- it's a long process. It's a process. Nobody  
25 told us it was going to be a long process. And it  
26 is a long process. Okay.

27 COMMISSIONER JOE DAVIS, III: And the time  
28 we implement it should only be when everybody, the

1 four of us plus the department heads, plus the --

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
3 may need to have a workshop.

4 COMMISSIONER JOE DAVIS, III: -- feel  
5 comfortable that it -- the fairness doctrine --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: He's  
7 coming over.

8 COMMISSIONER JOE DAVIS, III: -- will give  
9 you the most bang for the buck.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: He's  
11 coming over here now.

12 MS. DEIDRA HANAK: And Evergreen will --  
13 will come back and -- and do a presentation, too.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What  
15 are you sitting down there for anyway?

16 SHERIFF HUEY (HOSS) MACK: And, Madam  
17 Chairman, I would also say this. This -- There's a  
18 cultural change involved in this document as well.

19 For instance, if we get away from a merit-based  
20 performance standard -- And I'll just use the  
21 Sheriff's Office once again. We reward people for  
22 being average.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
24 do.

25 SHERIFF HUEY (HOSS) MACK: Okay. In other  
26 words, if you get 3.0 or above, you're going to get  
27 the same raise that a guy that gets a 4.0 or a 5.0  
28 is going to get.



1 One of the things in Evergreen's document is  
2 let's do performance-based evaluations; whereby, if  
3 you get a 3.0, for example, you get a one percent  
4 (1%). If you get a 4.0, you get a two percent  
5 (2%). That system will only work --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
7 Here.

8 SHERIFF HUEY (HOSS) MACK: -- if the  
9 supervisors who are doing your ratings --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
11 Exactly.

12 SHERIFF HUEY (HOSS) MACK: -- change their  
13 philosophy on how they rate people.

14 COMMISSIONER JAMES E. (JEB) BALL: We've  
15 already talked about that.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
17 Yeah. We --

18 SHERIFF HUEY (HOSS) MACK: Now, that is a  
19 cultural change. I was here when we implemented  
20 the merit system twenty-five (25) years ago. And I  
21 can remember back then, you know, basically if  
22 you're doing a good job, you got a raise. And then  
23 we started trying to do the merit system type  
24 thing.

25 So it's -- Once the Commission and everybody  
26 decides this is where we're going to go -- You're  
27 exactly right. There's going to have to be a  
28 training on this.

1       Because if -- you know, if you get the  
2       supervisors out there that just start rating people  
3       5's all the time, you can't budget for that kind  
4       of raise.

5               FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
6       can't budget for that.

7               COMMISSIONER JOE DAVIS, III: Huh-uh.  
8       (Indicates negatively.)

9               SHERIFF HUEY (HOSS) MACK: You know, so --

10              COMMISSIONER JAMES E. (JEB) BALL:  
11       Especially when the people that's getting evaluated  
12       are doing their own evaluation.

13              FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
14       Well, and -- and --

15              SHERIFF HUEY (HOSS) MACK: That's right.

16              FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
17       mean --

18              COMMISSIONER JOE DAVIS, III: It becomes a  
19       popularity contest. And that's not right.

20              FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
21       Well --

22              COMMISSIONER JOE DAVIS, III: It's not  
23       performance.

24              FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
25       Merit basically -- Maybe I'm wrong. Maybe I'm  
26       uninformed. I've been told that plenty of times.  
27       It's stats quo. Okay. You get rewarded for coming  
28       to work, just like you said. A 3 to a 5 gets the

1 same thing.

2 And so I think that it would be a great idea.  
3 But we've got to make sure we get it right, at  
4 least a good stab at it when we start.

5 So I think -- So it sounds like we're under a  
6 consensus to go with the -- what she's got in the  
7 plan right now.

8 COMMISSIONER JOE DAVIS, III: Our budget  
9 this year does not need to be based on that.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
11 Don't include anything with salary -- salary survey  
12 right now.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
14 GRUBER: Only -- only --

15 COMMISSIONER JOE DAVIS, III: And we're not  
16 putting it on the shelf. We're going to refine it  
17 and --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.  
19 No. We need to work on it.

20 COMMISSIONER JOE DAVIS, III: -- process  
21 it, and work on it so we can implement it.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
23 GRUBER: No. We don't need to put it on a shelf.  
24 It needs to be put --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No,  
26 no, no, no. We need to start --

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
28 GRUBER: That needs to be put --

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What  
2 we need to do is -- what I would like to suggest is  
3 that we start -- maybe have work sessions on  
4 when -- you know, when you get a little bit more  
5 information that you can bring to us, I -- so that  
6 we can understand it a little bit better and break  
7 it down into, you know, like -- I think it's  
8 overwhelming to get it all at once.

9 But when I got that little -- little list of  
10 just the supervisors that you shared, that was so  
11 much easier to see, you know. But, okay.

12 MR. JOEY NUNNALLY: To -- to -- just for  
13 clarification -- I know -- And -- and I'm -- And  
14 correct me if I'm overstepping my bounds here guys.  
15 But so just -- I'm just using mine for an example.  
16 At budget, I presented -- And I'm just taking this  
17 for example -- my Traffic Control Techs. I -- I --  
18 I --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
20 That's in there, I think.

21 MR. JOEY NUNNALLY: I requested that  
22 they -- They're -- they're ranked way below my  
23 Operators right now. And I just requested during  
24 budget to move them up.

25 Now, the salary survey said the same thing,  
26 that they needed be to moved up as well. I didn't  
27 know that at the time I presented it to you. So I  
28 think what she's got presented in there is my

1 request to move them up now.

2 COMMISSIONER JAMES E. (JEB) BALL: But  
3 that's fine, because that's already in there.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
5 Well --

6 MR. JOEY NUNNALLY: That's already in  
7 there.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
9 Well, we --

10 MR. JOEY NUNNALLY: It's already budgeted.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's  
12 already in there.

13 MR. JOEY NUNNALLY: I just wanted to make  
14 sure we're all on the same page.

15 COMMISSIONER JAMES E. (JEB) BALL: If  
16 you --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's  
18 already in there. And what you may have --

19 COMMISSIONER JAMES E. (JEB) BALL: Hey, if  
20 you've got it right, you got it right.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And  
22 what you may have done is solve your own problem --

23 MR. JOEY NUNNALLY: Right. And y'all know  
24 I -- I --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
26 without needing the salary survey.

27 MR. JOEY NUNNALLY: -- had a huge issue. I  
28 couldn't keep people in the job.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Right.

3 MR. JOEY NUNNALLY: So -- so y'all are  
4 helping me solve that issue, which I appreciate  
5 very much. And that's what in our budget. But --  
6 but so --

7 COMMISSIONER JAMES E. (JEB) BALL: Yeah.  
8 You're good.

9 MR. JOEY NUNNALLY: Okay.

10 MS. CHRISTIE DAVIS: But there are --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
12 Okay.

13 MS. CHRISTIE DAVIS: But there are some  
14 other things in there that I'm going to need  
15 clarification on.

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

18 MS. CHRISTIE DAVIS: For example, in  
19 Accounting, there is a request to promote two  
20 Senior Accountants and two Compliance Officers, two  
21 C-8s and two C-9s. There were some Administration  
22 requests for increased salaries and  
23 create/promote/abolish.

24 The whole -- Do you guys remember the original  
25 decision items list, and it had the personnel tab  
26 behind it?

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
28 GRUBER: Uh-huh. (Indicates affirmatively.)

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 MS. CHRISTIE DAVIS: All of that is what's  
2 loaded right now. And some of that stuff went away  
3 with the salary survey, because it fixed the issue.

4 So I need to know if you want all of that to  
5 stay in there and then we'll just see what -- Like  
6 the salary survey --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
8 right. By our next meeting, I will look at those  
9 numbers, and I will give you an answer on mine. Is  
10 that good for all of y'all?

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
12 GRUBER: That's tomorrow. Well, I mean, we've  
13 got -- we have to finish this.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
15 Yeah. Tomorrow.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
17 GRUBER: I don't want to -- I don't want to --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's  
19 tomorrow.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
21 GRUBER: I don't want to --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But  
23 I'm just saying that each -- each -- like the ones  
24 Joey asked for, the ones you've asked for, I can't  
25 answer that right now. I'm not --

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

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm

1 not prepared.

2 COMMISSIONER JOE DAVIS, III: Isn't our  
3 budget based on merit raises and department head's  
4 request? Isn't that where we are --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes.

6 COMMISSIONER JOE DAVIS, III: -- right now?

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

8 That's where we're at.

9 COMMISSIONER JOE DAVIS, III: I'm  
10 comfortable with that.

11 COMMISSIONER JAMES E. (JEB) BALL: Yeah.  
12 But hang on. She's saying something different now.

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

15 COMMISSIONER JAMES E. (JEB) BALL: Because  
16 she just said that this -- that there was some  
17 stuff that was loaded in there that the salary  
18 survey fixed. So the people that were asking for  
19 raises are not going to get them because the salary  
20 survey fixed it.

21 COMMISSIONER JOE DAVIS, III: Hey, we're  
22 not --

23 MS. CHRISTIE DAVIS: If the department  
24 heads were fine with that --

25 COMMISSIONER JAMES E. (JEB) BALL: Well,  
26 there's -- there's a few. But we're going to --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
28 Well, what we want to do, we just need to --



1 MS. CHRISTIE DAVIS: So there are a few  
2 extras --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
4 need to look at a couple individual ones --

5 COMMISSIONER JOE DAVIS, III: Yeah.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
7 that we had talked about during our deliberations.

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

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That  
10 was where I was at. And that's all I was saying,  
11 was that --

12 COMMISSIONER JOE DAVIS, III: Yeah.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
14 if you -- if -- Where is that at in here?

15 COMMISSIONER JOE DAVIS, III: I'm not --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Do  
17 we have a list?

18 MS. CHRISTIE DAVIS: The purple.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Huh?  
20 The purple?

21 COMMISSIONER JOE DAVIS, III: I'm not going  
22 to feel comfortable supporting partial salary  
23 survey input, because I don't feel comfortable that  
24 it addresses things across the board.

25 COMMISSIONER JAMES E. (JEB) BALL:  
26 Christie, what's it going to look like when we take  
27 out all the salary survey talk whatsoever? What  
28 part of this have you got loaded in there?

1 MS. CHRISTIE DAVIS: Okay. So what is  
2 currently loaded into the system is --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is  
4 that this page?

5 MS. CHRISTIE DAVIS: -- forty-one million,  
6 seven twenty (\$41,720,000). You're not going to  
7 see it on that sheet. It represents every single  
8 thing that was originally requested in budget. And  
9 a lot of that stuff was fixed by the salary survey.

10 COMMISSIONER JAMES E. (JEB) BALL: Well --

11 MR. JOEY NUNNALLY: When you say fixed, can  
12 you explain that?

13 COMMISSIONER JOE DAVIS, III: Yeah.

14 MS. CHRISTIE DAVIS: Well, for Joey's  
15 and -- and really for Donna's as well, it was an  
16 issue of the salary for those employees not being  
17 what it should be.

18 And so their requests were to increase those  
19 salaries or give them promotions. Or like in your  
20 case, you were just increasing the salary for that  
21 particular position in a group.

22 But then there were other ones that weren't  
23 necessarily that kind of thing. And so it -- I  
24 mean, I have that all loaded. But, I mean --

25 COMMISSIONER JOE DAVIS, III: Am I hearing  
26 you --

27 MS. CHRISTIE DAVIS: -- but like the Deputy  
28 Solid Waste Officer, if we did that move like you

1 originally requested in budget, the salary  
2 survey --

3 MS. TERRI GRAHAM: And I -- I will say what  
4 she's talking about is I -- I did see some of that.  
5 Like so where there -- where you have a position  
6 that is a lateral position today, if we approve a  
7 salary survey later, the levels get skewed a little  
8 bit.

9 So then you're ultimately going to give that  
10 person a demotion if -- if you moved them where you  
11 thought you were going to be able to move them to.

12 And so that's why I was -- I was having a hard  
13 time when I looked at where we were going with the  
14 original request that I made to you.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So  
16 do you want to change your original request?

17 MS. TERRI GRAHAM: Well, I think I would  
18 need to. I -- I would hate to know that --

19 COMMISSIONER JOE DAVIS, III: But is your  
20 change influenced by the salary survey? Because,  
21 see, I'm not going to be a part of adopting a  
22 salary survey --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
24 don't want to --

25 COMMISSIONER JOE DAVIS, III: -- until we  
26 have it all in place and that we've done our  
27 requests and our merit.

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

1 Christie --

2 COMMISSIONER JOE DAVIS, III: Then I need  
3 to see what --

4 COMMISSIONER JAMES E. (JEB) BALL: I'm  
5 going to ask Christie a question.

6 Did department heads come to you before we made  
7 a decision on anything to do with the salary survey  
8 and start raising employees up based on the salary  
9 survey?

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
11 GRUBER: No.

12 MS. CHRISTIE DAVIS: No.

13 COMMISSIONER JAMES E. (JEB) BALL: None --  
14 none of that's happened. All right. So then  
15 what -- where is the -- so I don't know where  
16 the -- where the question is now.

17 Because I'm looking at all the personnel  
18 decision items that we had on our first budget  
19 meeting. If you can just enlighten me on how that  
20 affects those, that -- what -- what you talked  
21 about.

22 MS. CHRISTIE DAVIS: At the bottom, we had  
23 some of Terri's positions. It's going to -- The  
24 salary survey put the Dispatchers and the Deputy  
25 Solid Waste Officer in kind of different  
26 categories --

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

28 MS. CHRISTIE DAVIS: -- and changed her

1 retitling and some of her positions. It kind of  
2 changed her request because of that, a lot of the  
3 requests for increases for different positions, for  
4 example, or they might be slightly different than  
5 what the salary survey suggested. But they're  
6 similar. I mean, they're --

7 COMMISSIONER JAMES E. (JEB) BALL: So  
8 what --

9 MS. CHRISTIE DAVIS: They're --

10 COMMISSIONER JAMES E. (JEB) BALL: How do  
11 we do it if we play like we don't have the salary  
12 survey?

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
14 Yeah. Forget the salary survey --

15 COMMISSIONER JAMES E. (JEB) BALL: I mean,  
16 like what -- where --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
18 under this current budget.

19 COMMISSIONER JAMES E. (JEB) BALL: Where  
20 are we at if we just --

21 COMMISSIONER JOE DAVIS, III: By pulling  
22 that out.

23 COMMISSIONER JAMES E. (JEB) BALL: -- play  
24 like we don't have the --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
26 Yeah. Completely pull it out. And what did the  
27 original people request? Have the supervisors or  
28 the department heads decided they don't want to do

1 that now or --

2 MS. CHRISTIE DAVIS: Well, a lot of them --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

4 did they change their minds?

5 MS. CHRISTIE DAVIS: -- what they were  
6 asking for, the salary survey justified, you know.

7 Like yours is a prime example. You know, you  
8 were like this person should be in a different  
9 range. And so now she's had to make her -- her  
10 request change.

11 Like the salary survey changed the grade system  
12 completely. So, you know, maybe one position that  
13 was in one grade before could kind of fit into  
14 either one. And the salary survey helped us --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
16 Okay.

17 MS. CHRISTIE DAVIS: -- to determine where.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If  
19 all the people -- you know, what you've got --

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

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
23 loaded in there would be the specific requests in  
24 addition to the merit raise. Okay.

25 The ones that have specific requests -- And  
26 we've got several of y'all in the room right now --  
27 is there anything that you want changed from what  
28 Christie has in there? Are you aware of what

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1 Christie has in there with that figure?

2 COMMISSIONER JOE DAVIS, III: And relevance  
3 to the salary survey --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Yeah. Don't --

6 COMMISSIONER JOE DAVIS, III: -- should  
7 be --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

9 COMMISSIONER JOE DAVIS, III: -- zero --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

11 That -- that can't come into play.

12 COMMISSIONER JOE DAVIS, III: -- right now.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

14 Yours really didn't have anything to do with salary  
15 survey, except for the fact that when you saw the  
16 salary survey, it was like, oh, I'm not off key  
17 compared to the salary survey. I'm not --

18 MR. JOEY NUNNALLY: That's -- that's  
19 correct.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm  
21 not going by the salary survey. It's just letting  
22 you know that I'm -- I'm not --

23 MR. JOEY NUNNALLY: I'm not out of the  
24 ballpark.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm  
26 not out of the ballpark.

27 MR. JOEY NUNNALLY: That's right.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Okay. Is that the same thing with you?

2 MS. TERRI GRAHAM: Kind of. I didn't do  
3 anything like -- like Joey did, like as far as the  
4 drivers and stuff.

5 And I guess, you know, we're -- we're hoping  
6 that once the salary survey is implemented, it will  
7 correct all that.

8 But it was just -- I got concerned when I saw  
9 what the salary survey brought back as far as  
10 changing the level of people and the appearance of  
11 demotions versus promotions and things like that.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

13 Okay.

14 MS. TERRI GRAHAM: It shifted. So I'm just  
15 going to use this as an example. I hired somebody  
16 in as a Billing Accounts Specialist I. That would  
17 be an entry level. They got promoted to a II. But  
18 now that -- And then I laterally transferred them  
19 to a Junior Dispatcher. Well, now the Junior  
20 Dispatcher has been downgraded.

21 COMMISSIONER JAMES E. (JEB) BALL: By the  
22 salary survey.

23 MS. TERRI GRAHAM: Right.

24 COMMISSIONER JAMES E. (JEB) BALL: So  
25 we're -- But we're not looking at that.

26 MS. TERRI GRAHAM: Right. So that's --

27 COMMISSIONER JOE DAVIS, III: Cast that  
28 aside.



1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But  
2 don't even worry about it.

3 MS. TERRI GRAHAM: Just do what you want to  
4 do --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
6 Yeah. Don't worry about that.

7 MS. TERRI GRAHAM: -- under the current  
8 structure?

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
10 Let's do it under current structure. And we'll --

11 COMMISSIONER JAMES E. (JEB) BALL:  
12 Christie, has any department heads been negated by  
13 the salary survey? Like their requests have been  
14 like, say, all right, we -- we want to request  
15 this. And then the salary survey came back, and  
16 then your -- the department heads aren't getting  
17 what they want?

18 MS. CHRISTIE DAVIS: Well, we didn't make  
19 that decision for them. We said, hey, this is what  
20 the salary survey will do for you. Do you want any  
21 of this to stay, or do you want it to wait? And  
22 they made that call.

23 So we had a few people that had originally  
24 requested promotions that said, okay, the salary  
25 survey really fixes my issue right now, so I'm fine  
26 with the salary survey.

27 COMMISSIONER JOE DAVIS, III: But has their  
28 request --

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Changed.

3 COMMISSIONER JOE DAVIS, III: But had their  
4 request -- their request would not have done that,  
5 and then the salary survey, they saw it and said,  
6 well, that's what we need to do?

7 See, I don't want us to deal with the salary  
8 survey in this budget year on compensation.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
10 Okay. My question, I'll use your Silverhill Barn  
11 guy. You asked for --

12 MR. JOEY NUNNALLY: Paul.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
14 Paul. I keep --

15 COMMISSIONER JAMES E. (JEB) BALL: You  
16 can't say --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm  
18 just trying to say that, you know, you had asked  
19 for a -- a specific amount.

20 MR. JOEY NUNNALLY: Yeah. I'd asked for  
21 this.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
23 Okay.

24 MR. JOEY NUNNALLY: And the salary  
25 survey came back --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The  
27 salary survey was down here.

28 MR. JOEY NUNNALLY: -- came back a little

1 bit less.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay. But what you're still at is what you asked  
4 for; right?

5 MR. JOEY NUNNALLY: That's correct.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

7 Okay. And that's what --

8 MR. JOEY NUNNALLY: Because it goes back  
9 to --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I  
11 wanted to know. So it really don't have anything  
12 to do with the --

13 MR. JOEY NUNNALLY: Yeah. It goes back --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
15 salary survey.

16 MR. JOEY NUNNALLY: It's the same situation  
17 Hoss was explaining with his guys.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
19 Right. Okay. All right.

20 MS. CHRISTIE DAVIS: So there is a list of  
21 the people that had additional requests on top of  
22 their salary survey. And those are in the data  
23 that I gave you. Some of the people from Admin are  
24 on there.

25 COMMISSIONER JOE DAVIS, III: I understand.

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

27 And we've got --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Okay. All right. So --

2 COMMISSIONER JAMES E. (JEB) BALL: So we're  
3 going to talk about those in a minute.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
5 right. Okay. Then I think we've got the answer  
6 then on the salary survey. It's not a part of this  
7 budget. Okay. Going by that forty-one, seven  
8 (\$41,700,000) -- forty-one, seven (\$41,700,000) --  
9 forty-one million, seven hundred (\$41,700,000),  
10 that's what's in the budget?

11 COMMISSIONER JAMES E. (JEB) BALL: And,  
12 Sheriff, you're all right with that; right?

13 SHERIFF HUEY (HOSS) MACK: Yes. I mean,  
14 I -- And I think, you know, like us, first of all,  
15 we uploaded no numbers into the system on the  
16 salary survey.

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

18 SHERIFF HUEY (HOSS) MACK: Because we  
19 completed our budget request before we even knew  
20 what the salary survey was going to --

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

22 SHERIFF HUEY (HOSS) MACK: -- come back as.

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

24 SHERIFF HUEY (HOSS) MACK: And I understand  
25 what Joey and -- and Christie are saying. There  
26 are some situations that might be resolved by the  
27 salary survey.

28 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 (Indicates affirmatively.)

2 SHERIFF HUEY (HOSS) MACK: But you're  
3 resolving them now.

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

5 SHERIFF HUEY (HOSS) MACK: See, we've got a  
6 couple of --

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

9 SHERIFF HUEY (HOSS) MACK: --  
10 adjustments --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
12 It's --

13 SHERIFF HUEY (HOSS) MACK: -- in our  
14 proposed budget.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's  
16 more or less justifying it.

17 COMMISSIONER JOE DAVIS, III: And I'm  
18 concerned that there's things that the salary  
19 survey is going to do in the reverse.

20 SHERIFF HUEY (HOSS) MACK: But as I -- as  
21 I --

22 COMMISSIONER JOE DAVIS, III: And that's  
23 the part I want to eliminate.

24 SHERIFF HUEY (HOSS) MACK: But, as I  
25 understand it, it says even if -- Nobody is going  
26 to get cut any money.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
28 GRUBER: No.

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1 SHERIFF HUEY (HOSS) MACK: Any --

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: No, nobody does.

4 SHERIFF HUEY (HOSS) MACK: None of the  
5 recommendations cut money away from anybody.

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

7 SHERIFF HUEY (HOSS) MACK: Now, it may  
8 adjust their top-out pay, depending on the class  
9 that you would go in.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But  
11 nobody is going to get a pay cut.

12 SHERIFF HUEY (HOSS) MACK: Nobody is going  
13 to get a pay cut. They just may fall at a  
14 different level in that new range.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: They  
16 might not get a raise.

17 SHERIFF HUEY (HOSS) MACK: Right. They may  
18 not get a raise. That's right. Because one of the  
19 things the survey does, it focuses particularly on  
20 the fifty percentile (50%) on the thirty (30) year  
21 plan, which is your average fifteen (15) year  
22 employee.

23 But it plainly says if they fall above -- If  
24 they fall below, they're going to get raised up in  
25 every one of their suggestions.

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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

28 SHERIFF HUEY (HOSS) MACK: But if they fall

1 above, they don't get an increase. They just land  
2 in that plan where they are.

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

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
5 Well, there was several that I looked at on like  
6 the supervisors list that they were so close. It  
7 was -- I mean, I think we even --

8 SHERIFF HUEY (HOSS) MACK: Point-five  
9 percent (.5%).

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Just  
11 so small that the merit --

12 MR. JOEY NUNNALLY: I got one that's got a  
13 twelve dollar (\$12) a year raise.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
15 Right. Okay. So can we move on then from this?

16 COMMISSIONER JOE DAVIS, III: Yeah.

17

18 **2-F - BUDGET DELIBERATIONS FOR NEW POSITION REQUESTS**

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
20 right. What do we have? What's -- what's the last  
21 thing?

22 MR. RON CINK: Tabs. The new positions  
23 requests, they're loaded; right?

24 MS. CHRISTIE DAVIS: They are.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
26 Okay.

27 MR. RON CINK: They're loaded; okay?

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Okay.

2 MR. RON CINK: So, Commissioners, let's go  
3 through these and make sure we're okay.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: New  
5 positions.

6 COMMISSIONER JOE DAVIS, III: So this is a  
7 portion of the --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
9 Well, the only column we have has the salary survey  
10 in there.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
12 GRUBER: Well, you've got to go by the very first  
13 line, the baseline, I think, right, on this thing  
14 here?

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It  
16 don't have but one number column on this.

17 MR. RON CINK: What -- what did you load  
18 here?

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
20 GRUBER: Baseline is just baseline --

21 MS. CHRISTIE DAVIS: Those are the  
22 projections with the salary survey, because  
23 that's --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So  
25 let's get rid of that.

26 MS. CHRISTIE DAVIS: -- the projections we  
27 did.

28 COMMISSIONER JOE DAVIS, III: Yeah.



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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Get  
2 rid of that.

3 COMMISSIONER JOE DAVIS, III: I don't want  
4 to see that.

5 MS. CHRISTIE DAVIS: I just e-mailed you a  
6 copy of the decision items list that has the  
7 original requests and the costs.

8 MR. RON CINK: Which version was that?

9 MS. CHRISTIE DAVIS: Version 11.

10 MR. RON CINK: That's the one I distributed  
11 to them. Yeah.

12 MS. CHRISTIE DAVIS: Yes.

13 COMMISSIONER JOE DAVIS, III: If it's  
14 awkward or difficult to take the salary survey out,  
15 it still needs to be taken out right now for the  
16 budget we're trying to put together.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes.

18 COMMISSIONER JOE DAVIS, III: But that's my  
19 position on it.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And  
21 our message is we're still working the salary  
22 survey.

23 MS. CHRISTIE DAVIS: Under the Personnel  
24 tab.

25 COMMISSIONER JAMES E. (JEB) BALL: All  
26 right. So we're -- we're looking at -- we're --  
27 I'm on the tab that's called increased requests.  
28 Is that the right tab to be on when we're talking

1 about these?

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
3 need some different glasses.

4 MR. JOEY NUNNALLY: Yeah.

5 COMMISSIONER JAMES E. (JEB) BALL: I  
6 can't --

7 MR. RON CINK: No.

8 MR. JOEY NUNNALLY: It's blurry.

9 MR. RON CINK: It is blurry.

10 COMMISSIONER JAMES E. (JEB) BALL: It don't  
11 matter. You can't see that anyhow.

12 MS. CHRISTIE DAVIS: You e-mailed them?

13 MR. RON CINK: They have it. They got it  
14 yesterday.

15 COMMISSIONER JAMES E. (JEB) BALL: What is  
16 it? What's it --

17 MR. RON CINK: 11.

18 COMMISSIONER JAMES E. (JEB) BALL: What's  
19 it called? The --

20 MR. RON CINK: Decision items list, V-11.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Let  
22 me pull it out.

23 MR. RON CINK: And first the -- the tab is  
24 hidden. It needs to be opened up.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --

26 MR. RON CINK: That's the original tab.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
28 asked you to send it to me. And then I got in a

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 weather situation and wasn't able to look at it.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Let's see. Which one is this one on that?

4 COMMISSIONER JOE DAVIS, III: That's the --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 Sorry. I was sitting on the tarmac in Orlando for  
7 an hour and a half in a thunderstorm, between two  
8 very large people.

9 COMMISSIONER JAMES E. (JEB) BALL: Wait.

10 Is that the -- this what we have printed out?

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

12 COMMISSIONER JAMES E. (JEB) BALL: It's got  
13 to be. That's the decision items.

14 MR. RON CINK: That's the -- that's --  
15 that's total decision items.

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

17 MR. RON CINK: This is just in the  
18 personnel.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You  
20 want just the personnel. You got one that's --  
21 that's blowed up; right?

22 MR. RON CINK: Yeah.

23 COMMISSIONER JOE DAVIS, III: Personnel.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It  
25 came in that e-mail about four something; right?

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

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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1 GRUBER: That's on your e-mail from yesterday, Ron?

2 MR. RON CINK: That's correct.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Late  
4 afternoon.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Huh?

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

8 Okay. Let me --

9 MR. RON CINK: That's correct.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Let  
11 me get it.

12 MR. RON CINK: Personnel.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Okay. You had -- you had department  
15 supervisor expenses, personnel data, revenue and  
16 decisions.

17 MR. RON CINK: No, no, no, no. Decision  
18 items list, Version 11.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: V -- Version 11. That's what I'm looking  
21 at. Yeah. Okay. Okay.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
23 Yeah.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: That's what we're looking at.

26 MR. RON CINK: Yeah.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: Okay. All right.

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 MR. RON CINK: And right click on one of  
2 the tabs on the bottom and tell it to unhide.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Man,  
4 I've been bombarded by these e-mails --

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

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
8 from the MPO.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
10 GRUBER: Okay. Decision items.

11 COMMISSIONER JOE DAVIS, III: Yeah.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Give  
13 me a minute.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
15 GRUBER: It's got the balance rollover.

16 MR. RON CINK: Yep. Just right click there  
17 and click unhide.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
19 Where?

20 COMMISSIONER JAMES E. (JEB) BALL: Right  
21 click where?

22 MR. RON CINK: On -- on any of those tabs.  
23 Do a right click with your cursor over it and  
24 unhide.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
26 3:54, Ron Cink.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: Okay. All right. Okay. Now I got it.

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Unbalanced personnel.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: It's in blue.

5 MR. RON CINK: Yeah. Just unhide it.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: It's in blue.

8 MS. CHRISTIE DAVIS: Going to have to go on  
9 the computer.

10 COMMISSIONER JOE DAVIS, III: No. I'm just  
11 going to sit and listen, because I know --

12 COMMISSIONER JAMES E. (JEB) BALL: Because  
13 it's -- it's a challenge.

14 COMMISSIONER JOE DAVIS, III: I know -- I  
15 know where I stand on a lot of this.

16 COMMISSIONER JAMES E. (JEB) BALL: If  
17 you -- if you want to share, we can share.

18 COMMISSIONER JOE DAVIS, III: Well --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
20 Where -- where am I at?

21 MR. RON CINK: Right click. Come down  
22 here. Right click.

23 COMMISSIONER JOE DAVIS, III: I still  
24 haven't got an acknowledgment on taking the salary  
25 survey out.

26 MR. RON CINK: Yeah.

27 COMMISSIONER JOE DAVIS, III: God dammit.  
28 Excuse my French.

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is  
2 that it?

3 MR. RON CINK: Yep.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is  
5 it going to be grey?

6 MR. RON CINK: Click on it there in the  
7 grey field.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
9 Okay. All right.

10 COMMISSIONER JOE DAVIS, III: And it's  
11 still not right.

12 COMMISSIONER JAMES E. (JEB) BALL: Nope.  
13 All right. So this is -- this is what we've got to  
14 talk about, right, all these?

15 MR. RON CINK: Yeah.

16 COMMISSIONER JOE DAVIS, III: We can start  
17 with that one, I think. What part of seventy  
18 thousand (\$70,000) did somebody not understand?

19 MS. CHRISTIE DAVIS: It's actually loaded  
20 in at seventy (\$70,000) now. It's just not updated  
21 on the sheets --

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

24 MS. CHRISTIE DAVIS: -- that you guys have.

25 COMMISSIONER JOE DAVIS, III: All right.  
26 Thank you.

27 MS. CHRISTIE DAVIS: You're welcome.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 So --

2 COMMISSIONER JAMES E. (JEB) BALL: So  
3 Felisha is straight now?

4 MS. CHRISTIE DAVIS: Uh-huh. (Indicates  
5 affirmatively.)

6 COMMISSIONER JAMES E. (JEB) BALL: Okay. I  
7 just -- I can't find it anywhere. So --

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
9 GRUBER: What's that, now?

10 MS. CHRISTIE DAVIS: I -- Well, it's on  
11 the -- the newer sheet that I created for you guys.  
12 I just haven't updated the decision items list. So  
13 this was the old one before Ron sent it out. So  
14 her sixty-five (\$65,000) is still loaded on that.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
16 Okay. So when we need it -- so when we balance  
17 this thing at the end before we approve anything,  
18 we'll get a updated list that tells us these --  
19 these amounts so we can make sure we didn't miss --

20 MS. CHRISTIE DAVIS: What do you mean?

21 MR. RON CINK: You -- you -- you'll get  
22 a --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
24 So --

25 MR. RON CINK: -- total -- a total employee  
26 list and their --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
28 Okay.



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1 MR. RON CINK: -- anticipated salaries.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay.

4 MR. RON CINK: What -- what -- what -- it's  
5 that massive spreadsheet of mine.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Got  
7 you. Okay. All right. Well, where are we --  
8 where are we at now? Any other questions about  
9 this?

10 (No response.)

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
12 Sheriff, do you have any?

13 SHERIFF HUEY (HOSS) MACK: (Indicates  
14 negatively.)

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
17 GRUBER: Well, the -- the -- the Sheriff's is not  
18 included in there.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.  
20 I just meant --

21 MR. RON CINK: No.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
23 just meant is there any other --

24 COMMISSIONER JOE DAVIS, III: Within his  
25 area.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
27 things about personnel or anything, because the  
28 salary survey is --

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1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Yeah. But --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

4 out of it. And that's really why he was --

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: But he's --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

8 answering those questions.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: But his -- If the Sheriff's got changes,  
11 his needs to be in here also.

12 COMMISSIONER JAMES E. (JEB) BALL: It is in  
13 there.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: Because that does affect --

16 COMMISSIONER JAMES E. (JEB) BALL: I think  
17 all of his stuff is in there.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I  
19 think all of his is in here.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Personnel changes and everything that you  
22 wanted?

23 SHERIFF HUEY (HOSS) MACK: Yes, sir.  
24 Everything was loaded --

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Okay.

27 SHERIFF HUEY (HOSS) MACK: -- up as of --

28 COMMISSIONER JAMES E. (JEB) BALL: We're

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1 not --

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Yeah.

4 SHERIFF HUEY (HOSS) MACK: -- July.

5 COMMISSIONER JAMES E. (JEB) BALL: We're  
6 not even dealing with the salary survey.

7 MR. RON CINK: Right.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

9 Nope.

10 MR. RON CINK: Right. Your original  
11 request was loaded.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

13 Okay. All right.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: Okay.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

17 Okay.

18 SHERIFF HUEY (HOSS) MACK: July the 15th.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Yeah.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
22 right. Now where are we at on our agenda?

23 MR. RON CINK: Well, do you agree with all  
24 of these?

25 COMMISSIONER JAMES E. (JEB) BALL: Well, I  
26 mean, they're -- I -- I don't know whether it's --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Our  
28 list --

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1 COMMISSIONER JAMES E. (JEB) BALL: -- fine  
2 or not.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Our  
4 list --

5 COMMISSIONER JAMES E. (JEB) BALL: Because  
6 Christie just informed us that as least we know the  
7 Archivist is wrong.

8 MS. CHRISTIE DAVIS: Only one of them.

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

11 COMMISSIONER JAMES E. (JEB) BALL: So only  
12 one of them?

13 MS. CHRISTIE DAVIS: She's the only one.

14 COMMISSIONER JAMES E. (JEB) BALL: She is  
15 the --

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

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is  
19 that the only one out off all of them that aren't  
20 correct on this list?

21 MS. CHRISTIE DAVIS: On this sheet. But  
22 it's loaded in the system.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
24 Okay. But --

25 MR. RON CINK: It's loaded in the system.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
27 this list I'm looking at right here, the only  
28 person that's not changed is the Archives?

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 MS. CHRISTIE DAVIS: Correct.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
3 Okay. So that's a five thousand dollar (\$5,000)  
4 (\$5,000) difference; right?

5 MS. CHRISTIE DAVIS: Correct.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: No, it's eleven (\$11,000). Well,  
8 according to this. But --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
10 Well, no, no, no. She's the second one.

11 COMMISSIONER JOE DAVIS, III: It's five  
12 (\$5,000) up.

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

15 COMMISSIONER JOE DAVIS, III: Sixty-five  
16 (\$65,000) and then to seventy (\$70,000).

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
18 She's the second one on the list.

19 MR. RON CINK: Now, does this satisfy you  
20 and you?

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Second one on the list? The second one on  
23 the list, increase Archives --

24 MR. JOEY NUNNALLY: If they're in there and  
25 my Traffic Control --

26 THE COURT REPORTER: Hold on. Hold on.  
27 Hold on.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's

1 still sixty-five (\$65,000).

2 THE COURT REPORTER: Y'all can talk. I  
3 just wasn't sure which one was talking. They were  
4 having a conversation about traffic guys and --

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: That's a big jump.

7 COMMISSIONER JOE DAVIS: Madam Chair, do we  
8 need to ask each of our department heads to examine  
9 what they had requested? And if they want to make  
10 any changes, but not increases, in other words,  
11 within the numbers that they presented us, if  
12 there's some details that they want to tweak  
13 around --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
15 Absolutely.

16 COMMISSIONER JOE DAVIS, III: -- I think  
17 that would help us get a --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If  
19 there's anybody --

20 MR. JOEY NUNNALLY: I'm good.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You  
22 know, like -- kind of like --

23 COMMISSIONER JOE DAVIS, III: Not just add  
24 more money, but if there's some tweaking they feel  
25 like --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
27 Yeah.

28 COMMISSIONER JOE DAVIS, III: Because I'm

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1 going to rely on them to tell me. I'm not going to  
2 tell the Sheriff what he needs. I want him to --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No,  
4 no, no.

5 COMMISSIONER JOE DAVIS, III: -- be able to  
6 tell us --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --  
8 I would say that --

9 COMMISSIONER JOE DAVIS, III: -- and all  
10 the departments.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
12 if you have any -- any -- anything that's not  
13 what's been presented, you know, speak your -- this  
14 is your opportunity, like --

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

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
17 if we're at a wedding.

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

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

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: How  
21 do they say that at a wedding?

22 MR. WAYNE DYESS: Speak now or forever hold  
23 your peace.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: How  
25 do they say that? I can't even think right now.

26 MR. WAYNE DYESS: Speak now or forever hold  
27 your peace.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Yeah. Speak now.

2 COMMISSIONER JOE DAVIS, III: Is that when  
3 the guy was standing way up? Yeah. That -- What  
4 movie was that?

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: A  
6 long, long time ago --

7 COMMISSIONER JOE DAVIS, III: When he --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I  
9 heard that. And nobody spoke up, so I'm still  
10 married.

11 COMMISSIONER JOE DAVIS, III: Speak now.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
13 Maybe they didn't hear the preacher.

14 Okay. So can we move on from this now? Does  
15 anybody have any more questions?

16 (No response.)

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So  
18 how do we need to get this out to all of the --  
19 Because there are a few that are not here, like  
20 Mike. There was -- Who -- Was there anybody else  
21 that had -- Is there anybody else that had any of  
22 these guys like --

23 MS. CHRISTIE DAVIS: Deidra and I can let  
24 them know.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Can  
26 y'all let them know?

27 MR. RON CINK: Yeah.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:



1 And -- and let us know. They need to let us  
2 know --

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

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
6 by the end of the day.

7

8 **2-G - BUDGET DELIBERATIONS FOR MISCELLANEOUS**  
9 **APPROPRIATIONS**

10 COMMISSIONER JAMES E. (JEB) BALL: I do  
11 have a -- a question regarding some of the  
12 miscellaneous appropriations. Because I just found  
13 out today that the stuff that I was requesting,  
14 whether it was some of the stuff that I brought up,  
15 personal request was Jennifer Clairmore Foundation,  
16 the Rose Center, and North Baldwin Animal Shelter.

17 The North Baldwin Animal Shelter and the Rose  
18 Center was -- was put in the 2019 budget, because  
19 it was a late request.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
21 Uh-huh. (Indicates affirmatively.)

22 COMMISSIONER JAMES E. (JEB) BALL: I don't  
23 even know if Commissioner Davis knows when you can  
24 file a request by.

25 Do you?

26 COMMISSIONER JOE DAVIS, III: No.

27 COMMISSIONER JAMES E. (JEB) BALL:

28 That's -- I don't -- I mean, I may be the dumbest

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1 Commissioner in Baldwin County, but I was never  
2 told that requests needed to be turned in by a  
3 certain deadline. So I look forward to a budget  
4 amendment coming up in the near future.

5 COMMISSIONER JOE DAVIS, III: Certainly.

6 COMMISSIONER JAMES E. (JEB) BALL: Because  
7 these are going to be line item budgets in 2020,  
8 2021, and 2022, as long as I'm sitting here.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
10 Well, we can --

11 COMMISSIONER JAMES E. (JEB) BALL: I  
12 mean --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
14 can go ahead and -- we can go ahead and add it in  
15 now.

16 COMMISSIONER JAMES E. (JEB) BALL: --  
17 that's not what these people expected.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
19 can add them in now. That's what we're --

20 MS. CHRISTIE DAVIS: We can -- I just -- I  
21 received a second request. So they sent one for  
22 the current year.

23 COMMISSIONER JAMES E. (JEB) BALL: Oh, God.

24 MS. CHRISTIE DAVIS: And then usually we  
25 get a second one for next year.

26 COMMISSIONER JAMES E. (JEB) BALL: But we  
27 were never working on 2000 -- I have never worked  
28 on the 2019 budget. That was worked on the

1 previous Commission.

2 What I've been sitting here for, for the last  
3 two months, was working on this budget. And when I  
4 bring up appropriations and requests, I thought  
5 they were going to be on this budget. And I don't  
6 even see them on here.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So  
8 it was -- actually was an opportunity that they  
9 could get it twice.

10 COMMISSIONER JAMES E. (JEB) BALL: So what  
11 do I tell them?

12 MR. RON CINK: Good.

13 COMMISSIONER JAMES E. (JEB) BALL: Save  
14 their money for a year? I mean, is that --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.  
16 It's actually for an opportunity for them to get it  
17 twice.

18 COMMISSIONER JAMES E. (JEB) BALL: Well,  
19 but it's not budgeted for 2020.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
21 can add it.

22 COMMISSIONER JAMES E. (JEB) BALL: I was  
23 told we can't --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

25 COMMISSIONER JAMES E. (JEB) BALL: --  
26 because it's a late request.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You  
28 can do whatever you want to do.

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1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: No.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
4 would like to add these two.

5 MR. RON CINK: Okay.

6 COMMISSIONER JAMES E. (JEB) BALL: Sure.

7 COMMISSIONER JOE DAVIS, III: And we can  
8 have a budget amendment --

9 COMMISSIONER JAMES E. (JEB) BALL: If we  
10 have to.

11 COMMISSIONER JOE DAVIS, III: -- the second  
12 time we meet, if we have to.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
14 Absolutely.

15 COMMISSIONER JOE DAVIS, III: Yeah.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
17 Okay. So we got that. Okay.

18 COMMISSIONER JOE DAVIS, III: Got the dog,  
19 got the tail, got the money, got the survey.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Due  
21 to the --

22 COMMISSIONER JOE DAVIS, III: But we need  
23 to get it all straight.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
25 miscommunication, we will go ahead and make sure we  
26 get that in there. I don't have a problem with it.

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

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Does

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 anybody else have a problem adding those in there?

2 COMMISSIONER JOE DAVIS, III: Well, I had  
3 one where --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You  
5 got a request?

6 COMMISSIONER JOE DAVIS, III: Well, I  
7 got -- I got a question.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
9 Okay.

10 COMMISSIONER JOE DAVIS, III: The USS  
11 Alabama.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
13 Uh-huh. (Indicates affirmatively.)

14 COMMISSIONER JOE DAVIS, III: You've got an  
15 item that shows in yellow that there's a zero (\$0)  
16 versus the ten (\$10,000). And then there's a note  
17 that didn't print all the way out --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
19 Okay.

20 COMMISSIONER JOE DAVIS, III: -- about  
21 where the money came from; right?

22 MR. RON CINK: Right.

23 COMMISSIONER JOE DAVIS, III: Then that  
24 shouldn't be on there as a zero (\$0). If you're  
25 going to have it, put the ten thousand (\$10,000)  
26 with an asteric and let the asteric explain that  
27 it's coming from somewhere else.

28 Because when you look at the sheet, it looks

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 like we don't want to support USS Alabama. And  
2 that's not our position.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Put  
4 in, in a revenue and then take in, in expense.

5 MR. RON CINK: (Indicates negatively.)

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No?

7 MR. RON CINK: Huh-uh. (Indicates  
8 negatively.)

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No?

10 MR. RON CINK: No. It comes out of the  
11 statutory appropriation.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
13 GRUBER: It comes out of that.

14 COMMISSIONER JOE DAVIS, III: But when you  
15 look at the yellow line that says zero (\$0) and  
16 you're taking ten thousand (\$10,000) out --

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
18 GRUBER: That's coming out of the -- out of the  
19 regular budget.

20 MS. CHRISTIE DAVIS: I have it --

21 COMMISSIONER JOE DAVIS, III: I understand.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: But it still comes -- it comes out of  
24 contingency.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
26 We'll move it to another column.

27 COMMISSIONER JOE DAVIS, III: But it  
28 doesn't need to be printed like this. It ought to

1 still show ten thousand (\$10,000) and then an  
2 asteric that explains the ten thousand (\$10,000) is  
3 coming from somewhere else. That's just --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
5 Y'all can -- y'all put that on there in that way,  
6 can't you?

7 MR. RON CINK: Yeah.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
9 Yeah. Okay. They can move it. Not a problem.  
10 All right.

11 COMMISSIONER JAMES E. (JEB) BALL: But can  
12 we still talk about cutting money, Ron?

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
14 Yeah. Where are we at on cutting money?

15 COMMISSIONER JAMES E. (JEB) BALL: Because  
16 I've got some cuts, if you want to talk about that.

17 MR. RON CINK: We're close.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: How  
19 much longer do you think we'll be here, just like a  
20 few more minutes?

21 COMMISSIONER JAMES E. (JEB) BALL: Not  
22 long. I won't be here much longer.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Like  
24 lunchtime? That's why I'm making sure.

25 COMMISSIONER JOE DAVIS, III: Yeah. And  
26 I've got --

27 COMMISSIONER JAMES E. (JEB) BALL: I've  
28 got a -- I'm going to leave here in the next ten

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 (10), fifteen (15) minutes.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
3 right. Well, then, let's hurry up then on yours.  
4 We'll go ahead with yours.

5 MR. RON CINK: A couple things I looked at,  
6 ad valorem from the Probate side is -- is rapidly  
7 expanding, plus SSUT.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
9 Okay.

10 MR. RON CINK: So I bumped those up.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
12 Okay.

13 MR. RON CINK: The impact of those bumps --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is  
15 the four seventeen (\$417,000).

16 MR. RON CINK: We're -- we're up four  
17 hundred and seventeen thousand (\$417,000). Brian  
18 and I, Thursday, are going to talk to 911. So  
19 that'll still have to come back to y'all on that.  
20 That's all we're out. Joey is out twenty-six  
21 hundred dollars (\$2,600). Who cares?

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
23 Okay. All right.

24 MR. RON CINK: Terri is to the good. And  
25 the rest of it's noise. So --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So  
27 pending what you guys come back with on Thursday,  
28 we're only four hundred and seventeen



1 thousand (\$417,000) --

2 MR. RON CINK: Uh-huh. (Indicates  
3 affirmatively.)

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
5 Well, yeah. All right. Well, then we still want  
6 to -- You got some you want to --

7 COMMISSIONER JAMES E. (JEB) BALL: I'm  
8 good, if that's --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
10 good?

11 COMMISSIONER JAMES E. (JEB) BALL: -- if --  
12 if we can work with that.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
14 right.

15 MR. BRIAN PEACOCK: Well, Ron, do you  
16 expect them to make a decision on Thursday?

17 MR. RON CINK: I doubt it.

18 MR. BRIAN PEACOCK: That was my concern.  
19 They're looking --

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

22 MR. BRIAN PEACOCK: -- for information. So  
23 I don't expect them to give an answer on Thursday.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
25 Okay. But we have until the second meeting in  
26 September; is that correct?

27 MR. BRIAN PEACOCK: Uh-huh. (Indicates  
28 affirmatively.)

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You  
2 tell them we need a decision by then. And we  
3 really need them to pay for those towers.

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

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And  
7 then they can ease into the --

8 COMMISSIONER JAMES E. (JEB) BALL: So you  
9 have the towers already pulled out.

10 MR. RON CINK: No, sir.

11 COMMISSIONER JAMES E. (JEB) BALL: Okay.  
12 So they're still in?

13 MR. RON CINK: They're in there.

14 COMMISSIONER JAMES E. (JEB) BALL: And  
15 we're still -- and we're only four hundred and  
16 fifty (\$450,000) down?

17 MR. RON CINK: That is correct.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So  
19 if -- if we could at least get the towers or get a  
20 negotiation in that to move forward to trending to  
21 get the 911 to take over the maintenance of those,  
22 so you better poor mouth --

23 MR. BRIAN PEACOCK: The maintenance is  
24 included in the cost.

25 COMMISSIONER JAMES E. (JEB) BALL: About a  
26 million (\$1,000,000).

27 MR. BRIAN PEACOCK: It is included.

28 COMMISSIONER JAMES E. (JEB) BALL: About a

1 million (\$1,000,000).

2 MR. RON CINK: Uh-huh. (Indicates  
3 affirmatively.)

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.  
5 But I'm talking about whenever we talked the other  
6 day, and you said that there's about six hundred  
7 thousand dollars (\$600,000), and we're only getting  
8 reimbursed a couple of hundred thousand dollars  
9 (\$200,000), so we're in hole about four hundred  
10 thousand dollars (\$400,000) at least every year;  
11 right?

12 MR. BRIAN PEACOCK: On the cost of the  
13 radios.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
15 Okay. So we need to try to get them to take over  
16 this, just like other 911's do. And -- and make  
17 sure that they understand. And it sounded like to  
18 me they didn't have a clue.

19 MR. BRIAN PEACOCK: Well --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And  
21 I had no clue until you explained it to me.

22 MR. WAYNE DYESS: Chief Wilson is open to  
23 these discussions; right?

24 MR. BRIAN PEACOCK: Right. And I expect  
25 that we will probably get in the -- possibly get an  
26 offer for the towers, maybe.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
28 Okay.

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 MR. BRIAN PEACOCK: I don't know that they  
2 have the technical knowledge to handle --

3 MR. RON CINK: The radios.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
5 Okay.

6 MR. BRIAN PEACOCK: -- the ongoing  
7 maintenance --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But  
9 would --

10 MR. BRIAN PEACOCK: -- of the system.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But  
12 would they be able to be a funding source to us for  
13 it?

14 MR. BRIAN PEACOCK: That's what we're going  
15 to ask them.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
17 Okay. All right. Okay. Then very good. Then we  
18 will --

19 COMMISSIONER JOE DAVIS, II: They can fund  
20 this fully or --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
22 try to ask them --

23 COMMISSIONER JOE DAVIS, III: -- if they  
24 can become capable of doing it --

25 MR. RON CINK: Uh-huh. (Indicates  
26 affirmatively.)

27 COMMISSIONER JOE DAVIS, III: -- then we  
28 don't have to do it.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If  
2 they can't give us a decision on Thursday, if we  
3 could give them a timeline to when they could get  
4 back to us with a decision on at least the towers,  
5 and then we will work -- we will move forward with  
6 the maintenance issues of some capacity, whether we  
7 continue to do the work and get maybe some -- some  
8 support from them. Okay.

9 MR. BRIAN PEACOCK: But the towers would  
10 bring us below the mark that we need to be at.

11 MR. RON CINK: Correct.

12 MR. BRIAN PEACOCK: Yeah.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
14 Absolutely.

15

16 **2-H - BUDGET REQUEST BALDWIN COUNTY COLISEUM**

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
18 Okay. All right. And then there was a request,  
19 though, about the aggregate at the -- at the  
20 coliseum.

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

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Has  
23 that been included in anything?

24 MR. RON CINK: (Indicates negatively.)

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No?

26 MR. RON CINK: No.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
28 Okay.

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: That's what, two thousand dollars  
3 (\$2,000)?

4 MR. WAYNE DYESS: It's -- it's a small --  
5 I -- I -- I can call Sonny again and get the  
6 amount, but it's not a bunch.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
8 Okay. Was that going to --

9 COMMISSIONER JAMES E. (JEB) BALL: Is  
10 that --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Was  
12 that going to be current or was that going to be --

13 MR. WAYNE DYESS: Yeah.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
15 next year? Because I think he needs it pretty  
16 fast.

17 COMMISSIONER JAMES E. (JEB) BALL: It's  
18 just a little -- that little strip between the --

19 MR. JOEY NUNNALLY: Yeah. That's -- that's  
20 something that --

21 COMMISSIONER JAMES E. (JEB) BALL: -- the  
22 arena and the --

23 MR. JOEY NUNNALLY: That's something we can  
24 work out.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.  
26 That's not what I thought it was. I thought it --

27 MR. WAYNE DYESS: Yeah. He wants it --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 MR. WAYNE DYESS: -- on the fairgrounds.

2 And it's -- it's actually on the --

3 MR. JOEY NUNNALLY: No. He's talking  
4 about --

5 COMMISSIONER JAMES E. (JEB) BALL: You're  
6 talking about the big loop?

7 MR. WAYNE DYESS: Yeah.

8 MR. JOEY NUNNALLY: Oh, yeah. That's --

9 MR. WAYNE DYESS: And -- and -- and that's  
10 actually on their property, not on our property.

11 MR. JOEY NUNNALLY: Yeah. That's pretty  
12 extensive work there.

13 MR. WAYNE DYESS: Yeah.

14 MR. JOEY NUNNALLY: I thought you were  
15 talking about -- He -- he actually requested a  
16 little bit of -- like a load of gravel.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: He  
18 said they could handle that little strip. He  
19 said --

20 MR. JOEY NUNNALLY: Okay.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That  
22 ain't what he wants. He wants that concreted.

23 MR. JOEY NUNNALLY: Yeah. That -- the --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's  
25 the -- it's the separation between the arena and  
26 the -- and the -- the -- the --

27 COMMISSIONER JOE DAVIS, III: The building  
28 that's --

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
2 the north sidewalk behind the building.

3 MR. WAYNE DYESS: Yeah.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So  
5 let's just move on from that. We'll figure that  
6 out.

7 MR. WAYNE DYESS: Well, just real quick,  
8 he -- he was out of town late last week, and so I  
9 spoke to him yesterday, briefly. But I can call  
10 him and see what -- I think he's got some figures  
11 on it.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
13 That's what -- I've never heard an amount.

14 MR. WAYNE DYESS: Okay.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
16 Okay? And --

17 MR. WAYNE DYESS: I'll call him and --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --  
19 I wouldn't want to -- I -- I want to say this.  
20 Last fall it rained extensively during fair. That  
21 building had so much mud inside the building --

22 MR. WAYNE DYESS: Right.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
24 from people tromping in the mud and coming inside  
25 going into the restrooms.

26 So there is a -- there is a -- there's a  
27 different way that we might want to look at this as  
28 so far as it is tearing our building up by having



1 all this mud tromped in. And it's just -- it -- I  
2 think it's a bad reflection sometimes.

3 And we -- if we need to work out -- work  
4 something out with them or come together to figure  
5 out what we can do, if it needs to be them or us or  
6 whatever, but it is a problem that needs to be  
7 addressed.

8 Because I'm not -- I'm not in this to do it for  
9 some kind of a -- for some truck driving school to  
10 come on there. It's for the people to come to the  
11 fair, and also when you go to the coliseum.

12 How many times do you go to the coliseum and  
13 you have to park up on the hill and all that? And  
14 we're in the mud, too.

15 So most of the time when you go there, it's for  
16 a formal function. And you've got to wear your --  
17 your wellies when you go there sometimes.

18 And it's just -- I think that we need to work  
19 on some type of an agreement or an arrangement with  
20 them to help improve some parking at the coliseum,  
21 whether it's on the properties -- I know there's a  
22 front section we own that's just a grassy area. If  
23 we could even put -- I don't know. I've mentioned  
24 it to you before.

25 MR. RON CINK: Uh-huh. (Indicates  
26 affirmatively.)

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But  
28 if you hadn't been there when it's knee deep in

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 mud --

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

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --  
5 it's bad. Okay. I mean, if it's not our place,  
6 it's not. But I think we need to work on trying to  
7 come to a solution.

8 COMMISSIONER JAMES E. (JEB) BALL: Well, if  
9 you clean it up, then it's not a fair. I mean,  
10 it's not like the traditional county fair.

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

12 COMMISSIONER JAMES E. (JEB) BALL: You got  
13 to --

14 COMMISSIONER JOE DAVIS, III: Yeah.

15 COMMISSIONER JAMES E. (JEB) BALL: You got  
16 to be dirty coming in.

17 COMMISSIONER JOE DAVIS, III: You got to  
18 have a little poop to step on --

19 COMMISSIONER JAMES E. (JEB) BALL: I  
20 mean --

21 COMMISSIONER JOE DAVIS, III: -- or step  
22 in.

23 COMMISSIONER JAMES E. (JEB) BALL: I mean,  
24 you know, if you're not paying attention, you  
25 may --

26 COMMISSIONER JOE DAVIS, III: You know, I'm  
27 just saying, that's --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Well --

2 COMMISSIONER JOE DAVIS, III: -- the  
3 country. That's the way it happens.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Well, then I must not be wanting to go to the fair.  
6 I have been to state fairs and different places  
7 like that, and they are paved.

8 I'm -- I'm serious. It's -- These are the big  
9 events. We don't really have that atmosphere  
10 around here. But I think that we could -- we could  
11 improve the perception of the fair if we had  
12 something like -- I've been to one in the State of  
13 Ohio, Indiana. And those people -- I mean, that's  
14 when they make the cow out of butter and all that  
15 kind of stuff, you know. So it's --

16 COMMISSIONER JOE DAVIS, III: Most of those  
17 are venues that are -- the fair is just one of a  
18 variety of events that go on there. And, so, yeah.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Even  
20 Georgia State Fairgrounds -- of course, it's not  
21 state. This is county. But aren't we the premier  
22 county in the state? Okay.

23 COMMISSIONER JOE DAVIS, III: Montgomery  
24 seems to think so when we send money up there.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
26 right, guys. Where are we at? I don't have  
27 that -- He took his agenda back. Anybody got any  
28 comments?

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 COMMISSIONER JAMES E. (JEB) BALL: So  
2 there's comments.

3 MR. RON CINK: Do we -- do you want to meet  
4 tomorrow --

5 COMMISSIONER JAMES E. (JEB) BALL: Press  
6 questions.

7 MR. RON CINK: -- or not?

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
9 Well, we don't necessarily need -- Do we need to  
10 meet tomorrow then? Can we -- Are we good, unless  
11 somebody comes? Because this is -- We can't vote;  
12 right?

13 COMMISSIONER JOE DAVIS, III: I think  
14 people are coming tomorrow, aren't they, Ron?  
15 Some --

16 MR. RON CINK: Oh, I'm sorry. Yeah.

17 COMMISSIONER JOE DAVIS, III: I mean,  
18 there's miscellaneous people --

19 MR. RON CINK: Yeah.

20 COMMISSIONER JOE DAVIS, III: -- still  
21 coming tomorrow.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
23 Miscellaneous people are coming.

24 COMMISSIONER JAMES E. (JEB) BALL: Yeah.  
25 Miscellaneous. All right. So you've got --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)  
27 GRUBER: But they're loaded.

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

1 public comments, press questions, Commissioner  
2 comments and adjournment.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All  
4 right.

5  
6 **3 - PUBLIC COMMENTS**

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Any  
8 public comments?

9 (No response.)

10  
11 **4 - PRESS QUESTIONS**

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Any  
13 press questions?

14 (No response.)

15  
16 **5 - COMMISSIONER COMMENTS**

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Any  
18 Commissioner comments?

19 (No response.)

20  
21 **6 - ADJOURNMENT**

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If  
23 not, I'll entertain the motion to adjourn.

24 COMMISSIONER JAMES E. (JEB) BALL: I make  
25 that motion.

26 COMMISSIONER JOE DAVIS, III: I second.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:  
28 Okay. Motion by Commissioner Ball, second by

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

1 Commissioner Davis. All in favor, signify by  
2 saying aye.

3 (Commissioners say "aye" in unison.)

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We  
5 are adjourned.

6  
7 (The Baldwin County Commission Special Meeting (Budget  
8 Deliberations) meeting was adjourned at 12:44 p.m.)  
9

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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 Cour Reporter,  
Certification No. 287

## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

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## BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/27/2019

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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

ATTACHMENT NO.

1

MEMBERS  
DISTRICT 1. JAMES E. BALL  
2. JOE DAVIS, III  
3. BILLIE JO UNDERWOOD  
4. CHARLES F. GRUBER

May 28, 2019

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, July 18, 2019**

1:30 p.m.  
Baldwin County Central Annex  
County Commission Conference Room  
22251 Palmer Street  
Robertsdale, Alabama 36567

**Thursday, August 1, 2019**

8:30 a.m.  
Baldwin County Central Annex II Building  
Third Floor Conference Room  
22070 Highway 59  
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

**Thursday, August 15, 2019**

8:30 a.m.  
Fairhope Satellite Courthouse  
County Commission Conference Room  
1100 Fairhope Avenue  
Fairhope, Alabama 36532

**Tuesday, August 27, 2019**

10:30 a.m.  
Fairhope Satellite Courthouse  
County Commission Conference Room  
1100 Fairhope Avenue  
Fairhope, Alabama 36532

**Wednesday, August 28, 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:

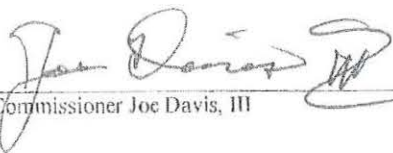
- [1] Conduct Baldwin County Fiscal Year 2019-2020 Budget Deliberations.

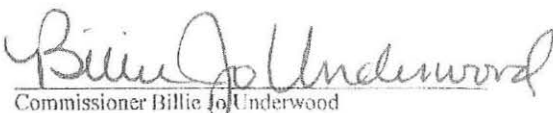
Please make the necessary arrangements for the conduct of said Special Meetings.

Sincerely,

  
\_\_\_\_\_  
Commissioner Charles F. Gruber  
Chairman

  
\_\_\_\_\_  
Commissioner James E. Ball

  
\_\_\_\_\_  
Commissioner Joe Davis, III

  
\_\_\_\_\_  
Commissioner Billie Jo Underwood  
Vice Chairman



## Member Governments

BALDWIN COUNTY	ESCAMBIA COUNTY	MOBILE COUNTY
Bay Minette	Atmore	Bayou La Batre
Daphne	Brewton	Chickasaw
Elberta	East Brewton	Citronelle
Fairhope	Flomaton	Creola
Foley		Dauphin Island
Gulf Shores		Mobile
Loxley		Mount Vernon
Magnolia Springs		Prichard
Orange Beach		Saraland
Perdido Beach		Satsuma
Robertsdale		Semmes
Silverhill		
Spanish Fort		
Summerdale		

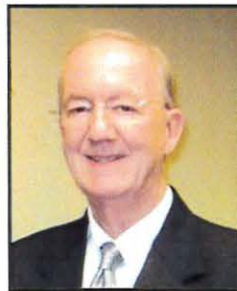
## SARPC Board of Directors

David Adams  
U.S. Rep. Bradley Byrne  
Mayor Terry Clark  
Mayor Jimmie Gardner  
Mayor Dane Haygood  
Commissioner Connie Hudson  
Mayor John Koniar  
Lee Lawson  
James Lyons  
James T. Martin  
Mayor Charles Murphy  
John Murphy  
Dr. Raoul Richardson

David Rodgers  
Mayor Howard Rubenstein  
Will Ruzic  
Mayor Jim Staff  
Mayor Sandy Stimpson  
Troy Strunk  
Commissioner Billie Jo Underwood  
Norman Walton, Jr.  
Commissioner Raymond Wiggins  
Mayor Thomas Williams  
Mayor Karin Wilson  
Jackie Zeigler

## SARPC Executive Committee Officers and Members

**Chairman:** Sandy Stimpson  
**Vice-Chairman:** Charles H. Murphy  
**Secretary/Treasurer:** James R. Staff  
**Other Members:** Lee Lawson  
John Murphy  
Billie Jo Underwood



**John F. "Rickey" Rhodes**  
Executive Director

251.706.4667  
rrhodes@sarpc.org



### South Alabama Regional Planning Commission

110 Beauregard Street, Suite 207  
P.O. Box 1665  
Mobile, Alabama 36633

Phone: 251.433.6541  
Fax: 251.433.6009  
www.sarpc.org

# South Alabama Regional Planning Commission

*Serving the counties and municipalities  
and citizens of Southwestern Alabama*



The Commission is an instrument of local government. It is locally organized and locally controlled. Through communication, planning, policymaking, coordination, advocacy and technical assistance, the Commission serves its member governments and citizens of the region. It also provides a forum for member government representatives to discuss and resolve common problems, especially those that transcend political boundaries.





## Community Development

- Local Planning Services  
Comprehensive plans, zoning ordinances, subdivision regulations, capital budgets, and certain types of special studies
- Planning Advisory Services
- Special Purpose Plans
- Regional & State Planning
- Mapping
- Annual update of Comprehensive Economic Development Strategy (CEDS)
- Environmental Assessments

Diane Burnett - Director  
251.706.4621  
dburnett@sarpc.org

## Employment and Economic Development

- Revolving Loan Fund
- Business Expo Jobs Fair
- Mature Staffing Service
- Older Worker Program
- Statewide and Regional Workforce Development Initiatives

Terri Pringle - Director  
251.706.4614  
tpringle@sarpc.org



## Area Agency on Aging

### Senior Resource Center

- Information and Assistance
- Benefits Screening & Economic Casework
- Options Counseling on Long Term Supportive Services

### Area Agency on Aging Services

- Caregivers Programs
- Elderly and Disabled Medicaid Waiver, HIV & Personal Choices Program
- Health Promotion
- Legal Counseling
- Long Term Care Ombudsman for 70 Facilities
- Meals for Seniors
- Senior Centers
- SenioRx Prescription Assistance
- Senior Medicare Fraud Patrol
- Technical Assistance for Senior Organizations
- State Health Insurance Program (SHIP) Insurance Counseling

### Special Events

- Caregiver Conference
- Master Games
- Medicare Open Enrollment
- Senior Expo
- Legacy Leadership Institute

### Volunteers

- Escambia County RSVP
- AAA Volunteers
- VISTA Members

Julie McGee - Director  
251.706.4623  
jmcgee@sarpc.org

## Transportation Planning

- Administers the Mobile Metropolitan Planning Organization
- Maintain and develop the 25 year Transportation Long Range Plan for Mobile MPD
- 5 year Short Range Plan
- FTA 5310 Program
- Transportation Alternatives Program
- Congestion Management Plans
- CommuteSmart Program
- Unified Planning Work Program
- Rural Planning Organization
- Other Special Transportation Studies and Plans

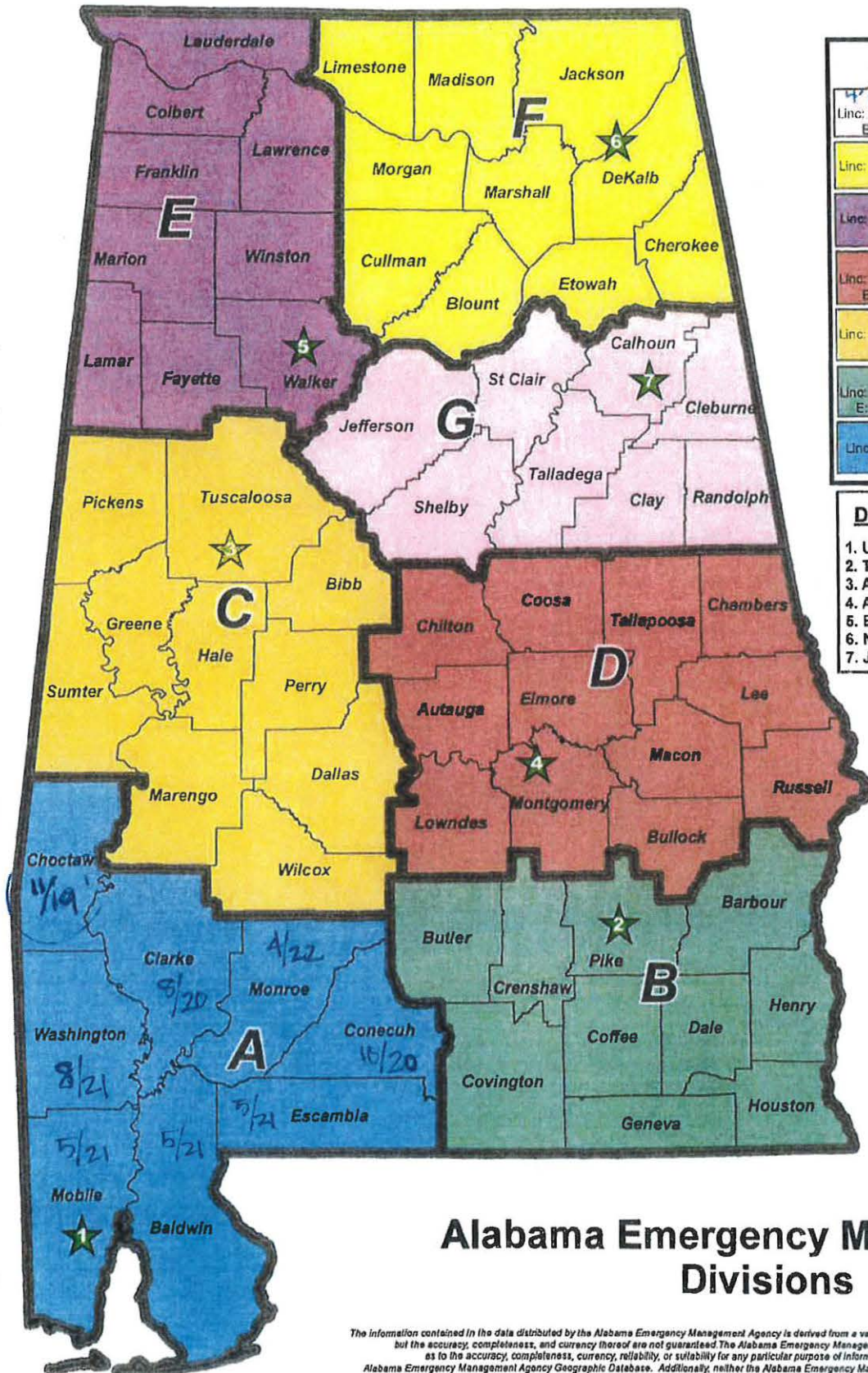
Kevin Harrison, PTP - Director  
251.706.4635  
kharrison@sarpc.org



## Other Programs

- South Alabama Purchasing Association
- Environmental Planning
- Grant Writing
- Population/Demographics Studies
- Strategic Planning and Leadership Development
- Management and Organizational Studies





### Division Coordinator

4718 Division G: Larry Patterson  
 Linc: 767 Mob: 888-375-8045 P: 234-626-2846  
 E: larry.patterson@ema.alabama.gov

Division F: Ricky Little  
 Linc: 17 Mob: 888-296-9705 P: 256-230-8828  
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Division E: Tony Wingo  
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 E: tony.wingo@ema.alabama.gov

Division D: Monique Smith  
 Linc: 577 M: 205-438-0768 P: 205-287-1070  
 E: monique.smith@ema.alabama.gov

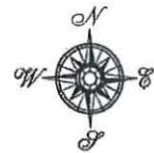
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Division B: Jessica Schweiger  
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 E: jessica.schweiger@ema.alabama.gov

Division A: Kyle Eskridge  
 Linc: 80 M: 205-287-1171 P: 205-299-4835  
 E: kyle.eskridge@ema.alabama.gov

### Division Operation Centers

1. University of South Alabama
2. Troy State University
3. Alabama Fire College
4. Alabama State University
5. Bevil State
6. Northeast AL Community College
7. Jacksonville State University



Map Effective: 08/21/2017  
 Edited by: CGLowery, AEMA GIS

## Alabama Emergency Management Divisions

The information contained in the data distributed by the Alabama Emergency Management Agency is derived from a variety of public and private sector sources considered dependable, but the accuracy, completeness, and currency thereof are not guaranteed. The Alabama Emergency Management Agency makes no warranty, expressed or implied, as to the accuracy, completeness, currency, reliability, or suitability for any particular purpose of information or data contained in or generated from the Alabama Emergency Management Agency Geographic Database. Additionally, neither the Alabama Emergency Management Agency nor any agent, servant or employee thereof assume any liability associated with the use of this data and assume no responsibility to maintain it in any matter or form.





## Mobile Bay National Estuary Program Status of Initiatives in Baldwin County August 2019



### Watershed Management Planning

- Completed plans: D'Olive, Bon Secour Complex (Skunk Bayou, Oyster Bay), Weeks Bay
- Wolf Bay ongoing, finish by end of 2019 = **\$295,000**
- **Little Lagoon/Perdido-Gulf Frontal** beginning = **\$325,000**
- Upcoming: Mobile-Tensaw Delta = **\$292,500**, Fly Creek = **\$300,000** and **D'Olive Update** = **\$60,000**
- Down the line: **Eastern Delta (Bay Minette Creek/Whitehouse Creek)** = **\$ 260,000**, **Palmetto Creek/Bridge Creek** = **\$284,000**
- Marlon Cook is beginning watershed baseline assessments in multiple watersheds, focusing on getting Fly Creek underway first: **Baldwin County total= \$156,640**

### D'Olive Restoration

- 13 projects successfully substantially completed and monitoring ongoing - ~\$14 million
- 1 project currently in E&D phase – plan to start construction by end of October
- Assessment of restorations and economic impact ongoing

### Hydrologic Modeling Program

- Hydrologic models are being developed for: Bon Secour, MTA Delta (urbanized portion around Spanish Fort), Wolf Bay (update).
- Dec. 2019 Gulf Coast Watershed Sustainability & Modeling Systems Workshop: To train municipal and County workers on how to use the products
- Baldwin County Model **Total = \$240,500**

### Mobile Bay Cultural Resources Assessment

- Survey completed meeting US Army Corps permitting requirements from the mouth of D'Olive Bay along the entire Bay-fronting shoreline all the way to the end of Ft. Morgan Peninsula in the riparian zone (mean high water out 1,800'). Necessary for commercial aquaculture and near-shore construction projects.

### Weeks Bay Projects

- Continuing to coordinate efforts for stream and riparian buffer restoration projects with NFWF, Baldwin County SWCD.
  - **Marlow** – a degraded tributary to Fish River @ County Rd 32 & 9. Project would stabilize and restore stream channel and reduce stormwater impacting infrastructure.
  - Riparian Buffer restorations along **Weeks Creek** (tributary to Magnolia River) and **Baker Branch** (tributary to Fish River). Project leverages off NRCS efforts to work with landowners and would reduce stormwater and nutrient/pathogen inputs and improve habitat.

## Water Quality Monitoring

- Coordination with the cities of Foley (Bon Secour and Wolf Bay) and working to establish a program with the City of Fairhope. Working with the City of Daphne to evaluate completed monitoring initiatives associated with restoration activities.
- Train/assist/purchase chemicals for Alabama Water Watch volunteers as needed.

## Litter Gitters

- Working with the City of Foley to support litter traps in Bon Secour and Wolf Bay watersheds.
- Working with Daphne Utilities and City of Daphne to establish another location in the D'Olive Watershed.

## Education

- Provide resources to County and municipalities to meet MS4 requirements.
- Create a Clean Water Future
- MS4 and LID videos
- Completed retention pond video

Current Contracts = \$1,107,140

Pending Contracts = \$1,196,500

Total = \$2,213,640

## Stand Alone Departments

Alpha Name	Start	Home Business Unit	Job Type	Pay Grade	Current	Suggested
	08/22/2017	Animal Shelter	County Humane Officer	EC7	\$45,587.54	\$ 47,807.00
	02/14/1983	Purchasing	Purchasing Director	EC8	\$84,542.00	\$ 85,279.00
	09/27/1999	Council on Aging	COA Coordinator	EC8	\$66,501.76	\$ 67,683.00
	01/10/2005	Commission Admin	Records Manager	EC8	\$59,031.51	\$ 59,291.00
	06/20/2012	Building Maintenance	Facilities Maintenance Coord	EC8	\$70,285.81	\$ 71,743.00
	07/01/2013	Sales Tax	Sales Tax Coordinator	EC8	\$68,706.18	\$ 69,993.00
	03/10/2014	Archives	Archives Director	EC8	\$58,911.91	\$ 59,821.00
	10/07/2002	Planning	Planning Director	EC9	\$93,385.66	\$ 93,993.00
	10/29/2012	BRATS	BRATS Director	EC9	\$86,066.75	\$ 86,253.00
Highway Supervisors						
	08/15/2005	53130	Operations Manager	EC9	\$95,511.47	\$ 98,752.00
	10/22/2018	53120	Construction Manager	EC9	\$82,500.00	\$ 82,625.00
	07/09/2018	53151	Geospatial Operations Manager	EC9	\$83,000.00	\$ 86,808.00
	04/15/1991	53111	Area Supervisor	EC8	\$74,990.75	\$ 76,577.00
	10/01/1992	53113	Area Supervisor	EC8	\$78,740.73	\$ 80,453.00
	01/22/1993	53112	Area Supervisor	EC8	\$66,625.00	\$ 67,683.00
	03/20/2006	57200P	Horticulturist	EC8	\$77,763.90	\$ 79,190.00
	03/05/2007	53135	Traffic Operations Manager	EC8	\$56,073.69	\$ 56,939.00
	12/10/2012	53150	Pre-Construction Manager	EC9	\$62,298.13	\$ 63,410.00

## Supervisors within Departments

	02/28/2005	51930 Asst BRATS Director	EC8		\$57,475.53
	07/22/2013	51932 MPO Coordinator	EC8		\$61,544.09
	04/18/2018	53100 Chief Accountant	EC8		\$71,750.00
	01/07/2008	53112 Asst Area Supervisor	EC7		\$46,815.85
	03/24/2003	53113 Asst Area Supervisor	EC7		\$65,829.98
	05/19/2014	53120 Bridge/Project Coordinator	EC7		\$44,476.00
	05/13/1996	53100 Operations Support Specialist III	K	12	\$25.359 \$52,746.72
	01/07/2008	53120 Engineering Technician III	K	06	\$21.870 \$45,489.60
	03/22/2006	53600 Right-of-Way Technician III	K	13	\$25.996 \$54,071.68
	08/07/2006	53100 Admin Support Specialist IV	J	10	\$21.956 \$45,668.48

## Solid Waste

	05/14/2007	54100 Deputy Solid Waste Director	EC9		\$97,638.48
	02/27/2012	54100 Senior Accountant	EC8		\$72,441.45
	09/22/2003	54300 Landfill Supervisor	EC7		\$56,588.34
	08/17/1998	54800 Deputy Solid Waste Officer	EC7		\$56,237.36
	10/20/1999	54800 Deputy Solid Waste Officer	EC7		\$59,185.91
	08/25/2011	54801 Customer Service Manager	EC7		\$51,547.12
	03/11/1996	54800 Collections Supervisor	L	13	\$28.572 \$59,429.76
	04/19/1991	54325 Transfer Station Supervisor	K	17	\$28.690 \$59,675.20
	02/23/2004	54370 Master Mechanic	K	11	\$24.742 \$51,463.36
	11/05/2003	54800 Asst Collections Supervisor	K	05	\$21.339 \$44,385.12
	07/30/2001	54800 Asst Collections Supervisor	K	09	\$23.549 \$48,981.92
	11/07/2011	54100 Sr Billing Account Specialist	I	09	\$19.517 \$40,595.36

## Probate

PEDEN, SARA ELIZABETH	04/08/2013	51300 Deputy Chief Clerk	EC8		\$84,542.00
GILES, ELAINE H	03/13/2002	51300 Court Administrator III	EC6		\$58,666.05
HAWSEY, CAROL R	06/11/2007	51300 License Revenue Administrator	J	08	\$20.913 \$43,499.04
SHARKEY, MARIA E	06/25/2007	51300 License Revenue Administrator	J	10	\$21.956 \$45,668.48
THOMPSON, SUSAN HUGGINS	09/11/2000	51300 License Revenue Administrator	J	12	\$23.070 \$47,985.60
WILLIAMS, AMY B	10/20/1999	51300 License Revenue Administrator	J	12	\$23.070 \$47,985.60
WHITE, MARY K	07/15/2002	51300 Public Records Administrator	I	09	\$19.517 \$40,595.36

## Revenue

GODWIN, JANET L	05/20/1991	51810 Administrator of Mapping	EC8		\$59,500.00
MCDILL, KARON W	01/13/2003	51810 Real Property Appraisal Supervisor	EC8		\$74,176.33
DOMINY, CANDICE A	08/14/2000	51810 Real Property Appraisal Supervisor	EC8		\$74,176.33
HARVILLE, CYNTHIA G	11/29/2004	51810 Real Property Appraisal Supervisor	EC8		\$65,087.50
JONES, KAREN A	09/22/1997	51600 Administrator of Collections	EC7		\$70,450.00
WALZ, BRENDA J	04/18/2005	51600 Administrator of Assessments	EC7		\$47,000.00
HALL, ROSEMARIE	11/17/1986	51810 Appraisal Clerk Coordinator	EC7		\$61,681.18
HILL, SUSAN B	12/21/2009	51600 Chief Administrative Assistant	I	20	\$25.596 \$53,239.68

## CIS

SCARBOROUGH, ADAM R	06/26/2006	51965 Asst CIS Director	EC9		\$84,000.00
PIVEY, SHANNON L	11/27/2006	51965 Customer Relationship Manager	EC8		\$76,894.15
KUEHL, JASON T	06/26/2006	51965 Telecom System Services Manager	EC9		\$70,092.12
FAIL, JONATHAN M	03/07/2011	51965 Information Systems Manager	EC9		\$64,045.00

## Commission Administration

HOWARD, MICHELLE L	01/14/2019	51125 Admin Support Specialist III	I	E	\$15.629 \$32,508.32
GREEN, KERI E	06/22/2011	51992 Admin Support Specialist III	I	08	\$19.045 \$39,613.60
PEERSON, JEANNIE MARIE	05/04/1998	51993 Admin Support Specialist III	I	15	\$22.626 \$47,062.08
BITTO, GLORIA W	03/27/1995	51994 Admin Support Specialist III	I	19	\$24.972 \$51,941.76
BYRD, BRANDY R	07/25/2011	52400 Admin Support Specialist III	I	09	\$19.517 \$40,595.36

## Accounting

MARINO, JOHN J	02/02/2004	51700 Chief Compliance Officer	EC9		\$101,449.00
CUTSINGER, EVA H	02/01/2006	51700 Senior Accountant	EC8		\$84,542.00
BRYARS, DONNA G	07/09/2007	51700 Senior Accountant	EC8		\$105,000.00
GRANT, SHARON C	06/03/1998	51700 AP Supervisor	I	18	\$24.363 \$50,675.04

## Sales Tax

HUNT, SHARON J	10/19/1998	51750 Deputy License Inspector	EC7		\$66,123.63
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## Personnel

STRONG, KENNETH EVERETT	11/27/2017	51962 Risk Manager	EC8		\$66,625.00
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## Building Maintenance

BULMAN, CHRISTOPHER L	01/07/2008	51995 Building Maintenance Supervisor	K	08	\$22.968 \$47,773.44
CROCKER, DERRICK W	05/15/2006	51995 Building Maintenance Supervisor	K	18	\$29.411 \$61,174.88

## EMA

PEACOCK, JESSIE LUMAN	02/21/2017	52300 Deputy EMA Director	EC8		\$69,997.34
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## JDC

BISHOP, TWANA K	03/08/1993	52610 Detention Coordinator	EC6		\$53,844.53
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## Animal Shelter

RENO, REBECCA A	08/21/2017	55410 Animal Resource Supervisor	I	E	\$15.629 \$32,508.32
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ATTACHMENT NO

5



Fund	Baseline FY20 Salary/Fringe (nothing but current salaries w/ merit)	Baseline FY20 Salary/Fringe w/ salary survey, merit & lateral moves	Option A: Salary Survey w/ Merit & only budget requests on orange tabs	Option B: Salary Survey w/ merit, budget requests on orange tabs, and increase requests from purple tab	Difference Between A & B	Option C - remove total payroll cost of appointeds from salary survey
1	\$ 15,033,086	\$ 15,473,829	\$ 16,036,604	\$ 16,059,179	\$ 22,575	\$ 1,902
103	\$ 109,640	\$ 56,432	\$ 56,432	\$ 56,432	\$ -	
104	\$ 190,518	\$ 190,548	\$ 190,518	\$ 190,518	\$ -	
105	\$ 1,137,838	\$ 1,201,400	\$ 1,201,400	\$ 1,201,400	\$ -	\$ (6,737)
106	\$ 265,587	\$ 289,049	\$ 289,049	\$ 300,879	\$ 11,830	
109	\$ 586,211	\$ 665,833	\$ 665,833	\$ 665,833	\$ -	
111	\$ 9,197,636	\$ 9,476,859	\$ 9,931,877	\$ 9,940,918	\$ 9,041	\$ (991)
120	\$ 3,448,634	\$ 3,481,890	\$ 3,636,040	\$ 3,636,040	\$ -	
140	\$ 534,478	\$ 567,528	\$ 529,468	\$ 529,468	\$ -	
143	\$ 2,243,409	\$ 2,366,165	\$ 2,256,355	\$ 2,256,355	\$ -	
144	\$ 994,719	\$ 1,038,144	\$ 1,038,144	\$ 1,038,144	\$ -	
510	\$ 2,682,491	\$ 2,742,792	\$ 2,883,681	\$ 2,883,681	\$ -	\$ (2,071)
511	\$ 3,852,004	\$ 3,949,600	\$ 4,167,611	\$ 4,185,918	\$ 18,307	
Total	\$ 40,276,251	\$ 41,500,069	\$ 42,883,012	\$ 42,944,765	\$ 61,753	\$ (7,897)
CHECK FIGURE	\$ 40,276,251	\$ 41,500,039	\$ 42,883,012	\$ 42,944,765	\$ 61,753	

Difference between baseline & Option A	Difference between baseline & Option B
\$ 1,003,518	\$ 1,026,093
\$ (53,208)	\$ (53,208)
\$ -	\$ -
\$ 63,562	\$ 63,562
\$ 23,462	\$ 35,292
\$ 79,622	\$ 79,622
\$ 734,241	\$ 743,282
\$ 187,406	\$ 187,406
\$ (5,010)	\$ (5,010)
\$ 12,946	\$ 12,946
\$ 43,425	\$ 43,425
\$ 201,190	\$ 201,190
\$ 315,607	\$ 333,914
\$ 2,606,761	\$ 2,668,514

# New Position Requests

Fund	Department Name	Dept #	Requested Action	Job Description	Projected Salary Cost w/ salary survey & merit	
00001	Probate Judge	51300	NEW POSITION	Admin of MV, Tags, Licenses	\$ 95,726	
00001	Budgeting & Purchasing	51725	NEW POSITION	Assistant Purchasing Director	\$ 63,851	
00120	Reappraisal	51810	NEW POSITION	Assistant Chief Appraiser	\$ 76,047	
00120	Reappraisal	51810	NEW POSITION	Real Property Specialist II	\$ 42,111	
00120	Reappraisal	51810	NEW POSITION	Real Property Appraiser I	\$ 37,273	*tied to abolishment
00120	Reappraisal	51810	NEW POSITION	Real Property Appraiser I	\$ 37,723	*tied to abolishment
00120	Reappraisal	51810	NEW POSITION	Real Property Appraiser I	\$ 37,723	
00120	Reappraisal	51810	NEW POSITION	Real Property Appraiser I	\$ 37,723	
00001	Human Resources Dept.	51962	NEW POSITION	Employee Relations Specialist	\$ 62,293	
00001	CIS Dept.	51965	NEW POSITION	Application & Database Services	\$ 78,644	
00001	CIS Dept.	51965	NEW POSITION	Audio Visual & Teleconference Admin	\$ 55,550	*tied to abolishment
00001	Building Maintenance Dept.	51995	NEW POSITION	HVAC & Prev Maint Tech	\$ 37,273	
00001	Building Maintenance Dept.	51995	NEW POSITION	Plumbing Tech	\$ 37,273	
00001	Planning Department	52730	NEW POSITION	Senior Planner	\$ 66,031	
00111	Area 100 Barn BM	53111	NEW POSITION	Laborer	\$ 24,990	
00111	Area 100 Barn BM	53111	NEW POSITION	Laborer	\$ 24,990	
00111	Area 200 Barn S'Hill	53112	NEW POSITION	Laborer	\$ 24,990	
00111	Area 200 Barn S'Hill	53112	NEW POSITION	Laborer	\$ 24,990	
00111	Area 200 Barn S'Hill	53112	NEW POSITION	Laborer	\$ 24,990	
00111	Area 200 Barn S'Hill	53112	NEW POSITION	Laborer	\$ 24,990	
00111	Area 300 Barn Foley	53113	NEW POSITION	Laborer - Highway	\$ 24,990	
00111	Area 300 Barn Foley	53113	NEW POSITION	Laborer - Highway	\$ 24,990	
00111	Area 300 Barn Foley	53113	NEW POSITION	Laborer - Highway	\$ 24,990	
00111	Area 300 Barn Foley	53113	NEW POSITION	Laborer - Highway	\$ 24,990	
00111	Traffic Operations	53135	NEW POSITION	Operations Support Spec I	\$ 28,929	
00111	Pre-Construction Engineering	53600	NEW POSITION	Right-of-Way Technician II	\$ 39,510	
00140	Baldwin County Aging Prog	56200	NEW POSITION	Administrative Support Specialist IV	\$ 49,742	*tied to abolishment
00510	Magnolia Landfill	54300	NEW POSITION	Landfill Equip Oper Tech IV	\$ 39,510	
00510	Magnolia Landfill	54300	NEW POSITION	Landfill Equip Oper Tech II	\$ 31,894	

00510	McBride Inert Landfill	54330	NEW POSITION	Scale Attendant	\$ 30,376	
00511	Garbage Collection	54800	NEW POSITION	Solid Waste Driver III	\$ 37,273	
00511	Garbage Collection	54800	NEW POSITION	Solid Waste Driver III	\$ 37,273	
00511	Garbage Collection	54800	NEW POSITION	Solid Waste Driver I	\$ 31,894	
00511	Garbage Collection	54800	NEW POSITION	Jr. Dispatcher - Comp./Routes	\$ 31,894	
00511	Garbage Collection	54800	NEW POSITION	Sr. Dispatcher - Comp./Routes	\$ 33,489	
00511	Garbage Collection	54800	NEW POSITION	Solid Waste Driver III/Trainer	\$ 34,039	
00511	Administration	54801	NEW POSITION	Billing Account Specialist I	\$ 30,376	



# Abolishment Requests

Fund	Department Name	Dept #	Requested Action	Job Description	Current Salary Cost	Current Salary Cost updated to salary survey	Salary Cost Savings	
00001	Revenue Commissioner	51600	ABOLISH	Assessment Supervisor	\$ 35,726	\$ 39,510	\$ (39,510)	
00001	CIS Dept.	51965	ABOLISH	Communications Tech III	\$ 49,989	\$ 53,825	\$ (53,825)	*tied to new position
00001	Sales Tax Dept	51750	ABOLISH	Audit Compliance Officer	\$ 57,465	\$ 55,441	\$ (55,441)	
00120	Reappraisal	51810	ABOLISH	Real Property Appraiser Trainee	\$ 33,320	\$ 35,163	\$ (35,163)	*tied to new position
00120	Reappraisal	51810	ABOLISH	Real Property Appraiser Trainee	\$ 32,508	\$ 35,163	\$ (35,163)	*tied to new position
00120	Reappraisal	51810	ABOLISH	Real Property Appraiser Trainee	\$ 33,320	\$ 35,163	\$ (35,163)	
00120	Reappraisal	51810	ABOLISH	Real Property Appraiser Trainee	\$ 32,508	\$ 35,163	\$ (35,163)	
00143	Sect 18 Operations	51935	ABOLISH	Bus Driver	\$ 26,971	\$ 27,551	\$ (27,551)	
00143	Sect 18 Operations	51935	ABOLISH	PT Bus Driver	\$ 19,554	\$ 19,981	\$ (19,981)	
00143	Sect 18 Operations	51935	ABOLISH	PT Bus Driver	\$ 19,554	\$ 19,981	\$ (19,981)	
00143	Sect 18 Operations	51935	ABOLISH	PT Bus Driver	\$ 19,554	\$ 19,981	\$ (19,981)	
00511	Garbage Collection	54800	ABOLISH	Solid Waste Technician	\$ 26,971	\$ 28,929	\$ (28,929)	
00511	Garbage Collection	54800	ABOLISH	Solid Waste Technician	\$ 26,971	\$ 28,929	\$ (28,929)	
00511	Garbage Collection	54800	ABOLISH	Solid Waste Technician	\$ 26,971	\$ 28,929	\$ (28,929)	
00140	Baldwin County Aging Prog	56200	ABOLISH	PT Sail Center Assistant	\$ 14,833	\$ 17,252	\$ (17,252)	
00140	Baldwin County Aging Prog	56200	ABOLISH	PT Vaughn Center Manager	\$ 16,258	\$ 18,111	\$ (18,111)	
00140	Baldwin County Aging Prog	56200	ABOLISH	Chief Administrative Assistant	\$ 45,906	\$ 47,903	\$ (47,903)	*tied to new position

## Other Requests

Fund	Department Name	Dept #	Requested Action	Job Description	Current Salary Cost	Current Salary w/ salary survey & merit	Salary Cost w/ salary survey, merit & requested action	Salary Cost (Savings) of Request	Total Change to Payroll Cost FY20
00001	Revenue Commissioner	51600	FUNDING AN APPROVED POSITION	Chief Clerk Revenue	\$ -	\$ -	\$ 105,663	\$ 105,663	\$ 126,155
00120/000	Reapp/Rev Com	51810/51600	COST CENTER CHANGE/ DIFFERENT FUND	Mapper/Satellite Specialist becomes Assessment Specialist	\$ 48,643	\$ 50,680	\$ 50,680	\$ -	\$ -
00120	Reappraisal	51810	CHANGING TITLE/CHANGING GRADE/JOB TITLE	Real Prop Analyst I(remove Train)	\$ 47,337	\$ 47,057	\$ 44,393	\$ (2,664)	\$ (3,035)
00120	Reappraisal	51810	PROMOTION; FUND VACANCY AT \$1	Mapping Sup Spec promoted to Mapper I; MSS funded at \$1	\$ 32,551	\$ 34,159	\$ 36,043	\$ 1,884	\$ 2,146
00120	Reappraisal	51810	PROMOTION; FUND VACANCY AT \$1	Mapping Sup Spec promoted to Mapper I; MSS funded at \$1	\$ 36,819	\$ 37,705	\$ 39,784	\$ 2,079	\$ 2,369
00143	Sect 18 Administration	51930	COST CENTER CHANGE/SAME FUND	Scheduler	\$ 32,876	\$ 34,219	\$ 34,219	\$ -	\$ -
00143	Sect 18 Administration	51930	COST CENTER CHANGE/SAME FUND	Brats Driver Supervisor	\$ 42,971	\$ 48,332	\$ 48,332	\$ -	\$ -
00143	Sect 18 Administration	51930	COST CENTER CHANGE/SAME FUND	Brats Driver Supervisor	\$ 37,003	\$ 44,880	\$ 44,880	\$ -	\$ -
00143	Sect 18 Administration	51930	COST CENTER CHANGE/SAME FUND	Scheduling Manager	\$ 47,459	\$ 49,540	\$ 49,540	\$ -	\$ -
00143	Sect 18 Administration	51930	COST CENTER CHANGE/SAME FUND	Scheduler	\$ 34,522	\$ 35,952	\$ 35,952	\$ -	\$ -
00103/001	County Trans/Sect 18 Ops	51935C/51935	LATERAL MOVE FROM COUNTY TRANS TO BRATS	Brats Driver	\$ 33,686	\$ 35,973	\$ 35,973	\$ -	\$ -
00001	Planning Department	52730/53150	COST CENTER CHANGE/ DIFFERENT FUND	Office Administrator moved to Planning/General Fund	\$ 42,971	\$ 44,847	\$ 44,847	\$ -	\$ -
00001	Planning Department	52730/53150	COST CENTER CHANGE DIFFERENT FUND	Assist Permit/Subdivision Manager moved to Planning/General Fund	\$ 47,985	\$ 49,982	\$ 49,982	\$ -	\$ -
00111	Traffic Operations	53135	CHANGING TITLE/CHANGING GRADE/JOB TITLE	Laborer position changed to Traffic Control Tech I	\$ 22,424	\$ 24,990	\$ 30,376	\$ 5,386	\$ 6,449
00510	Magnolia Landfill	54325	COST CENTER CHANGE/SAME FUND	Scale Attendant	\$ 31,279	\$ 32,551	\$ 32,551	\$ -	\$ -
00510	Magnolia Landfill	54370	COST CENTER CHANGE/SAME FUND	Office Administrator/Purchasing Coor	\$ 37,935	\$ 39,614	\$ 39,614	\$ -	\$ -

## Increase Requests

Fund	Department Name	Dept #	Requested Action	Job Description	Current Salary	Salary Survey Salary	Salary w/ salary survey & merit	Salary w/ salary survey & requested action	Salary w/ salary survey, requested action & merit	Difference between columns I and J	Difference between Columns I and K
00001	Administrator & Central Adm	51125	Additional Increase	Records Manager	\$ 59,032	\$ 59,821	\$ 61,017	\$ 65,000	\$ 66,300	\$ 3,983	\$ 5,283
00001	Administrator & Central Adm	51125	Additional Increase	Asst Records Manager	\$ 51,951	\$ 52,770	\$ 53,825	\$ 58,047	\$ 59,208	\$ 4,222	\$ 5,383
00001	Building Maintenance Dept.	51995	Additional Increase	Bldg Maintenance Supervisor	\$ 48,981	\$ 49,783	\$ 50,779	\$ 52,303	\$ 53,349	\$ 1,524	\$ 2,570
00001	Emergency Management	52300	Additional Increase	Deputy Director - EOC	\$ 69,997	\$ 71,743	\$ 73,178	\$ 78,000	\$ 79,560	\$ 4,822	\$ 6,382
00106	BC Archives Facility	51906	Additional Increase	Archivist	\$ 58,912	\$ 59,821	\$ 61,017	\$ 70,000	\$ 71,400	\$ 8,983	\$ 10,383
00111	Area 200 Barn S'Hill	53112	Additional Increase	Area Supervisor	\$ 66,625	\$ 68,286	\$ 69,652	\$ 72,000	\$ 73,440	\$ 2,348	\$ 3,788
00111	Area 200 Barn S'Hill	53112	Additional Increase	Asst Area Supervisor	\$ 46,816	\$ 47,807	\$ 48,763	\$ 51,497	\$ 52,527	\$ 2,734	\$ 3,764
00511	Garbage Collection	54800	Additional Increase	Asst Collections Supervisor SO	\$ 44,385	\$ 45,100	\$ 46,002	\$ 54,590	\$ 56,049	\$ 8,588	\$ 10,047
00511	Garbage Collection	54800	Additional Increase	Asst Collections Supervisor NO	\$ 48,982	\$ 49,783	\$ 50,779	\$ 54,590	\$ 56,049	\$ 3,811	\$ 5,270

\$ 41,015 \$ 52,870

## Option C

Fund	Department Name	Dept #	Job Description	Current Salary	Salary Survey Salary	Difference
00001	Administrator & Central Adm	51125	County Administrator	\$ 125,000	\$ 127,098	\$ 2,098
00001	Finance & Accounting	51700	Clerk Treasurer	\$ 120,000	\$ 110,302	\$ (9,698)
00001	Budgeting & Purchasing	51725	Budget Director	\$ 121,500	\$ 122,538	\$ 1,038
00001	Human Resources Dept.	51962	Personnel Director	\$ 90,000	\$ 91,113	\$ 1,113
00001	CIS Dept.	51965	CIS Director	\$ 125,000	\$ 125,601	\$ 601
00001	Emergency Management	52300	EOC Director	\$ 90,000	\$ 91,113	\$ 1,113
00001	Building Inspection Dept.	52710	Building Official	\$ 109,000	\$ 111,013	\$ 2,013
00105	Juvenile Detention Fac Oper	52610	JDC Director	\$ 90,000	\$ 95,726	\$ 5,726
00111	Public Works: Administration	53100	County Engineer	\$ 154,000	\$ 154,856	\$ 856
00510	Administration	54100	Development Environmental Dir	\$ 112,000	\$ 113,788	\$ 1,788