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PROCEEDINGS HELD BEFORE THE
BALDWIN COUNTY COMMISSION
(SPECIAL MEETING - BUDGET DELIBERATIONS)
Wednesday, August 28, 2019

The following proceedings were held on this
the 28th day of August, 2019, at the Baldwin
County Central Annex, Conference Room, 22251
Palmer Street, Robertsdale, Alabama, before Susan
C. Andrews, Certified Court Reporter Number 287.

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

Billie Jo Underwood, Finance Chairman

Charles F. (Skip) Gruber, Commission Chairman

James E. (Jeb) Ball

Joe Davis, III

ALSO PRESENT:

Ron Cink, Director, Budget/Purchasing
Department

Wayne Dyess, County Administrator,
Administration Department

Christie Davis, Senior Budgeting Accountant,
Budget/Purchasing Department

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

Deidra Hanak, Director, Personnel Department

Joey Nunnally, County Engineer, Highway
Department

Cian Harrison, Senior Accountant, Highway
Department

Tammy Kinner

Coletta Bailey

Greg Alexander

Ashley Jones Davis

Donna Watts

Travis Valentine

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

Ed Bushaw

Michelle Hodges

Mike Dryden

Liz Reed

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

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

Okay. All right. Okay. Everybody, I'd like to welcome you and -- to this budget deliberation meeting.

B - INVOCATION

FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And

I've asked Commissioner Ball to give us our invocation.

COMMISSIONER JAMES E. (JEB) BALL: Please

bow with me.

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

C - PLEDGE OF ALLEGIANCE

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: Please join me for the Pledge.

(The Pledge of Allegiance was recited.)

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

Okay. Thank you.

1 - INSERT SPECIAL MEETING CALL LETTER INTO THE RECORD

FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The

first item is to insert the special meeting call letter into record.

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: Make a motion.

COMMISSIONER JAMES E. (JEB) BALL: Second.

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

Motion by Commissioner Gruber, seconded by Commissioner Ball. All those in favor, signify by saying aye.

(Commissioners say "aye" in unison.)

FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The ayes have it. Okay.

ATTACHMENT 1 - SPECIAL MEETING CALL LETTER

2 - CONDUCT BALDWIN COUNTY FISCAL YEAR 2019-2020 BUDGET DELIBERATIONS

MR. RON CINK: Good morning, Madam --

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

Mr. Cink --

MR. RON CINK: Good morning, Madam Chairman and --

FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- please begin.

MR. RON CINK: -- Commissioners.

2-A - MISCELLANEOUS APPROPRIATIONS REQUEST FROM THE

NORTH BALDWIN CHAMBER OF COMMERCE

MR. RON CINK: First up is North Baldwin Chamber of Commerce. Ms. Ashley.

MS. ASHLEY JONES DAVIS: I was going to defer to South Baldwin first.

FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's up to you, if you would like to wait.

MS. ASHLEY JONES DAVIS: So now I'm really nervous. She's got her entire staff here -- well, half of them.

And I actually had thought about a lot of what you guys wanted to hear about. And this is the first time we're having to present to the Commission, which is totally fine. And I'm not going to take a lot of time.

Most of the Commissioners know -- most of the Commissioners -- you guys know what Chambers do in Baldwin County. I know that a lot of the Eastern Shore were here yesterday.

And I could stand here and go through everything we've done the last year and everything we're currently doing. We sent that to you guys in our annual report. And I don't want to bore you guys with it.

But I did -- There were a few things in the report. I just wanted to point out that we do -- and I know -- I can't speak for the other Chambers, but all five Chambers in the county work in the

1 same capacity that we do; and that's for our
2 businesses and for our communities.

3 We asked for an increase in our appropriation
4 because we need to grow our programs. I mean,
5 it -- it really is as easy as that.

6 We do what we do with a staff of two and a two
7 hundred thousand dollar (\$200,000) a year budget.
8 And everything that comes in goes right back into
9 our programs. It is invested back into the North
10 Baldwin community.

11 We serve one municipality. Seventy-five
12 percent (75%) of the area we serve is outside of
13 the city limits of Bay Minette in the communities.
14 We have four schools that are outside of the city
15 limits of Bay Minette that we work with and we
16 serve.

17 And we work in areas from economic development,
18 tourism, workforce development, education,
19 community development, and business development.
20 And so it's a large agenda for a small staff and a
21 small volunteer force.

22 We have a staff and volunteers who are willing
23 to put in sweat equity into the program that we do.
24 Financially, we -- we need more, just like every
25 other organization that's probably come and talked
26 to you.

27 The five thousand dollar (\$5,000) request was
28 simply to dedicate a thousand dollars (\$1,000) to

1 each of our primary focus areas from the county so
2 that our county would become a vested partner.

3 On our -- We have a program called the North
4 Baldwin Advantage Program. We have members who
5 invest over and beyond.

6 And the County's investment, along with your
7 in-kind services that you guys have helped us with,
8 with the Christmas stuff and Delta Dash, it
9 would -- it would make the County one of our top
10 investors in that program.

11 We'd love to have you guys onboard. I'm really
12 here to answer any questions about the programs
13 that we do.

14 Throughout the past year, and really the past
15 seven years, our Chamber has grown and evolved.
16 And our programs are strong. We have a vested
17 membership. We have a vested community. They
18 believe in what we do.

19 And I can't say that it was that way when I
20 came onboard in 2012. We've worked really hard to
21 grow and evolve. And we want to continue to grow
22 and evolve.

23 As far as spending on our end goes, our
24 average -- when you average out our membership and
25 what they pay in dues, it's about two hundred and
26 five dollars (\$205) per member. We turn that into
27 seven hundred and fifty dollars (\$750) per member
28 into our program.

1 So we're leveraging the dollars we get to
2 deliver the best product that we can for all
3 communities. We just need more assets and
4 resources to grow.

5 We have a great relationship with the South
6 Baldwin Chamber, Central Baldwin, Coastal, and
7 Eastern Shore. This last year, for the first time
8 in over a decade, all five of us came together and
9 introduced one legislative agenda.

10 We were truly one voice for the business
11 community and Baldwin County, and we continue to
12 be. All five Chambers get along. A lot of our
13 programs overlap. All of us are generous with our
14 resources and helping each other.

15 And I'm just going to be very frank and say
16 that I feel like the Baldwin County Commission
17 should be investing into the Chambers who are on
18 the ground working every day to build a stronger
19 economy through the business community, to build
20 stronger communities, to do the work that needs to
21 be done to ensure the success of the future.

22 I will leave it at that, unless you guys have
23 any questions. I did print -- Most of you know we
24 re-branded to our Discover North Baldwin. It's our
25 tourism brand for the area.

26 We were lucky enough -- We do not receive
27 lodging tax to promote tourism, so we rely on
28 grants from other agencies to help us support our

1 efforts.

2 *****

3 *ATTACHMENT 2 - 2019 DISCOVER NORTH BALDWIN MAGAZINE,*
4 *DISCOVER NORTH BALDWIN MAP AND DISCOVER NORTH BALDWIN*
5 *CARD STOCK*

6 *****

7 MS. ASHLEY JONES DAVIS: What you have
8 there is our Discover North Baldwin magazine. And
9 this year we added more collateral through rack
10 cards and through maps, because people still want
11 paper maps. It's -- it's one of our biggest
12 requests that we get. So through the Gulf Coast
13 RC&D Council, we were able to update and reprint
14 these.

15 And we distribute all of this collateral
16 throughout all the welcome centers in the State of
17 Alabama, Mobile, and Pensacola Airport, and through
18 welcome packages and relocation packages.

19 So we distribute about four thousand (4,000)
20 magazines a year. We have ten thousand (10,000)
21 rack cards that we just re-branded that we will
22 distributed over the next three years. And our
23 maps are on print order as we need them.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Okay. Well, I will just say that from my
26 perspective, from a budgetary standpoint, there
27 were increased requests by pretty much everyone.

28 MS. ASHLEY JONES DAVIS: Yes.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
2 so, therefore, what we needed to know is this an
3 increase that -- I know some have asked for
4 increases that are for particular reasons in this
5 budget cycle, but it won't be that way forever.

6 So it's kind of like we needed to kind of know
7 is this something that you need for -- for a
8 particular project, or if you just need overall
9 increase in funding and you're going to be asking
10 that increase every year in order to for us to
11 determine how we're going to be able to sustain all
12 these increased requests.

13 MS. ASHLEY JONES DAVIS: Yes.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Because we got increased from everybody, not just
16 the Chambers. So that's why we asked you to come.
17 It was not --

18 MS. ASHLEY JONES DAVIS: Yeah.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
20 anything -- And I think that you know that we
21 totally support the Chamber, and especially because
22 of our involvement with the megasite, that we
23 really need North Baldwin to prosper. So --

24 MS. ASHLEY JONES DAVIS: And I -- I will
25 say this: We actually asked for an increase for
26 the last few years and haven't gotten it, which --
27 which is completely fine.

28 But -- but this year we kind of took the

1 approach as all of -- all of the key program that
2 we offer -- you know, our education and workforce
3 programs include our junior youth leadership
4 program and our regional workforce reception and
5 other initiatives where we get inside the classroom
6 and provide resources to our schools, and community
7 development stuff such as the events we have bring
8 in the tourism side of things.

9 Not having dedicated funding for tourism and me
10 having to find it in my budget every year, you
11 know, that extra thousand dollars (\$1,000)
12 dedicated to it will help ensure that we can
13 continue this branding.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Okay. Well, I -- I -- I didn't know what you've
16 asked for before. I just --

17 MS. ASHLEY JONES DAVIS: Oh, no. That's
18 fine. That's fine.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
20 just know what you got and --

21 MS. ASHLEY JONES DAVIS: Yeah.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
23 what you asked for now. And so like, okay, we just
24 needed to talk.

25 MS. ASHLEY JONES DAVIS: Right.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
27 that's where we're at. So you got to be the first
28 one.

1 MS. ASHLEY JONES DAVIS: It works.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
3 yeah. I'm great.

4 Do you have any questions for Ashley, anybody?

5 COMMISSIONER JOE DAVIS, III: I would like
6 to say that as we grow and as we get bigger, we
7 need to get better. And our cooperation with,
8 support of, and partnership with all the Chambers
9 of Commerce are vital and critical to where we go
10 forward in every venture.

11 So things like workforce development, improving
12 the schools, public safety, all the features that
13 we're kind of responsible for funding, y'all are
14 the top. And I have no problem at all with your
15 request.

16 COMMISSIONER JAMES E. (JEB) BALL: I don't
17 have a question, Ashley. I just wanted to thank
18 you for coming and sharing today.

19 And I echo what Commissioner Davis says. And,
20 you know, you -- you do a great job in North
21 Baldwin. I appreciate everything that you do.

22 And I think your -- I think your request is,
23 you know, rightfully needed. And we're happy to
24 help.

25 MS. ASHLEY JONES DAVIS: Thank you.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Thank you.

28 MS. ASHLEY JONES DAVIS: Thank you guys for

1 your time.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
3 right.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Thank you.

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

8 COMMISSIONER JOE DAVIS, III: Thank you.

9

10 **2-B - MISCELLANEOUS APPROPRIATIONS REQUEST FROM THE**
11 **SOUTH BALDWIN CHAMBER OF COMMERCE**

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Next.

14 MR. RON CINK: Next, Madam Chairman, is
15 South Baldwin.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 Donna.

18 MS. DONNA WATTS: Good morning, everybody.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Good
20 morning.

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

23 MS. DONNA WATTS: Thank y'all for letting
24 us come today and talk to you for a few more
25 minutes.

26 I know you've heard about -- We've -- we've
27 been here before. And you've heard about our
28 Gateway Initiative, so I don't want to take too

1 long.

2 I want to let the ones that are really the
3 boots on the ground getting this done every day
4 talk to you for few minutes.

5 But I think you all know that this five-year
6 initiative -- We're in our second year -- is -- is
7 critical for this crisis that we have going on.
8 It's not just here in Baldwin County. It's across
9 the country.

10 But we've got to be smart. And we've got to be
11 diligent every day to try to improve the workforce,
12 not just the quantity of the workforce, but the
13 quality as well.

14 And I think this program does just that by
15 helping to take our children, our -- our
16 students -- There are thirty-five thousand (35,000)
17 high school -- or excuse me -- school students in
18 school today in Baldwin County, at least.

19 And to be able to help them find their career
20 path is very, very important. Right now I don't
21 think that is -- that has been done up until this
22 point. And helping students find their passion and
23 find direction is what we aim to do.

24 And then engaging others who are not in the
25 workforce that could be, whether it be our
26 veterans, our disabled, or just people who, for
27 whatever reason, have not been able to locate a
28 job, we want to help them do that.

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1 And I think some of the programs we have take
2 those who are underemployed and help them use their
3 skills to the most and best of their abilities.

4 So we're going to start by letting Ed begin
5 first. If you want to or you want to do your --

6 MR. ED BUSHAW: I'll talk about it.

7 MS. DONNA WATTS: Okay. Travis Valentine
8 is one of our Gateway core members, and he's going
9 to do the presentation.

10 MR. TRAVIS VALENTINE: You can go ahead and
11 click the next -- the next slide real quick. Next
12 slide.

13 COMMISSIONER JOE DAVIS, III: Who's --

14 MR. TRAVIS VALENTINE: Go on to the next
15 one.

16 COMMISSIONER JOE DAVIS, III: -- operating
17 the slides?

18 MR. TRAVIS VALENTINE: Click the slide.

19 COMMISSIONER JAMES E. (JEB) BALL: Come on,
20 Ron. Come on, Ron.

21 COMMISSIONER JOE DAVIS, III: You've got
22 three -- three conversations.

23 COMMISSIONER JAMES E. (JEB) BALL: Come on
24 clicker.

25 MR. TRAVIS VALENTINE: I was moving to
26 Spanish after that.

27 MR. RON CINK: That wouldn't have done any
28 good.

1 MR. TRAVIS VALENTINE: No bueno?

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: For
3 me.

4 MR. TRAVIS VALENTINE: As -- as Donna
5 mentioned, we've -- we've been here before. We've
6 submitted some documents, so y'all are very
7 familiar with the program.

8 The three separate subdivisions of the work,
9 you can see them up there: Business-driven talent,
10 development, recruitment; community betterment; and
11 probusiness advocacy in existing business growth
12 and retention.

13 All this was put together with the help of a
14 consultant that we brought in called Funding
15 Solutions. We have a representative over here,
16 Mike Dryden.

17 That was imperative for us to put together that
18 college foundation, to make sure that this program
19 was sustainable, and we could achieve all of our --
20 our objectives.

21 If you could move on to the next one. Real
22 quick, before I let Ed go through some of the
23 successful programs that have been developed over
24 the last two years, I just wanted to spend a -- a
25 brief moment on our accountability, how we report
26 out to our investors, how we let them know about
27 those successes in these programs that are in place
28 for them.

1 The first way we do that is with a quarterly
2 newsletter. That comes out, believe it or not,
3 quarterly. And these are some of the top stories,
4 some of the -- the biggest wins that Gateway has
5 had, and also some of the things moving forward
6 that they -- they can expect.

7 We include a brief overview of our financials
8 in the fourth quarter newsletter so they get a --
9 kind of an overshoot of how the money flowed.

10 The other way that we communicate with them is
11 through one-on-one meetings with them. Most of the
12 time, it's with more of the Gateway team.

13 But that's where we sit down. And it's
14 targeted to what they would be interested in, to
15 what's focused on -- on their business.

16 We share an Evergreen List or, as I call it,
17 the stuff-we-done-did list. And this is everything
18 that the Gateway team has done, every meeting that
19 we take, every program that we've worked on. We
20 keep track of that, and we share that with our
21 investors, full -- full transparency.

22 We also share a more detailed financial update,
23 if that's something that -- that intrigues them.
24 And then we have a little bit of a discovery phase
25 where we're figuring out what are the programs that
26 we can plug in for that specific business.
27 What's -- what's keeping them up at night.

28 And then, also, we're always looking for future

1 investment and researching how we can increase
2 resources with this.

3 So with that -- I know I went through really
4 fast -- I want to let Mr. Ed Bushaw share some of
5 those wonderful accomplishments we've had.

6 MR. ED BUSHAW: Good morning. Next slide,
7 please. If you could, I think we've got some
8 fly-ins here. So next. All right.

9 So, very quickly, we wanted to highlight some
10 of the areas that -- that we've been working in.
11 And I think it's important for everyone in this
12 room to know that we have a staff of two and a
13 half.

14 And basically we learned very quickly that we
15 have to work with our State agency partners, South
16 Alabama Workforce Development, AIDT. We work with
17 Lee Lawson and his group quite a bit.

18 And some of the things that, as Travis
19 mentioned, when we sit with businesses and we do
20 assessments with them, a lot of times we find that
21 supervisory development is an area that they --
22 they definitely need help with.

23 The Alabama Technology Network is part of the
24 junior college system. They do things like LEAN.
25 They do innovation engineering. They do first-time
26 supervisor.

27 So they've been able to work with us on a lot
28 of different programming and also some innovation

1 engineering projects.

2 Next, please. So what we were able to do this
3 last year, along with a group in Montgomery, is for
4 the first time in our area, bring their leadership
5 skills program to our -- our businesses.

6 This leadership program is a nationally
7 recognized program that basically has three levels.
8 I believe, Travis, that we're almost through the
9 third level with --

10 MR. TRAVIS VALENTINE: Correct.

11 MR. ED BUSHAW: -- with this group. And
12 then we're going to -- to move that into the next.
13 We've had that program offered to municipalities,
14 to businesses. And it's been very, very effective.

15 Next, please. So at a meeting this afternoon,
16 as a matter of fact, with SWAPT. I'm sorry, y'all.
17 There's a lot of acronyms in our world. I know
18 there is yours as well.

19 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.
20 (Indicates affirmatively.)

21 MR. ED BUSHAW: South Alabama -- Southwest
22 Alabama Partnership in Training. There are
23 opportunities for our businesses.

24 And I'll tell you something specific about a
25 business in your area that we're working with here
26 in -- in Baldwin County North. And that's a
27 company called Plasmine. They're up here in the
28 woods in Bay Minette. They make glue products out

1 of pine resin.

2 We met with them. We talked with them about an
3 apprenticeship model that we're putting in place
4 with them. And, as a matter of fact, we're also
5 doing a lot of succession planning with them to
6 help them with their -- their pay rates and things
7 like that.

8 And, at the same time, we're able to put
9 programs that the State offers in front of them. A
10 lot of people don't realize that there is an
11 on-the-job training, fifty percent (50%) match for
12 all the time that somebody is in an apprenticeship.

13 So some of their people are going to be in a
14 four-year long apprenticeship. And they'll get a
15 fifty percent (50%) return back from the Federal
16 Government back on their -- on their investment.

17 Next, please. So we also offer a customer
18 service course. This has been something that we've
19 offered to over three hundred and fifty (350)
20 folks, mostly in the South Baldwin area.

21 We've had teachers in the class. We've had
22 some administrations from cities. We've also had a
23 number of -- of business folks that we put through
24 that.

25 You all know how important customer service is
26 to keep us competitive with the folks across in
27 Destin. And we -- we have to be on our -- our best
28 foot with our tourists whenever possible.

1 Next, please. So I wanted to -- to give you an
2 idea of exactly how, as Travis was mentioning, when
3 we sit down with a business, exactly what that
4 business engagement profile would look like.

5 And this is something that we did with Wolf Bay
6 Lodge. Wolf Bay has three restaurants. There's
7 one in Florida on Perdido Key and then two in
8 Baldwin County.

9 What we did is we sit down and we do an
10 assessment with every business, just like we did
11 with Plasmine. And what we did is we established a
12 need that they had three restaurants and never had
13 a director of operations.

14 Wolf Bay Lodge has been in existence for a
15 very, very long time. And it was always run as a
16 family op. And -- and basically what they
17 needed -- Because they're going to expand maybe to
18 four restaurants now -- is a director of
19 operations.

20 So what we were able to do is write that job
21 description for her. We were able to conduct
22 interviews and put a person on the ground so that
23 she could actually build her businesses.

24 The other thing that we found out right away
25 is, is that she wanted to move to an apprenticeship
26 model in her business. And what she needed was
27 help with job profiles and building job
28 descriptions so that now, even if a person comes in

1 as a server, they can move their way up through a
2 career path in restaurant management. And at the
3 end of it all, they get a credential from the
4 Department of Labor as a journeyman apprentice.

5 Next, please. So you can click through to the
6 next two, if you would. I just wanted to give you
7 an idea -- One more, please. I wanted to give you
8 an idea of the breadth of the program.

9 We are in a hospitality and tourism area. And
10 that's a major focus. And it has to be, because
11 that's where the workforce demands are the largest.
12 But, obviously, we have a lot of businesses that
13 we're serving.

14 I wanted to show you how this business
15 engagement model works in a couple of different
16 ways, working with Vulcan in an apprenticeship
17 model to -- to help them to find press mechanics
18 and machine operations and make sure that their
19 training matches the Department of Labor so that
20 they can have credentialing.

21 In our hospitality next week, for the first
22 time in the State of Alabama, we'll have five
23 lodging apprentices in businesses. They have
24 eleven hotels in the region.

25 And then Warner Farms was a very interesting
26 project that we're right in the middle of right
27 now, working with Alabama Technology Network on
28 some new processes for them and some innovation

1 engineering projects and LEAN through Alabama
2 Technology Network.

3 So every time we sit with these businesses, we
4 don't just bring what -- what we can bring to the
5 table for our resources -- from our resources, we
6 also can take advantage of the State on what they
7 offer.

8 Next, please. So we can skip past this. Right
9 here is fine. One of the things that had never
10 been done -- And so Gateway grabbed ahold of
11 this -- was a wage and benefit survey for the
12 hospitality and tourism industry.

13 It was very, very important for a number of
14 projects that we were doing. We're trying to build
15 career pathing in South Baldwin County for people
16 interested in vacation rental, lodging,
17 restaurants.

18 But we didn't have any data that we could put
19 in front of teachers or that we could put in front
20 of -- put in front of students.

21 I was surprised. I've been in this market
22 since 1994. I was very surprised to see these
23 wages are about twenty percent (20%) higher than I
24 thought they'd come out.

25 And, as you can see, there's some pretty good
26 career pathing here for kids. And when you know
27 that fifty percent (50%) of your kids in Baldwin
28 County are not going to a four-year degree, and we

1 want to keep the majority of them here, those other
2 fifty percent (50%) here working in our community,
3 these types of careers that hold great promise for
4 them.

5 So next, please. Next. All right. So a
6 couple of y'all were there at -- when we did our --
7 our youth apprenticeship signing day. So I'm going
8 to go through this very quickly.

9 But one of the things that we found out right
10 away is, in -- in thinking through the process when
11 you're trying to decide who's going to be in our
12 workforce, you've got to go to the low-hanging
13 fruit. And, to us, that was the kids that were
14 already in school.

15 So what we did is we put together a -- a
16 committee of a number of businesses. If you'd go
17 to the next bullet, please.

18 We put together a youth apprenticeship sponsor
19 committee. And very, very quickly, we had eighteen
20 businesses at the table trying to figure out how
21 this youth apprenticeship program would work.

22 It's very, very important for y'all to know
23 that everything that we do is driven by business.
24 We don't dream these things up. We sit with
25 businesses. We talk to them about how best to put
26 these programs forward.

27 So what we did is -- along with them, is
28 determine that they could do a one thousand (1,000)

1 hour paid apprenticeship for the youth in our
2 county in their businesses.

3 From that, once that was determined, we visited
4 all six county high schools, and to basically show
5 them career paths.

6 And if you'd go to the next, please. We hosted
7 our inaugural signing day. So we brought a hundred
8 and seventy-six (176) kids to the lodge, kids that
9 were interested in hospitality and tourism. And on
10 that day, we signed ninety-four (94) of them into
11 jobs. Our goal was ten (10). So we were very,
12 very happy about that.

13 And I'll tell you, our -- our employers are
14 ecstatic at the fact that we've got business and
15 education aligned, and we're able to be the conduit
16 for that to be able to bring them to the table.

17 So this year we're going to move this forward
18 to the virtual schools, to the -- to the home
19 school associations, and the private schools.

20 We didn't touch them at all. You all know
21 there's a lot of those. There's a lot of kids
22 in -- in private schools in Baldwin County.

23 Next, please. So those are just some pictures.
24 This will show you what was going on. These are
25 the hundred and seventy-six 176) kids.

26 We had it set up as a signing day, like you
27 would if you were an athlete. And they -- they
28 loved that idea. So they had hats, and they had

1 T-shirts. And -- and it was a lot of fun.

2 What we hope to do this year is just blow the
3 seams out of that room and -- and have three
4 hundred (300) kids there. I -- I think we can --
5 we can do that.

6 You'll see along the sides here all the
7 businesses that were represented at the table. We
8 have a lot more that want to be involved now that
9 the word is out about it.

10 Next, please. Real quickly, I -- I mentioned a
11 few times in my presentation about apprenticeships.
12 What we were able to do at the Chamber is to become
13 a sponsor with the Department of Labor.

14 So we actually handle all of the paperwork
15 within our office for a registered apprenticeship.
16 That can be everything from a machine operator --
17 We saw in the other bison herder. There was an
18 accordion maker. I mean, anything you can imagine,
19 there's an apprenticeship for it.

20 We're working with a State Farm office on
21 setting up apprenticeships within their operation.
22 What that does is it allows a business to have a
23 system whereby succession planning makes sense.
24 How do I get from this position upward?

25 And this is the tax benefit that was just
26 passed in the legislation this year. Each of these
27 businesses for each EIN, for each individual
28 business, they can have ten (10) apprentices. And

1 they get twelve fifty (\$1,250) tax credit for each
2 one of those. If they hire somebody sixteen (16)
3 to seventeen (17), there's a five hundred dollar
4 (\$500) increase on that. So the Government is
5 really getting involved.

6 I know y'all have seen the Governor wants to
7 have five hundred thousand (500,000) new jobs
8 produced by 2025 in our state, five hundred
9 thousand (500,000) technically-trained folks.

10 And she isn't talking at all about tourism.
11 The only thing she's talking about is advanced
12 manufacturing. So we've got a lot work to do to
13 get that done.

14 So I'm done. That's a firehose. I'm sorry.
15 Lots of information. Questions?

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
17 do.

18 MR. ED BUSHAW: Yes, ma'am.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
20 think you guys mentioned for certain investors you
21 had detailed financials.

22 MR. ED BUSHAW: Uh-huh. (Indicates
23 affirmatively.)

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
25 I guess my biggest question is I don't know that I
26 saw anything like that. But this is a sizable
27 request.

28 MR. ED BUSHAW: Uh-huh. (Indicates

1 affirmatively.) Yes, ma'am.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
3 so I wanted to know where else are you getting
4 sizeable monies like this from? Are they coming
5 from these -- You know, who else is giving --
6 giving you a request like you've asked for?

7 MR. ED BUSHAW: Well, we have -- we have a
8 number of businesses that have contributed at the
9 twenty thousand dollar (\$20,000) level per year.
10 We --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Has
12 anyone else given you fifty thousand dollars
13 (\$50,000)?

14 MR. ED BUSHAW: We have Cities that have
15 contributed forty (\$40,000).

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 Okay. And those Cities would be in -- What -- what
18 Cities have give?

19 MR. ED BUSHAW: Gulf Shores.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Okay.

22 MR. ED BUSHAW: And -- and Orange Beach,
23 we're talking with them. But it looks like that
24 request could be very soon.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Okay. And on your request --

27 MR. ED BUSHAW: Yes, ma'am.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

1 is this a one-time shot request, or is this
2 something you want some kind ongoing --

3 MR. ED BUSHAW: Ongoing.

4 MS. DONNA WATTS: This would be ongoing,
5 because this is a --

6 MR. ED BUSHAW: Yeah.

7 MS. DONNA WATTS: We're in the second year
8 of a five-year program.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Okay. So it's five years?

11 MS. DONNA WATTS: And then at the end of
12 that five years, we'll do another five-year
13 program.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Okay. Now, your request last year was not quite
16 this high, was it?

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)
18 GRUBER: It was the same amount, wasn't it?

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It
20 was --

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)
22 GRUBER: It was the -- it was the same amount last
23 time.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
25 thought it was twenty (\$20,000). No. It was fifty
26 (\$50,000)?

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)
28 GRUBER: It was -- it was the same amount, if I'm

1 not mistaken.

2 MS. DONNA WATTS: I'm sorry. Too much --

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: I -- I'm thinking it -- I'm thinking it --

5 MS. DONNA WATTS: That was just --

6 MR. ED BUSHAW: One of the things that I
7 think is -- is important to understand with the
8 request is that as we expand in collaborating with
9 the -- the -- the chamber to the south of us.

10 The county is growing at such a rate. And with
11 a staff, you have -- you have different people on
12 your staff dealing with different things.

13 And business engagement is one of the things
14 that -- that I'm specializing in. As we grow, as
15 this county grows, we're not able to get to all
16 those businesses at the level that we need to.

17 It's one thing to visit a business and do an
18 assessment. It's another thing to put a program
19 into -- into place for them.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Okay. So if a -- a business comes to you for an
22 assessment -- And you've --

23 MR. ED BUSHAW: Uh-huh. (Indicates
24 affirmatively.)

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
26 singled out a few businesses -- is there a fee that
27 you charge for those businesses --

28 MS. DONNA WATTS: No.

1 MR. ED BUSHAW: No.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

3 or is it just included with your --

4 MR. ED BUSHAW: No.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

6 chambers? Is it included with your chamber --

7 COMMISSIONER JOE DAVIS, III: It's included
8 with their investment in the chamber.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Their investment in the chamber or their investment
11 into Gateway?

12 MR. ED BUSHAW: Into Gateway.

13 MR. TRAVIS VALENTINE: Into Gateway.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Gateway.

16 MR. ED BUSHAW: And those financials are
17 done separately.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
19 are there a threshold like for an amount that you
20 request from a business?

21 MS. DONNA WATTS: Our starting level --

22 MR. TRAVIS VALENTINE: Currently, it's our
23 bottom level of investment, which is fifteen
24 hundred dollars (\$1,500) a year.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Fifteen hundred dollars (\$1,500).

27 MR. TRAVIS VALENTINE: Uh-huh. (Indicates
28 affirmatively.)

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
2 at -- For fifteen hundred dollars (\$1,500), do you
3 get all the package, or do you get more as you --
4 the more money you add? I think that's a --

5 MR. ED BUSHAW: We -- we really are --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- a
7 valid question.

8 MR. ED BUSHAW: We really are setting no
9 boundaries based on money.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
11 if I give you fifteen hundred dollars (\$1,500), I
12 get as much as a twenty thousand dollar
13 (\$20,000) --

14 MR. ED BUSHAW: Absolutely --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
16 person?

17 MR. ED BUSHAW: Absolutely.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Okay.

20 MR. ED BUSHAW: Yes.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Okay. I'm just trying to --

23 MR. ED BUSHAW: No, no. That's a good
24 question.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
26 trying to --

27 MR. ED BUSHAW: That's a good question.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

1 absorb a number; okay?

2 MR. ED BUSHAW: Sure.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
4 so what did we give you last year?

5 MR. ED BUSHAW: Zero.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
7 got nothing out the Commission last year for this
8 particular program?

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: No.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Okay. All right.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: It was pulled at the last moment.

15 COMMISSIONER JAMES E. (JEB) BALL: Madam
16 Chairman, I'm just going to go ahead and say it,
17 that I'm fine with their request.

18 And I look at it as whether it's the most that
19 anybody has ever given them or -- or whatever, I'm
20 not even worried about that.

21 It's an investment that this County needs to
22 make to this particular chamber, just based on what
23 I've seen them do. It's hard to kind of grasp that
24 concept. But after going to that signing day that
25 me and you went to --

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

27 COMMISSIONER JAMES E. (JEB) BALL: -- I saw
28 exactly what happens. And this is an investment,

1 not just to Gateway but to the whole community
2 even, as he's saying, stretching out into North
3 Baldwin. So --

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

6 COMMISSIONER JAMES E. (JEB) BALL: -- I --
7 I'm perfectly fine with their request.

8 MS. DONNA WATTS: And we're working --
9 we're working over on the Eastern Shore with some
10 companies as well. We certainly didn't list all of
11 them here.

12 But one thing I want to talk about -- And I
13 hope, Michelle, you'll -- you'll stand up. This is
14 Michelle Hodges. Michelle is our chairman of the
15 board this year. And I want her to talk about what
16 we're doing with the Coastal Alabama Business
17 Chamber.

18 This is Greg Alexander, the CEO of the Chamber.
19 And this week has been historic in South Baldwin
20 County. And I'll let you take it from there.

21 MS. MICHELLE HODGES: I will say this real
22 fast. I don't envy y'all at all in this entire
23 process and the requests that you get.

24 So I was born in Foley and blessed to spend
25 nineteen (19) years of my life in the exact same
26 household. I never moved, K through 12 at Foley.
27 And that's why I wanted to get out of this
28 community and never come back.

1 And I did for a minute, then I realized how
2 special it was. I say that to say my livelihood
3 comes from tourism. My -- SH Enterprises is Meyer
4 Vacation Rentals, Century 21, Meyers Services in
5 Foley.

6 And I live in Orange Beach. And that whole
7 region is so near and dear to me. I want to spend
8 the rest of my life here, retire here, and die
9 here.

10 So as I -- I moved back from college and I got
11 involved in the community in both of these
12 chambers. It was really frustrating for me as a
13 volunteer. And I know it's got to be for you guys
14 as well. I felt pulled. I wanted to give of my
15 time and give to my community, but I also had to
16 work.

17 And so going to do diplomat programs and
18 support one organization and turning around and
19 doing the other was really frustrating.

20 And as I grew within the business -- And -- and
21 I'm president of our organization today -- that
22 frustration grew when I started getting requests
23 from so many worthy organizations in the community,
24 501 nonprofits, and then -- and then our chambers.

25 So a few years ago, the Coastal Alabama
26 Business Chamber came up with ACA, which y'all are
27 aware of. And it had some really great, appealing
28 programs in it.

1 And -- and so we came off a lot of money that
2 was substantial for us to commit to that program
3 just to turn around a few years later and have
4 South Baldwin create one that focused on the same
5 really meaningful things for us.

6 And I was frustrated as a volunteer and someone
7 would could give of my time and then as a
8 businessperson who's expected to take care of
9 people who have expectations of a paycheck and roof
10 over their head and food and careers and have a
11 good business but also financially be able to give
12 back to my community for things that are
13 meaningful, like workforce development, which is
14 our number one issue, personally.

15 So when Gateway came up I was like, honestly,
16 y'all have --

17 MS. DONNA WATTS: She --

18 MS. MICHELLE HODGES: -- got to rethink
19 this; right? Like just a few miles down the road,
20 they are working on this. Can we not come together
21 and try to accomplish these things?

22 Well, fast forward to yesterday. And I will
23 get chill bumps, because I feel like, as someone
24 who loves this community and gets so tired of
25 silos, whether it's Relay for Life silos or Chamber
26 silos, the ability for these teams, these chambers,
27 their staff and their CEO's to come together,
28 recognize regional issues that we can't solve in a

1 vacuum independent of each other and say we are
2 going to come together.

3 We're going to communicate. We're going to
4 collaborate. We're -- we're not going to be
5 fearful of each other or stealing ideas or stepping
6 on toes. We're going to make sure we're on the
7 same page. We're going to get our staff on the
8 same page. We're going to join hands and do it
9 together.

10 And the exec committees of both of these boards
11 approved a Memorandum of Understanding to do just
12 that, a program of work to do just that for the
13 remaining three years of this campaign and the
14 communication strategy.

15 And yesterday morning, Greg hosted an ACA
16 investors meeting at the Wharf in Orange Beach.
17 And had his fifty-seven (57) or so investors
18 invited to that meeting, had a great turnout of
19 over thirty (30) of those.

20 And we already have about half of his investors
21 saying, one hundred percent (100%), we're going to
22 take those funds and the remaining part of that
23 initiative and we're going to be the biggest
24 investor that Gateway has. We're going to get to
25 work together to get this done.

26 So, again, from a volunteer standpoint, giving
27 of my time, as a business person, giving of my
28 finances, I'm really excited about the next three

1 years.

2 And I want y'all to know that that
3 collaboration is taking place, and the excitement
4 that we have as this collaboration is taking place.
5 And I hope it alleviates maybe a little bit of
6 concern that you guys have when you're trying to
7 decipher who gets money. Everyone is requesting
8 increases.

9 And, for me, it is really -- it's just a dream
10 come true. It is. It's just -- it really gives me
11 chill bumps, you know, that we're actually working
12 together.

13 It seems like such a small thing. But to have
14 such a huge region and investors now agreeing we
15 can all get together, a chamber committee, and talk
16 about what we want to do to.

17 But to know that the members and those
18 investors are nodding their head up and down,
19 they're going to continue investing in this for the
20 next three years. And the South Baldwin Gateway
21 investor committee meeting to roll this same thing
22 out so that they know what they're doing happens on
23 September 4th.

24 But that ball is rolling. And, as I said to
25 this team, it feels like what we've done with
26 Gateway set out on a four-way highway to accomplish
27 all the things that Ed talked about.

28 And with ACA coming onboard, and Greg and

1 Coastal Alabama, I feel like we've taken that
2 four-lane highway and just stretched it into an
3 eight-lane highway.

4 We are still working on the same goals. We're
5 just going to get there that much faster. So --

6 MR. GREG ALEXANDER: And I'll --

7 MS. DONNA WATTS: And -- and have more
8 boots on the ground to get the job done.

9 And let me say the chambers are not merging.
10 We're continuing to chamber. But we are coming
11 together around this workforce crisis.

12 And y'all all know this, but I'm going to say
13 it anyway. We -- because of where we're located,
14 we deal with crisis, don't we? It's either
15 hurricanes or oil spills, or it has been, and
16 economic crisis.

17 Well, we are accustomed to coming together
18 to -- to solve those problems. That's what we do
19 as Baldwin Countians. We pull together.

20 Well, we have a workforce crisis. And it's --
21 Yes, it's nationwide. But we need to pull together
22 as Baldwin County and work together. And you get a
23 two-for special with this, because it's two
24 chambers doing this work.

25 MR. GREG ALEXANDER: Exactly. Yesterday --
26 I'll just say this real quickly. And I apologize.
27 I'm Greg Alexander, Coastal Alabama Business
28 Chamber, for those that I have not met.

1 We sunset ACA yesterday. That's a nice way to
2 say it's gone. We get the confusion out of the
3 way. And whether you're South Baldwin Chamber,
4 Coastal Alabama Business Chamber, we are Gateway.
5 And that is exciting. And all the things you all
6 said, that's what we are going to accomplish
7 together.

8 COMMISSIONER JOE DAVIS, III: Very good.

9 MR. GREG ALEXANDER: Thank you.

10 COMMISSIONER JOE DAVIS, III: If I could,
11 Madam Chairman --

12 MS. ASHLEY JONES DAVIS: Can I --

13 COMMISSIONER JOE DAVIS, III: Oh, excuse
14 me.

15 MS. ASHLEY JONES DAVIS: Donna did not ask
16 me to speak, but I wanted to say this just to kind
17 of clarify some stuff.

18 They've come together for this initiative. But
19 I can tell you, being a small-staffed chamber, when
20 I was talking about resources being shared, it's
21 Donna's team that has -- I get excited about it,
22 because there's so much we can't do in our
23 community.

24 We're an industry community. But having
25 resources like Ed and Travis and Sally work with us
26 as a region has really helped.

27 Ed mentioned Plasmine Technology. Their
28 chamber is in North Baldwin. They're located in

1 Bay Minette. I love those guys. I did not have
2 time or the resources to give them what they
3 needed, but South Baldwin did.

4 And now I'm going to have a model in my
5 community for apprenticeship at an existing
6 industry that now I can take to our other members
7 and say this can be done.

8 So they're not -- what they're doing isn't just
9 affecting South Baldwin. It's -- it's reaching out
10 to the other parts of the county.

11 And I'm so appreciative of their resources to
12 help our industries and our members in North
13 Baldwin. So I just wanted to say that.

14 COMMISSIONER JAMES E. (JEB) BALL: Thank
15 you, Ashley. I wanted to add one thing from --
16 Sorry, Commissioner Davis.

17 COMMISSIONER JOE DAVIS, III: That's okay.
18 Go ahead.

19 COMMISSIONER JAMES E. (JEB) BALL: Michelle
20 and Donna and all of y'all that's involved in the
21 Gateway, you know, I just didn't want -- I was
22 going to say, help Ashley out when needed. I think
23 y'all are all talking --

24 MR. ED BUSHAW: I got you.

25 COMMISSIONER JAMES E. (JEB) BALL: -- about
26 working together. But workforce is a huge problem
27 in North Baldwin County. They're not going to land
28 the megasite unless we have a workforce.

1 MR. ED BUSHAW: Right. Yeah.

2 COMMISSIONER JAMES E. (JEB) BALL: And
3 nothing is going to come there until we have people
4 that can go to work and --

5 MS. DONNA WATTS: And that are ready to go
6 to work.

7 COMMISSIONER JAMES E. (JEB) BALL: -- and
8 that are ready to go.

9 COMMISSIONER JOE DAVIS, III: They're
10 ready.

11 COMMISSIONER JAMES E. (JEB) BALL: So
12 that's -- that's huge for this whole entire county,
13 in fact. And I would just hope that, you know,
14 that -- And -- and I know y'all will -- work with
15 the all chambers and -- and -- and spearhead some
16 things. And --

17 MR. ED BUSHAW: Absolutely.

18 COMMISSIONER JAMES E. (JEB) BALL: -- like
19 y'all are helping Ashley out, that has no help
20 whatsoever, except her and another girl that just
21 do everything all on their own in a -- in a huge
22 community that's very spread out with industries
23 everywhere. And I -- and I appreciate y'all
24 reaching out and helping.

25 MS. DONNA WATTS: This is so important that
26 we -- we connect --

27 COMMISSIONER JAMES E. (JEB) BALL: Right.
28 That's right.

1 MS. DONNA WATTS: -- and we do this
2 together for -- for our businesses, for our quality
3 of life. You know, there's that old saying that a
4 rising tide rises all ships; right?

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

6 MS. DONNA WATTS: And that's what we want
7 to do is raise that level of quality of life for
8 every single Baldwin County citizen --

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

10 MS. DONNA WATTS: -- and every student in
11 Baldwin County. And I think this is the beginning
12 of being able to make that happen.

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

15 MS. DONNA WATTS: Thank y'all very much.

16 COMMISSIONER JOE DAVIS, III: If I could,
17 Madam Chairman.

18 Attending that signing party was one of the
19 most significant events I've attended in years, not
20 just because a hundred and seventy-six (176) young
21 people were there kind of strutting their
22 capabilities, it was the businesses.

23 They were even more excited about how many
24 people -- we -- One told me, we've got twelve (12)
25 signed up, and I've got nine (9) more that I'm
26 going after.

27 So the concept of an athlete who's blessed with
28 Godly skills being -- having a signing day, that's

1 wonderful. We will still do that. But to do it on
2 this arena like this -- And the Gateway Initiative,
3 as Jeb said, is part of the model that we need to
4 apply all over this county.

5 Statistically, six and a half million
6 (6,500,000) tourists; forty-two percent (42%) of
7 the tourist dollars that come to the State of
8 Alabama come through Baldwin County.

9 So we are a player. We're a big player. And
10 we've got to be sure that when we ask at every
11 level, Federal, State, and local, that we don't act
12 like we're bashful about what we're doing, because
13 you're doing great things.

14 And it's about us as a county being a partner
15 in that. And I want us to -- if we could get the
16 value from every fifty thousand dollars (\$50,000)
17 that we invest in organizations -- I mean, this is
18 the shining light of the ultimate result of a
19 fifty -- Fifty thousand dollars (\$50,000) is still
20 a lot of money from a --

21 MR. ED BUSHAW: Oh, yeah.

22 COMMISSIONER JOE DAVIS, III: -- for a
23 country boy. But, at the same time, when you look
24 at the value added and the momentum that it
25 creates -- When you talked -- Jeb and I had a
26 chance. When you talked to a parent and a brother
27 or a sister who were there to see brother or sister
28 get recognized, guess what? It plants the seed for

1 kids that are coming along.

2 So it's -- it's about us as a county partnering
3 with people so we can get the value that y'all are
4 bringing to the table. And I appreciate it.

5 MS. DONNA WATTS: And we'll do another
6 student signing day this coming spring. And I hope
7 y'all will all join us and be there. And -- and I
8 hope we fill that auditorium up.

9 COMMISSIONER JOE DAVIS, III: There you go.

10 MR. ED BUSHAW: We've already asked the
11 Governor to be there.

12 COMMISSIONER JOE DAVIS, III: Very good.

13 MR. ED BUSHAW: We were a little late last
14 year.

15 MS. DONNA WATTS: Yeah, we were. Thank
16 y'all.

17 MR. ED BUSHAW: Thank you.

18 COMMISSIONER JOE DAVIS, III: Thank you.

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

21 MR. TRAVIS VALENTINE: Thank you.

22 MS. DONNA WATTS: You know we're here,
23 around. I'm happy to answer any further questions.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Well, I -- I do. Before you leave, I would like to
26 say this; okay?

27 As part of this, this is -- this is -- I don't
28 have to say it. You know it. This is a new

1 process for three of us; okay? Even though we
2 might have sat in some of the budget deliberation
3 meetings -- And maybe some of my colleagues sat in
4 all of them -- there is an element of fiscal
5 responsibility, though, to the people; okay?

6 And although I am extremely grateful -- I am --
7 I -- I -- I want to support your -- your efforts;
8 okay? But I'm not so sure that I can support it to
9 the extent that you've asked for this year.

10 And I will say -- And I know I may be outvoted,
11 but I want to express myself when you're all here
12 in front of me.

13 There is workforce going on in all areas of --
14 of the region now right because we are in an
15 employees' market right now.

16 And, you know, we know that we've got to have
17 skilled workforce labor available in order to
18 develop our biggest investment, which is in North
19 Baldwin County.

20 And so while that I am fully committed to
21 supporting your program, I'm not committed to
22 supporting it at a full fifty thousand dollar
23 (\$50,000) amount.

24 I would be committed to a twenty-five thousand
25 dollar (\$25,000) amount and would like to try and
26 make that a commitment for the remainder of your
27 program.

28 But a fifty thousand dollar (\$50,000) amount at

1 the beginning, I think, is -- is more than -- than
2 what we should commit to. And that is because we
3 have to sustain that amount if we want to commit to
4 something.

5 And I feel like that we have been bombarded by
6 requests. Everybody has asked us for more money.
7 And I don't -- I'm not a huge political person.
8 But I look at numbers.

9 I've not seen the numbers. That's why I asked
10 you about numbers as far as, you know, like how
11 much are other people giving you and different
12 kinds of stuff, not that there's a tit-for-tat and
13 there's a fairness or anything like that.

14 But I think from -- going from zero to
15 twenty-five grand (\$25,000) is a winner; okay? I
16 think if you don't ask for more than you think
17 you're going to get, sometimes, then, you know --
18 But that's honestly I feel. And I hope if you walk
19 out of here and say, Billie Jo is not supportive of
20 us, that's not true.

21 MS. DONNA WATTS: No.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
23 I think that the thing is, you know, just because
24 I'm not supportive of your full amount that you're
25 asking for, I'm looking at the ability to be able
26 to sustain that over the next remainder of your
27 periods.

28 And so I wouldn't want to say I'll give you

1 fifty thousand (\$50,000) now and next year say, you
2 know what? I can't give you a dime because an oil
3 spill happened, you know.

4 I hope that don't ever happen again, but, you
5 know, we don't know. Hurricane Michael could hit
6 us. I hope it's not Hurricane Michael.

7 But, you know, so I'm am trying to look at
8 something that I can sustain. And you guys that
9 know me know my background. I'm a numbers person.

10 MS. DONNA WATTS: Yeah.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
12 want numbers brought to me next time. Thank you.

13 COMMISSIONER JAMES E. (JEB) BALL: I
14 just --

15 MS. DONNA WATTS: I appreciate your
16 comments and your --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
18 I don't care if anybody else don't want to see
19 numbers.

20 MS. DONNA WATTS: -- and your honesty.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
22 want to see them; okay? Because I have to answer
23 to the people. And of all of us, they're going to
24 say you should know; you're a CPA, you know.

25 COMMISSIONER JOE DAVIS, III: Well, I've
26 got a comment. I'm a businessman. I've run
27 colleges. I've run alumni associations. I've run
28 brokerage operations. And I've run banks.

1 And it's about return on investment. And if we
2 can find anything that we're going to fund at the
3 fifty thousand dollar (\$50,000) level that comes
4 close to providing the services and the impact for
5 this city or this county, I want to see it.

6 Because this one is the roadmap for getting
7 things done. And while I respect your point of
8 view, I can assure you that I support this amount.
9 And I support the fact that this becomes the model
10 that we look at.

11 And other requests that can't show the positive
12 impact -- This is not a speculative fifty thousand
13 (\$50,000). This is a fifty thousand dollar
14 (\$50,000) investment in something that's working.

15 And I think the citizens that elected me expect
16 me to extend my business training to say, what are
17 we getting in return? And I am convinced that the
18 Gateway Initiative, that's going to be the best
19 fifty thousand (\$50,000) we'll spend. Thank you.

20 MS. DONNA WATTS: I appreciate that.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Skip, do you have any comments?

23 MS. DONNA WATTS: Thank you.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: Yeah. I just -- I just --

26 MS. DONNA WATTS: Oh, I'm sorry.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: I'd just like to say, you know, this came

1 to us last year. And we went through this and
2 listened. And then all of the sudden, it was --
3 the thing, it was just dropped for no reason, no
4 reason, no rhyme.

5 I'm -- I support this Gateway, because it does
6 help. I mean, you look at the numbers. I mean,
7 that's -- You know, and I know it's -- it's a big
8 investment. But this is not the first time we've
9 made big investments --

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

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: -- in chambers. We did one for the
14 Eastern Shore, which was called the Blueprint to --

15 COMMISSIONER JOE DAVIS, III: Right.

16 MS. DONNA WATTS: For Tomorrow, I think.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER -- for Tomorrow, you know. And that was a
19 big investment. But we -- we -- we took it and
20 went with it.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What
22 was that --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: And it -- it was very successful.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What
26 was that investment?

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: It was a Blueprint to Tomorrow or -- Yeah.

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1 MS. DONNA WATTS: It was forty-five
2 thousand dollars (\$45,000) a year for five years.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: For five years. And, you know -- and
5 it -- The plan worked, you know. And they got --
6 they got -- they got the results out of it. I
7 mean, it's not -- it's not uncommon, you know, for
8 chambers to bring something this big.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

10 Well, I think it is good that we can all express
11 what we feel, and we're respectful of each other.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Yeah.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And,
15 obviously, you've got three out of four. So --

16 MS. DONNA WATTS: I respect the -- respect
17 the conversation --

18 MR. GREG ALEXANDER: Every bit of it.

19 MS. DONNA WATTS: -- that we're having.

20 MR. ED BUSHAW: Yeah.

21 MS. DONNA WATTS: I really do.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

23 But --

24 MS. DONNA WATTS: And --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I
26 would be remiss if I always just said --

27 MS. DONNA WATTS: And I -- I appreciate the
28 honesty. I would much rather know --

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

2 okay, okay, okay, okay, okay.

3 MS. DONNA WATTS: -- where everything lies.

4 COMMISSIONER JOE DAVIS, III: But don't
5 suggest that the rest of us are always saying okay,
6 okay, okay. Because that's not the case. I'm a
7 businessman. I know numbers.

8 MS. DONNA WATTS: Yeah.

9 COMMISSIONER JOE DAVIS, III: And when you
10 ask a numbers question and you don't get a numbers
11 answer, I'm going to bark. But when you ask a
12 numbers question and you see results, this is a
13 wise investment. And --

14 MR. TRAVIS VALENTINE: Well --

15 COMMISSIONER JOE DAVIS, III: -- we will
16 disagree on some things, and then we will agree on
17 some things.

18 MR. TRAVIS VALENTINE: Sure. Right. I --

19 COMMISSIONER JOE DAVIS, III: So we do it
20 professionally.

21 MR. TRAVIS VALENTINE: I don't think that
22 they put you in that seat to nod up and down. They
23 wanted your opinion.

24 MS. DONNA WATTS: Uh-huh. (Indicates
25 affirmatively.)

26 MR. TRAVIS VALENTINE: So we do appreciate
27 having it. And I'll tell you, we talked about the
28 investment levels. We mentioned the fifteen

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1 hundred dollar (\$1,500). We mentioned the twenty
2 thousand (\$20,000) plus investment level. I think
3 they're all relative, depending on the business. A
4 fifteen hundred dollar (\$1,500) investment annually
5 is a lot to a business --

6 COMMISSIONER JAMES E. (JEB) BALL: Who are
7 small.

8 MR. TRAVIS VALENTINE: -- with two or three
9 people.

10 MS. DONNA WATTS: Yeah.

11 MR. TRAVIS VALENTINE: So you represent the
12 citizens of Baldwin County. What does this mean
13 for Baldwin County as a whole? I think it means a
14 lot.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 Okay.

17 COMMISSIONER JOE DAVIS, III: Very good.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Thank you, guys.

20 MR. ED BUSHAW: Thank you.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Have
22 a good day.

23 MR. GREG ALEXANDER: Thank you very much.
24 Good to see you. Have a good day.

25 MS. DONNA WATTS: Thank y'all. I
26 appreciate it.

27 COMMISSIONER JOE DAVIS, III: If I could, I
28 shared with the Chair, she and I are the County

1 Commission representatives on the MPO Board.

2 There's a meeting at two o'clock that will be very
3 critical in going forward with a number of
4 projects, particularly the tolling project.

5 And I need to be in Mobile for a 10:30 meeting
6 dealing with that. So I would love to stay here --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Safe
8 travels.

9 COMMISSIONER JOE DAVIS, III: -- but I
10 can't be two places at once. And I have
11 confidence --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 It'll be a little later on.

14 COMMISSIONER JOE DAVIS, III: -- in the
15 three of y'all doing what we need to do; okay?

16 COMMISSIONER JAMES E. (JEB) BALL: All
17 right.

18 COMMISSIONER JOE DAVIS, III: Thank you.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 This -- this works out.

21 COMMISSIONER JOE DAVIS, III: All right.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: See
23 you later on.

24 COMMISSIONER JOE DAVIS, III: All right.

25 COMMISSIONER JAMES E. (JEB) BALL: Unless
26 one of us gets sick, then it's no meeting.

27 COMMISSIONER JOE DAVIS, III: Right.

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

1 COMMISSIONER JOE DAVIS, III: Okay.

2 COMMISSIONER JAMES E. (JEB) BALL: -- stay
3 healthy.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
5 ain't planning on it. Don't wish it on me. No
6 power of suggestion there.

7 COMMISSIONER JOE DAVIS, III: See y'all.

8 COMMISSIONER JAMES E. (JEB) BALL: See you.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Keep
10 the room cool, and I'm okay.

11

12 (Commissioner Joe Davis, III, left the Baldwin County
13 Budget Deliberations meeting.)

14

15 **2-C - MISCELLANEOUS APPROPRIATIONS REQUEST FROM THE**
16 **BALDWIN COUNTY Heritage Museum**

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
18 right. Next on our list.

19 MR. RON CINK: Heritage Museum.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Heritage Museum. Okay.

22 MS. TAMMY KENNEY: That'll work. I just
23 dropped everything. Oh, well, following the
24 Chambers is going to be fun, because they're --
25 we're not as showy.

26 I'm Tammy Kenney from the Baldwin County
27 Heritage Museum. I've been with the museum for --
28 since 2009. And, well, we're here today to ask for

1 some more money. I don't know what else to -- how
2 else to go about this.

3 COMMISSIONER JAMES E. (JEB) BALL: Well,
4 just tell us why you need more money.

5 MS. TAMMY KENNEY: Okay. We are a
6 nonprofit organization.

7 COMMISSIONER JAMES E. (JEB) BALL: What did
8 you ask for last year?

9 MS. TAMMY KENNEY: Well, now, every year
10 we've asked for the thirty thousand (\$30,000) plus
11 the --

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

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: It's --

15 MS. TAMMY KENNEY: Was it --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: Plus eight thousand (\$8,000) and
18 something.

19 MS. TAMMY KENNEY: Yeah. Well, --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Five -- five or --

22 MS. TAMMY KENNEY: It was twenty-eight
23 (\$28,000), but it went to thirty-four (\$34,000).
24 That's to offset the no admission charge.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: With
26 a waiver of thirty-two hundred dollars (\$3,200).

27 MS. TAMMY KENNEY: Yes.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Okay. All right. So you have a request of
2 thirty-five thousand (\$35,000) for operations and
3 thirty-two hundred (\$3,200) that waives the -- the
4 admission fees.

5 MS. TAMMY KENNEY: Yes. Right.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 Okay. All right.

8 MS. TAMMY KENNEY: We had -- And it was
9 after the BP spill. We had -- Because we were
10 getting thirty thousand (\$30,000) a year. After
11 the BP spills, they cut us to the fifteen thousand
12 (\$15,000). We were able to offset that because BP
13 gave us twenty-five thousand (\$25,000). So we were
14 okay. We -- we made it through. But we kind of
15 were hoping that we were going to get that back.
16 We never have.

17 We've been able to keep our budget low enough
18 that we were able to take care of little things.
19 But now we're coming to the point where we've got
20 to put a new roof on the building in order to
21 protect our artifacts, et cetera. So that's part
22 of the reason we're asking for that additional
23 twenty thousand (\$20,000).

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Okay. Any questions from the other Commissioners?

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)
27 GRUBER: Only thing, you know, they have got some
28 projects that they've tried to do in the past, you

1 know. And I know, being part of the ones last
2 time, that we had to make some cuts. But we had to
3 make some -- make some cuts.

4 But they're kind of unique in a lot of
5 different ways. I don't know if any -- any of
6 y'all have had an opportunity to stop in that
7 museum.

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

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)
11 GRUBER: There's no place like it anywhere else.
12 It's got so much history in it. And they're trying
13 to do everything they can to preserve that. You
14 know, they -- they -- You'd be surprised how many
15 people that really come in there.

16 MS. TAMMY KENNEY: Yeah.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)
18 GRUBER: I mean, it's --

19 MS. TAMMY KENNEY: And we've seen an
20 increase in visitors.

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

23 MS. TAMMY KENNEY: Which is another thing.
24 We -- we kind of need --

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)
26 GRUBER: That's what they got last year.

27 MS. TAMMY KENNEY: -- another person that's
28 paid. Right now we're all volunteers. I am paid

1 staff because somebody has to keep up the books.

2 You know how that goes.

3 But trying to be the bookkeeper, the director,
4 the curator, the docent, and all that, it -- it
5 gets overwhelming after a while. But volunteers
6 are volunteers.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

8 Uh-huh. (Indicates affirmatively.)

9 MS. TAMMY KENNEY: You can't expect them to
10 be there. You want them to be there, but they're
11 not necessarily going to show up there.

12 So we are trying also to get ourselves --
13 get -- get that footing back where we can hire a
14 person full time.

15 Right now we have -- Well, when I say full
16 time, we're not open full time. We're only open
17 twenty (20) hours a week. So it'd be a part-time
18 person, and she'd be a docent.

19 We have someone training right now through the
20 Easter Seals program. Her -- her -- She's actually
21 fixing to phase out of that.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

23 Well, I don't want to cut you short if you've got
24 something else to say, but here's where this year
25 really doesn't have any type of a particular
26 platform set up.

27 But in the future, there's going to be
28 applications more so than just saying I want some

1 money by a certain date. There's going to be
2 requirements involved in kind of almost like a --
3 not a grant but like a mini grant kind of a --

4 MS. TAMMY KENNEY: That'll be fine.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
6 process. And so, moving forward, depending on, you
7 know -- I think there's going to be more of an
8 accountability to the County Commission for
9 everything that has been done.

10 So what I would love to see out of everybody
11 that's been asking us this -- And I've said this to
12 everybody. And I'm not picking on you by any
13 means --

14 MS. TAMMY KENNEY: Oh, no.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
16 numbers and telling us how many people came through
17 there, what are the things people are looking for,
18 different stuff like that, you know.

19 MR. COLETTA BAILEY: And you've done that
20 in the past.

21 MS. TAMMY KENNEY: Well, yeah. It's on our
22 spreadsheet. It tells us -- it tells you what
23 numbers we've had and --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Yeah. But, you know, like when you come to see us
26 and all that kind of stuff --

27 MS. TAMMY KENNEY: Yeah.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Because I will have to say, we are inundated by
2 information. We're inundated by everyone.

3 MS. TAMMY KENNEY: Right.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Our
5 schedules right now, if you can only imagine, that
6 we're being bombarded. I'm on the MPO as well as
7 Joe.

8 MS. TAMMY KENNEY: Well, I only got the one
9 going up here; okay? So --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
11 got like two hundred (200) e-mails in the last
12 twenty-four (24) hours. So --

13 MS. TAMMY KENNEY: Yeah.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
15 I just want to say that I think that more than
16 likely there's a -- there's a consensus to support
17 your efforts. But since there would be an
18 increased support for you, we want to make sure
19 that -- that you guys are prepared to give us
20 some --

21 MS. TAMMY KENNEY: Oh, yeah.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
23 everything that's going on and -- and how wonderful
24 it is, other than, you know --

25 MS. TAMMY KENNEY: That's right.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
27 just telling us --

28 MS. COLETTA BAILEY: That's --

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
2 just telling us --

3 MS. COLETTA BAILEY: That's not a problem.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
5 know --

6 MS. COLETTA BAILEY: I was up in Brewton,
7 Alabama yesterday doing a presentation on feed
8 sacks. I go around the lower counties, Northwest
9 Florida, and I am under the banner of Baldwin
10 County Heritage Museum. I pay for all my gas.

11 MS. TAMMY KENNEY: Yeah. She's -- she's a
12 hundred percent (100%) volunteer.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 Yeah. You're --

15 COMMISSIONER JAMES E. (JEB) BALL: Okay.
16 So -- so here's -- here's my question. Okay.
17 Volunteer work is when you have a volunteer heart.
18 That's exactly what it is.

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

21 COMMISSIONER JAMES E. (JEB) BALL: I
22 volunteer at a lot of things, too. And you -- you
23 don't expect paycheck, or you don't --

24 MS. COLETTA BAILEY: No, I don't.

25 COMMISSIONER JAMES E. (JEB) BALL: --
26 expect to --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
28 you don't -- you don't get any.

1 MR. COLETTA BAILEY: I don't expect a
2 paycheck.

3 COMMISSIONER JAMES E. (JEB) BALL: So what
4 I'm -- what I'm looking at here -- And -- and
5 I'm -- and I'm -- and I want to help y'all out.
6 I'm looking at what y'all asked for last year, and
7 you got. It looks like eighteen thousand, two
8 hundred dollars (\$18,200) last year --

9 MS. TAMMY KENNEY: Uh-huh. (Indicates
10 affirmatively.)

11 COMMISSIONER JAMES E. (JEB) BALL: -- if
12 I'm not mistaken. That's what I'm looking at. I'm
13 looking at last year's e-mails. You requested
14 thirty thousand (\$30,000) dollars, and the
15 thirty-two hundred (\$3,200) dollar waiver reduced
16 to whatever. So I'm -- I'm good with going back to
17 that number. Instead of thirty-five (\$35,000),
18 going to thirty (\$30,000), so --

19 MS. TAMMY KENNEY: That would be awesome.

20 MS. COLETTA BAILEY: It -- it would be --

21 COMMISSIONER JAMES E. (JEB) BALL: -- back
22 to what you requested last year. So that's just --
23 that's just my suggestion. So I don't know what
24 my --

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: Fine with me.

27 MS. TAMMY KENNEY: Oh, I'll run out of here
28 cheering.

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1 MS. COLETTA BAILEY: Yes.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: I think it's --

4 COMMISSIONER JAMES E. (JEB) BALL: Is this
5 going to be a one-time thing or a reoccurring
6 thing?

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Well, this has been going on for years and
9 years.

10 MS. TAMMY KENNEY: Okay.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: And, because, you know --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

14 You've been shorted for several years because --

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Because it's --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

18 of the oil spill and things like that. So this
19 would help you kind of catch up a little bit. And
20 then depending on how -- I -- I --

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Yeah.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
24 don't like to sit here and commit to -- to things
25 that's going to be every year without knowing how
26 our finances are going to be in the future.

27 MS. COLETTA BAILEY: You can't -- you can't
28 commit to things that may be out of your control.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Right. And so I would say that I would be
3 committed to giving you your -- I would actually be
4 committed to giving you your -- your request, your
5 full request, your full thirty-five (\$35,000) as
6 kind of a catchup. But I don't want that to be a
7 precedence. But we'll just have to see how all --
8 Well, there's three of us here right now. So --

9 MR. COLETTA BAILEY: May I say something?
10 And I'd like to invite y'all. In October, on the
11 third Wednesday, I do believe we open the doors to
12 the World War I and World War II members of Baldwin
13 County.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: Uh-huh. (Indicates affirmatively.)

16 MS. COLETTA BAILEY: This is an exhibit on
17 nothing but the men and women who served our
18 county --

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: Uh-huh. (Indicates affirmatively.)

21 MS. COLETTA BAILEY: -- from our county in
22 these wars. It is absolutely amazing to talk or
23 get the stories of the veterans and know what they
24 have done. It is amazing.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --

26 MS. COLETTA BAILEY: We have people that --
27 Well, we have one person from Fairhope --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

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1 Well, I -- I have tried to get to so many of your
2 events. And this is just a suggestion. I can't
3 come in the middle of the day. So many times
4 they're in the middle of the day. So every now and
5 then if you guys have something in the evening --

6 MS. TAMMY KENNEY: Okay.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
8 or something -- It doesn't mean I can come. But
9 don't do it on my behalf.

10 MS. COLETTA BAILEY: You know what Billie
11 Jo? We are going to check with your schedule first
12 before we do anything.

13 MS. TAMMY KENNEY: No. You call me, and
14 I'll open the door.

15 COMMISSIONER JAMES E. (JEB) BALL: All
16 right. No. Don't do that. Don't do that.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

18 COMMISSIONER JAMES E. (JEB) BALL: Just
19 she --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Don't do something for me.

22 COMMISSIONER JAMES E. (JEB) BALL:
23 She'll work with y'all's schedule.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
25 will work with your schedule. But my thing is I --
26 we get asked to come to so many things.

27 MS. COLETTA BAILEY: I know.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And

1 the -- the times conflict with some of our
2 scheduled meetings and stuff like that.

3 MS. COLETTA BAILEY: This will run through
4 December.

5 MS. TAMMY KENNEY: We're open on Saturdays.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
7 know --

8 MS. COLETTA BAILEY: This exhibit runs
9 through December. And this year I have added the
10 home front. We have so many things that took place
11 in World War II, especially, right here in Baldwin
12 County.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 Yeah. I'm not asking you to change anything for
15 me. I'm just telling you that --

16 MS. COLETTA BAILEY: Right.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
18 I've tried to. I've seen some of your invites and
19 stuff like that. And I just wanted to let you know
20 that it's just -- It's crazy. This schedule is
21 bad. But, nonetheless --

22 MS. TAMMY KENNEY: We know.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Okay. Any more questions for you guys? Anything?

25 MR. COLETTA BAILEY: It is the Museum of
26 Baldwin County. We have artifacts --

27 MS. TAMMY KENNEY: Uh-huh. (Indicates
28 affirmatively.)

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 MS. COLETTA BAILEY: -- from the north end
2 to the south end.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: And --

5 MS. COLETTA BAILEY: We even have a
6 pirate's store.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: And you would be surprised in the -- in
9 the wintertime when the snowbirds come --

10 MS. COLETTA BAILEY: Oh, my gosh.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Well, they like daytime, because they don't --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Well --

15 MS. COLETTA BAILEY: No, no. They help us.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: No, no, no. They have --

18 MS. COLETTA BAILEY: The workforce --

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: They have --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.
22 I just meant they like the scheduled --

23 MS. TAMMY KENNEY: Oh, yeah. They do.

24 MS. COLETTA BAILEY: Yeah.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
26 events in the daytime. Okay.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: They have actually -- The --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 MS. COLETTA BAILEY: We will --

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: If it hadn't been for the snowbirds, the
4 tractor that's there, the Titan --

5 MS. TAMMY KENNEY: The Titan.

6 MS. COLETTA BAILEY: The Titan.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: -- they're the ones that got it running.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

10 Well, good. Yeah.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: I mean, they came in there. Some of these
13 guys were machinists. They went out -- They
14 made -- they actually made parts that they could
15 not find nowhere else.

16 And those people went out and actually got it
17 and with help from a lot of other farmers and stuff
18 around here that have it. But they got the thing
19 going.

20 MS. TAMMY KENNEY: Uh-huh. (Indicates
21 affirmatively.)

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

23 Well, good.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: You know, I mean, it was -- And there's so
26 much --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

28 Well --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: -- that if you'll -- if you just --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It
4 sounds like you've got --

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: -- you know --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- a
8 good consensus on it, at least a huge boost. So --

9 MS. TAMMY KENNEY: Okay. Thank y'all.

10 MS. COLETTA BAILEY: Thank y'all.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Thank you.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Thank you.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Have
16 a --

17 MS. TAMMY KENNEY: We'll get out of your
18 way.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Have
20 a wonderful day. All right. Who we got next?

21 MR. RON CINK: Where did we leave that one
22 at?

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Are
24 y'all not good with thirty-five (\$35,000)? I mean,
25 the thirty (\$30,000) --

26 COMMISSIONER JAMES E. (JEB) BALL: I'm
27 good. I'm -- You good with thirty-five (\$35,000),
28 Mr. Chairman?

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Yeah. That's fine.

3 COMMISSIONER JAMES E. (JEB) BALL: I'm
4 good.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Full
6 request.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Full request?

9 MR. RON CINK: Okay.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Okay. Full request.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Full
13 request.

14 MR. RON CINK: I just need -- as we move
15 forward. Next is the --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Did
17 you get it?

18 COMMISSIONER JAMES E. (JEB) BALL: Hey,
19 Ron, did you -- did you load up the full request on
20 Gateway?

21 MR. RON CINK: Yes.

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

23 MR. RON CINK: Yes, sir. It's right --
24 it's right there.

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

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

2-D - MISCELLANEOUS APPROPRIATIONS REQUEST FROM THE**BALDWIN COUNTY Library Cooperative**

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

Okay. Next.

MR. RON CINK: Next is the Library Service.

MS. LIZ REED: I'm Liz Reed. I'm the director of the Baldwin County Library Cooperative. And I'll just explain who we are.

We're a 501(c)(3). We are funded by the State of Alabama, the Alabama Public Library Service. And the County Commission has generously matched whatever the State gave us.

We are -- In -- in Fiscal Year 13, our State aid started declining. It got down to seventy-seven cents (\$.77) in -- in 2015. And so the match that y'all were giving us was like -- I think last year it was ninety-six thousand, seven hundred ninety-seven dollars and twenty-five cents (\$96,797.25) because our State aid was at ninety-nine cents (\$.99).

Well, what's happened this year is a -- A wonderful thing has happened. The State Legislature has voted to give us a dollar ten (\$1.10) per capita for libraries.

So what y'all got was just the match of our new -- I think it was a hundred and eight dollars -- a hundred eight thousand, four hundred thirty-two dollars (\$108,432). And that is simply

1 the match. So that's what I was going on.

2 And I have the letter, but it's from 1999. And
3 I'll be happy to send y'all all a copy of it.

4 But in the letter -- And this is what I base
5 this on. The BCC shall fully match all funds
6 appropriated at the State level in this fiscal year
7 and in all succeeding fiscal years for the Baldwin
8 County Library Cooperative. So that's what I was
9 going on. That's why you got this more money
10 request.

11 But I wanted to tell you a little bit about
12 what we do with the appropriations and what we will
13 do with it if we get the extra money. We're going
14 to buy books.

15 We ran a report of -- on our collection. And
16 we -- The old -- the latest book in our collection
17 is 2007. And for a library, that's -- that's
18 pretty bad.

19 And for -- It concerns me, because we are the
20 bookmobile library. So our patrons are the very
21 old and the very young. And I have a horror of an
22 elderly person getting bad information from one of
23 our reference books.

24 So that's the -- the plan would be that we
25 would -- we would buy new books. We haven't had a
26 book budget in -- in about six years. Just haven't
27 been able to afford one. And -- But we depend on
28 donations from our patrons.

1 And we have a -- the access to the Baldwin
2 County Library Cooperative catalog. I don't know
3 if you knew about this, but it's a wonderful thing.

4 All fourteen (14) libraries in the county share
5 a catalog, which greatly helps the smaller
6 libraries. And we have benefited from that -- that
7 help, too.

8 But now I think it would be -- it would be nice
9 to be able to buy some new stuff for the bookmobile
10 for one to be on -- on the bookmobile and then for
11 other things that we need.

12 We also -- we -- we -- we have ninety-point-six
13 percent (90.6%) of our collection is aged. So
14 that -- that is not good for a library,
15 specifically in the nonfiction sections and with
16 the people that we've got who use the library. I
17 mean, we have medical books on the bookmobile. And
18 I want to make sure they're up to date.

19 We also -- we -- as -- as far as other funding,
20 we apply for grants all the time. In fact, we got
21 a new bookmobile in 2016, through an Impact 100
22 grant, which we could -- we could apply for because
23 we were a nonprofit.

24 So half of the money that -- of the extra
25 eleven thousand (\$11,000) that we asked for would
26 be for collection development. That's what we call
27 updating our collection.

28 And then the next thing I'd like to do is give

1 raises. Our -- We have seven employees, two
2 full-time and five part-time. And we -- Last year
3 we gave about -- a little, tiny raise, just to give
4 one, because we hadn't in a long time.

5 But if we get -- get this extra funding, then I
6 would like to give a nice raise, the first in many
7 years, to our people.

8 And I also wanted to mention to you that right
9 now we have three employees who have Master's of
10 Library and Information Studies, which is a
11 wonderful thing for the library. We've got an MLIS
12 on the bookmobile. So she's -- It's wonderful
13 having that extra tease in programs and things like
14 that.

15 But then we also -- I have an MLIS. And, also,
16 our Technical Services Librarian has an MLIS, which
17 is great for the library. But I believe that that
18 kind of degree maybe ought to deserve a little -- a
19 little bit more money. So that's what we would be
20 asking it for.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Okay. I have a question. And I haven't -- Now,
23 the bookmobile, I fully agree with that, meeting
24 that need. Do we have a -- a full-fledged walk-in
25 library here?

26 MS. LIZ REED: Uh-huh. (Indicates
27 affirmatively.) We do.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is

1 there a huge need for that when we have one just a
2 mile down the road?

3 MS. LIZ REED: Well, the way that I look at
4 it is that --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
6 mean, are we taking resources that we could put
7 into underserved areas throughout the county and
8 putting them into a full-fledged walk-in library
9 when we have a municipality that's just a mile down
10 the road that's got a full-fledged library?

11 MS. LIZ REED: Well, the reasoning behind
12 that is that we have to have a collection for the
13 bookmobile. And so we would like to open that
14 collection to the public. We feel like they should
15 have access to those books, because their tax
16 dollars is spent buying them.

17 But -- but we do not do programming.
18 Robertsdale Public Library takes care of all the
19 programming. And we are the County library. And
20 it makes sense that we would be in Robertsdale,
21 because that's the center of the county. That's
22 where the bookmobile can leave from.

23 We also have the courier service. We have a
24 courier that goes every day to each library, which
25 is a great thing for the patrons, because it opens
26 up the whole catalog to them. If they want a book
27 from Bay Minette and they live in Orange Beach,
28 they can get it.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: When
2 did that evolve? When I was a little girl, I
3 didn't remember that it was a -- a -- a walk-in
4 library. I thought it was more of a service for --

5 MS. LIZ REED: From what I -- what I can
6 see through the -- through the files is that -- In
7 fact, in this letter that's from 1999, it says in
8 there -- Let's see. BCC shall offer to construct a
9 building and lease it to BCC Library Cooperative at
10 a rate less than the current square foot rental
11 cost.

12 That's what I'm basing all this on. So if
13 y'all would like me to send you a copy of that, and
14 if you want to see how you can handle that, that's
15 what I'm -- that's what I'm talking about.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 Well, you're saying --

18 MS. LIZ REED: That's --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
20 we need to keep our reference books updated and
21 things like that. And I was just making sure that
22 we're not spending funds on something that's not a
23 true need for the community.

24 We have a lot of underserved areas that don't
25 have a walk-in library. And they're very dependant
26 upon the bookmobile. And so I was just trying to
27 make sure that the operating expense that may be
28 involved with -- with maintaining a staff of a

1 walk-in library would not be better served offset
2 with reaching underserved areas. And that was just
3 kind of my concern.

4 MS. LIZ REED: Well, that's where the
5 bookmobile goes, to underserved areas. We -- we --
6 we go to retirement places, daycares, and we go to
7 unincorporated parts of the county. We go all the
8 way up to Hubbard's Landing.

9 So we -- And the idea is the bookmobile starts
10 going there, basically mines the area and gets
11 people interested in a library.

12 And we have a library, and then they built a
13 library. It happened in Elberta. It happened in
14 Spanish Fort. So that's what the bookmobile does.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 Okay. Well --

17 MS. LIZ REED: And it does -- and it
18 provides service to people. And we also have
19 patrons that call us, and they're homebound. And
20 we'll take them books. So we do that.

21 But we have a lot of people coming into the
22 library. It has increased enormously over the
23 years. And we have -- Mainly they come in for
24 computers. We have eight public access computers.

25 And that seems to be a huge need, people who
26 don't have access to the internet. But -- so
27 that's -- that's what we do. That's kind of the
28 services we perform.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Okay. I guess that maybe I'm not coming across,
3 that I feel like we are in an area that's already
4 served in Robertsdale to that need, like the
5 computers and different things like that.

6 Whereas, it might be convenient to have it in
7 two locations, I'm just trying to make sure we're
8 using the best resources to areas that don't have
9 access to a walk-in computer.

10 MS. LIZ REED: Well, do you want me to send
11 you a list of our bookmobile schedule so you can
12 see where we go? And that's another thing about
13 it. We don't --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.
15 I'm -- I'm great with the bookmobile. But the
16 bookmobile doesn't have like where I can walk in
17 and use a computer like you can if you walked in
18 here. But you can walk in and use Robertsdale's
19 public library for a computer as well. And I was
20 just trying to, you know --

21 MS. LIZ REED: Uh-huh. (Indicates
22 affirmatively.)

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
24 determine like how many -- how many people walk in
25 and use the computers here and how many people walk
26 in and use the computers at Robertsdale. I'm just
27 trying to --

28 MS. LIZ REED: Okay. Well, this is what

1 I'm going to do. I'm going to send you our
2 statistical report that we do every year that will
3 tell you exactly how many patrons we have, how many
4 visits, all that kind of stuff.

5 And I'll also send you a copy of the bookmobile
6 schedule so that you can see that we do go to
7 underserved places. And we add places all the time
8 to the bookmobile.

9 COMMISSIONER JAMES E. (JEB) BALL: Let me
10 ask you this. I haven't got to ask any questions
11 yet. When you're doing your budget --

12 MS. LIZ REED: Uh-huh. (Indicates
13 affirmatively.)

14 COMMISSIONER JAMES E. (JEB) BALL: -- just
15 like we're having to do this budget, sometimes in
16 order to help our people out that we see fit to
17 give raises, we may have to cut something out that
18 we really wanted that we can wait until next year.

19 I would suggest to you not to look at us to
20 give y'all what you're calling nice raises.

21 MS. LIZ REED: Uh-huh. (Indicates
22 affirmatively.)

23 COMMISSIONER JAMES E. (JEB) BALL: But I
24 would look -- I would challenge you to work towards
25 your budget to see what you can do without for a
26 year or so if you want to help your people out.

27 I run a business, and that's what I do with my
28 budgets. Because I'm always going to help the

1 people out first that work for me.

2 MS. LIZ REED: Uh-huh. (Indicates
3 affirmatively.)

4 COMMISSIONER JAMES E. (JEB) BALL: And I
5 may not do with a copying machine that year or I
6 may not do with a new computer that year or I --

7 MS. LIZ REED: Uh-huh. (Indicates
8 affirmatively.)

9 COMMISSIONER JAMES E. (JEB) BALL: -- may
10 not do with -- I may not order new books this year
11 or whatever. Because the people, if they're
12 getting bad books, one more year of bad books is
13 not going to make a difference.

14 But I'm just -- I'm just throwing a suggestion
15 out there to you. Because it's a substantial
16 increase, you know. So I'm just -- I'm just
17 throwing it out there.

18 MS. LIZ REED: Okay. Well, like I said,
19 we -- we could not make it without the -- without
20 the support of the Baldwin County Commission.

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

22 MS. LIZ REED: We're -- we're in a good
23 spot right now because the State has decided to
24 give us a little bit more. And that's --

25 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.
26 (Indicates affirmatively.)

27 MS. LIZ REED: -- been a long lobbying
28 process. We went --

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

2 MS. LIZ REED: We went to Montgomery every
3 year on legislative day. And so -- But -- but,
4 like I said, the reason why I asked for that amount
5 was that it matched what the State gave us. So,
6 you know, that's up to y'all after that. But
7 that's the reason way it came out to be a hundred
8 and eight thousand (\$108,000).

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Okay. Well --

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)
12 GRUBER: Is -- is -- is -- That's statutory?

13 MR. RON CINK: Huh-uh. (Indicates
14 negatively.)

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)
16 GRUBER: It's not statutory? It's just
17 legislative?

18 MR. RON CINK: It's an agreement --

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: It's an agreement?

21 MR. RON CINK: -- that the Commission had
22 with the Library Cooperative to match the State
23 aid.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: Okay. So it's not -- Okay. And so it's
26 not -- not --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
28 not required.

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1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: We don't -- we don't -- we don't have to
3 do it if we don't want to. I mean, it's not --
4 there's not any legislation passed that said we
5 have to do it.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
7 not a law.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: Okay. Yeah.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
11 know, you can continue or not continue, and --
12 Okay. Well, all right.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: What was -- what was last year's?

15 COMMISSIONER JAMES E. (JEB) BALL:
16 Ninety-eight (\$98,000).

17 MR. RON CINK: Ninety-eight (\$98,000).

18 MS. LIZ REED: Ninety-six, seven
19 ninety-seven (\$98,797).

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
21 that included the --

22 MS. LIZ REED: And that -- and that was
23 ninety-nine percent (99%) per capita --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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

26 MS. LIZ REED: -- or ninety-seven thousand,
27 seven hundred seventy-five (97,775) patrons. We
28 get the bulk of State aid because we take care of

1 underserved areas.

2 There are more people in Baldwin County --
3 Well, that's changing. But there used to be more
4 that lived outside of cities than lived in them.
5 So we got a pretty good amount of money.

6 And, in fact, we were able to -- with -- with
7 that State aid and with the County aid, we were
8 able to run the library.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Okay. And does the ninety-eight (\$98,000) that you
11 got last year, did that include the in-kind?

12 COMMISSIONER JAMES E. (JEB) BALL: It was a
13 match last year.

14 MS. LIZ REED: You mean rent --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
16 rent.

17 MS. LIZ REED: -- and gas and all that? It
18 did not include that. And we paid for all that.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
20 the one-oh-eight (\$108,000) isn't -- is -- is a
21 flat dollar amount plus the in-kind --

22 MS. LIZ REED: Uh-huh. (Indicates
23 affirmatively.)

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
25 rent; is that right?

26 MS. CHRISTIE DAVIS: Correct.

27 MR. RON CINK: Yeah.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Okay.

2 MS. LIZ REED: I will tell you about this
3 the rent. The County Commission graciously told us
4 we didn't have to pay rent when we -- when we were
5 down to such a low amount.

6 Like I said, we're in a better situation now,
7 so perhaps that would -- that would change this
8 year, and we could afford rent this year.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Well, I don't see the rent as a big deal
11 because, you know, we -- It's --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 That's coming out of one pocket --

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: It's -- it's coming out of one pocket --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
17 and into the other.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: -- and goes right back to you anyway. So
20 that's, you know -- We're -- You know, it's like --
21 it's like an appropriation anyway, you know --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Okay.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: -- in a way, you know.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 We're going to support you. We just don't know the
28 dollar amount right now.

1 MS. LIZ REED: Okay.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay.

4 MS. LIZ REED: That's fine.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
6 right.

7 MS. LIZ REED: Things are looking up for
8 us. So hopefully it will continue this way.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Okay.

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

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 Thank you.

15

16 **2-E - BUDGET DELIBERATIONS - DECISION ITEMS LIST**

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

18 Next, Mr. Cink.

19 MR. RON CINK: Next, Madam Chairman and
20 Commissioners, let's go through the list.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes,
22 sir.

23 *****

24 **ATTACHMENT 3 - COMMISSION DECISION ITEMS LIST**

25 *****

26 MR. RON CINK: Christie has color coded
27 where we think, hope, and pray that y'all are at.

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

1 I'm going to -- I'm going to bring up some stuff in
2 a minute.

3 MR. RON CINK: But what do you see?
4 Because this -- I mean, this is -- this is what we
5 have loaded right now.

6 COMMISSIONER JAMES E. (JEB) BALL: Did
7 Junius come back with that number saying that's
8 what he thought it would take to fix the fountain?

9 MS. CHRISTIE DAVIS: When I talked to him,
10 it was just a complete ballpark. He said ten
11 (\$10,000) to fifteen (\$15,000).

12 COMMISSIONER JAMES E. (JEB) BALL: All
13 right.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
15 red is removed?

16 MS. CHRISTIE DAVIS: Red is removed.
17 Yellow is there's been some kind of change. And
18 then green is approved.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 Okay. Okay. Well, then since we're starting at
21 the top, anything -- I mean, how do we do this?
22 Start at the top and go down? Anything on the
23 first --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: Line by line, I think.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 First page here, Accounting and Finance, eight
28 thousand (\$8,000) -- I mean, are we literally doing

1 every number, or do we -- we want to call any we're
2 not comfortable with?

3 MR. RON CINK: Whatever you -- whatever
4 y'all want to change on here. Otherwise --

5 MS. CHRISTIE DAVIS: Yeah. Just --

6 MR. RON CINK: -- what she's --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
8 right. Well, then I -- what I would like to say is
9 that on the first page, is there anything --

10 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
11 I've got some changes on it.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
13 right. Well, then --

14 COMMISSIONER JAMES E. (JEB) BALL: Anything
15 to do with Administrative stuff, I've got some --
16 I've got some people that -- that I stayed up last
17 night and I thought about for a long time and that
18 I feel like is deserving of a pay increase.

19 And if you want me to get up and write the
20 names on that whiteboard, how much they make now
21 and how much I think they should be making, I can
22 do that.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
24 right.

25 COMMISSIONER JAMES E. (JEB) BALL: I mean,
26 if I tell you, it won't -- it's --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If
28 you'd like to do that, that's fine.

1 COMMISSIONER JAMES E. (JEB) BALL: All
2 right.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'll
4 turn around.

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

7 COMMISSIONER JAMES E. (JEB) BALL: So this
8 is just -- I just -- I just thought about this. I
9 talked to Deidra for a long time.

10 The first thing that I would like to see happen
11 is that we take our -- We have the -- the -- I'm
12 just going to do it like this. I'm going to --
13 That's called Mechanic II, and then we've got the
14 Master Mechanics.

15 Joey, you can help me out with this, too. I
16 would like to see this Mechanic II raised to
17 seventeen (\$17) -- seventeen (\$17) per hour in
18 order to retain and keep good employment.

19 Make sense?

20 MR. JOEY NUNNALLY: Yes, sir.

21 COMMISSIONER JAMES E. (JEB) BALL: I'd like
22 to see this Master Technician, Master Mechanic
23 raised to twenty dollars and seventy-two cents
24 (\$20.72) an hour to retain good people and -- and
25 keep our people there.

26 These mechanics are working now less than what
27 any mechanic works in this county at any -- at
28 any -- even at a gas station or something. So this

1 is the -- The pay that we pay these guys is -- is
2 ridiculously low.

3 What are the -- what are the current rates,
4 Deidra, for Mechanic II?

5 MS. DEIDRA HANAK: Right now the Mechanic
6 II entry level is fifteen sixty-two (\$15.62) an
7 hour and the Master Mechanic is eighteen
8 eighty-five (\$18.85) an hour.

9 COMMISSIONER JAMES E. (JEB) BALL: I mean,
10 this is just -- just a couple dollars more just for
11 an incentive to either keep them there or get some
12 new ones in that -- that -- that's just an
13 incentive.

14 We've got some other stuff with the Animal
15 Control that I studied into. These need to be
16 fixed, in my opinion.

17 You've got the Animal Control Officer; right?
18 And, right, we talked about eleven eighty-one
19 (\$11.81) -- Is that -- Have I got them backwards?

20 MS. DEIDRA HANAK: No. That's correct. So
21 an Animal Control Officer right now makes ten
22 seventy-eight (\$10.78) an hour.

23 COMMISSIONER JAMES E. (JEB) BALL: So up to
24 eleven eighty-one (\$11.81) for that. And then the
25 Animal Control, this is the -- the Tech?

26 MS. DEIDRA HANAK: Correct.

27 COMMISSIONER JAMES E. (JEB) BALL: And
28 raise that up to twelve eighty-six (\$12.86) from

1 what?

2 MS. DEIDRA HANAK: Right now it's eleven
3 eighty-one (\$11.81). It would go to twelve
4 ninety-six (\$12.96).

5 COMMISSIONER JAMES E. (JEB) BALL: That may
6 fix some of the tension at that place by boosting a
7 little bit of their morale and working in such a
8 crappy environment. No pun intended.

9 I'm going to start off with Kelly Childress.
10 She's been here for a long time. What she does is
11 invaluable. She's helped me out, personally. She
12 helps everybody out. I -- I've been and sat in her
13 office many a times.

14 And what her and her office accomplishes for
15 this county is sometimes, I think, under looked.
16 And I think right now she's at sixty-six,
17 five-oh-one (\$66,501). And I would like to smooth
18 her out to seventy thousand (\$70,000).

19 None -- And this is for the record. None of
20 these people have contacted me and talked to me
21 about this. This is something I totally came up
22 with all on my own.

23 Anu, who works for us. We know how valuable of
24 a resource she is. I think that she is
25 requesting -- What is she requesting or what did
26 we -- We had --

27 MS. CHRISTIE DAVIS: Sixty-five (\$65,000).

28 COMMISSIONER JAMES E. (JEB) BALL: We had

1 sixty-five thousand dollars (\$65,000) that we were
2 going to give her from -- What she now makes is
3 fifty-nine (\$59,000). I would like to smooth her
4 out at the seventy thousand dollar (\$70,000) mark.

5 Junius, invaluable asset to me. That man does
6 everything that nobody else wants to do. And he
7 does it without complaining. He, you know -- And I
8 just feel like for him -- He's right now at seventy
9 thousand, two -- Let's just -- or two eighty-five
10 (\$70,285). And I'd like to get him up to
11 seventy-five (\$75,000). All right.

12 Christie, who sits here and deals with our
13 crazy selves all the time -- Oh, that's the wrong
14 way to spell it. Excuse me, Christie. All right.
15 You know, she's at sixty-five, one two four
16 (\$65,124). And I'd like to see her go to seventy
17 (\$70,000).

18 And then I got Heather Glenn, who works in
19 Ron's department as well. And I'd like to see
20 her -- She's at sixty-eight, seven (\$68,700). And
21 these are all good, even numbers for me. I'd like
22 to see her go to seventy thousand dollars
23 (\$70,000).

24 And that's just my -- my suggestions that --
25 And I don't look at it as setting precedence. Some
26 people keep talking about precedence. And -- and
27 precedence is a -- is a -- a false sense of belief,
28 because precedence is only something that you let

1 happen to you.

2 You know, when you -- when you give people
3 raises like this, this doesn't necessarily mean
4 that everybody has to get a raise just because a
5 few people got a raise. That's not how I like
6 doing business.

7 And I think sometimes we -- we get caught up in
8 this -- what we call a slippery slope of balancing
9 where if you -- if you do something for somebody
10 else, it's going to cause a chain reaction for
11 everybody else. And that's not true.

12 We're the governing body here. We allow this
13 to happen. We can give these people some raises.
14 And we need other people to -- you know, if they
15 want to prove themselves to us of worthy of
16 raises -- But these people have been put on hold
17 for quite sometime now.

18 And -- and I just -- I just feel the need to --
19 I mean, I stayed up last night and did this just
20 because I couldn't go to sleep without feeling good
21 about trying to put something together to -- to
22 help these people out.

23 So that's just my presentation. But I'm only
24 one of four. So I just wanted to lay it out there.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

26 Okay. Thank you. I was --

27 COMMISSIONER JAMES E. (JEB) BALL: I mean,
28 that affects our numbers up here, so I just -- And

1 I've already talked to Ron about this. I talked to
2 Deidra about this.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
4 Well, thank you, Jeb. Where I'm at right now on
5 this front page, though, is there anything on this
6 front page? Because these are -- these are new;
7 right?

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

10 COMMISSIONER JAMES E. (JEB) BALL: But
11 it -- but it falls into Personnel, Administrative
12 personnel. It falls into what Wayne has requested
13 for Anu. I want more for her.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Okay. Okay.

16 COMMISSIONER JAMES E. (JEB) BALL: So
17 that's when -- If -- if -- I'm not fine with what's
18 up there.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
20 Okay. So on the personnel requests for Wayne, then
21 that's going to be an increase?

22 COMMISSIONER JAMES E. (JEB) BALL: Five
23 thousand dollars (\$5,000).

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Five
25 thousand (\$5,000). And that's --

26 MR. WAYNE DYESS: So Kelly, Anu, and
27 Junius --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

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1 Kelly, Anu, and Junius --

2 MR. WAYNE DYESS: -- are under Admin.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
4 are under -- under your Admin. Okay. So if we
5 plug those numbers in, where is that going to put
6 us?

7 MR. RON CINK: Well, we'll have to make up.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 That's what I'm saying.

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

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
13 what's that amount that we're looking at?

14 MS. CHRISTIE DAVIS: If y'all will just
15 continue, I'll get you the legit --

16 MR. RON CINK: Yeah.

17 MS. CHRISTIE DAVIS: -- number.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Yeah. Just give us --

20 MS. CHRISTIE DAVIS: Give me just a second.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Just
22 give us the total amount when you get there. Okay.
23 All right. So then --

24 MR. WAYNE DYESS: Madam Chairman, if I can
25 say this real -- I mean, I had made a request for
26 signage. My personal belief is, is that this is
27 more important than that. So I'd be willing to say
28 we'll do that another year.

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

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Cut
4 your signage, and I'm okay with this.

5 MR. WAYNE DYESS: I mean, I -- I -- I mean,
6 I think that this is more important than the sign.
7 I think having -- as Commissioner Ball mentioned,
8 having staff that's -- that's -- that's being
9 compensated fairly, I believe that's --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 That's good.

12 MR. WAYNE DYESS: So I'm -- I'm good with
13 that.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Thank you.

16 COMMISSIONER JAMES E. (JEB) BALL: I'm glad
17 you did that, Wayne, because I was going to do it
18 for you. So you made that part of my day easy. I
19 did not have to tell you you weren't going to get
20 the signs. So, thank you.

21 MR. WAYNE DYESS: Here's your signs.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Well, I have a problem getting the signs that we've
24 already ordered. But go ahead. Did I say that?
25 I'm just waiting on that sign at the megasite in
26 case y'all understand.

27 COMMISSIONER JAMES E. (JEB) BALL: And, I
28 mean, Commissioner Gruber knows about how this has

1 worked. For the last four years, these people have
2 been in a -- a stalemate freeze on -- on raises and
3 stuff. And -- and he -- and being the
4 employee-loving man he is, he's -- he's going to
5 know how -- what kind of morale that this is going
6 to boost up and start getting some people's heads
7 picked back up in this organization, which I
8 campaigned on, and which I intended to do.

9 And here we are at the budget table and can
10 make some good things happen to -- to get these
11 heads lifted back up around our offices.

12 And -- and once -- once people see this
13 happening, then the other people will strive to do
14 decent good jobs as well. And then we can reward
15 them duly so. So --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 Well, the way our system works, the only way this
18 can be done, in my understanding, is when budget
19 season is happening.

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

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Otherwise, it is a merit system that we do not
23 control. And it's the status quo type system that
24 I am not accustomed to, coming from the private
25 world.

26 It's very, very difficult for me to grasp how
27 that we do have a lot of employees, and so there
28 is -- When you have a system like this, it's --

1 whether it's fair or not fair. There's more than
2 one way to look at things.

3 And so I'm okay with your request for this --
4 for this time. Yes. Okay.

5 Now, Commissioner Gruber, do you have any
6 comments?

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: I just -- You know, a lot of these have
9 been long overdue, you know. And --

10 COMMISSIONER JAMES E. (JEB) BALL: Most of
11 these are supervisor positions.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: I mean, you know --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Yeah. I -- I don't have any problem with it.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: And, you know, all I'm saying, I'd like --
18 I'd just like to say -- And I just -- You know,
19 we've spent how many thousands of dollars on the
20 salary survey? I know we're -- and I don't want
21 to --

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

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: But I'm saying we need to kind of make
25 sure we're aligning with what we're doing with
26 that. I mean, and this -- It -- If you've looked
27 at the salary survey, yes, it shows that they need
28 to do something.

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1 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.
2 (Indicates affirmatively.)

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)
4 GRUBER: But, you know -- you know, and that's the
5 thing I want to do. I don't want us to start to --
6 If we do that, we might as well throw the salary
7 survey away.

8 Because we have -- we have -- we have -- we
9 have already tore it apart and said, well, you
10 know, this -- And so now we got to readjust the
11 whole --

12 COMMISSIONER JAMES E. (JEB) BALL: What
13 I --

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: I know it's --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
17 haven't --

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: I know it's not --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
21 been able to get into it yet, to be honest.

22 COMMISSIONER JAMES E. (JEB) BALL: What
23 I --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: Well, I've been -- I've been -- I've been
26 concentrating on it quite a bit. I've been looking
27 at it daily. And I've been looking at what the
28 numbers say and showing everything else, you know.

1 And --

2 COMMISSIONER JAMES E. (JEB) BALL:

3 Commissioner Gruber, I think we're all on the same
4 page. I talked to Deidra yesterday about the
5 salary survey.

6 And -- and my suggestion with the salary survey
7 is, is not to cast it aside. But I think we will
8 need to -- I know it's going to take a -- a while.
9 But we've put it off for this year.

10 But I think we need to meet with each
11 department, each supervisor of those departments,
12 and every single employee and let those employees
13 meet with us and let those supervisors tell us.

14 Because the salary survey may say something for
15 somebody's position, which necessarily doesn't mean
16 they need to get that because of the job
17 performance or -- or -- or something like that.

18 So that was just my suggestion to doing the
19 salary survey, looking at it and taking it fairly.
20 Because I still think that we can't be compared
21 with any other place in the state --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

23 COMMISSIONER JAMES E. (JEB) BALL: -- the
24 way we do things. So --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
26 completely convinced that we can't be compared to
27 anybody else. And so salary surveys are only as
28 good as who you're comparing them to.

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

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
3 the thing is we had a hard time getting responses.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: I know. And that's -- But I'm saying, you
6 know, the responses we do have, I mean -- And
7 it's --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 So --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: I -- I'm not saying that we don't -- you
12 know, we -- we don't --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 Sometimes we -- we -- we invest in things to see
15 how it's going to work. I'm not convinced at this
16 point in time that the salary survey is going to be
17 the right tool that we're going to -- We tried it;
18 okay?

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

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Maybe we made a bad investment. Maybe we didn't
22 make a bad investment. Maybe it's going to be
23 helpful.

24 But I don't think just because we spent money
25 on something that we didn't agree to do to begin
26 with is something that we're going to be held to.

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

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
2 so, therefore, I think that we could be rewarding
3 maybe sometimes bad behavior just by doing the
4 salary survey.

5 And so I think that you're right, that we
6 really need to -- It's going to be a process that
7 we might could have done without spending the
8 salary survey if we're going to have to do it
9 ourselves, you know.

10 If we're literally going to have to do all this
11 stuff, it's like, well, then maybe we were wrong
12 about the salary survey. But maybe we weren't.
13 So --

14 COMMISSIONER JAMES E. (JEB) BALL: And this
15 is probably not the first time the County has
16 wasted money on something. So --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Absolutely.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: Well, it's not -- to me it's not that
21 we've wasted money.

22 COMMISSIONER JAMES E. (JEB) BALL: But
23 we're --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: The thing is, we have --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
27 know you weren't trying to be funny.

28 COMMISSIONER JAMES E. (JEB) BALL: I mean,

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1 I'm not. I mean, I'm just saying, it's -- it's not
2 that we -- But I'm not -- I -- I want to use the
3 salary survey. But I've looked at that thing so
4 long. I can't compare it to -- I mean, we've got
5 people we don't even know --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

7 Well --

8 COMMISSIONER JAMES E. (JEB) BALL: --
9 telling us --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
11 could --

12 COMMISSIONER JAMES E. (JEB) BALL: -- what
13 our salaries and stuff should be when it's not
14 measuring up.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Can
16 I ask a question? When we asked for a salary
17 survey, I know that we have to participate and you
18 have to participate. We have to participate.

19 But a lot of times you go pay somebody to --
20 you go pay somebody to pave your road, you don't
21 have to spend as much time paving it as they do, do
22 you?

23 Okay. I feel like we are probably going to end
24 up spending as much time as we've paid these
25 consultants to do to this job when we probably
26 could have done it inhouse.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: Well, I disagree, because -- on part of

1 it, because we're taking that and we're trying to
2 digest everything and take away from everything
3 that they've done.

4 I mean, you know, I'm not an expert in -- in
5 personnel, you know. I'm far from it. But these
6 folks, this is what they do for a living, just like
7 you're an accountant. People come to you to get an
8 accountant.

9 They don't take your knowledge and tear them
10 apart and say, well, no. Well, this is -- I mean,
11 we've paid for this. We -- we selected this
12 company.

13 And they've done it for other communities. And
14 the other communities is -- were -- were fine with
15 them. I've talked to the City of Foley. They
16 loved what they've done, because it's put them into
17 a path of where they want to go.

18 I mean, you know, right now we're at a humble
19 mumble jumble. You know, we just -- we're with the
20 wind. Well, let's change this one and let's
21 change --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.
23 We're flying by the seat of our pants.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: And I -- and I don't want to take away,
26 you know, the stuff with the -- the merits. We
27 need to stay with the merit system, you know. And
28 we need to stay with the steps.

1 I don't want to go to the willy-nilly, you
2 know, well, we're just going to do this, you know,
3 like -- And part of the survey said -- And I'm not
4 for that part of that survey, but it's there. But
5 it's a tool for us to look at.

6 I mean, it's just like, you know, taking, you
7 know -- a -- a -- it's like a comprehensive plan
8 for employment, you know. And -- and -- and we may
9 not all --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
11 wasn't saying --

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: We may all not agree upon it --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
15 that we don't need to use it at all. But we have
16 not had an opportunity -- And I think that
17 yesterday there was sort of a consensus to not
18 include anything from the salary survey in the
19 current budget. But it would be something that we
20 might be working towards.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: Well, one of the things -- And I'll --
23 I'll be -- be quiet. We have told all of our
24 employees. They have asked for, you know, some
25 help, you know, with -- with their -- their
26 salaries and everything else. We've told them all
27 we're not doing nothing with salaries until we get
28 done with the salary survey.

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1 So, I mean, but, you know, that's -- I mean,
2 that's -- that's the -- that's the thing out there.
3 Everybody I've talked to right now says --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Well, that must have been --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: -- well, where are we?

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
9 by the prior --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Where are we? Where are we at with the
12 salary survey?

13 Because they went to everyone. Every employee
14 in this County filled out a piece of paper saying
15 what they do and everything else. And it was
16 combined. All the supervisors met with it. I
17 mean, this is -- Everybody -- And they're expecting
18 something. Well, we're going to shelf it. I mean,
19 you know, I mean --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: In
21 all reality --

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: And I'll be --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I
25 have never been told the details of how the salary
26 survey was conducted or anything.

27 COMMISSIONER JAMES E. (JEB) BALL: All
28 right.

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Does
2 everybody in this room but me know how it was
3 conducted?

4 COMMISSIONER JAMES E. (JEB) BALL: Okay. I
5 just want to -- I don't know anything. I -- I just
6 want to -- For the record, because this is all
7 being typed up, sometimes Commissioner Gruber
8 speaks for either me or somebody else and -- and
9 says something that's not true.

10 And never once have I said -- Commissioner
11 Ball -- tear up the salary survey. Never once have
12 I said anything about -- negative about the salary
13 survey.

14 Matter of fact, I talked with Deidra about
15 thirty minutes on the phone yesterday commending
16 the salary survey and telling her how I wanted to
17 approach the salary survey.

18 It's just that we can't swallow it all right
19 now today at budget, the last day of budget
20 deliberations and plug in one-point-two million
21 dollars (\$1,200,000) shortfall into the budget.

22 Baby steps is what it's going to take,
23 evaluating. Because not everybody on that salary
24 survey, whether it shows it or not, I think is
25 deserving of something that they say, because
26 everybody never got negated. They got -- everybody
27 got pay increases.

28 And I think that's why it's important to go

1 through an employee-by-an-employee type basis with
2 their supervisors. Let their supervisors explain,
3 hey, look, this employee, you know, needs this.
4 This employee does not need that.

5 It's a simple process that's going to take us a
6 while. We do our own -- We take our guide and do
7 our own salary survey inhouse. It's going to take
8 some of our time, but it's not going to -- it's not
9 going to cost us a whole lot of money.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

11 Okay. So let me, if I may. We have one, two,
12 three, four -- five contract department heads in
13 this room.

14 When you asked for -- This is a collective
15 question. When you asked for your changes, your
16 increases in your budget, were you only concerned
17 about the people you asked or were you waiting on
18 the salary survey to take care of everyone else who
19 you thought may be down the line?

20 Because most of the people that you've asked
21 for are the upper echelon of your --

22 MR. JOEY NUNNALLY: I -- I can tell you --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
24 guess that's my question.

25 MR. JOEY NUNNALLY: I can tell you from my
26 standpoint.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

28 Okay.

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1 MR. JOEY NUNNALLY: Okay. I only had two
2 in kind of the upper echelon. And that's Paul
3 and --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Okay.

6 MR. JOEY NUNNALLY: -- Wayne. Okay. The
7 other guys that I was asking for are -- are really
8 my shortcomings and where I'm having a hard time
9 getting interviews --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Okay.

12 MR. JOEY NUNNALLY: -- where I'm having a
13 hard time plugging in people and keeping them.
14 They -- Once they get there, they leave. They're
15 very, very, very much underpaid.

16 Now, those are those guys on the low end of the
17 scale. So I asked for that. And the salary survey
18 justified my -- my wants, because they -- they --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
20 were you --

21 MR. JOEY NUNNALLY: -- were --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Were
23 you counting on that salary survey to take care of
24 all your two hundred (200) employees or whoever
25 that's under you?

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: Huh-uh. (Indicates negatively.)

28 MR. JOEY NUNNALLY: No, no.

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Were
2 you using it as a guide, or were you using it as
3 a -- a pay increase tool?

4 MR. JOEY NUNNALLY: I -- I was looking at
5 it -- I know where my shortcomings are; okay --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 Okay.

8 MR. JOEY NUNNALLY: -- from a pay
9 standpoint.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Right.

12 MR. JOEY NUNNALLY: I was hoping that the
13 survey --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Would justify it.

16 MR. JOEY NUNNALLY: -- would justify it,
17 and it did.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Okay.

20 MR. JOEY NUNNALLY: And so what I had asked
21 for upfront was -- was -- was what I needed to fix
22 my big issues.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Because you pretty much know what you need.

25 MR. JOEY NUNNALLY: Okay. I've got -- I've
26 got other small issues from a pay standpoint. But
27 the big issues I asked for before the salary survey
28 even came back.

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Okay.

3 MR. JOEY NUNNALLY: And which y'all --
4 y'all granted and fixed. And I am very
5 appreciative, because it fixes --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

7 Okay.

8 MR. JOEY NUNNALLY: -- my big issues. The
9 smaller issues were -- I was hoping was going to be
10 addressed by the -- by the salary survey.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
12 smaller issues.

13 MR. JOEY NUNNALLY: Uh-huh. (Indicates
14 affirmatively.)

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 Okay. And when you're saying smaller issues, are
17 you talking about fifty-cent (\$.50) raises?

18 MR. JOEY NUNNALLY: Yeah. So when I say
19 smaller issues, if -- if you look at my department,
20 I've got a hundred and sixty-three (163) people --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

22 Okay.

23 MR. JOEY NUNNALLY: -- that were evaluated
24 by the salary survey. A hundred and ten (110) of
25 those people got two-and-a-half percent (2.5%) or
26 less, according to the salary survey.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

28 Okay.

1 MR. JOEY NUNNALLY: Okay. So what that
2 means is they look at the individual as much as
3 they looked at the brackets. The brackets moved,
4 but that individual, if he was at Step 5 and that
5 bracket moved --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
7 does our merit raise take care of your --

8 MR. JOEY NUNNALLY: -- if that bracket
9 moved, that -- that guy that was at Step 5 is now
10 at Step 3.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Okay.

13 MS. DEIDRA HANAK: On a different scale.

14 MR. JOEY NUNNALLY: They -- On a different
15 scale.

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

18 MR. JOEY NUNNALLY: So he's able to top out
19 more. But they -- He didn't get adjusted from 5 to
20 5. He got adjusted from 5 to 3. And if they
21 didn't fall exactly in that 3, they just bumped
22 them up to the next bracket, which means those
23 brackets are two-and-a-half percent (2.5%), which
24 means that he got either a two-and-a-half percent
25 (2.5%) or probably a little less; one (1%),
26 one-and-a-half (1.5%), whatever.

27 So -- so -- so they looked at the bracket.
28 And -- and a hundred and ten (110) people, they

1 looked at that bracket more than they did the
2 individual.

3 Now, when the individuals get this, they're
4 going to look at it from an individual standpoint.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
6 understand.

7 MR. JOEY NUNNALLY: Which is why I think
8 y'all made the decision yesterday when y'all
9 decided to pull back the reins and -- Because
10 y'all -- y'all don't want this to come across as
11 being a bad PR thing. This is a --

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

13 MR. JOEY NUNNALLY: -- good thing we're
14 trying to do here; okay? We're trying to address
15 these needs. And I just think that we need to dig
16 into a little bit deeper.

17 COMMISSIONER JAMES E. (JEB) BALL: And --
18 and we, as the new -- mainly new Commission, we
19 don't have to tell people anymore we're waiting on
20 a salary survey. We've got it.

21 If anybody that -- We have all the department
22 heads -- This is what this whole entire list is
23 here. All of the -- all of the supervisors and
24 department heads went ahead and requested their
25 increases for the employees that they thought were
26 going to be increased.

27 All of this was granted. So, I mean, nobody
28 said, we've got to wait on the salary survey for

1 this. This was brought to us even before we got
2 the results in from the salary survey.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
4 just wanted to make sure that I don't have someone
5 down that's making barely above minimum wage or
6 whatever's going on that's sitting there waiting on
7 us to give them an increase; whereas, we are being
8 very gracious to -- to give --

9 COMMISSIONER JAMES E. (JEB) BALL: That's
10 right.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
12 merit raises if they merit that raise, I guess is
13 what I'm saying.

14 So is -- You wanted to say something, Deidra.

15 MS. DEIDRA HANAK: Yes. Okay. So I want
16 to try -- I was -- I was trying to remember and
17 then everybody kept talking, so then I had to start
18 writing it down.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
20 sorry.

21 MS. DEIDRA HANAK: I'm trying to address
22 everybody. Okay. So first of all, when we started
23 coming into budget season, we -- we had no idea of
24 when the salary survey was going to be completed.

25 And so what I asked the department heads to do
26 was please send me your requests as if we're not
27 doing the salary survey at all. So if the salary
28 survey comes back in the meantime, if it addresses

1 those issues, then that will be -- that will be a
2 void.

3 So I did ask them to bring me what they would
4 have brought me -- brought anyway. And I believe
5 that everyone --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 That's what they did. Okay.

8 MS. DEIDRA HANAK: That's what we did. So
9 that's what you see up here.

10 Now, with the less than two-and-a-half percent
11 (2.5%) and how that works out is that person -- And
12 I'm not saying it's based on merit or anything --
13 but they -- they look at their time at the County,
14 and then they look at the time in their position.
15 And so based on that formula, they -- they put them
16 in -- in a step.

17 Now for someone that's getting like a twelve
18 dollar (\$12) a year raise, what that pretty much
19 means is that that person is making what they
20 should be making. Like they're right there.

21 And so putting them in a step closest to what
22 they're already making now just results in a twelve
23 dollar (\$12) increase annually or less than half a
24 percent (.5%), which we had a lot of those that
25 were less than the two-and-a-half percent (2.5%).
26 So they were right where they needed to be and
27 being paid what they needed to be.

28 So it wasn't like a half a percent (.5%)

1 increase just -- just because or because of their
2 ability to do the work. They're just right where
3 they need to be in -- in the slot that is on this,
4 the new scale that they were suggesting.

5 So, by far, this -- it isn't over. What I has
6 asked them to do was just send me a ballpark figure
7 so we -- if we were going to budget for it, that we
8 could budget for it.

9 And so they're still -- they're still comparing
10 for the benefit survey as well. And so the
11 entities that responded are responding with what
12 they offer in benefits.

13 So it's going to be a comparative with that.
14 And plus we had over three hundred (300) job
15 descriptions for them --

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

18 MS. DEIDRA HANAK: -- to review. And
19 they're doing that as well. And we'll be updating
20 those as a suggestion. So all of this has been a
21 suggestion. And it's fine. I'm -- I'm fine
22 with -- with holding off --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
24 right.

25 MS. DEIDRA HANAK: -- and -- and sitting
26 down with everyone and --

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: Well, I'm not -- I'm -- I said I would

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1 shut up, but I -- I'm not -- I'm not saying that
2 we're going to throw the thing away. I'm just
3 saying that we've got -- We need to be working on
4 this. I mean, we're looking at this year, what's
5 it going to -- what's the --

6 MS. DEIDRA HANAK: It's --

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: What's the insurance going to do to our
9 employees this year? What's the increase?

10 MS. DEIDRA HANAK: Less than twenty dollars
11 (\$20).

12 MR. RON CINK: Yeah.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 Eighteen dollars (\$18).

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: But, I mean -- but, yeah.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
18 five dollars (\$5) for single people.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: You know, but I'm saying, you know,
21 it's -- it's an increase. Looking at, you know,
22 other benefits that we've got that are costing us
23 more money, it's not costing us money. It's
24 costing our employees money.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
26 costing us money, too.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: They're going backwards instead of

1 forwards.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
3 we're -- we're just --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: I mean, and, you know --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 We're not giving them the whole --

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: We looked at, you know, every -- there was
10 nothing mentioned about looking at trying to do a
11 cost of living adjustment, because we were doing
12 the salary survey.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 Okay.

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: But, you know, anyway -- Okay.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
18 think that it's been a consensus that we're not
19 going to implement the salary survey numbers into
20 the budget. But we're going to address some
21 individual -- some individual salaries. We're
22 going to take care of some of the needs that each
23 department had.

24 Now, I've heard from two of you. Any of the
25 other department heads want to chime in on any --
26 any -- you know, one of them speak now or forever
27 hold your peace.

28 MR. RON CINK: Yeah. And I -- I look at

1 it -- I look at it very similar to -- to what --
2 Joey, of course, has got more people, and he's got
3 a broader scope.

4 But I look at what I -- what I need to do the
5 business. Okay. You know, what do I need to -- to
6 accomplish, to buy all this stuff that y'all are
7 fixing to approve? You know, what do I need to do
8 to conduct this -- I mean, we've got a good budget
9 process, you know, thanks to Christie.

10 And then I look -- then I look at what I've got
11 sitting over at Central Annex II. Okay. Those
12 folks collect a hundred and forty plus million
13 dollars (\$140,000,000) that feeds a tremendous
14 amount of this -- of -- of --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 Engine.

17 MR. RON CINK: Yeah.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
19 fuel.

20 MR. RON CINK: Yeah. And, as it worked
21 out, I cut a spot over there --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Uh-huh. (Indicates affirmatively.)

24 MR. RON CINK: -- because of -- of how I'm
25 structured in there. And that's -- that's --
26 that's a good thing. But I'm asking for some other
27 stuff. So I look -- I look at what the -- You
28 know, I look at what I need.

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
2 a give-and-take.

3 MR. RON CINK: Yes. I look at --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Give
5 and take.

6 MR. RON CINK: -- what I need to conduct
7 the business. And I know Joey does the same thing
8 to accomplish what he -- his goals are.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Well, and -- and you cut a spot that became vacant.

11 MR. RON CINK: That's correct.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Okay. So it's not like you had to let someone go.

14 MR. RON CINK: Correct. It was --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
16 had an opportunity --

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

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
20 either through --

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

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

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
26 attrition --

27 MR. RON CINK: Yeah.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Okay.

2 MR. RON CINK: Yeah.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
4 Which is -- which is something that I -- I hope
5 everyone would always want to do so that we don't
6 have ten people changing a light bulb.

7 MR. RON CINK: Right.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Because that is what any of you guys who have --
10 You know, you've been reared in a government type
11 payroll. The rest of the world don't think you can
12 do it efficiently.

13 That is just the way it works. Okay. Am I not
14 right, Cian? Cian is like barely into this.
15 You're a babe into the government world.

16 MR. RON CINK: Yeah.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So I
18 can assure you that the perception is ten men
19 changing a light bulb.

20 And I had a tree cut down by my house by the
21 power company on the -- on the right-of-way. And
22 I -- I kid you not. I counted them. There was
23 thirty (30) people out there between -- between the
24 County and Riviera and everybody else. But,
25 anyhow, I didn't know. A tree service man usually
26 brings about three (3).

27 But, nonetheless, here's where we are. So
28 we're going to -- is there any more adjustments

1 that anyone else would like to make to their
2 salaries before we move on from that, or is that
3 where we're at? You're good with the ones you've
4 proposed, Jeb?

5 COMMISSIONER JAMES E. (JEB) BALL: Yes.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 Commissioner Gruber, do you have any salaries?

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: I don't have any personal, no, I don't.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Okay.

12 MS. DEIDRA HANAK: I do -- I do want to add
13 more one thing. The information that I sent y'all
14 last week -- And it had the employees listed. It
15 was listed by employees, and then I separated it in
16 tabs by department.

17 I did send each of the department heads their
18 specific department so they could look at where the
19 positions were. And I did -- I received a lot of
20 feedback from Joey and from Terri. And they did --
21 They were able to look at the individual people as
22 well and make suggestions.

23 And so we did have a cutoff, so we could get a
24 ballpark figure. But -- but that information has
25 been sent to them to -- to look at and to go over.

26 COMMISSIONER JAMES E. (JEB) BALL: So do
27 you think we -- it'd be good to have a special
28 meeting set up with you guys and the supervisors at

1 some point in time to talk about your employees?

2 MS. DEIDRA HANAK: Yeah. I don't --

3 COMMISSIONER JAMES E. (JEB) BALL: Would
4 that be fair to do?

5 MS. DEIDRA HANAK: I don't think that's
6 unreasonable at all.

7 COMMISSIONER JAMES E. (JEB) BALL: I don't
8 think we can do it during this budget cycle right
9 today. But I think we can have a meeting set up
10 like we always do, do another department head
11 meetings and have all the -- all -- and not just --
12 I call y'all a department head, too, but y'all
13 are -- you know, you're the contract employees of
14 your division that supervises your employees.

15 And then we've got people like Wanda that --
16 that is not a contract employee, but she supervises
17 people. And get all those people in one room
18 together that -- and have their people on that
19 salary survey list. And let's highlight who needs
20 what and who doesn't need what.

21 MS. DEIDRA HANAK: Absolutely.

22 COMMISSIONER JAMES E. (JEB) BALL: And
23 y'all can take care of that for your employees,
24 because you know them and know what they need and
25 knows who doesn't need to do it.

26 So I think that will solve the -- the issue.
27 And then we can fairly say that we used the salary
28 survey that we paid for and worked so hard for as a

1 guide.

2 MS. DEIDRA HANAK: Absolutely.

3 MR. WAYNE DYESS: Madam Chairman, if I can
4 say just, from the Administration part of it, you
5 know, one of the things that we -- I try to do is
6 retain good employees.

7 And like Anu and others -- Keri is one of those
8 as well -- do a great job. And they're --
9 they're -- It's competitive out there. And so if
10 we're not careful, you know, they could be -- You
11 know, other Cities are hiring people. So I
12 think --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

14 Well --

15 MR. WAYNE DYESS: -- from my perspective --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I
17 want to say that Keri now runs this building. She
18 did not get a raise to come down here, other than
19 the fact that she doesn't drive to Bay Minette.

20 But I don't -- No -- no offense. But, I mean,
21 she lives in this area. I really think that if
22 we're going to be raising people, I would like to
23 see Keri bumped up a little bit, because this is an
24 opportunity to do it.

25 Because she has been given some immense
26 opportunities. There's days when I walk in here.
27 She takes on the load of this whole building.

28 Probate abuses her with notaries. I don't know

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1 that any other position gets -- I know that we have
2 assistants located in all areas, but I think this
3 one gets the brunt of it.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)
5 GRUBER: I don't -- I don't -- I don't try --
6 because this -- they're merit employees. Jeannie
7 is the same way. She -- she manages that whole
8 place and takes care of everything.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
10 think it's an opportunity.

11 COMMISSIONER CHARLES F. (SKIP) GRUBER: I
12 mean, you know -- but, you know, I -- But -- but --
13 but she's a merit employee. And I should not be
14 the one jumping out here.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: That is that man right there's position.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Well --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Because they fall under -- they fall
22 under --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 They're merit.

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: They fall under that man right there.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 Okay. Well, then --

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1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: He's the one that should --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Then
4 if he doesn't think so --

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: -- be making that recommendation.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
8 then that's fine.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: You know, and, you know, don't get me
11 wrong.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Okay.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: You know, I know -- you know, I know where
16 you're coming from.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Well, these are merit employees, too.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Well, but they're -- they're actually
21 department -- kind of department -- well, you take
22 Kelly, you take Junius --

23 COMMISSIONER JAMES E. (JEB) BALL: I think
24 a merit --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: A
26 merit is a merit.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: They are -- you know, they --

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: A
2 merit is a merit.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: I know. I know.

5 COMMISSIONER JAMES E. (JEB) BALL: I think
6 we -- we have the capability. That's what we're
7 trying to do here. You have the capability to make
8 a recommendation, if you think your -- your admin
9 needs some more money. It's not -- it's not
10 against any rules to advise of that. I mean, and
11 we'll -- we'll hear you out.

12 MR. WAYNE DYESS: Well, so from my
13 perspective, I want to retain good employees.
14 That's -- that's something that we've always done.
15 I mean, and if it means paying them a wage that
16 will keep them here, I think that's what we should
17 do.

18 Now, obviously, the -- the -- the pay should be
19 dependent on their responsibilities. And,
20 obviously, the courthouses and -- and Central
21 Annex, it's a big responsibility to be -- to
22 maintain all of that, from the standpoint of
23 custodial, just making sure things are running
24 well.

25 So, from my perspective, I don't -- I -- I
26 think that's -- that would be an appropriate thing
27 to do.

28 Now, as far as the salary survey, listen, I'm

1 kind of new to the game here. I -- I think I was
2 kind of under the assumption that some of the --
3 You know, you've got the -- the people like -- like
4 Anu and Keri and Jeanie and all those who have a
5 lot of responsibilities.

6 And then we have some like at the Animal
7 Shelter, which I thought that the salary survey
8 would kind of address some of those issues with the
9 pay there. That -- that was my understanding.
10 Now, again, I'm new to the game.

11 But -- but speaking of the increases, again,
12 you know, trying to retain people, it's -- it's --
13 it's hard. I think the biggest problem is you get
14 a lot of turnover.

15 And the next thing you know, you're spending
16 time recruiting people. You're spending time
17 training people. You lose efficiency and lose all
18 those things rather than just paying somebody a
19 little bit extra to keep them around and show them
20 that you appreciate the work they've have done and
21 what they've -- And a lot of these people have been
22 with the County for a number of years. And -- and
23 there are people trying to lure them away.

24 I can tell you Fairhope tried to lure a lot of
25 people away from different Cities and -- and -- and
26 the County, just because, you know, they -- they
27 needed good people who were trained.

28 And we don't want to be in the business of

1 training people and then letting them leave and go
2 somewhere else.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

4 Well, let me ask you this.

5 MR. WAYNE DYESS: I think we need to retain
6 them.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: With
8 you coming in new, do you think your efficiency
9 would be where it was if you had all new people?

10 MR. WAYNE DYESS: Absolutely not.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
12 I know you've got some new people under you right
13 now. But the ones who have been here, without
14 those, I think your job would be very hard.

15 MR. WAYNE DYESS: That's exactly right. I
16 mean, people who are experienced, I -- I -- they
17 have a tremendous value to the organization.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
19 I did not realize how much the ones that run the
20 satellite areas, your -- your assistant, my
21 assistant, you know -- Some -- some have just -- I
22 just think that I would like for you to -- I guess
23 if I'm suggesting it, it makes it look like I'm
24 doing it. But I think there needs to be a -- a
25 consideration there, if we're going down that road.

26 MR. WAYNE DYESS: Well, Madam Chairman,
27 if -- if I could, Deidra and I can work together.
28 And we'll -- we'll evaluate that and --

1 MS. DEIDRA HANAK: Well, if I can --

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay.

4 MS. DEIDRA HANAK: If I can interject, what
5 I was trying to work on, and then I got sidetracked
6 by this, several years back, we had a policy to
7 where an hourly employee, if they did go above and
8 beyond, to reward them.

9 Like I -- And I -- I can't quote myself a
10 hundred percent (100%). It was either every other
11 year or every third year, they were able to get an
12 extra step increase because of going above and
13 beyond.

14 And I would like to see -- personally, I would
15 like to see something like that implemented again
16 as a policy. I think that would help some of these
17 departments in being able to reward those that go
18 above and beyond during their evaluation time.

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
20 I think that would be a great message to pump out
21 to all the employees so that they know that that's
22 going to be available and so that if they would go
23 above and beyond, the person who does show up for
24 work fifteen to thirty minutes early and stays
25 fifteen to thirty minutes late and doesn't consider
26 it overtime --

27 MR. JOEY NUNNALLY: And it would also --

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

1 you know --

2 MR. JOEY NUNNALLY: -- give the supervisors
3 that are doing the evaluations more incentive to
4 put a little more time into those things.

5 MR. RON CINK: Right.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 Well, average is not acceptable in my world. And
8 I'm glad that I'm not in the position, other than
9 to -- I've got ten people I've got to deal with. I
10 wish I didn't have that many.

11 But average is not what I like. And I feel
12 like that is what these kind of systems generate,
13 is average. And if we don't have anything to make
14 you want to go above and beyond, you're going to
15 remain average. And, to me, average is worthless.

16 COMMISSIONER JAMES E. (JEB) BALL: And,
17 see, that's where longevity never counts for me.
18 Like if somebody has been here --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
20 don't like that.

21 COMMISSIONER JAMES E. (JEB) BALL: -- for
22 thirty years and somebody has been here for four,
23 you can have somebody for four years that's
24 outworked somebody that's been here for thirty
25 years --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Yeah.

28 COMMISSIONER JAMES E. (JEB) BALL: -- all

1 day long. I never take longevity into account for
2 anything --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
4 don't.

5 COMMISSIONER JAMES E. (JEB) BALL: --
6 unless they prove themselves --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 Yeah. I don't like that.

9 COMMISSIONER JAMES E. (JEB) BALL: -- over
10 thirty years.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
12 don't like that.

13 COMMISSIONER JAMES E. (JEB) BALL: Because
14 you could be a bump on a log for thirty years and
15 just ride the pine and get the benefits and stuff.
16 I know people that do that.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Average. Okay. All right. I -- I was in a
19 conference this weekend. And it says don't be
20 average. That's one time when you don't want to be
21 an A.

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

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: Can we take a five-minute break real
25 quick?

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Sure. I'm sorry. My apologies. Five-minute
28 break. I don't even know what time it is. 10:25.

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(A recess was taken at 10:25 a.m.)

(The Baldwin County Commission Budget Deliberations
meeting resumed at 10:37 a.m.)

FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
think Wayne had to leave.

COMMISSIONER JAMES E. (JEB) BALL: Yeah, he
did. We're good.

FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
right. Where are we now that you --

COMMISSIONER JAMES E. (JEB) BALL: Christie
is plugging in -- Christie is plugging in numbers
for all the Admin assistants.

MS. CHRISTIE DAVIS: This is --

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
Okay.

MS. DEIDRA HANAK: So one of -- one of the
things that we can do is right now they're Admin
Assistant III's. We can make them Admin Assistant
IV's.

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
Okay.

MS. DEIDRA HANAK: And she's plugging in
the numbers now. Let me look at one other thing.

COMMISSIONER JAMES E. (JEB) BALL: And
Christie sent me the numbers on mine. And we're
looking at --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
2 don't even know what my assistant makes.

3 COMMISSIONER JAMES E. (JEB) BALL: We're
4 looking at thirty-nine (\$39,000), I think. We're
5 looking at -- Overall, mine was a sixty-two
6 thousand dollars (\$62,000) -- for all, that was
7 sixty-two thousand dollars (\$62,000).

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Okay.

10 MS. CHRISTIE DAVIS: And that includes
11 the -- the fringe.

12 MR. RON CINK: Fringe.

13 MS. CHRISTIE DAVIS: Like that's --

14 COMMISSIONER JAMES E. (JEB) BALL: I
15 think -- I think Ron calls that noise.

16 MS. CHRISTIE DAVIS: Well, --

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Twenty percent (20%) above what you ask is what
19 they told me. I kind of go by that. I mean --

20 MR. RON CINK: Plus it -- percentages
21 don't --

22 COMMISSIONER JAMES E. (JEB) BALL: Wayne
23 got rid of the signs. So --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Y'all better start praying 911 taking over them
26 towers. Okay.

27 COMMISSIONER JAMES E. (JEB) BALL: What are
28 we doing?

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 We're waiting on that, or are we going to move on?

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

4 We can move on.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Can

6 we come back to that?

7 MR. RON CINK: Unless you want to go down

8 through there.

9 COMMISSIONER JAMES E. (JEB) BALL: Let's go
10 on down.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Can
12 you just take the lead for me so we can get
13 through?

14 MR. RON CINK: Okay.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 Thank you.

17 MS. DEIDRA HANAK: Y'all it's only 10:30.

18 COMMISSIONER JAMES E. (JEB) BALL: I
19 know --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
21 have an MPO meeting today.

22 COMMISSIONER JAMES E. (JEB) BALL: I don't
23 have any questions about any other of this.

24 MR. RON CINK: Okay.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Nobody in this room feels sorry for me.

27 COMMISSIONER JAMES E. (JEB) BALL: Let's
28 take --

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
2 know.

3 COMMISSIONER JAMES E. (JEB) BALL: We --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
5 wish y'all would.

6 COMMISSIONER JAMES E. (JEB) BALL: We went
7 with option whatever on that one, and we're --
8 we're waiting to hear back from that.

9 MR. RON CINK: Yes.

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

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 Well, I have a suggestion. Even if they come back
13 and don't give us, then we go with the five-year
14 and try to keep getting them to take it.

15 MR. RON CINK: Yes.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: How
17 does that sound?

18 MR. RON CINK: Because it's fully loaded
19 right now.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Did
21 y'all get it?

22 MR. RON CINK: That number is fully loaded.

23 MS. CHRISTIE DAVIS: Yes.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 There was a five-year option at two hundred and ten
26 thousand (\$210,000) a year, which included some
27 interest. So it's about sixty-four thousand
28 dollars' (\$64,000) worth of interest over a

1 five-year period of time --

2 MR. RON CINK: Right.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
4 on a million bucks (\$1,000,000).

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: That's not bad.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
8 so that's not bad.

9 COMMISSIONER JAMES E. (JEB) BALL: That is
10 not bad at all.

11 MR. RON CINK: Now, I --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Over
13 five years, that's not bad.

14 MR. RON CINK: No, it's not. And I've got
15 to --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
17 we're not conceding that we want to take it on.
18 It's just that in the event that they don't --

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

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
22 bite us right now, then what we need to do is -- I
23 would say that at the least what I would suggest is
24 that we do the two hundred and ten thousand
25 (\$210,000) per year and keep trying to convince
26 them that they need to take this on, or we need to
27 look at other ways of getting people to help us.
28 Like we need to explain to some of the users

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 that what you're paying us is not covering it. And
2 maybe --

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Well --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
6 you don't need, you know --

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: -- they've got users that are not paying
9 nothing.

10 COMMISSIONER JAMES E. (JEB) BALL: No, not
11 paying anything.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: And that's --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.
15 I'm --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: -- just wrong.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 But -- but it's -- but the thing is, even our, you
20 know --

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: I mean, they're the ones that came to --
23 to this Commission and says we've got to have some
24 help.

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

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: We've got to have help. You know, our
28 communication stuff is terrible. What we've got,

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 we can't communicate with each other.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay. So --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: Brian and then stepped up, took care of
6 all of that, got that out there, got the user fees
7 set so -- Oh, I'm not going to pay that, you know.

8 And if you've got like -- You know, if you
9 don't -- if you don't pay your electric -- electric
10 bill, what happens?

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

12 Well --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: If you don't pay --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

16 I've always paid it. But I --

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: -- your water bill, what happens?

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

20 have an idea of what happens.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: I mean, you know, all these --

23 COMMISSIONER JAMES E. (JEB) BALL: Well,
24 there's --

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: This is -- this is a service.

27 COMMISSIONER JAMES E. (JEB) BALL: There's
28 going to come a time that we'll have to address the

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 folks, all the firemen --

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Okay.

4 COMMISSIONER JAMES E. (JEB) BALL: -- and
5 talk to them.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
7 let's move on from that then.

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

9 MR. RON CINK: Okay.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
11 know we've at least got about an eight hundred
12 thousand (\$800,000) --

13 MR. RON CINK: Yeah. The only thing is,
14 now, that's going to be a -- If -- if we go to the
15 five-year plan, that's a capital --

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

18 MR. RON CINK: -- capital lease --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
20 can get reimbursed.

21 MR. RON CINK: -- type situation.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
23 can get reimbursed, can't we?

24 MR. RON CINK: No, not -- not on that
25 particularly.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
27 talking about from 911.

28 MR. RON CINK: Yeah, you could.

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 That's what I mean.

3 MR. RON CINK: Yeah. And then the other
4 side of that is I need to check with Burchall,
5 because when -- that's going to be treated almost
6 as a --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 You're going to get them to take it over, though.
9 I have full faith in you; okay?

10 MR. RON CINK: I'm -- I'm wearing my best
11 beggar clothes.

12 COMMISSIONER JAMES E. (JEB) BALL: I mean,
13 can't -- we can -- I mean, we can go ahead and
14 green light that.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
16 just -- I'm just saying worst-case scenario is two
17 hundred and ten thousand (\$210,000) instead of a --
18 a million and forty -- twenty-six (\$1,026,000).

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

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Right? Okay.

23 COMMISSIONER JAMES E. (JEB) BALL: That
24 Soil and Water Conservation thing, we fixed that.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
26 fixed that.

27 MR. RON CINK: Right.

28 MS. CHRISTIE DAVIS: Correct. The sixty

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1 thousand dollars (\$60,000) is removed.

2 COMMISSIONER JAMES E. (JEB) BALL: All
3 right. So we're good on that.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 We're good on that.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)
7 GRUBER: So we're -- They're getting actually
8 seventy-five (\$75,000), what they always get.

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

10 MS. CHRISTIE DAVIS: Seventy-five, five
11 (\$75,500).

12 MR. RON CINK: Yep.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
14 right. I want to keep going. Keep going.

15 COMMISSIONER JAMES E. (JEB) BALL: Let me
16 ask you this: Did we find out about the Historical
17 Commission, who owns what with the Swift/Cole's
18 home?

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: It belongs to them.

21 MR. RON CINK: It belongs to them. But
22 it's --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: But they're -- they're a arm of us.

25 MR. RON CINK: They're -- they're --

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

27 MR. RON CINK: They belong to us, to --

28 COMMISSIONER JAMES E. (JEB) BALL: So --

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1 MR. RON CINK: -- the Commission.

2 COMMISSIONER JAMES E. (JEB) BALL: The
3 eleven thousand dollars (\$11,000) is for the -- the
4 maintenance and upkeep of the grounds?

5 MS. CHRISTIE DAVIS: So a thousand dollars
6 (\$1,000) is for administrative expenses of the
7 Historical Commission.

8 MR. RON CINK: Right.

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

10 MS. CHRISTIE DAVIS: And then ten thousand
11 (\$10,000) was loaded for groundskeeping for
12 Swift/Coles.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: But are they going to pay that out to
15 somebody else, or are we going to -- I know they
16 were wanting us to do the grounds.

17 MS. CHRISTIE DAVIS: They said either/or.
18 They said, we are fine if you want to take over
19 maintenance, or you can give us the ten thousand
20 dollars (\$10,000) to contract it out on our own
21 kind of thing. And so we just loaded the ten
22 (\$10,000), because it was kind of decided that
23 would be the cheapest option.

24 MR. RON CINK: Speak up here, because I --
25 I --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Do
27 you want us to give ten thousand dollars (\$10,000)
28 to the Swift/Coles and let them hire their own

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1 groundskeepers, or would you like to do it?

2 MR. JOEY NUNNALLY: I don't -- I don't want
3 Parks to do it.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Okay.

6 MR. RON CINK: Thank you. That --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 That's all we need to know.

9 MR. JOEY NUNNALLY: It is a huge
10 undertaking.

11 MR. RON CINK: Thank you.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)
13 GRUBER: It's not just cutting grass down there.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'd
15 be surprised if they could get it done for ten
16 thousand (\$10,000).

17 COMMISSIONER JAMES E. (JEB) BALL: All
18 right.

19 MR. JOEY NUNNALLY: I would, too.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But,
21 nonetheless --

22 MR. JOEY NUNNALLY: Yeah.

23 COMMISSIONER JAMES E. (JEB) BALL: All
24 right. So that's --

25 MR. JOEY NUNNALLY: I think that's a
26 win-win.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 Okay. I think that our system that we're going to

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1 have in place for next year will give us some more
2 accountability from some of these beggars.

3 COMMISSIONER JAMES E. (JEB) BALL: Well, I
4 mean, I just -- I want to make sure that that's --
5 we're -- I want to make sure. It's like keeping
6 the grounds up at some place that's never used.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
8 Well, it is used.

9 COMMISSIONER JAMES E. (JEB) BALL: I mean,
10 it's used enough to -- to keep the grounds up like
11 that?

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
13 used as much as some of our other things we pay
14 plenty of money for.

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

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
17 or more. But what we need to do is we need to
18 encourage accountability from all of these people.
19 Because we've got things from one end of this
20 county to the other. And I would say that
21 weddings -- I've had several -- I just don't think
22 they're doing enough of it.

23 COMMISSIONER JAMES E. (JEB) BALL: I know
24 Ms. Gloria is like a huge part of that over there
25 and --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
27 I'm okay with it for this year.

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

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
2 what I want to say is for every one of these
3 people, including Chambers and everybody --

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

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- I
6 want accountability; okay?

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

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
9 right.

10 COMMISSIONER JAMES E. (JEB) BALL: Do we
11 need to talk about our lobbyists?

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes,
13 we can talk about our lobbyists.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: I'm fine with what we've got right there.
16 And I think they'll -- they're fine with what that
17 is, too.

18 You know, the one in Washington is very
19 important to us, you know, Van Scully. Christie
20 does a good job. And Adams & Reese, you know,
21 they -- they work with us very well.

22 So, I mean, I don't know what we've got coming
23 up next year. But, you know, they are our voice,
24 you know, in Washington and Montgomery.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Okay. Does Adams & Reese also help us in
27 Montgomery?

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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1 GRUBER: Uh-huh. (Indicates affirmatively.)
2 They -- they're both. They do -- they do both.
3 They do both Washington and Montgomery.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Then
5 why we do need Christie and Adams & Reese?

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: He -- he does a lot with us, you know.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
9 think that -- I think that we might could -- What
10 do you think, Jeb?

11 COMMISSIONER JAMES E. (JEB) BALL: I'd put
12 a yellow line on that one, Christie.

13 MS. CHRISTIE DAVIS: On which one?

14 COMMISSIONER JAMES E. (JEB) BALL: Christie
15 Strategy Group. Just to give us something to think
16 about real quick.

17 MS. CHRISTIE DAVIS: Okay.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Okay.

20 MS. CHRISTIE DAVIS: I will say this: That
21 is one of the ones that is part of our 750
22 advertising requirement. And I have to have
23 that --

24 MR. RON CINK: Yeah.

25 MS. CHRISTIE DAVIS: -- to the newspaper by
26 the 4th.

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

28 MS. CHRISTIE DAVIS: So I would need a -- a

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1 confirmed yes or no by the 4th.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Well, we might give you one in a few -- a few
4 minutes.

5 MS. CHRISTIE DAVIS: Okay.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Just
7 yellow line it right now.

8 MS. CHRISTIE DAVIS: Okay.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Okay. Go back up. I missed something. Keep
11 going. Keep going. Where is the library?

12 COMMISSIONER JAMES E. (JEB) BALL: It's on
13 there.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
15 don't want to go with that much.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: Who is that?

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 That's -- We don't have to match what the State
20 gives them. The State is giving them more.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: You want to go with -- with --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
24 would say --

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: -- with level funding, what we did last
27 year? I think it was ninety (\$90,000).

28 COMMISSIONER JAMES E. (JEB) BALL: I'll say

1 I'm -- I'm fine with ninety (\$90,000).

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Ninety (\$90,000).

4 MS. CHRISTIE DAVIS: Ninety (\$90,000).

5 MR. RON CINK: You got it?

6 MS. CHRISTIE DAVIS: Uh-huh. (Indicates
7 affirmatively.)

8 MR. RON CINK: Okay. Just make sure we're
9 not duplicating anything.

10 MS. CHRISTIE DAVIS: Yeah. I'm -- I'm
11 working on a completely different sheet from you.

12 MR. RON CINK: Okay. I put it in here for
13 display purposes.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Okay. I just missed that earlier. Go on down past
16 miscellaneous. I'm done with miscellaneous, unless
17 someone else has a question about miscellaneous.
18 Any more miscellaneous?

19 (No response.)

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

21 Okay.

22 COMMISSIONER JAMES E. (JEB) BALL: And I
23 don't have any questions with the Sheriff.

24 MR. RON CINK: Oh, just to let y'all
25 know --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What
27 about that boat?

28 COMMISSIONER JAMES E. (JEB) BALL: He took

1 it out.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: No, he did not.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It
5 ain't out?

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: No, it's not. It's still in there.

8 COMMISSIONER JAMES E. (JEB) BALL: Well,
9 we'll take it out.

10 MR. RON CINK: Hoss did ask for this to be
11 removed yesterday.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Yeah. Yeah.

14 MR. RON CINK: And the -- the reason behind
15 that is we're investing in a barn there.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: A
17 new building. And I --

18 MR. RON CINK: And so --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
20 I talked to him about it anyway.

21 MR. RON CINK: Yeah.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
23 was one of the things that we could have cut
24 without -- Okay. Take the boat out. Redline it.
25 You're supposed to do it over there on the edge.
26 That's how you redline the whole line.

27 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
28 We need to slide it over to the --

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
2 hit it on the number. Okay.

3 MS. CHRISTIE DAVIS: Okay.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 You're killing me. Go on, Ron.

6 MR. RON CINK: Patience.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
8 don't have any today. And I can't leave because
9 there's only three of us here. Was there --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)
11 GRUBER: There -- Was there something in there with
12 fifty thousand dollars (\$50,000) for the -- I seen
13 it on the Sheriff's --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 F-250's.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: It was for the evidence thing, an evidence
18 room.

19 MR. RON CINK: That was --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)
21 GRUBER: It was in here somewhere. Where did I see
22 it at?

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
24 forgot to tell Wilters that we were going to buy
25 Hoss a boat.

26 MR. RON CINK: Here it is, Commissioner.
27 Biohazard evidence processing room.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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1 GRUBER: Yeah. Was that -- You know, we had
2 talked, you know, and he had talked about
3 something, you know, if we move forward with the
4 Coroner.

5 MR. RON CINK: Right. If you do, you --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: And that's --

8 MR. RON CINK: You're going to need
9 something there.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: I know we're going to need somebody there,
12 too. But then this is where, you know, he was --
13 the Sheriff was going to move into that building
14 for his evidence room.

15 MR. RON CINK: Uh-huh. (Indicates
16 affirmatively.) You're going to have to do
17 something in the combination between the Coroner
18 and the Sheriff --

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Yeah.

21 MR. RON CINK: -- associated if you do make
22 that move. So do you --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: If you want to just leave it there --

25 MR. RON CINK: Is to leave it. Yeah.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
27 can leave it there for now.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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1 GRUBER: Okay.

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
3 know, he --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: All right. Okay. All right.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: He
7 can roll it over. Okay, you know, and -- Okay.
8 All right.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: All right. Okay.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Roll
12 on up.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Okay. Go ahead. That's fine.

15 MR. RON CINK: Big number.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
17 right. Go on.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: That's that bottom one.

20 MR. RON CINK: Huh-uh. (Indicates
21 negatively.)

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
23 can keep going.

24 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
25 Joey fixed all his.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Joey, did you have any other personnel you want to
28 address? Do you have any other --

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1 MR. JOEY NUNNALLY: Well, so I -- I would
2 like to bring one more thing up. I'm -- I hate to
3 spring this, really.

4 MR. RON CINK: You're killing me.

5 MR. JOEY NUNNALLY: I know. I know.

6 But --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
8 can do without a motor grader and give them all a
9 raise.

10 MR. JOEY NUNNALLY: So Cian left. So I
11 don't mind bringing this up without her in the
12 room. But she -- she has done an -- an
13 extraordinary job for me in the short time she's
14 been here.

15 I mean, I -- I -- And, as y'all well know,
16 she's looking. And -- and, like Wayne was saying
17 earlier, we -- the way we grow here is we -- we
18 retain our people. And -- and I would love to be
19 able to retain her and her not continue to look.
20 She has done a fabulous job.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
22 agree.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: I agree, too.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
26 agree.

27 MR. JOEY NUNNALLY: Okay. So, you know,
28 she's making --

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Where is she at right now?

3 MR. JOEY NUNNALLY: I think -- Deidra,
4 correct me if I'm wrong. She -- she's around
5 seventy (\$70,000).

6 MR. RON CINK: Huh-uh. (Indicates
7 negatively.)

8 MS. CHRISTIE DAVIS: It's a little more
9 than that.

10 MR. JOEY NUNNALLY: A little more?

11 MS. CHRISTIE DAVIS: Hold on and I'll give
12 you the number.

13 MR. JOEY NUNNALLY: I --

14 MS. DEIDRA HANAK: She's at seventy-one,
15 seven fifty (\$71,750).

16 MR. JOEY NUNNALLY: So could -- could we --
17 would we do seventy -- seventy --

18 COMMISSIONER JAMES E. (JEB) BALL: I'm fine
19 with seventy-five (\$75,000).

20 MR. JOEY NUNNALLY: -- five (\$75,000)?
21 Seventy-three (\$73,000)?

22 COMMISSIONER JAMES E. (JEB) BALL:
23 Seventy-three?

24 MR. JOEY NUNNALLY: Seventy-three, five
25 (\$73,500)?

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 Eighty (\$80,000).

28 MR. JOEY NUNNALLY: Oh, seventy-eight

1 (\$78,000)?

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 Eighty (\$80,000). Eighty (\$80,000).

4 MR. JOEY NUNNALLY: Oh, eighty (\$80,000)?

5 All right. I -- I mean, I'm good at that.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
7 just don't think you're going to find anybody.

8 MR. JOEY NUNNALLY: She's -- she's got a
9 CPA.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
11 you've already got a year and a half under her
12 belt.

13 MR. JOEY NUNNALLY: And she -- she's been
14 great.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: If
16 she walks out the door --

17 MR. RON CINK: Then we start over. And
18 that's not fun.

19 MS. DONNA BRYARS: Yeah. And we really
20 don't want to --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 You're --

23 MS. DONNA BRYARS: -- start over again.

24 MR. RON CINK: Not with that department.

25 MS. DONNA BRYARS: I promise you that.

26 COMMISSIONER JAMES E. (JEB) BALL: Plug
27 in -- plug eighty (\$80,000) in.

28 MS. DONNA BRYARS: She --

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

2 Plug eighty (\$80,000) in.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
4 going to say --

5 MR. JOEY NUNNALLY: Okay. Thank y'all very
6 much.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
8 think eighty (\$80,000).

9 MR. JOEY NUNNALLY: Commissioner Gruber,
10 are you okay with that?

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)
12 GRUBER: Oh, yeah. Yeah.

13 MS. CHRISTIE DAVIS: The change --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'll
15 go eighty-five (\$85,000).

16 MS. CHRISTIE DAVIS: The change on the
17 Admin Manager is like --

18 COMMISSIONER JAMES E. (JEB) BALL: Wait
19 just a second now.

20 MR. RON CINK: Wait a second.

21 COMMISSIONER JAMES E. (JEB) BALL: Wait
22 just a second now.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Well, I'm a little partial to CPA's.

25 MR. RON CINK: I imagine so.

26 COMMISSIONER JAMES E. (JEB) BALL: I'm
27 partial to maintenance men, so we're going to need
28 to -- Well, all right. So let's see. All right.

1 So we're good with that?

2 MR. RON CINK: You want to squirrel that
3 out of something else in there?

4 MS. CHRISTIE DAVIS: We'll work it out.

5 MR. RON CINK: Yeah.

6 MR. JOEY NUNNALLY: I -- I will work it
7 out. Thanks.

8 COMMISSIONER JAMES E. (JEB) BALL: He will
9 give up something.

10 MR. JOEY NUNNALLY: There ain't do doubt.

11 COMMISSIONER JAMES E. (JEB) BALL: One F350
12 or something.

13 MR. JOEY NUNNALLY: Yeah. Yeah.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Okay. All right. Well, then move on past Joey
16 then. You ain't got nothing else, do you?

17 MR. JOEY NUNNALLY: No, I'm -- I'm done.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Okay.

20 MR. JOEY NUNNALLY: Thank y'all.

21 MR. RON CINK: Christie, what is this
22 capacity project that's highlighted?

23 MS. CHRISTIE DAVIS: That's scrolled to the
24 side. It's probably just because he took something
25 out of it. Yeah. He removed some of it.

26 MR. RON CINK: Oh, yeah.

27 MS. CHRISTIE DAVIS: So I just highlight so
28 everybody knows there was a change.

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1 MR. RON CINK: Okay.

2 MS. CHRISTIE DAVIS: Yeah.

3 MR. RON CINK: He's already -- he's already
4 addressed it.

5 MS. CHRISTIE DAVIS: Correct.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 Yeah. You -- you -- you pretty much got rid of
8 your get-rid-ables.

9 MR. JOEY NUNNALLY: Yeah.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
11 sound like something we can make a movie out of.

12 MR. JOEY NUNNALLY: Get-rid-ables.

13 COMMISSIONER JAMES E. (JEB) BALL: How
14 much? We gave her what? How much raise?
15 Eight (\$8,000) -- eight thousand dollars (\$8,000)?

16 MR. JOEY NUNNALLY: About nine (\$9,000).

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Eighty-three (\$8,300).

19 COMMISSIONER JAMES E. (JEB) BALL: Go up.
20 Go up one time. Hang on, Ron. Go down a little
21 bit more.

22 MR. RON CINK: I'm sorry.

23 COMMISSIONER JAMES E. (JEB) BALL: I saw
24 something. I saw -- What's a tablet for eight
25 grand (\$8,000) or nine grand (\$9,000)?

26 MR. JOEY NUNNALLY: That -- that's going to
27 be our GIS tablets.

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

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Is
2 it one or it is several?

3 MR. JOEY NUNNALLY: It's -- There's a few
4 in there.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
6 Okay.

7 COMMISSIONER JAMES E. (JEB) BALL: Okay.
8 I'm looking at something that's close to -- you'll
9 be able to go back and pick that out; right?

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Do
11 you need that --

12 MR. JOEY NUNNALLY: I -- I --

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Do
14 you really need that striper?

15 MR. JOEY NUNNALLY: That's funny. You're
16 going to make me turn red again.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 You'll probably do that anyway.

19 COMMISSIONER JAMES E. (JEB) BALL: A
20 walk-behind striper.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
22 just messing with you, because it was close to that
23 number.

24 MR. JOEY NUNNALLY: Yeah, it was. It was
25 like seventy-seven hundred dollars (\$7,700).

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 You'll find something.

28 MR. JOEY NUNNALLY: I'll -- I'll find

1 something. I'll work with Christie on that.

2 MS. CHRISTIE DAVIS: There's -- there's
3 plenty of room.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Hey,
5 do you want to keep Cian, or do you want to keep on
6 something in on that list?

7 MR. JOEY NUNNALLY: The --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
9 might even find her --

10 MR. JOEY NUNNALLY: The striper is gone.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
12 might even -- you might even find her some more.

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: The -- the stripper is gone?

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
16 knew somebody was going to say it. I knew it was
17 going to come out of somebody's mouth.

18 COMMISSIONER JAMES E. (JEB) BALL: Not me.
19 All right. So, yeah, I'm -- I'm fine with moving
20 past Joey.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
22 Yeah. Go on. We --

23 COMMISSIONER JAMES E. (JEB) BALL: I'm fine
24 with moving past Terri.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 There ain't even no need to talk about Terri.

27 COMMISSIONER JAMES E. (JEB) BALL: She's
28 too confusing. So I'm -- Let's see. I'm fine

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1 with Teddy --

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Back
3 up, Terri.

4 COMMISSIONER JAMES E. (JEB) BALL: I'm fine
5 with Teddy Faust.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
7 knew Deidra was --

8 MR. RON CINK: Did you want to take this
9 out?

10 MS. DEIDRA HANAK: Don't make me giggle.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)
12 GRUBER: The signs, yes.

13 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
14 We're going to take all that out.

15 MS. CHRISTIE DAVIS: Yeah. I already -- I
16 already have that on my sheet.

17 MR. RON CINK: Okay. You got it?

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
19 Yeah. Go ahead and take the signs out.

20 MS. CHRISTIE DAVIS: Yep.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
22 say we need to take the signs out, because we don't
23 even have a brand yet, you know. And, I mean --

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

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
27 don't even really have an idea of how we want to do
28 them. That's kind of like a -- a vision. Okay.

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1 COMMISSIONER JAMES E. (JEB) BALL: And

2 I'm --

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
4 know --

5 COMMISSIONER JAMES E. (JEB) BALL: I'm
6 going to ask Joey this: The -- the mowers that
7 Wayne is requesting there, if need be, can those
8 make it one more year?

9 MR. JOEY NUNNALLY: I -- I would think so.
10 I mean -- I mean, they're going to --

11 COMMISSIONER JAMES E. (JEB) BALL: We're
12 putting Parks with them right now; right?

13 MR. JOEY NUNNALLY: That's right. We --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Well, we -- we asked for one that's got a cab. I
16 say get that one. And the other ones, let's drive
17 them until they drop.

18 MS. CHRISTIE DAVIS: Wayne gave me a tiered
19 list for Parks, if you guys wanted it.

20 COMMISSIONER JAMES E. (JEB) BALL: Well, I
21 mean, I'm just looking at his three mowers that
22 he's got --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Well, they said they have a yellow fly problem up
25 there. And they got one enclosed --

26 MR. JOEY NUNNALLY: We've got one cab.
27 Yeah.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So I

1 would say I think that y'all increased it because
2 of the -- the enclosed one was like thirty-eight
3 thousand dollars (\$38,000).

4 MR. JOEY NUNNALLY: That's right.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
6 the other two are the difference. Can we cut the
7 other two mowers and just get -- and just keep the
8 ones we've already got for Parks?

9 COMMISSIONER JAMES E. (JEB) BALL: Just for
10 this year.

11 MR. JOEY NUNNALLY: Yeah. I -- I -- I
12 don't see a problem with it.

13 MR. RON CINK: You're good.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 Well, here's the worst thing. If one breaks down
16 during the year, we'll address it.

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

18 MR. RON CINK: There is one in there.
19 The -- the --

20 MS. CHRISTIE DAVIS: The enclosed one is
21 the thirty-six thousand dollars (\$36,000).

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

24 MS. CHRISTIE DAVIS: And then the other two
25 are fourteen, one eighty-six (\$14,186).

26 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.
27 (Indicates affirmatively.)

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

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1 Let's get rid of the other two.

2 MR. JOEY NUNNALLY: Okay. So that drops to
3 thirty-six (\$36,000).

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Because we're replacing. We're not adding; right?

6 MR. JOEY NUNNALLY: That's right. We're
7 replacing.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Okay. All right.

10 MR. RON CINK: Yeah.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
12 mean, we -- we run our mowers --

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

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
16 fifteen years.

17 COMMISSIONER JAMES E. (JEB) BALL: Well, I
18 mean, I -- That's why I asked Joey if they're all
19 right. If you think they can make -- If not, we'll
20 buy another motor -- mower during the year.

21 MR. JOEY NUNNALLY: Well, I mean, so
22 just -- I mean, we're just going to spend a little
23 bit more money in the maintenance category. But
24 we -- we'll stretch them out another year. But the
25 maintenance may go up on them a little bit, you
26 know.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
28 That's okay.

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1 MR. JOEY NUNNALLY: And if -- hey, and if
2 an engine blows or something, we'll address it.

3 COMMISSIONER JAMES E. (JEB) BALL: That's
4 right.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
6 We'll address it then.

7 COMMISSIONER JAMES E. (JEB) BALL: That's
8 exactly right.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 We'll buy a new mower then.

11 MR. JOEY NUNNALLY: Okay.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Okay.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: They cut a lot of grass.

16 COMMISSIONER JAMES E. (JEB) BALL: Oh, I
17 know. Lots of grass. And all those trucks are
18 needed, Joey, all the trucks? Because, I mean, I'm
19 looking at a bunch of brand-new trucks around town
20 that's --

21 MR. JOEY NUNNALLY: I -- Okay. So I --
22 Yeah. They're -- I -- I can tell you we can cut
23 one here, the utility truck.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
25 can cut one of those utilities --

26 COMMISSIONER JAMES E. (JEB) BALL: Utility
27 vehicles?

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --

1 in there.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: What is a utility vehicle?

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Those are like little Gators.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Kind of like the scooters? Like them

8 old -- Yeah.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Like
10 little Gators.

11 MR. JOEY NUNNALLY: No. I thought they
12 were --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Probably --

15 COMMISSIONER JAMES E. (JEB) BALL: It says
16 two utility vehicles.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: -- service and --

19 MR. JOEY NUNNALLY: I'm talking about
20 the --

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: -- crane -- crane truck.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh.
24 No, no.

25 COMMISSIONER JAMES E. (JEB) BALL: -- dump
26 bed? One of the --

27 MR. JOEY NUNNALLY: The service -- the
28 service truck with the crane.

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1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Set up with a crane.

3 MR. JOEY NUNNALLY: Yeah. The truck itself
4 is -- I found out this truck itself is actually in
5 good shape. It's the crane and all the other
6 equipment on back. And I said, well, it's a lot
7 cheaper to replace that than the truck. So --

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: Could you cut that in half?

10 MR. JOEY NUNNALLY: So we -- we can cut
11 that. Yeah.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Cut that in half and put -- just
14 replace --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
16 Well, a truck itself is about fifty grand
17 (\$50,000).

18 MR. JOEY NUNNALLY: Right. So -- so the
19 truck itself is actually okay. It's all the other
20 attachments. The crane and --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
22 it cut it down to twenty-five thousand (\$25,000).

23 MR. JOEY NUNNALLY: So I -- I guess,
24 really, it would go into a different line item. It
25 would go into your --

26 COMMISSIONER CHARLES F. (SKIP) GRUBER:
27 Maintenance.

28 MR. JOEY NUNNALLY: -- your small equipment

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1 or maintenance. And then that truck item would
2 come out.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
4 right. Well, just cut that one completely.

5 MR. RON CINK: Which -- which one?

6 COMMISSIONER JAMES E. (JEB) BALL: It says
7 set up --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
9 seventy-two thousand (\$72,000) --

10 COMMISSIONER JAMES E. (JEB) BALL: -- with
11 the crane service.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
13 seventy-two thousand (\$72,000).

14 COMMISSIONER JAMES E. (JEB) BALL: The
15 F150.

16 MS. CHRISTIE DAVIS: Am I going to cut that
17 completely?

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes.

19 MR. JOEY NUNNALLY: Yeah.

20 MS. CHRISTIE DAVIS: Okay.

21 MR. JOEY NUNNALLY: So that -- so that
22 helps, too.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)
24 GRUBER: You got to add it -- you got to add
25 somewhere for the replacement of that --

26 MR. JOEY NUNNALLY: That's right.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: -- miscellaneous -- Do y'all have a

1 miscellaneous equipment in there?

2 MR. JOEY NUNNALLY: The miscellaneous items
3 needs to go up about thirty grand (\$30,000) and
4 then -- and for -- for a total savings of about
5 forty grand (\$40,000).

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 And -- and, you know, I -- I have a firm belief
8 that when you like budget ten grand (\$10,000) to
9 paint something, you go get you a contract, anybody
10 smart enough, they're going to see what you've got
11 budgeted, and they're going to come back at nine
12 thousand, nine hundred and ninety-nine dollars
13 (\$9,999).

14 So I really hate when we budget specific things
15 like that. I would -- I really wish that people
16 would give us a -- like a -- like we got --

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)
18 GRUBER: This is --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: -- a
20 budget to do --

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

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
24 maintenance. You know what I mean?

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

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
28 when you -- when you budget a specific item, I

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1 mean, come on. If you ain't smart enough to look
2 at somebody's --

3 COMMISSIONER JAMES E. (JEB) BALL: I'm good
4 with Felisha.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
6 open budget --

7 COMMISSIONER JAMES E. (JEB) BALL: I'm good
8 with Felisha and Teddy.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: What
10 do y'all think?

11 MR. JOEY NUNNALLY: We're pretty close.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So I
13 think that whenever we --

14 MR. JOEY NUNNALLY: We do get three quotes.

15 COMMISSIONER JAMES E. (JEB) BALL: I'm good
16 with Teddy and --

17 MR. JOEY NUNNALLY: Or we can do --

18 COMMISSIONER JAMES E. (JEB) BALL: --
19 Felisha.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
21 I'm saying when you actually specifically say I'm
22 budgeting ten grand (\$10,000) to paint, why
23 couldn't we say we budget twenty grand (\$20,000)
24 for maintenance of buildings?

25 MR. JOEY NUNNALLY: Oh, I got you. Just be
26 generic.

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Be a
28 little more generic. Because then when you -- or

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1 does it have to be that specific in the budget?

2 MR. RON CINK: (Indicates negatively.)

3 MR. JOEY NUNNALLY: It doesn't.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
5 didn't think so.

6 MR. RON CINK: Well, this is projection
7 for --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: But
9 we're cutting ourselves short when we budget
10 something specifically like that.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: What's the Bicentennial Park Phase I?

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
14 was the thing that she wanted to do to bring in
15 some of those historical aspects. She wants to
16 bring in something else that's -- she wanting to
17 do.

18 MS. CHRISTIE DAVIS: Give me just a second
19 and I'll --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 Upgrade the --

22 MS. CHRISTIE DAVIS: -- get you --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
24 some kind of village or something like that. While
25 we're talking about that, I was approached last
26 night. I was at a Red Elephant Club meeting and a
27 guy walked up to me, who's the Baldwin County --
28 or -- or he's the antique tractor people.

1 You guys know the ones that have the antique
2 tractor shows? It just happens to be at George
3 Underwood's property on Highway 59 every June;
4 okay.

5 He said they have a huge antique tractor
6 collection, and they would love to have a place --
7 They need about ten (10) acres -- that they
8 could -- They're a not-for-profit organization.
9 They have Plow Days and all that kind of stuff that
10 they do.

11 They want a place where they can be located at
12 all times, like a museum type thing where the
13 school-age kids and tours and all that kind of
14 thing can happen.

15 And it's a really vast array of machinery and
16 equipment. And it was brought up that we have so
17 much property at Bicentennial park. They don't
18 particularly like that it's located on one end.

19 But I don't know. I'm just going to throw that
20 out there for just to think about, but not for now.
21 Okay.

22 MS. CHRISTIE DAVIS: Phase I for Felisha is
23 additional buildings to include a Post Office,
24 three additional homes, a farmhouse, and a move for
25 the Native American Lifestyle exhibit.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
27 don't think we can do all that in one year. I
28 think we can cut that back a little bit.

1 MS. CHRISTIE DAVIS: And she did indicate
2 the funds wouldn't be needed all at once.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Why
4 don't we cut that? Why don't we do twenty-five
5 (\$25,000) for this year? And we can phase it in.
6 That'll cut fifty-five thousand (\$55,000) off of
7 that. And let's see how good we can do with -- You
8 know, because if she's wanting to do all that with
9 eighty thousand (\$80,000), surely she could do one
10 of those.

11 We did bite off a lot with all this
12 Bicentennial and everything. I meant Alabama
13 Bicentennial, not just our Bicentennial.

14 COMMISSIONER JAMES E. (JEB) BALL: What's
15 our other -- Well, let me look at all of our other
16 stuff.

17 MR. RON CINK: Just so that you know as
18 well on Reappraisal, the State is -- the State is
19 looking at that budget very closely.

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)
21 GRUBER: Uh-huh. (Indicates affirmatively.)

22 MR. RON CINK: And they've got some
23 recommendations to lower it. Teddy and I are going
24 to meet with them this afternoon and talk about
25 that. Again, that's -- for all intents and
26 purposes, that's a very small portion of y'all;
27 okay?

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

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Y'all work that out.

3 MR. RON CINK: Okay.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Okay.

6 COMMISSIONER JAMES E. (JEB) BALL: All
7 right. Let's go down to the next.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Keep
9 going.

10 MR. RON CINK: We're done.

11 COMMISSIONER JAMES E. (JEB) BALL: All
12 right.

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
14 We're finished? Can we go home?

15 COMMISSIONER JAMES E. (JEB) BALL: If you
16 say it, adjourn and all that other stuff, we can.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Okay. Well, let's see here.

19 COMMISSIONER JAMES E. (JEB) BALL: So we --
20 we do need to go back to the Christie thing; not
21 you Christie, but the other Christie.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: The
23 other Christie.

24 COMMISSIONER JAMES E. (JEB) BALL: The
25 lobbying group.

26 MS. CHRISTIE DAVIS: Yes, sir.

27 COMMISSIONER JAMES E. (JEB) BALL: You
28 know, I -- I -- I'm willing -- I don't know how you

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1 feel about it. But I want to -- I don't feel like
2 right now, based on going through some of the stuff
3 that we went through, that he was representing us
4 too well, us.

5 I feel like he's a great guy. But I feel like
6 there's some interest at -- at hand with some other
7 cities that takes precedence over Baldwin County
8 Commission.

9 And, you know, he does a nice book for us and
10 all that stuff. But I was just -- You know, if we
11 give him a chance, one more chance or something
12 like that, I don't know. But what -- How do you
13 feel?

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 (Indicates negatively.)

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: Well, I -- I do know they worked very hard
18 on the toll thing. But, you know, I know the toll
19 is out of this -- out of the picture for now.

20 But, I mean, he was very -- he was very
21 instrumental in helping getting that bill passed,
22 along with Adams & Reese. You know, they worked --
23 they worked -- both of those worked hard --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
25 Well, I don't think --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: -- to get that through.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: My

1 thing is I don't think we need both of them.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Okay.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
5 don't think we need both of them at this point in
6 time.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Okay. Well --

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
10 I feel like --

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: That's fine. I mean, you know -- you
13 know, if y'all want it, that's fine, you know.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And,
15 I -- I mean, it's --

16 COMMISSIONER JAMES E. (JEB) BALL: Well,
17 I -- I'm going to go back to Ron on -- since Wayne
18 is not here, go back to the administrative side of
19 things for a minute. Do you commend with
20 Commissioner Underwood? And can we deal with just
21 one of those groups representing us?

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
23 didn't have them before.

24 MR. RON CINK: Right. For the --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It's
26 only been about three years.

27 MR. RON CINK: Yeah. For the -- for a long
28 number of years, all you had was Representative --

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Shelby.

3 MR. RON CINK: -- Senator Shelby.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
5 that's --

6 COMMISSIONER JAMES E. (JEB) BALL: And I
7 think -- I think it would -- I mean --

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

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
11 think that we're -- we could lean more. I mean,
12 even if we -- I think -- Because when I have to ask
13 them what they do for us -- Okay. That's the way I
14 feel about it. And it's not that I want to burn
15 any bridge or any of that kind of stuff.

16 Tony Kinnen said that he felt like that they
17 were serving two masters, and that's why he
18 discontinued their service.

19 I feel like that there are lots of lobbyists
20 available. And if we feel like that we need
21 additional assistance, then we can address that at
22 that time.

23 But even between now and -- and the coming
24 session, I just don't see where that we -- To be
25 honest with you, I didn't realize we had that much
26 in our budget that we were working on from the
27 prior year.

28 And when I saw that we had over -- upwards of

1 two hundred and something thousand dollars
2 (\$200,000) just for lobbyists, I'm sitting here
3 going, why do we need that many?

4 I understand the Washington aspect, and I
5 understand the Montgomery aspect. But do we need
6 two that are representing us, you know, in both?

7 So I say if we cut one of them, one or the
8 other -- and I think it would need to be the one
9 that's just pretty much serving the us. That's
10 where I'm at.

11 So it's -- I'm one of four -- one of three
12 right now. I think that Martin is trending towards
13 turning everything over to his assistant anyhow.

14 Yea, nay, go?

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Y'all know where I'm at. You know, I
17 just --

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
19 right. Skip wants to keep him. I want to let him
20 go. What do you want?

21 COMMISSIONER JAMES E. (JEB) BALL: So I'm a
22 tiebreaker now.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 You're on the line.

25 MR. RON CINK: For once --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: For
27 once, you're not the one --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Well, you know, for years, we did -- years
2 and years that we didn't have a lobbyist, we didn't
3 get nothing.

4 When we started getting a lobbyist, we started
5 getting a little bit -- We got some more attention
6 in Montgomery to help us get stuff that we needed.

7 Without it, you don't get nothing up there.
8 Because they don't -- they work -- Especially when
9 it has to go to something that has a
10 Constitution -- where you have to get all of their
11 approved, you know.

12 And that's where they work. They work not for
13 just -- not just your local stuff, the
14 representatives, but stuff that they work out, you
15 know, for --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
17 Well, I will honestly say that in a recent
18 situation, I felt like that Christie Strategy Group
19 was not supporting the County Commission. They
20 were supporting someone else.

21 And it was very -- I had a very, very tough
22 time. And -- and I have my doubts that you can
23 serve two masters. I don't have my doubts. I know
24 you can't serve two masters.

25 And that is where I'm coming from. And I don't
26 mind. This is an open meeting. I will talk to
27 Mr. Christie myself and explain that. But that's
28 where I'm at.

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1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Okay. That's fine. You know, I'm fine.

3 You know -- you know --

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

5 Well, if you're fine to let him go, then I say --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: I'm just one. I'm just one.

8 COMMISSIONER JAMES E. (JEB) BALL: So when
9 do you need to know by?

10 MS. CHRISTIE DAVIS: Well, okay. So in
11 theory --

12 MR. RON CINK: Right.

13 MS. CHRISTIE DAVIS: -- if you just want to
14 keep the money in there but not make it
15 specifically for them, I can do --

16 MR. RON CINK: No, you can't.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: No.

19 MS. CHRISTIE DAVIS: All right. Well, can
20 he --

21 MR. RON CINK: You can't --

22 MS. CHRISTIE DAVIS: Can I put it in
23 miscellaneous and then we can do an agenda item and
24 then --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
26 can put it in your oops account.

27 MR. RON CINK: Well, I mean, no. There --
28 there's a constitutional amendment that we have to

1 abide by in dealing with economic and lobbyists.

2 MS. CHRISTIE DAVIS: Right. But we can
3 handle it kind of how we've handled some of the
4 other miscellaneous --

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
6 Well, let me ask you a question.

7 MS. CHRISTIE DAVIS: -- advertising.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Let's say that six months from now -- Can we not
10 hire a lobbyist six months from now, if we end up
11 with a situation where we -- Is this only something
12 that can be done during budget season?

13 MR. RON CINK: No. That --

14 MS. CHRISTIE DAVIS: No.

15 MR. RON CINK: -- that MOU is flexible.

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: That
17 was my question.

18 MR. RON CINK: All three of those are
19 flexible.

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
21 That's what I'm saying. So it's not like it's for
22 now or ever hold your peace.

23 MR. RON CINK: Those are -- those are not
24 really contractual. Those are -- those are like --

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: At
26 will.

27 MR. RON CINK: Those are like your --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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1 GRUBER: Your call.

2 MR. RON CINK: -- agreement with your
3 attorney.

4 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
5 Okay.

6 MR. RON CINK: Same way. Those are very
7 flexible.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Okay.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: Well, you know, if y'all want to cut it,
12 that's fine. Let's just take -- drop that out.

13 But one other one that just brings to my mind
14 is the Dan Dealy contract. Dan does a lot of stuff
15 for us. I don't know how you feel about it. But
16 he's -- he's -- he's very valuable to us.

17 COMMISSIONER JAMES E. (JEB) BALL: He is
18 with the -- that one right there?

19 MR. RON CINK: Yes. Yes, sir. The DSD.

20 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
21 I'm fine with that.

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Yeah. I don't --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: I mean, you know, I mean --

26 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
27 I'm good with that.

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: I think he's --

2 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

3 I'm -- I'm not --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: You know, that's -- that's not a whole
6 lot of money.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
8 not saying cut anybody else.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: And I think he's -- he's -- he's served us
11 on a lot of stuff that, you know --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I'm
13 not suggesting cutting anyone else.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: We, you know -- you know, increasing his a
16 little bit, you know, would -- would help, you
17 know, I think. I don't know, you know.

18 What do you think, Joey?

19 MR. JOEY NUNNALLY: I -- I'm -- I'm good
20 with increasing that a little bit. He is --

21 MR. RON CINK: Yeah.

22 MR. JOEY NUNNALLY: He is -- So -- so just
23 so you know, I mean, him and -- When -- when --
24 when Matthew went to BRATS, I had to rely on Dan a
25 lot.

26 MR. RON CINK: Yes.

27 MR. JOEY NUNNALLY: More than what I was
28 having to do, because -- because there wasn't

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1 nobody else for me with that whole RESTORE process.
2 So to -- to increase his a little bit, I think, is
3 very justified.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: And, not only that, but he also, you know,
6 helps me a lot with the --

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
8 thirty (\$30,000)?

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: -- the Perdido Bay thing, you know. I
11 mean, he's -- you know, he's --

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
13 Okay. Increase that one to thirty (\$30,000) and
14 just remove forty-two (\$42,000).

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: All right.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 Okay. Now, did we need to talk about the Admin
19 assistants?

20 MR. RON CINK: It's six grand (\$6,000);
21 right?

22 MS. CHRISTIE DAVIS: Six (\$6,000) -- under
23 six grand (\$6,000) total payroll.

24 COMMISSIONER JAMES E. (JEB) BALL: We're
25 good.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Huh?

27 MS. CHRISTIE DAVIS: It's under six grand
28 (\$6,000) for the total payroll change. So --

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Well, what were we moving them to?

3 MS. CHRISTIE DAVIS: IV's.

4 MR. RON CINK: IV's.

5 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

6 Well, what's that number? Give me an example.

7 MS. CHRISTIE DAVIS: Okay. It moved Greene
8 from thirty-six, six fourteen (\$35,614) to forty,
9 four-oh-two (\$40,402). Pearson is from
10 forty-seven, zero six two (\$47,062) to forty-seven,
11 nine eighty-six (\$47,986).

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

14 MS. CHRISTIE DAVIS: And Howard from
15 thirty-two, five-oh-eight (\$32,508) to --

16 COMMISSIONER JAMES E. (JEB) BALL: Is -- is
17 that the lowest end of the pay grade?

18 MS. CHRISTIE DAVIS: Well, when we're --
19 typically when we handle like bumping someone to a
20 different grade, you look at what they currently
21 make and you move them down to the closest one to
22 their range without going under. Now, we can do it
23 different if you want.

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: No.

25 MS. CHRISTIE DAVIS: We can do --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Tell
27 me what those --

28 MS. CHRISTIE DAVIS: -- those --

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Tell
2 me what those three are making right now, or four.
3 How many we got?

4 MS. CHRISTIE DAVIS: We only did the
5 three --

6 MR. RON CINK: Satellites.

7 MS. CHRISTIE DAVIS: -- satellites
8 basically.

9 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
10 Okay. What are they making right now? All three
11 of -- What's Greene making?

12 MS. CHRISTIE DAVIS: Thirty-nine, six
13 fourteen (\$36,614).

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
15 right. And what's --

16 MS. CHRISTIE DAVIS: Pearson.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
18 Pearson?

19 MS. CHRISTIE DAVIS: Pearson is making
20 forty-seven, zero sixty-two (\$47,062).

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
22 what's --

23 MS. CHRISTIE DAVIS: Howard is thirty-two,
24 five-oh-eight (\$32,508).

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
26 don't know how y'all work that. I can't wrap my
27 head around it right now, because there's too much
28 going on in this gray matter. But I'd like to see

1 them compensated a little bit more than a few
2 hundred dollars.

3 MS. CHRISTIE DAVIS: The other option is
4 for Greene to go to forty-two, four forty (\$42,440)
5 and for Pearson to go to forty-nine, two (\$49,200).
6 And then Howard, hers is bigger because she was at
7 the lower end. So hers is thirty-two,
8 five-oh-eight (\$32,508) to thirty-five, seven
9 twenty-six (\$35,726).

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Why
11 can't Howard go to thirty-five (\$35,000), Greene go
12 to forty-five (\$45,000), and Pearson go to
13 fifty-two (\$52,000)?

14 MS. CHRISTIE DAVIS: I mean, we can look at
15 it within the pay scale. We can get you close. So
16 if we treat this just as a promotion and not as a
17 reclassification --

18 MS. DEIDRA HANAK: What did -- what is --
19 what were numbers you gave?

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
21 don't remember. Was it thirty-five (\$35,000),
22 forty-five (\$45,000), and --

23 MS. CHRISTIE DAVIS: Okay. So --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
25 fifty-two (\$52,000)?

26 MS. CHRISTIE DAVIS: -- if we treat it as a
27 promotion, those are the second steps. So the
28 forty-two, four forty (\$42,440) section is giving

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1 Keri a promotion; the same with Jeanie. The
2 forty-nine, two hundred (\$49,200) is giving her a
3 promotion.

4 Because we take where they're at now, we bump
5 it two steps, and then we drop it down to get them
6 into the new pay grade. So, effectually, it's a
7 five percent (5%) raise.

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Well, then how can we do these other ones? I -- I
10 don't understand why I'm getting asked for --

11 MR. RON CINK: Hourly/salary.

12 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Huh?

13 MS. CHRISTIE DAVIS: They're --

14 MR. RON CINK: Hourly/salary.

15 MS. CHRISTIE DAVIS: They're hourly.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: Hourly/salary.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Oh,
19 okay. So --

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: Hourly.

22 MR. RON CINK: Hourly -- hourlies fit in --

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

24 What's the most we can do?

25 MS. DEIDRA HANAK: Well, that -- that ends
26 up being about a seven percent (7%) increase for
27 all of them.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So

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1 what's the amounts again? What you're saying?

2 MS. CHRISTIE DAVIS: For Greene it would be
3 forty-two, four forty (\$42,440). For Pearson it
4 would be forty-nine, two hundred (\$49,200). And
5 then for Howard it would be thirty-five, seven
6 twenty-six (\$35,726).

7 COMMISSIONER JAMES E. (JEB) BALL: I'm
8 good. I'm good.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: Well, that's Barbara. I mean, she's just
11 started. But, I mean --

12 COMMISSIONER JAMES E. (JEB) BALL: I think
13 Barbara is already pretty good, isn't she?

14 MS. CHRISTIE DAVIS: Well, her --

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

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
18 She's not a --

19 MS. CHRISTIE DAVIS: Hers is --

20 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
21 working at a satellite.

22 MS. CHRISTIE DAVIS: -- different than what
23 they do here.

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: Yeah. Got you.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 She's not working at a satellite.

28 MR. RON CINK: She --

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
2 my question is, what's the most we can do under --

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Okay. I didn't want to, you know --

5 MS. DEIDRA HANAK: There's the way we
6 currently --

7 MR. RON CINK: Yeah.

8 COMMISSIONER JAMES E. (JEB) BALL: That's
9 seven percent (7%) for all of them. I -- I don't
10 know how else they could do it. How else can -- Is
11 there -- What else do you do then? Just change
12 the system?

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Can
14 you make them salary?

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Huh-uh. (Indicates negatively.)

17 MR. RON CINK: No.

18 MS. CHRISTIE DAVIS: No.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: No.

21 MS. CHRISTIE DAVIS: There's too many
22 other --

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: Too many --

25 MS. CHRISTIE DAVIS: That would affect the
26 whole Admin Support Specialist bracket.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: Blow it out of the sky.

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1 MR. RON CINK: That would -- Yeah.

2 MS. CHRISTIE DAVIS: I mean, it's something
3 you could look at maybe -- maybe later.

4 MS. DEIDRA HANAK: Let's -- Can I work on
5 this --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes.

7 MS. DEIDRA HANAK: -- a little bit --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes.

9 MS. DEIDRA HANAK: Let me see what I can
10 do.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: So
12 we ain't --

13 MS. DEIDRA HANAK: We're longer than a few
14 minutes.

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: We
16 ain't real far off from where we -- Michelle is
17 probably about what I was thinking already; right?

18 COMMISSIONER JAMES E. (JEB) BALL: I'm not
19 worried about her. I mean, that's -- that's Joe's
20 person now, and I'm not worried about it. She's --
21 she's brand-new.

22 So I'm not worried about that at all. I'm not
23 worried -- I'm not -- I'm not worried about fixing
24 everybody across the board. I think y'all's two
25 needs fixing for sure. So --

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
27 just think they -- I just think that I -- I have
28 seen what she has to deal with. And, if nothing

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1 else, if she's not going to be able to be
2 compensated, then she shouldn't have to be doing
3 notaries for everybody in the building and all that
4 kind of stuff, which takes a lot of her time away
5 from doing agenda items and all that kind of stuff.

6 MR. RON CINK: We've got one more thing.

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

8 Okay.

9 MR. RON CINK: In light of everything that
10 we're fixing to buy next year --

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Yes,
12 sir.

13 MR. RON CINK: -- can I advertise my
14 purchasing position early?

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: Yes, you can.

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

18 Sure.

19 MR. RON CINK: I -- I -- I've got to get
20 somebody.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

22 You'd better go ahead.

23 MR. RON CINK: I'm fixing to --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: Time is running out.

26 MR. RON CINK: I'm fixing to kill a
27 redhead.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

1 Okay.

2 MS. CHRISTIE DAVIS: Or a redhead is --

3 MR. RON CINK: Or the redhead is going to
4 kill me.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Time is running out.

7 MR. RON CINK: So --

8 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
9 Who's -- who's red?

10 MR. RON CINK: Wanda.

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
12 She's got red hair? I thought it was brown.

13 COMMISSIONER JAMES E. (JEB) BALL: It
14 doesn't -- What -- what we going to --

15 MR. RON CINK: I'm going to -- I'm going
16 to -- I've got to -- I'm -- I'm going to advertise
17 prior to this budget being approved so I can start.
18 I -- I've got to to move.

19 COMMISSIONER JAMES E. (JEB) BALL: Okay.
20 Let's go.

21 MR. RON CINK: I've got a -- I got a load.
22 I've got a load coming at me.

23 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
24 Well, then you fix it.

25 MR. RON CINK: Okay.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: And
27 don't ask me to fix it. You fix it.

28 MS. DEIDRA HANAK: Have you got a job

1 description?

2 MR. RON CINK: If not, I'll get you one
3 quick. Okay.

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: I'd like to give the others -- you know,
6 address all the department heads, the ones that are
7 not here, if they would make their final pitch by
8 today, if we can just get in touch with them, if
9 they have anybody.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Okay.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: I mean, you know, I think it's --

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
15 That's fine.

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: -- it's fair, you know.

18 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: It
19 is absolutely fair.

20 MS. CHRISTIE DAVIS: Well, I can tell
21 you --

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: Well, I know of couple of them, you know,
24 like -- like Mike Howell, he's got -- he's -- he's
25 got a real short -- he's got a short staff.

26 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
27 We're fixing to have to replace --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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1 GRUBER: And he's got some -- and he's -- Well, I
2 mean, he's got a lot of stuff going on. But he's
3 got -- you know, he's got people that, you know,
4 that -- You know, he's fixing to leave us. It
5 ain't much longer.

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
7 Curt.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: Curt is gone, you know. And he's --
10 MS. CHRISTIE DAVIS: 9/30.

11 COMMISSION CHAIRMAN CHARLES F. (SKIP)

12 GRUBER: You know, so I'm saying, you know, we need
13 to -- you know, and there's some folks that just
14 really -- I think in his group --

15 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Look
16 at that.

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)

18 GRUBER: -- that really needs to be looked at --

19 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
20 don't have a watch.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)

22 GRUBER: -- you know. So I think -- like to give
23 him the opportunity to look at his people, too, you
24 know.

25 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
26 Okay.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: And I think that's why we need to get, you

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1 know, all rest of the department heads, you know,
2 and the final thing. It's got to be done today.
3 You know, they get it in today and --

4 MS. CHRISTIE DAVIS: I mean, the only two
5 really --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: -- we can send an e-mail to them.

8 MS. CHRISTIE DAVIS: -- that didn't bring
9 anything to budget would be Ron Ballard and --

10 MR. RON CINK: Mike.

11 MS. CHRISTIE DAVIS: -- Mike Howell; am I
12 correct?

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Mike. Yeah. But I'm saying, you know,
15 the thing is, you know, that we've got to finish
16 this thing. It's got to be done. This thing needs
17 to be -- we -- it needs to be -- voted on. It
18 should be voted on the first meeting in September.
19 But I know we ain't going to be able to get it, I
20 don't think, are we?

21 MR. RON CINK: No.

22 MS. CHRISTIE DAVIS: It'll go to the 20th.

23 COMMISSION CHAIRMAN CHARLES F. (SKIP)

24 GRUBER: You know, but it's got to be --

25 MR. RON CINK: It's got to be advertised.

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: -- done by the end of September, you know.

28 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

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1 Okay.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Because we've got to have a lot of
4 advertisement and stuff that has to go on.

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

7 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

8 Okay. Well, by -- by --

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)

10 GRUBER: Where are we at, though?

11 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: --
12 Tuesday, we ought to know; right?

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)

14 GRUBER: Have we got a bottom number now, how much
15 we're --

16 MS. CHRISTIE DAVIS: Well, I'm going to --
17 I'm going to push some buttons on Ron Ballard and
18 Mike Howell and get it from them today --

19 MR. RON CINK: Yeah.

20 MS. CHRISTIE DAVIS: -- and send it to
21 you --

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
23 Okay.

24 MS. CHRISTIE DAVIS: -- if they have
25 something. Because I don't -- I can't wait. I
26 can't wait for that. Because I can't give people
27 the number they need to cut or where we're at
28 financially until I have that and it balances.

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1 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

2 Okay. All right.

3 MR. RON CINK: As -- as far as balancing,
4 I -- I trued everything up yesterday. But Joey
5 made a couple of moves. We were out a couple
6 hundred thousand dollars (\$200,000) when all was
7 said and done.

8 MR. JOEY NUNNALLY: You're not talking
9 about Highway being out of --

10 MR. RON CINK: No, no. I -- I -- I
11 trued -- I talked to you.

12 MR. JOEY NUNNALLY: Yeah. Okay.

13 MR. RON CINK: Yeah.

14 MR. JOEY NUNNALLY: I just wanted to make
15 sure that they understand.

16 MR. RON CINK: I trued Solid Waste up in
17 the other funds. So -- And the -- the reason I
18 left JDC open like this is because that of number
19 right there. It brought in a lot of cash, and I'm
20 going to --

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

22 Okay.

23 MR. RON CINK: I'm going to --

24 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: You
25 can take care of that.

26 MR. RON CINK: -- pull that out of their --

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

28 Okay.

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1 MR. RON CINK: -- fund balance so that we
2 don't have to send that over again.

3 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
4 Okay.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: Yeah.

7 MR. RON CINK: So just to let you know,
8 that's part of my -- part of my balancing act. And
9 the other is --

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
11 understand.

12 MR. RON CINK: -- what happens with Brian
13 and I tomorrow.

14 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I --

15 MR. RON CINK: And --

16 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
17 ain't figured you out, but I kind of know what
18 you're doing. Okay.

19 MR. RON CINK: So -- And -- and you never
20 will.

21 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: I
22 said I -- I get the gist.

23 MR. RON CINK: You know, we -- The 911
24 tomorrow as well as if we restructure that -- that
25 lease on those towers, so that -- all -- all of
26 that will have big impacts. But for all intents
27 and purposes, y'all are --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

1 GRUBER: Balanced.

2 MR. RON CINK: Y'all are there. Yeah.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

4 GRUBER: Balanced.

5 MR. RON CINK: I'm going to --

6 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: All
7 right. Well --

8 MR. RON CINK: I've got to rearrange some
9 deck chairs.

10 FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
11 Okay. Do you need anything else from us?

12 MR. RON CINK: (Indicates negatively.)

13 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Then
14 we will go ahead.

15

16 **3 - PUBLIC COMMENTS**

17 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Any
18 public comments?

19 (No response.)

20

21 **4 - PRESS QUESTIONS**

22 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Any
23 press questions?

24 (No response.)

25

26 **5 - COMMISSIONER COMMENTS**

27 FINANCE CHAIRMAN BILLIE JO UNDERWOOD: Any
28 Commissioner comments?

(No response.)

6 - ADJOURNMENT

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:

Motion to adjourn?

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

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

COMMISSIONER JAMES E. (JEB) BALL: We can
sit here all day long if you want to.

COMMISSION CHAIRMAN CHARLES F. (SKIP)
GRUBER: I said second. I said second.

COMMISSIONER JAMES E. (JEB) BALL: It was
a -- it was a late second. I was like --

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

(Commissioners say "aye" in unison.)

FINANCE CHAIRMAN BILLIE JO UNDERWOOD:
Adjourned.

(The Baldwin County Commission Special Meeting (Budget
Deliberations) was adjourned at 11:21 p.m.



C E R T I F I C A T E

STATE OF ALABAMA)

BALDWIN COUNTY)

I hereby certify that the above and foregoing transcript was taken down by me in stenotype and the proceedings were transcribed by means of computer-aided transcription, and that the foregoing represents a true and correct transcript of the meeting given by said parties upon said meeting.

I further certify that I am neither of counsel nor of kin to the parties, nor am I in anywise interested in the result of said proceedings.



SUSAN C. ANDREWS,
Certified Court Reporter,
Certification No. 287

BALDWIN COUNTY COMMISSION SPECIAL MEETING - BUDGET DELIBERATIONS 08/28/2019

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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

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

ATTACHMENT NO.

1

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,



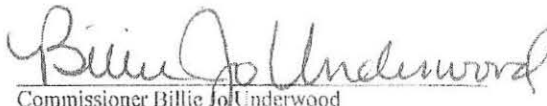
Commissioner Charles F. Gruber
Chairman



Commissioner James E. Ball



Commissioner Joe Davis, III



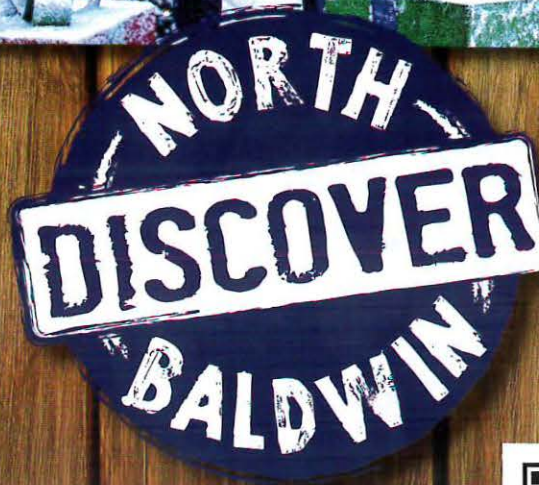
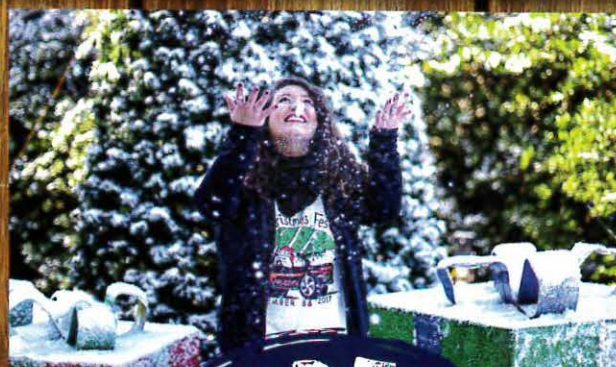
Commissioner Billie Jo Underwood
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2019

Attachment #2

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North Baldwin Magazine



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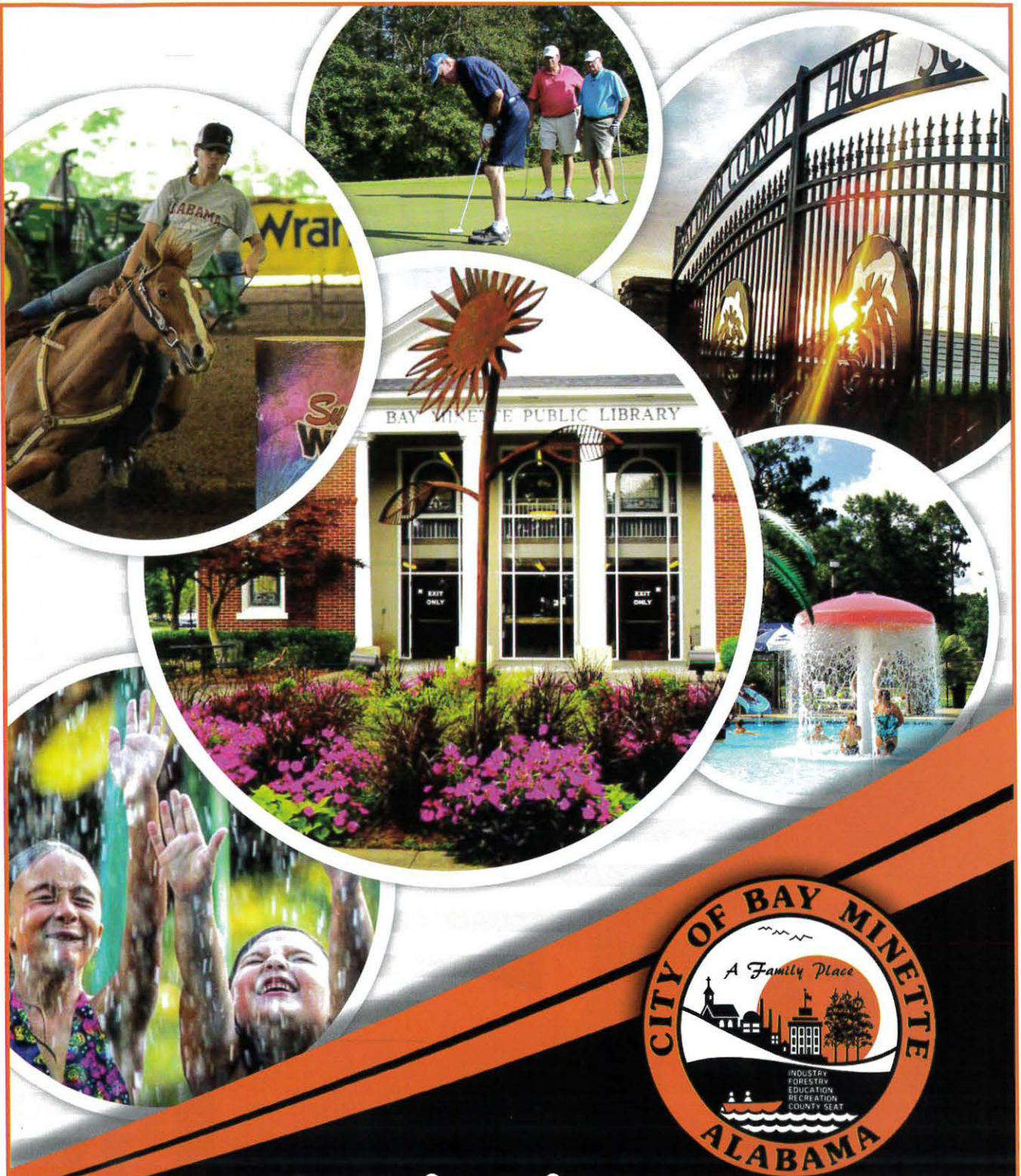




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2019

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NORTH BALDWIN

CHAMBER OF COMMERCE

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Welcome from the Mayor

City of Bay Minette

Greetings,

Welcome to Bay Minette and North Baldwin County,

Welcome to Bay Minette and North Baldwin County. We are glad that you have taken an interest in our area. There is much for you to see, do and enjoy in our community.

Bay Minette and North Baldwin offer a relaxed, small town atmosphere with the advantages of major metropolitan centers close by. A haven for ecotourism, our folks can be hunting deer, turkey or ducks or fresh water fishing literally within fifteen minutes from home. This also includes many other outdoor activities such as canoeing, kayaking, and birdwatching. Our vast woodlands, river system and delta hold enumerable treasures for those who enjoy nature.

Bay Minette has that small-town atmosphere where neighbors know neighbors and everyone is a part of the community. We have excellent

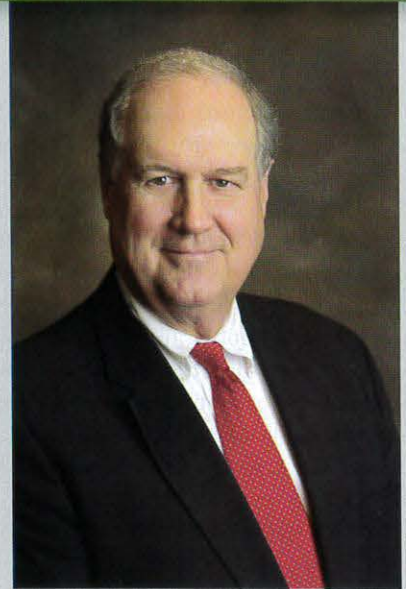
healthcare facilities including a hospital managed by Infirmity Health Systems from Mobile, a Fitness and Wellness Center equal to those in any major city, general practitioners, specialists, physical therapists and home healthcare services second to none. Our school system is consistently ranked one of the best in the State of Alabama. There is a strong religious presence here with a vibrant and active ministerial association. Well run recreational programs provide many options for athletics, arts and crafts and other activities for the young and old alike. Our Chamber of Commerce assists the City in numerous ways and provides vital services to businesses and individuals throughout North

Baldwin County. Bay Minette is growing and is aggressively pursuing new business and industry. We are fortunate to have a 3,000 acre industrial "megasite" just two miles outside of town which is anticipated to bring major industry to this area in the immediate future.

But, undoubtedly, our best asset is our people. You would be hard-pressed to find any friendlier, sincere or more "down-home" folks than right here in Bay Minette and North Baldwin County. It is a great place to live and raise a family. We hope that you will like what you see and will become part of our City and communities.

Sincerely,

Robert "Bob" Wills
Mayor, City of Bay Minette



Welcome from the Chairman

North Baldwin Chamber of Commerce

Welcome to North Baldwin County! I am so glad you have chosen to visit, live or drive through this spectacular area.

Filled with rivers, bayous, swamps, forests, bays and beaches, Baldwin County serves as Alabama's #1 tourism destination. The northern portion of the county is home to a variety of these attractions including Historic Blakeley State Park, Live Oak Landing, the Bartram Canoe Trail and Bicentennial Park. Whether you enjoy the excitement of outdoor activities such as boating, hunting or fishing or prefer more relaxing pastimes such as basking in the beautiful landscape under hundred-year-old live oaks draped in Spanish moss, North Baldwin County has an outdoor activity just for you.

Nestled in the center of North Baldwin, Bay Minette serves as the county seat to one of the nation's fastest growing counties and is perfectly located between Mobile and the sugar-white beaches of the Gulf Coast.

It's easy for residents to stay healthy in North Baldwin as the area's hospital provides a variety of cardiology, orthopedic and obstetric services.

With the booming economic growth of the county, working in North Baldwin has never been easier. Home to a variety of manufacturing, processing and distribution facilities, North Baldwin has just the right job for you.

North Baldwin prides itself on maintaining that small-town charm and relaxing atmosphere of days gone by. Residents have easy access to big city dining and entertainment but are able to live in a small, family-friendly community.

North Baldwin is unsurpassed in business development and plays a vital role in the ever expanding economy of Baldwin County. Bay Minette is home to the South Alabama Mega Site, a development area spanning over 3,000 acres with highway and railway access. With Baldwin County being named one of the top 50 places to grow a business by Forbes magazine, this site has already garnered the attention of big-name manufactures.

In addition, the North Baldwin Chamber of Commerce works diligently with small and large businesses, as well as city and county governments to ensure the support and growth of North Baldwin's thriving economy.

I am thrilled that you are here and hope you enjoy North Baldwin County as much as I do!

Benjamin K. Hansert

Chairman, North Baldwin Chamber of Commerce

President, North Baldwin Infirmary



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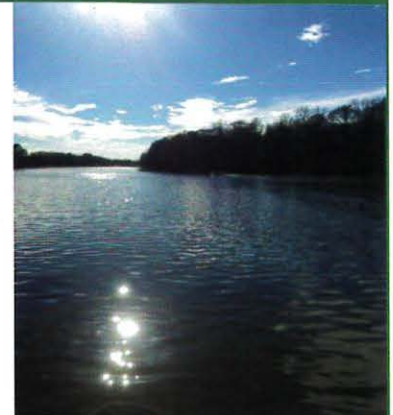
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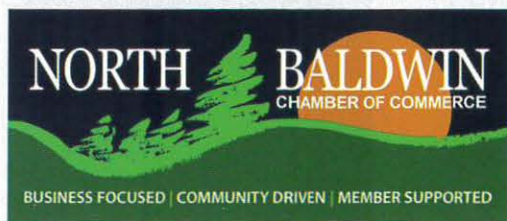
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Information at a Glance

North Baldwin Chamber of Commerce



The North Baldwin Chamber of Commerce is a business focused, member supported organization that works with the community to develop sustainable economic growth and to enhance the quality of life for all residents, business owners and employees. We work to represent the interests of our members and the wider community, and by doing so we are a united voice for progress in our area.

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 Mayor Robert Wills, *Ex-Officio - City of Bay Minette*
 Mr. Vinson Bradley, *Ex-Officio - Huntingdon College*



North Baldwin Chamber Staff



Ashley Jones Davis,
Executive Director



Kristina Angelone,
Special Projects &
Operations Coordinator



Marlee Bailey,
Marketing Assistant

Important Contact Numbers:

Emergency	911
North Baldwin Chamber of Commerce	251-937-5665
Bay Minette City Hall	251-580-1619
Bay Minette Fire Department	251-580-1617
Bay Minette Police Department	251-580-2559
Animal Control	251-580-2559
Baldwin County Commission Office	251-937-0264
Baldwin County Sherriff's Office	251-937-0202
Bay Minette Building Department	251-580-1610
Holly Hills Municipal Golf Course.....	251-580-2553
North Baldwin Utilities.....	251-580-1626
Bay Minette Pool Complex.....	251-937-1367
Bay Minette Public Library	251-580-1648
Bay Minette Public Works/Sanitation	251-580-1848
Bay Minette Recreation Department	251-580-2546



2018-2022



**ALABAMA ACCREDITED
CHAMBER OF COMMERCE**

CCAA Names North Baldwin Chamber an Accredited Alabama Chamber of Commerce

The Chamber of Commerce Association of Alabama (CCAA) announced in August 2018 that the North Baldwin Chamber of Commerce has received the Accredited Alabama Chamber of Commerce distinction (AACC).

One of the most prestigious programs of the Chamber of Commerce Association of Alabama is the Accredited Alabama Chamber program. The Accredited Alabama Chamber of Commerce program recognizes chambers that have achieved standards of excellence while offering guidelines for those to improve their effectiveness.

Events Year-Round in North Baldwin

Crawfish Cook Off



complete with door prizes, lawn games, giveaways and the best burgers in North Baldwin! Be sure to visit www.CityofBayMinette.org for details and dates.

Ladies Night Out

This ultimate shopping experience is hosted by the City of Bay Minette and happens twice a year – spring and fall! Local vendors as well as those unique shops from surrounding areas converge on the Bay Minette Civic Center for your shopping pleasure. For a small door fee, usually \$5, you can give back to the community and shop until you drop, all in one location! All proceeds from Ladies Night Out

benefits various organizations and causes in the community. Past events have benefited the North Baldwin Animal Shelter, Girls' athletics at the local schools, the Committee on Public Art (COPA), the Heritage Junior Women's Club and the L&N Train Depot restoration project to name a few. Be sure to visit www.CityofBayMinette.org for details and dates.

Kick off Summer in North Baldwin with the Crawfish Cook Off!

Join us to officially kick off summer each June with crawfish, corn, potatoes, cold drinks, live music and more! Bring the kids and enjoy the afternoon as there are inflatables, outdoor laser tag and other kids' games too!

The Annual Crawfish Cook Off is fun for the entire family. This yummy event offers something for everyone. The event brings together families in the community with our business members in a relaxed, fun environment to officially kick off summer. We hope you will join us in June!

RIDEYELLOW for a Reason!

RIDEYELLOW is an Infirmiry Health charity bike ride held annually on the Saturday before Father's Day. The ride begins at Halliday Park in Bay Minette, Alabama, with a 6-mile tribute ride. Individuals can choose to participate in only the tribute ride or continue by pedaling the 10, 20, 37 or 62 mile route at their leisure. Rest stops are available along the way and food, beverages and vendor booths are available when riders return to the park.

RIDEYELLOW was founded in 2007 by Ann White-Spunner and Mary Trufant to raise awareness of cancer and to draft grassroots support for their mission of inspiring and empowering people affected by cancer. Since its inception, RIDEYELLOW has donated more

Chili Cook Off and Chilly Run – Heritage Junior Women's Club and Rotary Club

The Annual Chili Cook Off is held every February in conjunction with the Bay Minette Rotary Club's Chilly 5k and Fun Run. Proceeds from the event, the cook off and the run, are donated to the North Baldwin Coalition for Excellence in Education to help fund teacher grants in North Baldwin.

Burgers and Bingo on the Square

This family friendly fun event is hosted by the City of Bay Minette on the Courthouse lawn twice a year – spring and fall! Join together as a community for a FREE Bingo Night





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157A N. Hoyle Ave.
Bay Minette, AL 36507
(251) 937-8731

24 Wilson Avenue W.
Thomasville, AL 36784
(334) 564-1600

147 West Peachtree Ave.
Foley, AL 36535
(251) 970-3277

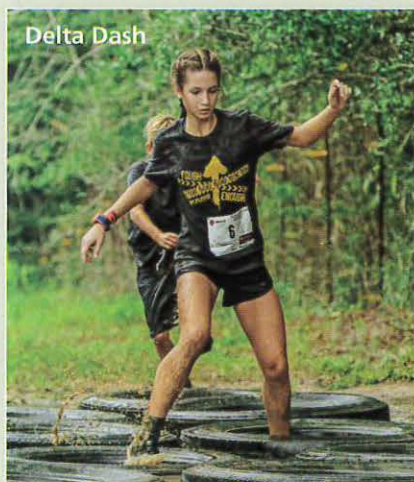
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than \$400,000 to various cancer charities!

The ride has continued to grow each year from 300 riders in 2007 to averaging 600 riders each year with more than 200 volunteers. Visit www.RIDEYELLOW.org to learn more about the event that is more than just a bike ride...

Living History at Fort Mims

The last weekend in August brings the Fort Mims Living History Weekend to Tensaw. This event includes a reenactment of the Fort Mims Battle and the Burnt Corn Battle Reenactment with participants donning period dress and weapons. Food, beverages and live music make this event educational and enjoyable. For more information contact the Fort Mims Restoration Association at www.fortmims.org or 251-533-9024.



Delta Dash: Down and Dirty in the Delta each September

Experience the Delta like never before with a 5-K obstacle course designed to challenge the heart, body and soul. The Delta Dash takes participants through Tensaw Delta like never before giving them a face full of mud, water, leaves and whatever else mother nature throws their way! The serious competitors are chasing after the coveted 3ft



golden gator awarded annually to the top male and female finishers.

The goal is simple... provide participants of all lifestyles and ages with an opportunity to test endurance, stamina, resilience, quick decision making skills, animal instinct and the ability to enjoy a face-full of mud, leaves or whatever else the terrain throws your way. The Delta Dash takes place over three miles of wooded terrain where several exhilarating obstacles are encountered. Some of obstacles are natural while others include a challenging mud crawl, walls, ramps, detours off of the main trails through a creek, scaling hay bales and much more. This is an opportunity for the adrenaline rush of your life! The Delta Dash gives you the opportunity to get down and dirty in the upper Delta and experience the quaintness of racing in the woods of Stockton while testing your level of endurance. Come and join us in North Baldwin County to experience the delta like never before. Register now and begin preparing for an adventure that will push you to new limits. Proceeds not only benefit the North Baldwin Chamber of Commerce, but also education endeavors developed and overseen by the Young Professionals of the North Baldwin Chamber of Commerce.

This opportunity of a lifetime takes place the last Saturday each September. Visit www.deltadash.org to learn more!

Veterans Day Events

We appreciate all of our Veterans here in North Baldwin County, and every year on Veteran's Day the Chamber in partnership with the City of Bay Minette and local Veteran's Organizations celebrate our Veterans with a free Breakfast, parade through downtown and several ceremonies throughout our area. This event would not be possible without the support of our community! Join us in celebrating our Veterans and saying thank you with this annual event.

Annual Christmas Fest – Celebrate the Season in Downtown Bay Minette

A time-honored tradition featuring arts and crafts vendors, live music, food vendors, kid's activities and the annual Christmas parade takes place the second weekend in December each year. Sparkling with lights, this occasion brings together residents and visitors to share in cheer and camaraderie. Friday evening is always a draw with the opening ceremonies, lighting of the tree, a visit from Santa and the infamous Ping Pong Ball Prize Drop where many wonderful prizes are up for grabs! Sponsored by the North Baldwin Chamber of Commerce, this signature event always promises to be a memorable one.



Discover North Baldwin

The L&N Depot

June 7, 1976... Little Ol' Bay Minette, a quiet sleepy town nestled in North Baldwin County was transformed by movie magic and forever changed the history of this quaint Alabama town.

In 1904 L & N Railroad constructed a new Depot in Bay Minette called "The Union" because it was built at the juncture of the Ft. Morgan Railroad line with the main railroad line. By 1908 Bay Minette was booming with 1,200 residents and in 1912 The Newport Mining Company located to North Baldwin County greatly boosting the economy. During the early and mid-20th Century, it was from this building that the telegraph office would keep

businesses and residents informed of news and events such as when the county courthouse moved to Bay Minette (that's another story you'll see later).

After having served many years in downtown Bay Minette for passenger rail service and later freight rail service, the Depot was abandoned by the railroad. After the Depot was abandoned and in much need of a face lift, the story goes that the City of Bay Minette was going to tear down

the old Depot, but the citizens would not allow that. You see there were many memories in this old building for many people in the area; the Depot was after all a movie star...

June 7, 1976... Little Ol' Bay Minette, a quiet sleepy town nestled in North Baldwin County was transformed by movie magic and forever changed the history of this quaint Alabama town.

Director Steven Spielberg and his film crew turned our little railroad

depot into the site of a train station located in Gillette, Wyoming for the film 'Close Encounters of the Third Kind.' Rumor has it, he was looking for a train station with gingerbread trim around the building's eaves and our L&N Railroad Station fit the bill.

Most townsfolk called it "organized chaos" those hot summer days but the allure of Hollywood in our small town didn't keep people away. Folks came from far and wide to get a glimpse of Hollywood. At the time it was the first movie ever filmed in South Alabama.

The scene filmed at the depot is known as the "Evacuation" scene from the film and lasted 10 days. Over 2,000 extras, many local's cars

and a lot of local cattle were used. The extras, aka townspeople, were required to wear jeans and long sleeves even though it was the heat of the summer. For continuity, the dress code had to reflect seasonal Wyoming weather. One extra noted that the license plates on the cars were made from cardboard to accurately reflect location of the scene as well.

Even though the filming in Bay Minette was brief, if you ask anyone who was here those days, they'll tell you that while extras were financially compensated for their appearances some felt that being on set and becoming a part of the town's history was better than any financial payment.

Nostalgia saved the old L&N Depot. In 1984 a fundraiser began and it took over two

years of community interest and fundraising to complete this project to include contributions from businesses, individuals and even children; Our proud residents saved the iconic building by relocating the structure from the railway track along Railroad Street, and placed it at 301 McMeans Ave (right on Hwy 59) where it still stands today. Since the building was resettled and restored at its new location in 1987, it has served as a home to the North Baldwin Chamber of Commerce, welcoming visitors and businesses for over 30 years.

The scene filmed at the depot is known as the "Evacuation" scene from the film and lasted 10 days. Over 2,000 extras, many local's cars and a lot of local cattle were used.



The “Removal” of the Baldwin County Seat

By Grant Blackburn

Bay Minette became the County Seat, but not without creating a legendary tale in Baldwin County...

If you're a Baldwin County Native more than likely you've heard multiple stories about Bay Minette “stealing” the courthouse from Daphne, if you're not a native then this is the only story you need to hear – the true story...

Legend has it that the courthouse was “stolen” from Daphne and moved to

Bay Minette in the middle of the night. While the relocation of the County Seat really did happen in a very dramatic fashion, none of it happened in the dark, contrary to the mural depicting the events located inside the Bay Minette Post Office.

In early 1901, leaders in Bay Minette circulated a petition requesting that the legislature move the Baldwin County Seat to Bay Minette from Daphne. Although a counter-petition circulated in Daphne, the Alabama legislature named Bay Minette the County's new center of government in February 1901.

Despite stout opposition from Daphne, construction began on Bay Minette's new courthouse on July 4, 1901, and the building was nearly completed by early October



A WPA painting made in 1939 depicts the account of the records and furniture being removed from the Baldwin County Courthouse in Daphne and moved to the new courthouse in Bay Minette in 1901. The mural is located inside the Bay Minette, AL Post Office.

of that year. However, the new county seat could not operate until the necessary fixtures of county government were moved from Daphne to Bay Minette, and the city fathers in Daphne refused to turn over these items. A Bay Minette based board of “courthouse commissioners” was charged with the task of

acquiring these necessities and provisioning the new courthouse.

To that end, on October 10, 1901 a group of men departed Irwin's Livery Stable in Bay Minette in horse drawn wagons, bound for the outskirts of Daphne. Once there, they broke into two “companies” (Companies “C” and “D”) and camped for the night. Two of the men, J.D. Hand and Daniel Hall, spent that night with Baldwin Times newspaper publisher Abner Smith, who warned them that Daphne was armed and prepared to defend its claim to the county seat with force.

Pearl Smith, Abner's wife, remembered the events of that night vividly thirty years later when she wrote to a friend in 1930 that Hand had arrived at her home



sometime after nine o'clock that evening. Hand brought with him Representative Daniel D. Hall, one of the men who belonged to the core group who organized the relocation. Pearl recalled that Hand and Hall slept in her home on the night before the removal while four-dozen others camped in the woods several miles east of Daphne. In addition to serving them dinner, Pearl warned the two men that, "The records would never be permitted to leave Daphne, fire arms of various descriptions were being gathered up [by the men of Daphne] for the purpose." Having been forewarned of this, Hand's group had arrived adequately armed for whatever resistance they may have encountered the following morning. Pearl Smith awoke the following morning, October 11, to Hand's request for a small breakfast. As the cook had not yet arrived, Pearl prepared the meal herself. Once they finished eating, Hand and Hall locked themselves in the living room, which had windows facing the courthouse, and stayed there until time came to meet up with the rest of

the group.

At nine a.m. on October 11, Hand and Hall left the Smith house to join up with the larger group, meeting about a mile east of Daphne where they separated into "Company C" under the command of J.D. Hand, and "Company D," which was

Their joint task was to descend upon the Baldwin County Jail and Courthouse, which shared the same roof, and remove and load into the wagons every conceivable item that could be of use to the new County seat in Bay Minette.

probably led by another courthouse commissioner. Their joint task was to descend upon the Baldwin County Jail and Courthouse, which shared the same roof, and remove and load into the wagons every conceivable

item that could be of use to the new County seat in Bay Minette.

"Company C" was in charge of the jail, while "Company D" was focused on the courthouse.

There was only one remaining obstacle to the removal: Sheriff George Bryant of Daphne. Joe Blackburn was the predetermined spokesman, and he had a plan to deal with Sheriff Bryant. Blackburn cited Act 267 and stated that his group's work was authorized by the Alabama Legislature, but Bryant was resolute in his objection. Knowing that he needed only for the sheriff to open the jailhouse door, Blackburn produced a young prisoner named Frederick Richardson, a man who was wanted for raping and assaulting a woman in Hurricane, Alabama, and told Bryant to lock him up. As soon as Bryant opened the door to the jail, men armed with various tools of destruction ranging from wire cutters to pick axes rushed in through the opening. Allowing themselves to be locked inside, the demolition crew began disassembling the jail from the inside out. Knowing that he was

outnumbered, Sheriff Bryant boarded a ferry to Mobile, many thought, to return with an injunction against the surprise raid.

While "Company C," or the demolition crew, was hard at work on the jail, "Company D" was hard at work on the courthouse proper. The extent to which the removalists "removed" from the courthouse and jail probably became the most well known aspect of the removal episode. According to one man who was at work disassembling the jailhouse, "I looked and saw Company D at the Court House, moving desks, chairs, benches, lamps, carpets, nails, tacks, spittoons, books, papers and everything else." Abner Smith's Baldwin Times painted a picture of complete confiscation. In addition to the removal of the jail cell bars and doors, which would be needed to complete new prison cells in Bay Minette, the removalists took "Every door...and every moveable thing from the judge's desk to the spittoons were removed and carried off in wagons... The steel workers were at work removing the barred windows and the cage in the second story."

Most of the physical removal was completed by the evening of October 11, although a few wagons were sent back as late as the 13th to finish the job. Pearl Smith probably expressed the feelings of many when she wrote that, "The ox carts sure looked funny climbing up and over the hill, and I for one drew a sigh of relief when they were out of sight with the contents of the courthouse and jail moved without bloodshed." It was fortunate too that bloodshed did not result on the evening following the removal.

According to some reports, a group of enraged citizens took a ferry across the Bay to Mobile where they planned to catch a train to Bay Minette and regain the county seat. Had several prominent Mobilians not discouraged, i.e. distracted them that evening (rumor has it that the citizens from Daphne were distracted

by the night life in the city and forgot about their task at hand), the situation may have truly escalated. Rumor had it that the men in Bay Minette were gathered, armed and waiting for just such an occasion... that never came.

Subsequent rulings of the Alabama Supreme Court confirmed

the propriety of the removal. October 11, 2016 will mark the 115th anniversary of "removal day" in Baldwin County, and the names of the courthouse commissioners who brought home the county seat are still visible in the southeast wall of the courthouse vestibule in Bay Minette.

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Discover North Baldwin

The Tensaw Delta

Adapted from original text written by Kristian Aboud, Founder, Wild Native Inc

"It's not like the Delta is Yosemite" he said to me somewhere in Northern Alabama, with the air of one who understood. The group I was with looked on in amusement.

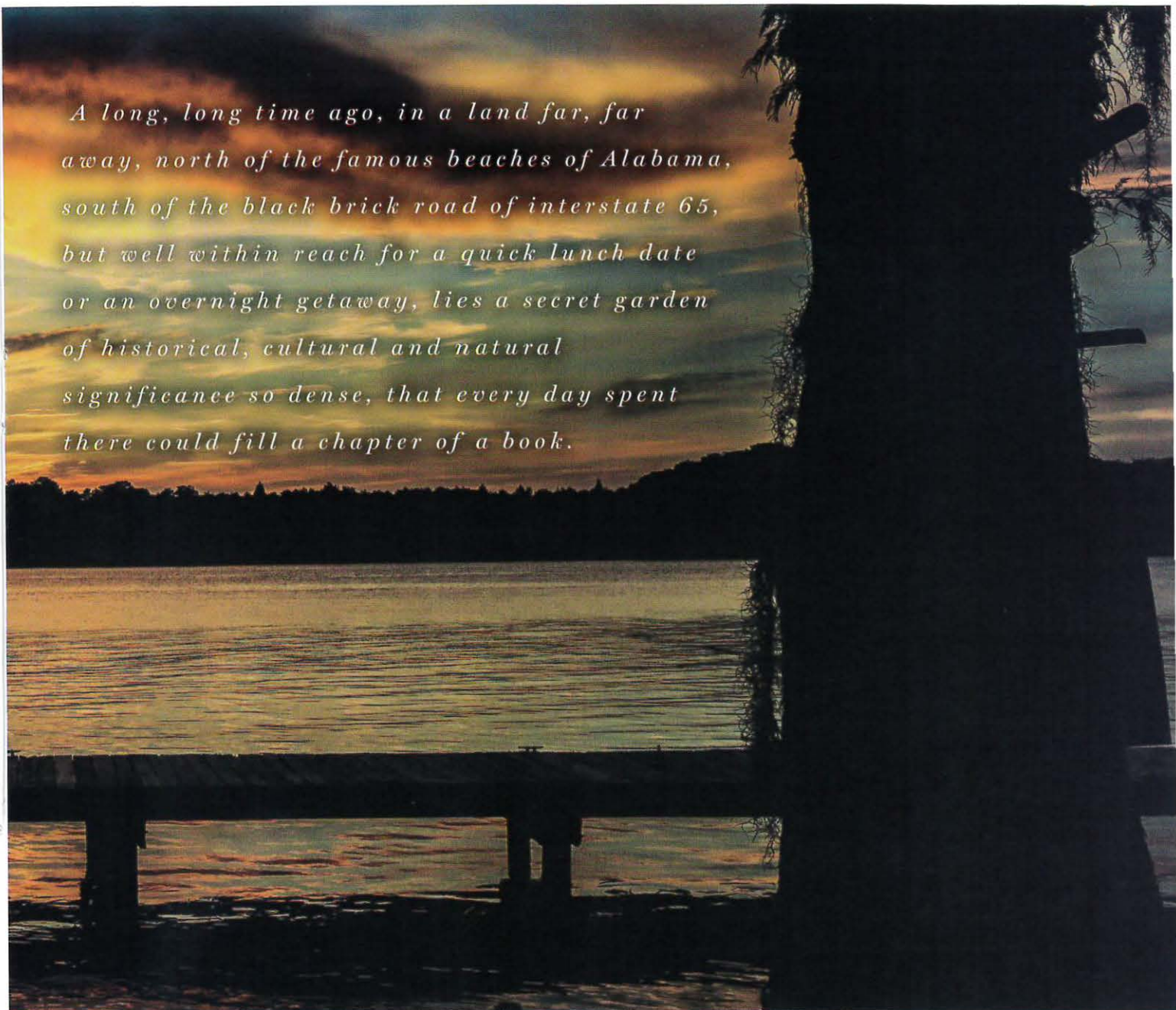
"No you're right," I flipped back, "it's better."

A bold statement in any book. But not to someone from North Baldwin County - that wily, charismatic, well traveled, secretly well heeled, group of adventure loving, eco warriors, hunters and fisherman, who ooze southern charm and hold close to their hearts possibly some of the most diverse wilderness in North America. I wasn't about to regale my new found friend with the facts of the place,

we've all read the list: bio diverse, historical, cultural, and it goes on. Instead I felt we needed to look deeper.

"Good shoes get sold, great shoes get worn, it's all a marketing issue" I explained. To be honest, the reality is, this pair of shoes is being really well worn. A long, long time ago, in a land far, far away, north of the famous beaches of Alabama, south of the black brick road of interstate 65, but well within reach for a quick lunch date or an overnight getaway, lies a secret garden of historical, cultural and natural significance so dense, that every day spent there could fill a chapter of a book.

First identified and poetically praised for its beauty, botany and enormous trees, by famed naturalist William Bartram, who spent considerable time in what is now Stockton, Alabama. Bartram's book *Travels* would be read by John Muir nearly 100 years later, when his own famous connections lifted Yosemite to its national and international stardom. Further marketing of the area as a destination after Bartram's initial insights, quickly got lost in Native American battles, disease, failed towns, civil war and corporate greed. Usurped by their larger cousin to the South and East (Mobile), the inhabitants of the cities of Bay



*A long, long time ago, in a land far, far
away, north of the famous beaches of Alabama,
south of the black brick road of interstate 65,
but well within reach for a quick lunch date
or an overnight getaway, lies a secret garden
of historical, cultural and natural
significance so dense, that every day spent
there could fill a chapter of a book.*

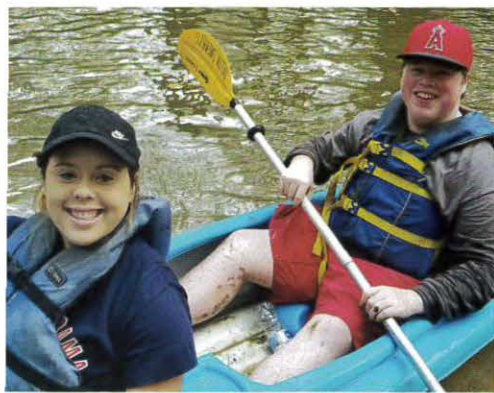
Minette and the now lost city of Blakely, which has long since been swallowed up by the delta, have until recently been happy to keep the beauty of the area their own little secret.

As a destination of cultural and historical significance though, a little digging will take you down a mesmerizing journey. Let's start in 1800 B.C. when the first signs of human settlement in the area really start to take place. It was here that an integral trade route for many cultures would be first established, one that by 1200 A.D. the Mississippian tribes of today's Bottle Creek Mound Site, had expanded into an influence that

controlled as far West as New Orleans and East to Pensacola, with subjects thought to be in the thousands in the delta alone. Artifacts found in the delta suggest trade routes reaching north to Michigan and as far south as today's Mexico. A mound building culture, the Mississippian Bottle Creek site still has 18 mounds that can be found buried deep in the delta, upon which the tribe lived, playing sports, carrying out religious rituals and gambling. The mounds were built by hand, with mud and oyster shells, much like many of the oyster middens spread throughout the delta, however the tribes also made pottery, jewelry, farmed, hunted and fished.

Like all good locals, there is some speculation that they would summer at the beach, and winter in the Delta.

Moving forward, disease brought by Spanish Explorers cleared out many of the native tribes by the 1600 and 1700's, shortly before William Bartram started his journeys. At which point, for the first time in nearly 3000 years, North Baldwin was mostly uninhabited. The history comes quick and fast after this, with French traders moving into the area reestablishing trading routes, followed in the 1800's by the British, and then Americans. An attack on the Creek Indians by militia in the early 1800's created the revenge inspired



Massacre at Fort Mims - the largest massacre in the 19th Century by Native Americans.

The American Civil War soon engulfed our region, the famous Battle of Mobile Bay ending in North Baldwin's own Tensaw and Apalachee rivers, after the fall of Forts Huger and Tracy at the mouth of the Apalachee allowed the USS Glasgow to pass through the channel to Mobile. This led to the Battle of Blakely, fortifications from which can still be seen today. This battle fatefully occurred after Robert E. Lee had already surrendered the Confederate Forces and was effectively the last combined-force battle of the Civil War.

Logging and shipbuilding in the area became a huge draw, helping to improve trade and grow the region. The Champion Cypress, Alabama's largest, stands today as a lone remnant of the long lost giant forests of Coastal Alabama that Bartram had described in his essays.

By the 20th Century, North Baldwin would again feature in military circles, with the creation of a mothballed naval fleet by President Franklin Delano Roosevelt. This armada, to be hidden in plain view amongst the cypress swamps, would at one time number 347 ships, getting retrofitted on the banks of the Tensaw River. Perhaps fittingly called the Ghost Fleet by locals, the fleet would stay in the area until the mid 1970's providing much fodder for stories and assumptions.

Today in North Baldwin, our features extend far beyond the historical. Focusing more on the serenity and a growing outdoor adventure tourism trend, often reminding visitors of other places in a uniquely North Baldwin way. The Mobile-Tensaw Delta, mostly protected by the Forever Wild Land Trust and named a National Natural Landmark, is obviously a big part of who and what North Baldwin is. But this doesn't detract from the fertile soils that still support much of the

community.

We have the Champion Cypress, our version of a big city Skyscraper, and floating camping platforms on the Bartram Canoe Trail that may be a rustic reminder of Venice, complete with a chorus of opera provided by the delta at night. We have a little bit of Paris in our burgeoning Artist community in and around Bay Minette, and miles of hiking, biking and paddling trails.

The beauty of many of the world's famous public gardens may be found in our endless fields of wildflowers that blossom throughout the delta, many of which are found in shallow bays and bayous that may only be accessed by canoe or kayak, keeping them protected from the world. Live Oaks dot our landscape, like monuments to another time, Spanish Moss slowly fluttering in the wind. Normally found near access points to our endless water highways, with on ramps available at private and public launch points and county parks that invite you to simply sit a while.

For the more adventurous, a visit to Bottle Creek continues to serve as reminder of the great developers who once controlled the area. At last count, there are 22 styles of fishing regularly used by locals and the hunting is phenomenal, with multiple opportunities to hunt and fish a variety of species all possible in a single weekend. Increasingly, adventure races, fishing tournaments, and a wide variety of outdoor activities are conglomerating in North Baldwin, as the landscape provides a natural draw for experience seekers.

Today's visitors to North Baldwin are the true winners, with unrivaled access to untamed beauty on a world scale, within a short distance from major metropolitan areas, multiple airports, some of the most pristine waterways in North America, all waiting for you to Discover North Baldwin.

My friend and I no longer argue about Yosemite.

Discover North Baldwin: Continue the Adventure



Holly Hills Municipal Golf Course

Holly Hills Municipal Golf Course

Holly Hills Municipal Golf Course is just seven miles south of Bay Minette on Alabama 59/US 31. It is located an hour north of Gulf Shores and is a 45-minute drive from Mobile. The 9-hole, 3,282 yard golf course was built in 1968 and designed by architect and engineer Earl Stone and includes a driving range. The regulation course is a par 72 and is perfect for those looking for fewer hazards and less crowded fairways. The scenic course is lined with oak trees, pine trees, magnolia trees and holly bushes. Golfers of all levels will enjoy this beautiful course.

The Clubhouse features a newly renovated bar and snack bar area, with full beverage and food service, along with a small golf shop featuring Taylor made products. You will also find flat screen TVs throughout the facility so you won't miss your favorite televised sports. The 4,000 square foot building was also built in 1968

but was designed by Marshall Fischrupp. The ballroom is spacious and includes a dance floor. The facility is available for party rentals by contacting the Country Club at 251-580-2553.

.....
For rates on membership and renting the facility please visit <http://cityofbayminette.org/Holly-Hills-Municipal-Golf-Course> or call 251-580-2553

Perdido Vineyards... Wine not?

Perdido Vineyards, 50 acres of Muscadine Grapes was established in 1972 by Jim and Marianne Eddins to produce grapes for Bartels Winery of Pensacola, FL. Bartels and Hegendorfer wineries were in Lillian-Elberta area prior to Prohibition.

Perdido Vineyards Wines are made exclusively from the finest wine varieties of Muscadine grapes. These distinctive grapes, grown widely throughout the South, have been a favorite of Southerners for generations. The unique flavor of these Southern grapes is captured in the delicious aroma and taste of Perdido Vineyards wines. Perdido Vineyards produces premium white, red, and rosé table wines with the fresh fruity taste of our native Scuppernong and Muscadine grapes.

Also produced at Perdido Vineyards are premium quality apple wines made from Alabama apples. These full-bodied flavorful wines have the fresh taste of juicy ripe apples.

Perdido Vineyards wines have



Perdido Vineyards

successfully penetrated the Southern wine market because of their unique appeal to Southern tastes.

Their modern 90,000 gallon winery with cold fermentation and temperature controlled storage assures retailers and consumers alike of the finest quality table wines produced and sold in the South.

Perdido Vineyards is located at exit 45 off I-65. They are open 10:00am until 5:00 pm daily for free tours and tastings. In addition to wines, you can learn about and taste gourmet wine vinegars to compliment your culinary delights. No appointments are required but if you have a large group, please call 251-937-9463. For more information visit www.perdidovineyards.net

Stockton Heritage Museum – A walk through time...

The Stockton Heritage Museum is located in the earliest remaining mercantile stores in Stockton and North Baldwin County and was built in 1894 by Fredrick S. Bryars. It also served as the Stockton post office from 1894 until late in 1918 with three different post-masters: Fred Bryars; his wife, Lucy (McMillan) Bryars; and their nephew, Dugald Crosby, Sr., who purchased the business in 1912; and served as postmaster from 1913 to 1918. Crosby changed the name of the store from "The Fred Bryars Place", to the name of "D. Crosby Mercantile Co."

In 1918, Y. A. Cox, Sr. and P. A. Bryant assumed operation of the business with Dugald Crosby, Sr. retaining ownership of the building and the property. Another new sign went up on the store front, "Bryant and Cox Mercantile", and a new post office building was built across the road from the store. Bryant later left the business. Y. A. "Joby" Cox operated the store for 52 years, closing its doors in 1971.

The building remained vacant



until 1975 when the Stockton Five Arts Club obtained permission from the Crosby family to refurbish the old structure. It then assumed the name of the "Stockton Town Hall." It was used by the Stockton Double H. Club for several years, and later by the Stockton Civic Club until they built a new civic building in 2009.

In October 2011, the family of John Dugald Crosby graciously deeded ownership of the building and the land to the Stockton Heritage Association, Inc. for use as the Stockton Heritage Museum.

The association started "Stockton Sawmill Days" in 2013 to raise funds to restore the building for a museum. Today the Museum showcases the history of the community, from timber and logging to first settlers to the story of Fort Mims.

The Stockton Heritage Museum exists to showcase the relationship of the people, past, present, and future, to the land and events that shaped the course of Stockton's unique history, heritage, and culture. The Stockton Heritage Museum's mission is to collect, preserve, interpret and promote the historical and cultural artifacts from this North Baldwin community. They are committed to exhibitions and programs that will strengthen our community, honor the generations of the past, and connect present and future generations to their heritage.

The Stockton Heritage Museum is open by appointment and each Wednesday (11:00-2:00) and Sunday (12:30-2:00). For more information call 251-937-4633.

North Baldwin BBQ Queen Serving up Smoked Butts since 2004

At Teresa's Bar B Que, over a century of wisdom, love and care goes into smoking and serving some of the best BBQ you'll ever put in your mouth. Teresa Hicks, Bay Minette local, began "smokin' butts" back in 2004, quickly becoming one of the

top places to eat among locals. As if Teresa's lines weren't already out the door, since receiving AL.com's "Best Bar B Que" sandwich in Lower Alabama in 2016, winning the North Baldwin Chamber's 2017 Small Business of the Year award, and being a State Finalist for the Alabama Small Business of the Year Award in 2017, her business has continued to grow as she now services a new demographic of tourists visiting our area. The little joint located at 207

Oak Street in Bay Minette, is now easily recognized across the county, throughout the state and maybe even further.

The restaurant serves up juicy meats smoked in house, dressed in delicious locally made BBQ sauce and served several ways, wonderful country side dishes, out of this world daily specials and banana pudding that will give your grandmother's pudding a run for her money—seriously, it's that good. Teresa jokes that her key ingredient in good BBQ is "time," as the melt-in-your-mouth meats are slow-smoked in the pit out back, over pecan wood for over 12 hours. The restaurant offers dine in, carry out, delivery for large orders and even catering options. Take-out lines from call-ahead orders during the week move quickly as she is known to accommodate a 30-minute lunch crowd. Her catering business requires a whole other level of customer service but her reliable reputation and food quality consistency manages to thrive under her personal direction as well.

Aside from the enticing food, Teresa's Bar B Que holds a strong reputation of selflessness and devotion to children, to supporting the North Baldwin area financially and with food donations as well as time given to individual residents in times of

need. Teresa is a staunch supporter of community organizations, our local schools and events in the area. Teresa's Bar B Que is a shining example of a small business success story. Her commitment to personally helping her community thrive, her reliable engagement, and her steady business growth are constant examples of her as a northern star in our North Baldwin area.

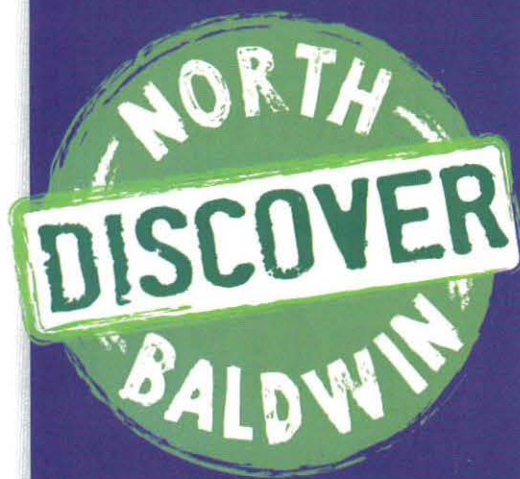
Teresa's Country Bar B Que is located at 207 Oak Street in Bay Minette, right behind the City Hall. New Business Hours are: Thursday from 11 am - 2:30 pm, Friday from 11 am - 7 pm and Saturdays from 11 am - 2:30 pm. Large, corporate and catering orders can still be made every day with advance notice. Please call 251-937-3324 for to-go orders and 251-455-8022 for large/catering orders. Give Teresa's a like on Facebook for the full menu and daily special postings.

Next time you've got the taste for Bar B Que, be sure to hop over to Teresa's and give it a try... we're sure you'll enjoy your meal—don't forget the banana pudding!



Teresa's Bar B Que

For more information on any events, please visit,
<http://www.northbaldwinchamber.com/Calendar>



**Discover all that North Baldwin has to offer at
DiscoverNorthBaldwin.com**



- Aviation
- Campgrounds
- Civic Clubs & Organizations
- Events
- Flora & Fauna
- Filming Locations
- Fishing
- Golfing
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- Historical Churches
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- Kayaking
- Landings
- Local Eateries & Pubs
- Lodging
- Nature Preserves
- Parks
- Recreation Center
- Sites to See
- Weddings

Discover North Baldwin Healthcare:

North Baldwin Infirmary

Infirmary Health provides an expansive footprint with state-of-the-art healthcare facilities and professionals blanketing coastal Alabama.

Here in North Baldwin County, North Baldwin Infirmary (NBI) is the center of our healthcare world. NBI has expanded from its origins as a 12-bed medical center to a 70-bed medical center with modern facilities and cutting-edge equipment. NBI employs a team of healthcare professionals dedicated to delivering exceptional care.

The employee dedication does not end with patient care, but overflows into the community that NBI serves. Every year on the Saturday before Father's Day, Infirmary Health hosts RIDEYELLOW, the largest charity bike ride in the state, right here in Bay Minette, Alabama.

Since its inception, RIDEYELLOW has donated more than \$500,000 to various cancer charities. In 2014, RIDEYELLOW teamed up with Infirmary Health to host the 8th Annual RIDEYELLOW event and turn the reins over as the event had grown by leaps and bounds, and

Infirmary Health's partnership turned management of the event was a blessing, guaranteeing that hope will indeed ride on. In 2019, RIDEYELLOW will celebrate 12 years.

RIDEYELLOW supports Infirmary Health's goal of increasing health and wellness initiatives across the region. "We are proud to be a part of such a dynamic event and to have it held in the Bay Minette community," said Ben Hansert, North Baldwin Infirmary President.

While giving back to the community they serve through RIDEYELLOW and various other events in our region, the teams at NBI continue to consistently provide top notch medical care.

William Bose, M.D., Advanced Orthopaedics, now preforms orthopaedic surgeries at NBI. Dr. Bose specializes in knee, shoulder and hip surgery. He performs both arthroscopies and replacements of the shoulder, hip and knee.

North Baldwin Infirmary has been designated a "Baby-Friendly" Facility.





RIDEYELLOW

In 2017, cardiologist, Megan T. Courtney, M.D., Diagnostic and Medical Clinic, began seeing patients requiring cardiology services on a full-time basis at NBI. Plans are underway now to implement full cardiac rehabilitation services at the North Baldwin Fitness Center, allowing local patients to rehab here in their community.

The state-of-the-art diagnostic and imaging center provides high-quality imaging services. Patients at NBI benefit from revolutionary open MRI, digital mammography and a state-of-the-art 64-slice CT system that can capture coronary complications with higher accuracy and in a less invasive manner. With the picture archiving and communication system, a patient's diagnostic images are immediately available for viewing by their physician.

In the 13-bed emergency department, a team of highly trained physicians and nurses are available 24-hours-a-day to respond and treat emergencies ranging from minor injuries and illnesses to cardiac events. Three cardiac exam rooms are set up to monitor potential heart attack patients and ensure prompt intervention.

The advanced surgical department includes preoperative and postoperative care areas and two gastroenterology rooms for endoscopies and colonoscopies. In some cases, patients are able to experience the convenience of an outpatient surgery.

The state-of-the-art birth center takes new mothers from prenatal to post-birth. Childbirth classes provide information about pregnancy, labor, newborn care, CPR and safety. A technically advanced infant security system is also in place. The full-service labor, delivery, recovery and postpartum (LDRP) suites — among the largest in the region — allow mother and baby to remain in the same room throughout their stay. NBI offers a full-time lactation specialist that offers a variety of breastfeeding tips, classes and supplies.

NBI is a designated BABY-FRIENDLY facility. That means that NBI meets the highest standards for maternity care and infant feeding — offering skin to skin contact, breastfeeding support and keeping mom and baby in a room together from start to end of stay. Currently there are 454 active Baby-Friendly hospitals and birth centers in the United States. North Baldwin Infirmary is one of only six hospitals in the state of Alabama that have been given this distinction and the only hospital in both Mobile and Baldwin counties with this distinction. The "Baby-Friendly" designation is given after a rigorous on-site survey is completed. The award is maintained by continuing to practice the Ten Steps as demonstrated by quality processes.

The Senior Behavioral Health program provides patients with complete access to a full-range of hospital services and psychiatric care.



Individualized care for seniors is offered and, upon admission, a thorough evaluation is conducted to help determine the cause of behavioral and mental changes and a course of treatment plan is developed. Treatment includes individual meetings with our psychiatrist and group therapy with other seniors with similar healthcare needs. Skilled nurses, psychiatrists, trained counselors and social workers help with all aspects of a person's life.

Also, unique to the hospital is a skilled nursing facility, Oakwood—North Baldwin's Center for Living. Oakwood is a 75-bed licensed skilled nursing facility located on the campus of North Baldwin Infirmary. The staff provides round-the-clock care in a comfortable and home-like environment. Established in 1991, the facility includes both private and semi-private accommodations for both long and short-term care.

For more information on North Baldwin Infirmary, visit <https://www.infirmarhealth.org/hospitals/north-baldwin-infirmary>.

For more information on RIDEYELLOW, visit www.RIDEYELLOW.org.



Robert Gates with the Bay Minette Police Department leads a class on fingerprinting during the CSI: Bay Minette summer camp offered by NBCEE.

Discover North Baldwin: Baldwin County Public Schools

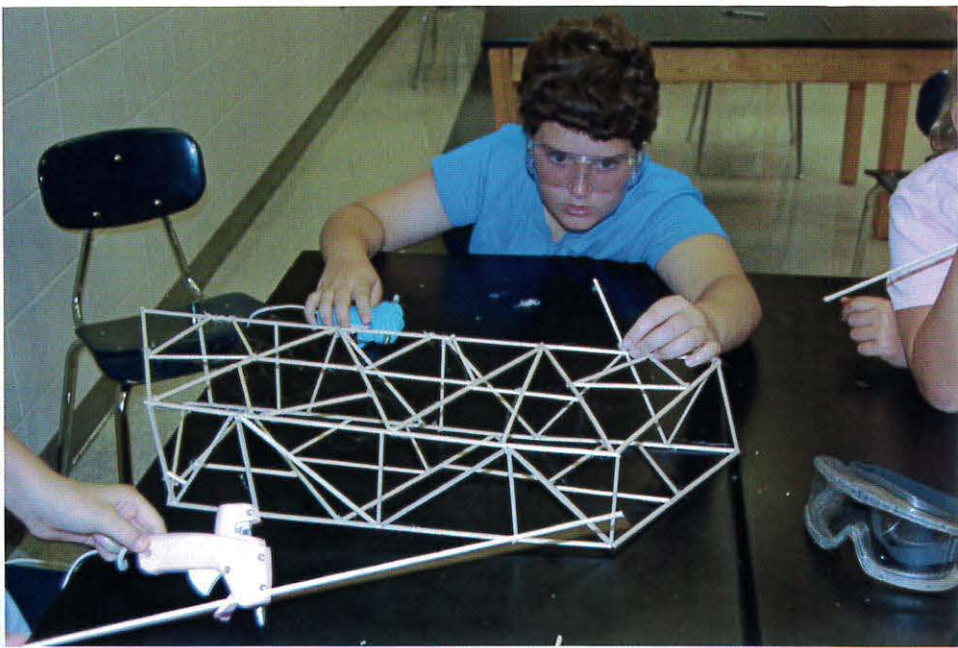
Baldwin County is the location of the first public school in Alabama, built in 1799 by the community of Tensaw right here in North Baldwin. Now the Baldwin County Public School System is home to 45 school campuses, a virtual school and educates more than 32,000 students (and growing) each year.

The mission of the Baldwin County Public School is to prepare ALL students to graduate College and Career Ready through a culture of equality and opportunity. Led by Superintendent Eddie Tyler, school leaders work hard to ensure students are college or work-force ready, through working towards the vision to foster a nurturing environment with high expectations for students to achieve their potential and graduate with countless opportunities.

That effort has paid off with the class of 2018 earning more than \$85 million in scholarships.

With approximately 3,800 employees, the Baldwin County School System is the largest employer in the county. Classroom teachers routinely win national teaching honors for their progressive, 21st Century classroom instruction that puts the student in the center of the learning experience.

The 45 campuses in the county are located in seven areas identified as "feeder patterns" -- the educational path a student takes from kindergarten through 12th grade. The North Baldwin Feeder Pattern has more than 4,200 students on eight school campuses including Baldwin County High



The North Baldwin Coalition for Excellence in Education (NBCEE) offered a summer STEAM Camp which utilized Science, Technology, Engineering, Art & Math in its course of study throughout the week.

School, Bay Minette Middle, Bay Minette Elementary, Perdido School, Pine Grove, Stapleton, and Delta elementary schools. The North Baldwin Center for Technology, located in Bay Minette, serves students from BCHS as well as Daphne and Spanish Fort high Schools.

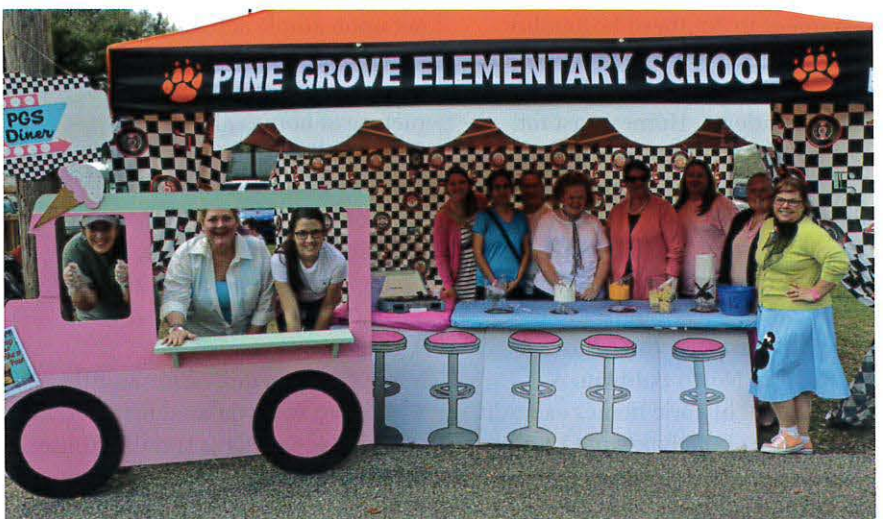
In 2018, Scholastic Reading awarded the Baldwin County School System its national Lighthouse District award recognizing the school system's guided reading initiatives. Baldwin County Public Schools is one of three districts in the county to receive the award.

The North Baldwin Coalition for Excellence in Education foundation works with all eight schools to provide additional resources and enrichment opportunities for students and faculty, as well as annual Teacher Grant allotments. In addition, the education foundation sponsors more than a dozen summer camps for children ranging from conservation and engineering to sewing and cooking.

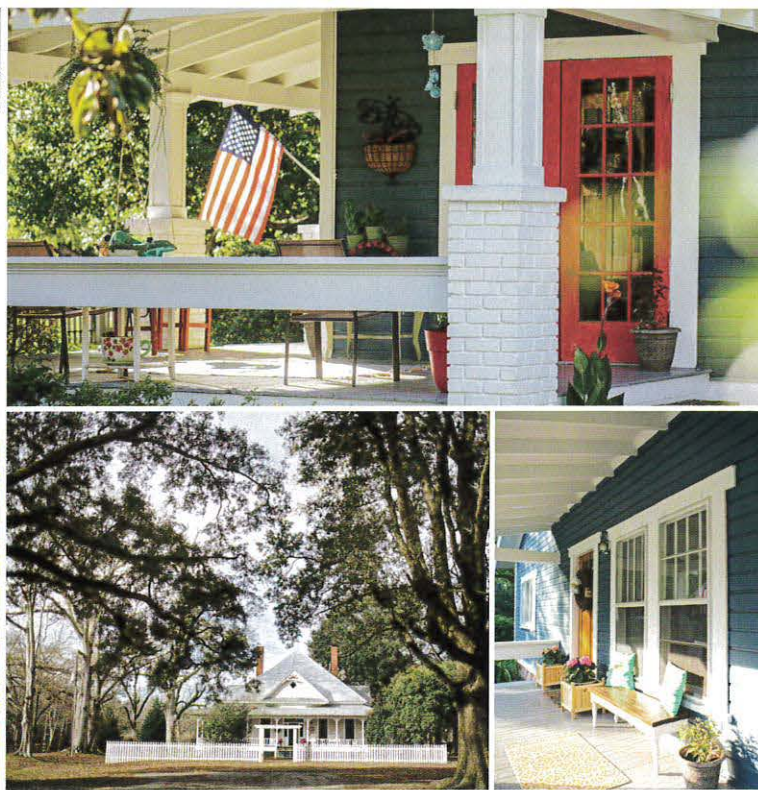
For more information about the schools in north Baldwin County, visit www.bcbe.org. To learn more about the education foundation, visit its website at www.nbcee.org.



The Class of 2019 gathers for a quick victory photo after winning the spirit award at a Pep Rally.



Pine Grove Elementary poses for a team photo at the Heritage Junior Women's Club's Annual Chili Cook Off which raises funds for the North Baldwin Coalition for Excellence in Education's (NBCEE) teacher grant program.



Discover North Baldwin: Real Estate

Come for a visit but stay for a lifetime! Whether you're looking to restore life, love and happiness to an historic home or settle down and raise a family in a subdivision, North Baldwin County offers a wide variety of residential options to choose from.

North Baldwin County is a true testament to Southern hospitality. Neighbors welcome in new residents and sustain lasting relationships with fellow residents. Homes exist for every budget, with properties ranging from modest to extravagant. Land is plentiful and adds to the rustic, woody atmosphere of the county.

New construction and older homes, as well as rural farms and riverfront property can be found throughout North Baldwin. A collection of historic homes exists in the vicinity of the Baldwin County Courthouse, the center of Bay Minette. These homes display the epitome of elegance steeped in richness and personality.

In Bay Minette, prices of homes

can range quite considerably, making it possible for anyone to find an affordable home in this city. Impressive homes with wrap-around porches, professional kitchens and other perks, set upon ample acreage with lakefront views, paint an attractive picture of homes priced at \$350,000 or more.

More economical, but still comfortable dwellings can be snapped up for anywhere from \$100,000 to \$300,000.

A gorgeous Creole-style home can be acquired for as little as \$200,000 with updated features that coincide with today's trends. Houses priced at \$125,000 provide home ownership at a bargain. New construction developments offer affordable living, as North Baldwin offers reasonably priced land,



benefiting both builders and homeowners. The median value of owner occupied housing in Baldwin County is \$ 173,000 (according to census.gov).

Contact the North Baldwin Chamber at 251-937-5665 for a full listing of realtors in our area.

Discover North Baldwin: Business

Most people know Baldwin County as a premier vacation destination, but the lucky ones know that it is an even better place to live and work. Baldwin County is home to more than 210,000 residents and is geographically the largest county in Alabama and one of the largest in the southeast. Baldwin County is the fastest growing county in the state of Alabama, and continues to see growth rates at 2-4% each year, having seen 51% population growth since 2000. The 2,000+ square miles

Most people know Baldwin County as a premier vacation destination, but the lucky ones know that it is an even better place to live and work.

of Baldwin County encompasses a mix of thriving industry that enhances its unmatched quality of life. However, what truly makes Baldwin County unique is the area's people. With a growing population and labor force, Baldwin County is in a great position to prosper and grow for many years to come.

88% of our workforce has a high school diploma or higher and 1 in 10 residents hold a graduate degree. There is a regional labor force of over 500,000 and a local labor force of 90,000 and growing. Education and workforce training is a top priority in Baldwin County and within approximately 50 miles you will find 7 community colleges and 9 universities. Our public school system boasts an 86% graduation

MAJOR EMPLOYERS IN NORTH BALDWIN COUNTY

As reported by the North Baldwin Chamber of Commerce

Company	Industry	Jobs
Baldwin County Commission	Government	626
Standard Furniture	Furniture Manufacturing	500
Baldwin County Public Schools (North Baldwin Feeder Pattern)	Education	493
North Baldwin Infirmary	Healthcare	240
Quincy Compressor	Air Compressors	220
Walmart (Bay Minette)	Retail	215
International Paper	Box Manufacturing	145
DentalEZ	Medical Instruments	95
Gulf Packaging	Box Manufacturing	95
North Baldwin Utilities	Utilities	60

MAJOR MANUFACTURING EMPLOYERS IN BALDWIN COUNTY

As reported by the Baldwin County Economic Development Alliance

Company	Industry	Jobs
UTC Aerospace Systems	Aerospace	875
Standard Furniture	Furniture Manufacturing	500
Ace Hardware Support Center	Hardware Distribution	300
Vulcan, Inc.	Aluminum & Steel Products	247
Quincy Compressors	Air Compressors	220
Bon Secour Fisheries	Seafood Processing	150
Quality Filters	Air Filters	140
Ascend Materials	Fibers and Resins	120
Segers Aerospace	Aerospace and Defense MRO	115
Dental EZ	Medical Instruments	100

rate and consistently outperforms state and national averages in standardized testing.

Put simply, Baldwin County is one of the premier places in Alabama and the southeast to live and work. With miles of coastline from rivers to bays to beaches, classic southern charm and an abundance of attractions and local amenities it's no wonder that Baldwin County's quality of life rating is 178 compared to the national average of 100. Even more, don't think that the high quality of life rating equals a higher cost of living, our cost of living index is 89 compared to the national average of 100.

The fact is that Baldwin County is more than just a beautiful place to live—it's an ideal place to build or grow a business. But don't take our word for it: ask companies like Quincy Compressor, Standard Furniture, Gulf Packaging, UTC Aerospace or any of the more than 6,000 other businesses who have found success here. Since 2010, over 93% of Baldwin County's population growth is a result of international and domestic migration, largely due to a

thriving economy and business development and expansion within the region.

Quite simply, Baldwin County has all the resources to foster and sustain many different kinds of businesses. We have ample educational resources, excellent market access, strong infrastructure support, a willing and

Quite simply, Baldwin County has all the resources to foster and sustain many different kinds of businesses.

able workforce—and one of the most business-friendly economic climates in the nation.

Manufacturing is a major industry for the North Baldwin area. A well-established transportation network of rail systems, airports, interstates, inland waterways and deep-water ports benefit businesses by providing efficient distribution points for their goods. Therefore, this area is fast becoming a hot spot for

industry location.

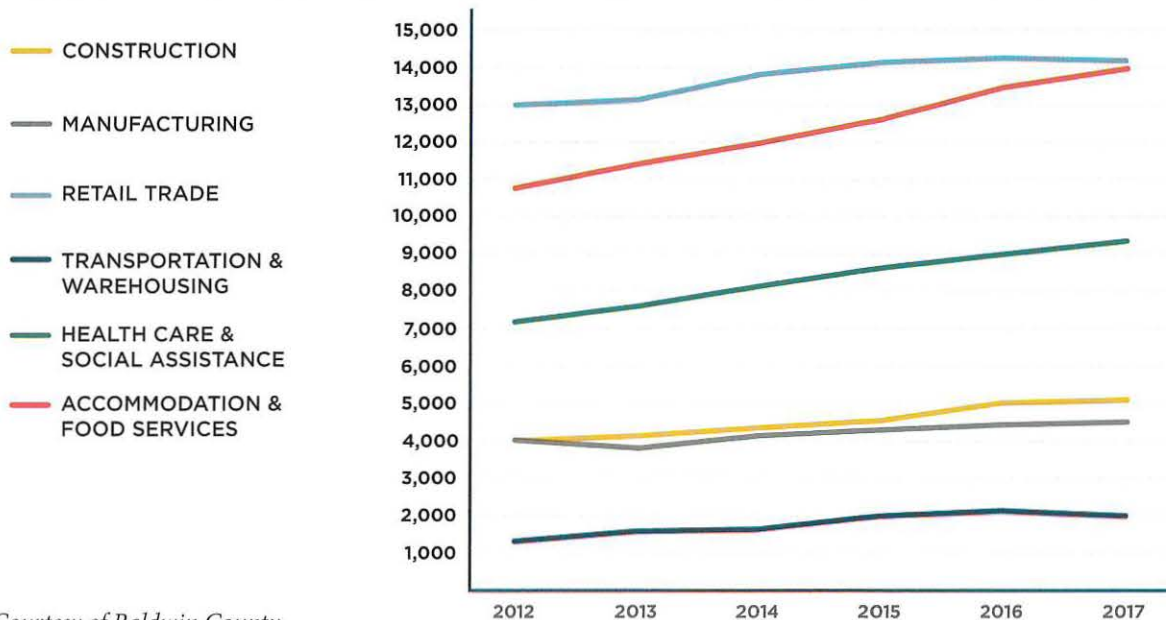
North Baldwin County is the home of the South Alabama Megasite, a 3,000 acre certified site that offers businesses the opportunity to benefit from the excellent transportation links and shovel ready industrial sites. For more information visit www.southalabamamegasite.com.

A multitude of resources exist for companies to start, boost or relocate their business through financing options and supplemental education and training. In addition to bank loans, grants, tax incentives, bonds and other non-traditional loans are available to supplement funding.

With industry growing and a plethora of small business opportunities, North Baldwin County's economic climate is primed for continued growth and success. If you are interested in opening a business or relocating a business to North Baldwin County, please contact the North Baldwin Chamber for more information, 251-937-5665.

Information source: Baldwin County Economic Development Alliance, www.baldwineda.com

TOTAL JOB GROWTH IN KEY INDUSTRY SECTORS



Courtesy of Baldwin County Economic Development Alliance

Source: JobsEQ

2018 Award Winners



**Small Business of the Year:
Teresa's Bar-B-Que**



**New Business of the Year: American
Pride Petroleum**



**Business of the Year: Franklin Primary
Health**



**Harry B. Still, Sr.
Distinguished Service
Award: Shane Hadley**



**First Responder Award: Michael Walker,
Baldwin County Sheriff's Office**



North Baldwin Chamber of Commerce

2018 Categorical Membership Directory

Categorical Membership

Accounting & CPAs

Kubina, Hayles & Associates, P.C.

Jimmy Kubina
2100 Hand Ave
P O Box 970
Bay Minette, AL 36507
Phone: 251-937-5535

Robertson Andreoli & Covington P.C.

Jim Robertson
100 Hand Ave
Bay Minette, AL 36507
Phone: 251-937-5561
www.racpc.com

Wilkins Miller, LLC

Morgan Cooper,
Marketing Coordinator
56 South Section Street
Fairhope, AL 36532
Phone: 251-928-0929
www.wilkinsmiller.com

Advertising & Marketing

Lamar Advertising Company

Linda Preston
3353 Halls Mill Road
Mobile, AL 36606
Phone: 251-479-1422
www.lamar.com

McNutt & Co, LLC

John McNutt
PO Box 2708
Auburn, AL 36831
Phone: 334-501-4807
www.leadershipbycreativity.com/

Signarama

Chase Bowen
2127 N. Hickory Street
Loxley, AL 36551
phone: 251-964-1202
www.signarama.com/al-baldwin

Advertising & Media/Newspaper

Gulf Coast Media

Cliff McCollum
901 N. McKenzie St.
Foley, AL 36535
Phone: 251-943-2151
www.gulfcoastnewspapers.com

Advertising & Media/Telecommunications

Tri-County Broadcasting Inc. DBA WBZR 105.9

Ronnie Hammond
P.O. Box 692
Atmore, AL 36504
Phone: 251-296-2471

Airport, Aviation & Aircraft Maintenance

SkyWarrior Flight Support Inc

Greg Sigler
11981 Airport Rd
Bay Minette, AL 36507
Phone: 251-937-2900
www.skywarriorinc.com/fbo/1r8/

Ambulance/EMT/Paramedic Services

Lifeguard Ambulance Service

Rebekah McCarron
22 Midtown Park West
West Mobile, AL 36606
608 D'Olive Street
Bay Minette, AL 36507
Phone: 251-379-1271
www.lifeguardambulance.com

North Baldwin EMS

John & Melissa Sutton
P.O. Box 189
Bay Minette, AL 36507
Phone: 251-580-9499
www.nb-ems.com/

Apartments & Housing

Bay Minette Rotary Village

John Drinkard
2211 McMillan Ave
Bay Minette, AL 36507
Phone: 251-937-2811

Bayside Apartments

Ashley Benitez
1801 Hwy 31 South
Bay Minette, AL 36507
Phone: 251-937-5233

Cypress Trace Senior Apartments

Kat Louis Butts
904 Clark Avenue
Bay Minette, AL 36507
Phone: 251-580-0005
www.thegatewaycompanies.com

Architect

R. Clark Home Design

Ray Clark
251-261-8044

Artist/Musician

Nita's Art

Nita Robberson

Sylvia Weiss Sinclair, Author

Phone: 251-937-6458
sylsinclair@gmail.com

Sticky Fingers Pottery

Laura B. Jurjevich
Bay Minette, AL 36507
Phone: 251-229-6907

Attorney

Blackburn & Conner, P.C

Daniel Blackburn
110 Courthouse Square
P O Box 458
Bay Minette, AL 36507
Phone: 251-937-1750

Brian A. Dasinger, PC

Brian A. Dasinger
22811 Hwy 98 Suite 3
Fairhope, AL 36532
Mailing Address:
P.O. Box 1557
Fairhope, AL 36533
Phone: 251-928-5588
www.dasingerdefense.com/

Chason & Chason

Allan R Chason, John Earle
Chason, Jessica McDill
300 D'Olive Street
P O Box 100
Bay Minette, AL 36507
Phone: 251-937-2191
www.chasonlaw.com

Doerr Law Firm

Donald D. Doerr Jr.
124 Courthouse Square
Bay Minette, AL 36507
Phone: 251-937-7412

Robert A. Wills, Attorney at Law

Bob Wills
PO Box 547
Bay Minette, AL 36507
Phone: 251-937-2411

Stone, Crosby, P.C.

David Bowman
126 Courthouse Square
Bay Minette, AL 36507
Phone: 251-937-2417
www.sgclaw.com

The Hadley Law Firm, LLC

Jason Hadley
102 West 2nd Street
PO Box 1347
Bay Minette, AL 36507
Phone: 251-937-7777
www.thehadleylawfirm.com

The Law Office of Harry Still III, LLC

Harry Still III
15 Hand Avenue Suite 150
Bay Minette, AL 36507
Phone: 251-202-3234

Automotive Dealer

Chuck Stevens Automotive Group

Sharon Stevens
400 Us Hwy 31 South
P O Box 7
Bay Minette, AL 36507
Phone: 251-937-1000
www.chuckstevensauto.com

Gulf Coast Motors, Inc.

Pete Sellers
2001 Hwy 31 South B
P O Box 896
Bay Minette, AL 36507
Phone: 251-937-6294

Automotive, Tires, Mechanic, Repair & Cleaning

Corley's Auto Care

Marvin Corley
102 N Hoyle Avenue
Bay Minette, AL 36507
Mailing Address:
P.O. Box 998
Bay Minette, AL 36507
Phone: 251-937-1700

Sweat Tire Bay Minette
 Dewane Hayes
 231 South Hwy 31
 P O BOX 1199
 Robertsdale, AL 36567
 Phone: 251-580-8473

Banquet Hall

Rosa's Place
 Rosa Farmer
 101 North Hoyle Ave.
 Bay Minette, AL 36507
 Phone: 251-680-0246

Beauty Salon

Salon Two Eleven
 Nikki Norris
 211 East 1st St
 Bay Minette, AL 36507
 Phone: 251-937-3621

Beverages & Bottling Company

Coca-Cola Bottling Co. Consolidated, Inc
 Tom Hite
 17430 State Hwy 104
 Robertsdale, AL 36567
www.cokeconsolidated.com

Pepsi-Cola Bottling Company
 Ronnie Johnson
 P O Box 1009
 Atmore, AL 36504
 Phone: 251-368-3197

Perdido Vineyards
 Jim Eddins
 22100 County Rd 47
 Perdido, AL 36562
 Phone: 251-937-9463
www.casaperdido.com/

Boat Landing, RV Park, Cabins and Camping

Live Oak Landing
 Managed by Wild Native Inc.
 Kristian Aboud or Michael Dorie
 P.O. Box 7164
 Spanish Fort, AL 36577
 Phone: 251-272-4088
www.liveoakalabama.com

Matthews Landing - Lower Bryant Landing
 Hooper & Diann Matthews
 8900 Lower Bryant Landing Road
 Stockton, AL 36579
 Phone: 251-294-0421
www.matthewslanding.com

Visit beautiful and historic Baldwin County BICENTENNIAL PARK



Baldwin County is the winner of the 2018 "Award for Excellence in County Government—Urban Category" for the Bicentennial Field Trip Program and was honored at this year's ACCA Annual Convention. The ceremony was held on Thursday, August 23, 2018 at Perdido Beach Resort.

Dedicated to preserving the county's rich cultural heritage, Baldwin County Bicentennial Park features a welcome center, 19th century country store and blacksmith shop, nature trail, Indian village, historic Montpelier Methodist Church, a working farm, Veterans Memorial, and more.



51233 State Highway 225 • Stockton, Alabama
 Monday–Saturday 8am–4:30pm • Sunday 12–4pm
 For more information, call (251) 580-1897 or visit baldwincounty.al.gov/community/parks/bicentennial

What's Inside Matters!



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Business & Professional Services

Baldwin County Association of Realtors

Sheila Dodson, CEO
23280 County Rd 65
Robertsdale, AL 36567
Phone: 251-251-947-3777
www.baldwinrealtors.org

Dale Carnegie Training

Marla Warner
82 Plantation Pt.
#115
Fairhope, AL 36532
Phone: 251-408-7126

Global Marketing Solutions

April Boone
1916 S. Bay Street
Foley, AL 36535
Phone: 800-634-8104
gmsthebest.biz

Sunbelt Business Brokers

David Chew
28218 U.S. Hwy 98
Daphne, AL 36526
Phone: 251-626-4949
sunbeltbroker.com/

Church/Religious Organizations

Abundant Life Christian Center

Carol Stevens/Edna Hooks
P O Box 1523
Bay Minette, AL 36507
Phone: 251-937-2677

CityHope Church - Bay Minette

17 Hand Avenue
Bay Minette, AL 36507
Phone: 251-626-0123
www.cityhope.cc

First Assembly of God

Pastor Steve Pettis
1706 US Hwy 31 S
Bay Minette, AL 36507
Phone: 251-937-9030
www.bayassembly.org

First Baptist Church

Dr. Chip Starnes
1201 Hand Ave
P O BOX 1628
Bay Minette, AL 36507
Phone: 251-937-9536
www.fbcbm.com

First Presbyterian Church

Pastor Blair Beaver
211 McMillan Ave
PO Box 1508
Bay Minette(STATE)
Phone: 251-937-7735

First United Methodist Church

Rev. Jay D. Cooper
120 West 2nd Street
P O Box 338
Bay Minette, AL 36507
Phone: 251-937-8303
www.fumcbayminette.org

Immanuel Episcopal Church

Charles Beasley and Claire Jackson
700 McMillan Ave
Bay Minette, AL 36507
Phone: 251-937-7900

St. Agatha Catholic Church

1001 Hand Ave
Bay Minette, AL 36507
Phone: 251-937-8600
www.saintagathaparish.catholic-web.com

Community & Civic Organizations

Bay Minette Area Senior Center

Tina Covington, Community Relations
300 N. Hoyle Ave.
Bay Minette, AL 36507
Phone: 251-580-1619
www.cityofbayminette.org/

Bay Minette Kiwanis Club

Anne Price
North Baldwin Wellness Center
P O Box 195
Bay Minette, AL 36507
Phone: 251-937-5252

Bay Minette Lions Club

Kristina Angelone
P.O. Box 901
Bay Minette, AL 36507
Phone: 251-937-5665 ext 3
www.alabamalions34c.org

Bay Minette Rotary Club

P O BOX 764
Bay Minette, AL 36507

Fort Mims Restoration Association

Claudia Campbell
P.O. Box 9024
Stockton, AL 36579
Phone: 251-533-9024

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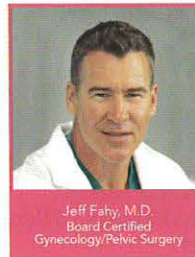
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northbaldwinliteracycouncil.org

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Spanish Fort, AL 36577
Phone: 251-626-1720
www.prodiseepantry.org

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Lana Mummah
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PO Box 244
Foley, AL 36536
Phone: 251-943-2110
www.unitedway-bc.org

Real Estate/ Home Builders

Shane Thompson Builders

Shane Thompson
205 Blackburn Avenue
P O Box 1266
Bay Minette, AL 36507
Phone: 251-580-3110

Recreation/ Entertainment

Bay Minette Municipal Pool Complex

1300 Bradley Avenue
Bay Minette, AL 36507
Phone: 251-937-1367
www.cityofbayminette.org/

Bay Minette Recreation Department & Skating Rink

Kelly Johnson, Recreation
Director
611 McMeans Avenue
Bay Minette, AL 36507
Phone: 251-580-2546
www.cityofbayminette.org

Strike City Lanes

Stephanie Sullivan
613 McMeans Avenue
Bay Minette, AL 36507
Phone: 251-580-2547
www.cityofbayminette.org/

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Advanced Recycling

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Bay Minette, AL 36507
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Restaurant

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Mark Curington
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Phone: 251-580-4400
www.downtowngrill.net/

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Phone: 251-937-6714
www.pizzahut.com

Shrimp Basket

Caitlin Crowe
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www.shrimpbasket.com

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Paul
52860 Hwy 59
Stockton, AL 36579
Phone: 251-580-0608

Street's Seafood Restaurant

Eugene Overstreet
251 US HWY 31 South
Bay Minette, AL 36507
Phone: 251-937-2664

Teresa's Bar-B-Que

Teresa Hicks
207 Oak Street
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Mobile, AL 36605
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www.namanscatering.com

Restaurant/Catering/ Banquet Hall

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Brandon Morrow
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Bay Minette, AL 36507
Phone: 251-404-8429

Retired

Bob Zarr

1700 Dillon Ct
Bay Minette, AL 36507
Phone: 251-937-9173

Danleigh Corbett

1201 Forest Park Ave
Bay Minette, AL 36507
Phone: (251) 580-5640

Don Robinson

Don Robinson
705 Lakeview Dr
Bay Minette, AL 36507
Phone: 251-937-7370

Harry Shiver

55550 St. Hwy 59
Stockton, AL 36579
Phone: 251-937-1391

Rev. Edna Dixon

850-206-4844
revedna20101@hotmail.com

Stephen Sexton

15373 Calvin Richardson Rd
Bay Minette, AL 36507
Phone: 251-406-2637

Septic Tank Services

B & M Septic Tank Services, LLC

Angel Mustin
53931 Modelle Bryars Road
Perdido, AL 36562
Phone: 251-580-4227

Shopping & Specialty Retail

2 Sisters Community Thrift Store

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Bay Minette, AL 36507
Phone: 251-239-8285

4 Bees Apiaries

Darwin Earls
Phone: 251-232-0271

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26091 Equity Dr.
Daphne, AL 36526
Phone: 251-626-0044
www.bayimagesal.com/

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Doug Hicks
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P O Box 728
Bay Minette, AL 36507
Phone: 251-937-2431

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Judy Pimperl
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Phone: 251-937-3572
www.downinthedelta.net

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Guy Landry
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Bay Minette, AL 36507
Phone: 251-937-0830
farmershomefurniture.com/

Furniture Mart

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Phone: 251-937-6480

Greer's Cash Saver

Jan Endfinger, Director
of Marketing & Human
Resource or Tracey Levins,
Store Director
Bay Minette Store
710 McMeans Ave.
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Phone: Bay Minette Store
251-937-8315
Main Office 251-380-7783
www.greers.com

Kelly's Pawn

Kelly Lyon
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Phone: 251-239-8002

Little Reds Crafting

Nancy Harris
2219 Hwy 31
Bay Minette, AL 36507

Mailing Address:

1002 Hand Ave.
Bay Minette, AL 36507
Phone: 251-494-0626

Outdoor Addiction

Pamela Ganey
707 D'Olive Street
Bay Minette, AL 36507
Phone: 251-937-5282

Premier Portable Buildings

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Phone: 251-232-9639

Sam's Club

Leah Tennant
29683 Frederick Blvd.
Daphne, AL 36526
www.samsclub.com

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251-622-8341
twogirlswithscents.scentsy.us/

Scentsy Independent Consultant Jeri Sedivy

Jeri Sedivy
Phone: 251-233-1920
jerisedivy.scentsy.us/

Southern Gyp Boutique

Crystal Moffat
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Bay Minette, AL 36507
Phone: 251-239-8343

Swift Supply Inc.

Roger Farmer
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7300 Dolphin St.
Daphne, AL 36526
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Bay Minette, AL 36507
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www.deltaoutfitters.com

Shopping & Specialty Retail/Tanning Salon

JustATan

Rick Lender
1854 Hand Avenue
Bay Minette, AL 36507
Phone: 251-580-TANS

Shopping & Specialty Retail/Telecommunication

Russell Cellular - Verizon

Jason Goodloe, District Manager
906 McMeans Avenue Ste. A
Bay Minette, AL 36507
Phone: 251-937-2828
russellcellular.com/

Tax Services

H & R Block/East Bay Group, Inc

Doris Wiggans
208 E. 2nd St.
Ste. 2
Bay Minette, AL 36507
Phone: 251-580-4107

Title Company

Alabama Land Title Co.

Coleman Bryars
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Bay Minette, AL 36507
Phone: 251-937-5566
www.alabamalandtitle.com

Veteran's Organization

American Legion Post #188

Nicholas Bowen
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Bay Minette, AL 36507
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Wedding Services

Agape Wedding Services

Rhonda Cockrell
55910 Turkey Bluff Dr
Stockton, AL 36579
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Brian Redmond
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Phone: 251-923-8604
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Bay Minette, AL 36507
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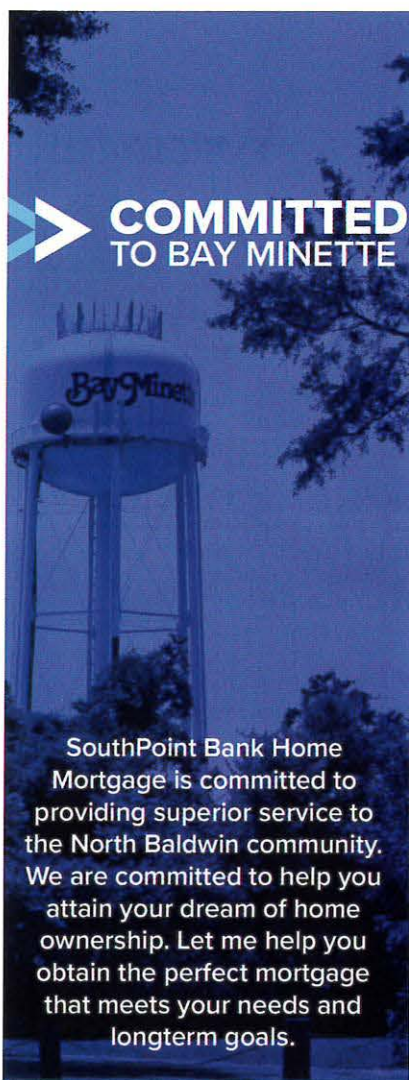
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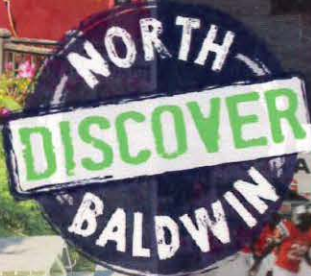
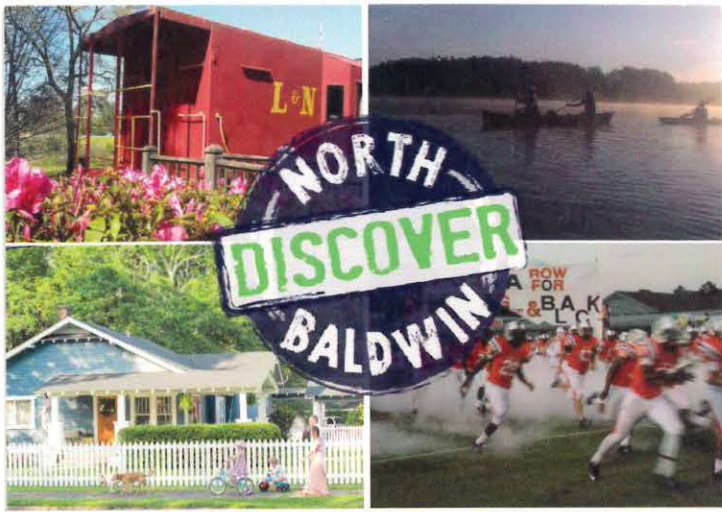
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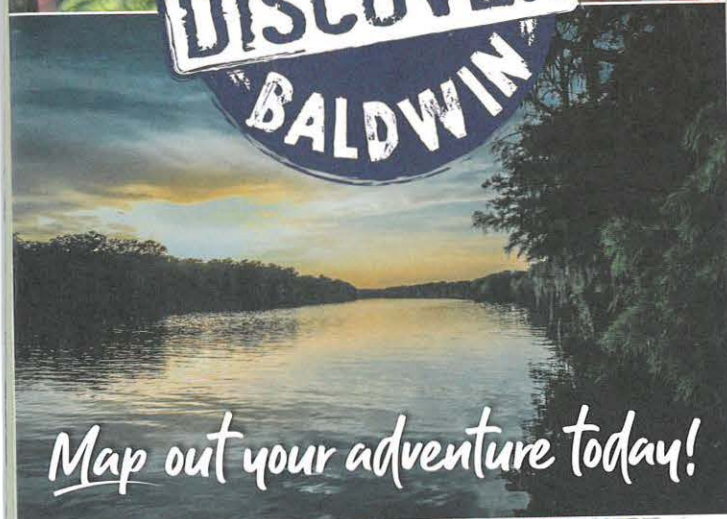
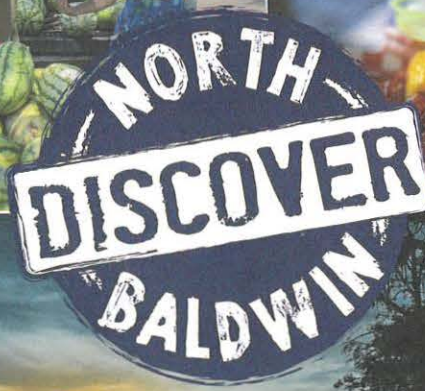
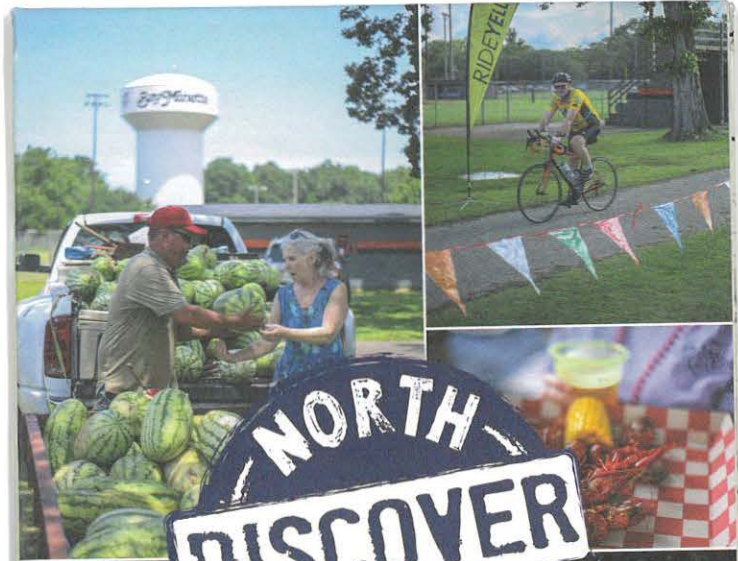
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Commission Decision Items	Requested By	Budget Amount			Code	Notes
Project Description		In the Budget		Removed		
or & Subsidized						
Accounting/Finance - Personnel	Donna Bryars	8,007	plus fringe		51700 salaries/fringe	
Administration - Personnel	Wayne/Anu	18,782	plus fringe		51125 salaries/fringe	
Administration - Strategic plan carryover	Wayne Dyess	20,000			51125.5150	80,000 is being carried over from FY19; an additional 20,000 is being requested to go with that in FY20
Administration - Public Records Request software	Anu Gary	12,000			51125.5235	
Administration - Commission Chambers flooring	Anu Gary	25,000			51125.5231	25,000 is being carried over from FY19; an additional 25,000 is being requested to go with that in FY20
Administration - Central Annex - Robertsdale - furniture	Keri Green	-		21,462	51992.5211.1	New chairs can wait; caps being ordered currently for old chairs per Anu.
Administration - Central Annex - Robertsdale - floors	Keri Green	-		25,783	51992.5231	
Administration - Fairhope Courthouse - small floor scrubber	Gloria Bitto	3,232			51994.5219.001	Scrubber needed (email dated 8-2-19)
Archives - Personnel	Felisha Anderson	42,492	plus fringe		51906 salaries/fringe	Archives Director - possibly increase to 70k
Archives - Alabama 200	Felisha Anderson	15,000			51906.5150.200	
Archives - Historic photo purchases	Felisha Anderson	4,000			currently in 51906.5219	if approved, a sub account will be created
Archives - Commission sponsored events	Felisha Anderson	6,000			51906.5150.03	
Archives - Phone/tablet app development	Wayne/Felisha	10,000			51906.5150	
Bay Minette Courthouse - fountain	Jeb Ball/J Long	10,000	plus maintenance costs	50,725	currently in 51988.5231	with tile is 60,725; plaster only is 33,750; Per Commissioner Ball - decrease to 10k
BC Coliseum - Arena speaker repair	JL/Sonny Hankins	2,000			51986.5231	
BRATS - Personnel	Matthew Brown	(51,947)	plus fringe		51935 salaries/fringe	
Budget/Purchasing - Personnel	Ron Cink	60,000	plus fringe		51725 salaries/fringe	
Building Inspection - Vehicle	Mike Howell	25,000			52710.5500	
Building Maintenance - Personnel	Junius Long	112,146	plus fringe		51995 salaries/fringe	
Building Maintenance - 2500HD Trucks - 2	Junius Long	70,000			51995.5550	replacing a 2008 F150; and a 2013 F150
Building Maintenance - Roofing	Junius Long	491,000			51555.5524.11302	Reroof BM DA office; Repair BM Health Dept; Repair CIS; Repair BOE offices on N Section; Repair Rdale Annex I; Misc. repairs
Building Maintenance - Fork Lift	Junius Long	20,000			51555.5500	
Building Maintenance - Foley Chiller Upgrade	Junius Long	105,918			51555.5524.401	
Building Maintenance - Water Jetter	Junius Long	7,000			51555.5500	
Building Maintenance - Freon change out (R22 to 410A)	Junius Long	80,000			51555.5524.0002	
Building Maintenance - LED lighting project continuation	Junius Long	20,000			51555.5231.0001	
CIS - personnel	Brian Peacock	89,383	plus fringe		51965 salaries/fringe	
CIS - communication equipment	Brian Peacock	24,412			51965.5542	
CIS - vehicle	Brian Peacock	27,587			51965.5550	
CIS - Bay Minette office door upgrade	Brian Peacock	2,922			51965.5219.001	
CIS - Connectivity to Bicentennial Park & Live Oak Park (Commissioner request)	Brian Peacock	-		150,000	51965.5150	Removed per Commissioner Underwood
CIS - EMA UPS	Brian Peacock	75,000			51965.5500	
CIS - Central Annex Auditorium	Brian Peacock	40,000		49,000	51965.5500	Option B will be budgeted per Commissioners
CIS - RF Site - Gulf Shores & Fort Morgan (Commissioner request)	Brian Peacock	986,966			\$398,830 in 51965.5150/588,136 in 51965.5500	Fort Morgan total: \$429,282; Gulf Shores total: \$557,684; per Commission - look into whether E911 can get involved; look at lease/purchase
COA - personnel	Kelly Childress	(20,396)	plus fringe		56200 salaries/fringe	
Coroner - building repairs/improvements	Brian Pierce	49,000			52400.5231	
County Transportation - personnel	Matthew Brown	(33,686)	plus fringe		51935C salaries/fringe	
District Attorney - appropriation	Robert Wilters	126,000			54801.5701/51260.5291.001	90k from SW; 36k from GF
Elections - Handicap voting machines	Judge D'Olive	176,000			51910.5540	
EMA - personnel	Zach Hood	8,003	plus fringe	64,500		Chief Information Officer and Outreach Coordinator position removed
EMA - Hazmat trailer supplies	Zach Hood	40,000			52300.5219.03	
JDC - replacement backup server	R Ballard/T Doerr	54,000			52610.5500	
Personnel - personnel	Deidra Hanak	-	plus fringe		51962 salaries/fringe	
Personnel - vehicle	Deidra Hanak	29,000			51962.5550	
Planning - personnel	Vince Jackson	70,000	plus fringe			

Commission Decision Items	Requested By	Budget Amount		Code	Notes
Project Description		In the Budget	Removed		
Cur & Subsidized					
Planning - Master plan/comprehensive land use planning	Wayne Dyess	150,000		52730.5150.001	
Planning - Impact fee study	Wayne Dyess	-	80,000	52730.5150	Removed per Wayne Dyess
Probate - personnel	Judge D'Olive	95,000	plus fringe	51300 salaries/fringe	
Probate - safety glass partitions in Fairhope & Foley Courthouse	Judge D'Olive	41,000		51300.5540	
Revenue Commission - personnel	Teddy Faust	103,399	plus fringe	51600 salaries/fringe	
Sales Tax - personnel	Ron Cink	(46,728)	plus fringe	51750 salaries/fringe	
Sales Tax - office renovation & taxpayer kiosk	Ron Cink	30,000		51750.5500	
Sales Tax - heavy duty shredder	Ron Cink	-	8,000	51750.5500	Removed per Ron Cink
Misc. Appropriations - Alabmaa CoOp Extension Service	E Huckabay	53,854		51990.5390	
Misc. Appropriations - BC Economic Development Alliance	L Lawson	380,000		51990.5410	380k FY20 request plus 32k FY19 rollover
Misc. Appropriations - Baldwin Co. Heritage Museum	J Taylor	38,200		51990.5299.003 & 51990.5299.0031	req of 35k operations/3200 waiver
Misc. Appropriations - BC Library Cooperative, Inc.	L Reed	108,433		57100.5299	state aid match
Misc. Appropriations - BC Soil & Water Conservation	R Bryars	75,500	60,000	51990.5400, 51990.5400.001	60,000 is specifically for the watershed coordination position
Misc. Appropriations - Bay Minette Rotary Club		500		51990.5362	500 is what has been given to them historically. They have not responded to requests for activities reports in the past nor have they requested the 500 as funding
Misc. Appropriations - Chambers - Central Baldwin	G Quezada	2,000		51990.5294	
Misc. Appropriations - Chambers - Eastern Shore	C Williams	2,000		51990.5294	
Misc. Appropriations - Chambers - North Baldwin	A Davis	5,000		51990.5294	
Misc. Appropriations - Chambers - South Baldwin	D Watts	50,000		51990.5294	possibly reduce appropriation for Gateway to half the cost of the initiative
Misc. Appropriations - Cindy Haber Center Inc. (formerly the MR/DD Board)	Dawn Lindsey	30,000		51990.5346	
Misc. Appropriations - Commission Discretionary Fund		25,000		51990.5342	statutory
Misc. Appropriations - Contingency		200k loaded RN		51990.5290	
Misc. Appropriations - DSD Services Group		24,000		51990.5150.005	
Misc. Appropriations - Gulf Coast RC & D Board		1,500		51990.5371	
Misc. Appropriations - Historical Commission	Mike Bunn	11,000		51990.5352/51908.5230	\$1k for BCHDC admin costs (51990); \$10k for Swift Coles landscaping (51908)
Misc. Appropriations - Jennifer Claire Moore Foundation	Allison Moore	2,000		TBD - currently in 51990.5290	
Misc. Appropriations - Lillian Rec Center		1,200		51990.5345	5 year lease agreement
Misc. Appropriations - Lobby Contract Adams & Reese		72,000		51990.5150.003	
Misc. Appropriations - Lobby Contract Christie Strategy Group		42,000		51990.5150.004	
Misc. Appropriations - Lobby Contract Van Scoyoc Assoc		114,000		51990.5150.001	
Misc. Appropriations - Mobile Bay National Estuary Program	Roberta Swann	75,000		51990.5344	
Misc. Appropriations - North Baldwin Animal Shelter		15,000		51990.5290	
Misc. Appropriations - Rose Center		2,000		51990.5290	
Misc. Appropriations - SAIL senior center	Comm Underwood	150,000		TBD in 51990.5290 for now	
Misc. Appropriations - SARPC	R Rhodes	97,322		51990.5332	
Misc. Appropriations - SAWDC	Josh Duplantis	22,500		51990.5299.012	
Misc. Appropriations - USS Alabama Battleship Commission	J Cobb	10,000		51990.5299.004	Will be funded from the 25k in 51990.5342
Misc. Appropriations - West Florida Regulatory Planning Commission		13,891		51990.5299.005	Related to UPWP (Unified Planning Work Program)
New consoles for Dispatch (6)	Sheriff	110,160		52100.5540	
Sheriff - Motorola System for sixth console	Sheriff	78,750		52100.5542	
Sheriff - Bio Hazard Evidence Processing Room	Sheriff	50,000		52100.5524	
Sheriff - AC replacements in Support Services Bldg (2)	Sheriff	10,000		52100.5540	
Sheriff - Chevrolet Police Tahoes (18)	Sheriff	648,000		52100.5550	
Sheriff - Unmarked vehicles (4)	Sheriff	120,000		52100.5550	
Sheriff - Maintenance truck F150	Sheriff	36,000		52100.5550	
Sheriff - SRO - Ford F150 Police Pursuit	Sheriff	42,000		52100.5550	
Sheriff - Video Systems (13)	Sheriff	78,000		52100.5550.3	
Sheriff - Motorola Radios - vehicles (15)	Sheriff	90,000		52100.5542	
Sheriff - Motorola Radios - handhelds (8)	Sheriff	40,000		52100.5542	
Sheriff - Camera's and Yearly internet fee (14)	Sheriff	47,500		52100.5540	
Sheriff - Equipment for vehicles	Sheriff	264,800		52100.5211.3	

Commission Decision Items		Budget Amount			Code	Notes
Project Description	Requested By	In the Budget		Removed		
General Fund & Subsidized						
Sheriff - Paving around Maint Shop and Fuel Station	Sheriff	-		109,030	52100.5499	removed by Sheriff
Sheriff - Misc equipment for Maintenance Garage	Sheriff	9,600			52100.5499	
Sheriff - Law Enforcement Boat	Sheriff	125,000			52100.5540	
Sheriff - Remodel of Bay Minette bldg for BCSO Admin	Sheriff	500,000			52100.5500	
Jail - Plumbing repair in Center	Sheriff	2,476,000			52200.5524	
Jail - Vandal Proof Lighting	Sheriff	50,000			52200.5231	
Jail - K Block roof reseal	Sheriff	25,000			52200.5599	
Jail - Kitchen floor	Sheriff	20,000			52200.5231	
Jail - AC replacements (6)	Sheriff	40,000			52200.5540	
Jail - AC Chiller replacement	Sheriff	56,000			52200.5231	
Jail - Chevrolet Tahoe	Sheriff	36,000			52200.5550	
Jail - Maintenance Vehicle	Sheriff	42,000			52200.5550	
Jail - Expansion of Facility	Sheriff	38,539,625			52200.5500	
Sub-Total General Fund and Subsidized Funds		48,190,827		618,500		
Highway Funds						
AREA 100:						
Wheel Loader	J Nunnally	393,227			53111.5560	
Dozer	J Nunnally	193,383			53111.5560	
Dumpbed Asphalt Truck	J Nunnally	116,589			53111.5550	
Asphalt Patching	J Nunnally	47,892			53111.5560	
Message Boards (2)	J Nunnally	28,531			53111.5560	
Dump Trucks (6)	J Nunnally	928,461			53111.5560	
Rotary Cutter/Batwing (3)	J Nunnally	47,300			53111.5560	
Flatbed	J Nunnally	57,359			53111.5550	
Tree Shear	J Nunnally	39,748			53111.5560	
Gooseneck - Tilt	J Nunnally	25,544			53111.5560	
Broom	J Nunnally	64,019			53111.5560	
A100 Maintenance Facility	J Nunnally	1,500,000			53111.5500	
Road Widener Attachment	J Nunnally	-		103,082	53111.5560	Removed by J Nunnally
Trucks - 2 Crew Cabs 4x2	J Nunnally	-		58,166	53111.5550	Removed by J Nunnally
Culvert Cleaner	J Nunnally	-		77,729	53111.5560	Removed by J Nunnally
Sand Spreader	J Nunnally	-		17,716	53111.5560	
	SUBTOTAL A100	3,442,052		256,693		
AREA 200:						
Dumpbed Asphalt Truck	J Nunnally	116,589			53112.5550	
Asphalt Patching	J Nunnally	47,892			53112.5560	
Motograder (2)	J Nunnally	554,488			53112.5560	
Mowing Tractor (2)	J Nunnally	142,897			53112.5560	
Dump Trucks (6)	J Nunnally	928,461			53112.5560	
Rotary Cutter/Batwing (3)	J Nunnally	47,300			53112.5560	
Message Boards (2)	J Nunnally	28,531			53112.5560	
Trucks - 2 Crew Cabs 4x2	J Nunnally	58,166			53112.5550	
Fuel Truck	J Nunnally	88,969			53112.5550	
Dozer	J Nunnally	-		193,383	53112.5560	Removed by J Nunnally
Sand Spreader	J Nunnally	-		17,716	53112.5560	Removed by J Nunnally
Hydroseeder	J Nunnally	-		74,166	53112.5560	Removed by J Nunnally
A200 Maintenance Facility	J Nunnally	1,500,000			53112.5500	
Road Widener	J Nunnally	-		184,326	53112.5560	Removed by J Nunnally
	SUBTOTAL A200	3,513,292		469,591		
AREA 300:						

Commission Decision Items		Budget Amount				
Project Description	Requested By	In the Budget		Removed	Code	Notes
Capital & Subsidized						
Motograder (3)	J Nunnally	554,488		272,950	53113.5560	272,950 removed by J Nunnally
Dozer	J Nunnally	193,383			53113.5560	
Mowing Tractor (2)	J Nunnally	142,897			53113.5560	
Rotary Cutter/Batwing (3)	J Nunnally	47,300			53113.5560	
Dump Trucks (6)	J Nunnally	928,461			53113.5560	
Message Boards (3)	J Nunnally	42,797			53113.5560	
Trash Pump	J Nunnally	83,430			53113.5560	
Skid Steer	J Nunnally	87,550			53113.5560	
Gooseneck - Tilt	J Nunnally	25,544			53113.5560	
Trucks - 3 Crew Cabs 4x2	J Nunnally	-		87,249	53113.5550	Removed by J Nunnally
Mini Excavator	J Nunnally	-		63,726	53113.5560	Removed by J Nunnally
BushHog (2)	J Nunnally	-		11,309	53113.5560	Removed by J Nunnally
Fuel Truck	J Nunnally	-		88,969	53113.5560	Removed by J Nunnally
Sand Spreader	J Nunnally	-		17,716	53113.5560	Removed by J Nunnally
Flatbed	J Nunnally	-		57,359	53113.5550	Removed by J Nunnally
Truck - F550, single cab	J Nunnally	-		72,882	53113.5550	Removed by J Nunnally
Culvert Cleaner	J Nunnally	-		77,729	53113.5560	Removed by J Nunnally
	SUBTOTAL A300	2,105,849		749,889		
OTHER:						
Highway - Personnel	J Nunnally	326,595	plus fringe		various	
Rebuild Alabama (Fund 115)	J Nunnally	1,279,536			TBD in Fund 115 expenses for now	
Resurfacing Projects	J Nunnally	4,859,598			TBD in 53100.5150.02164 for now	
Dirt Road Paving Projects	J Nunnally	500,000			TBD in 53100.5150.02164 for now	
Capacity Projects	J Nunnally	60,000		440,000	TBD in 53100.5150.02164 for now	440,000 Removed by J Nunnally
Bridge Projects	J Nunnally	2,200,000			TBD in 53100.5150.02164 for now	
Safety Improvement Projects	J Nunnally	960,000			TBD in 53100.5150.02164 for now	150k project added 8/23/19
Drainage Improvement Projects	J Nunnally	275,000			TBD in 53100.5150.02164 for now	
AFM (Accept for Maintenance) Projects	J Nunnally	475,000			TBD in 53100.5150.02164 for now	
Special Projects	J Nunnally	200,000			TBD in 53100.5150.02164 for now	
Engineering Study	J Nunnally	-		750,000	TBD in 53100.5150.02164 for now	Removed by Commission
Construction Engineering - storage shed	J Nunnally	21,500			53120.5500	
Traffic Control - Bituminous App. Trailer	J Nunnally	23,690			53135.5560	
Traffic Control - Walk Behind Striper	J Nunnally	7,770			53135.5560	
Traffic Control - Flatbed	J Nunnally	57,359			53135.5550	
Traffic Control - Message Board	J Nunnally	14,266			53135.5560	
Traffic Control - Milling Attachment	J Nunnally	28,950			53135.5560	
Traffic Control - Dumpbed	J Nunnally	-		103,000	53135.5560	Removed by J Nunnally
Traffic Control - Skid Steer	J Nunnally	-		69,732	53135.5560	Removed by J Nunnally
Geospatial - Tablet	J Nunnally	8,240			53151.5540	
Geospatial - GPS Rover	J Nunnally	17,510			53151.5540	
Maintenance Engineering - SUV (2)	J Nunnally	56,968			53130.5550	
	SUBTOTAL Other	11,371,982		1,362,732		
Sub-Total Highway Funds		20,433,175		2,838,905		
Solid Waste Funds						
Fund 510 personnel	T Graham	97,218	plus fringe		various	
Dozer - 2 (54300)	T Graham	1,175,000			54300.5500	
Grass Seeder (54300)	T Graham	60,000			54300.5500	
Water Pump (54300)	T Graham	40,000			54300.5500	
Mini Hydraulic Excavator (54300)	T Graham	60,000			54300.5500	

Commission Decision Items		Budget Amount				
Project Description	Requested By	In the Budget		Removed	Code	Notes
Landfill & Subsidized						
Pick-Up Truck (54300)	T Graham	40,000			54300.5500	
Scale House Replacement (54300)	T Graham	75,000			54300.5500	
Lechate Tie-In (54300)	T Graham	50,000			54300.5500	
Polaris ATV (54300)	T Graham	11,000			54300.5500	
Walking Floor Trailer (54325)	T Graham	85,000			54325.5500	
Addition to Administrative Building (54100)	T Graham	500,000			54100.5500	
Software & Reverse Phone System (54100)	T Graham	175,000			54100.5500	
Fund 511 personnel	T Graham	144,907	plus fringe		various	
33 CY ASL Garbage Truck - 3 (54800)	T Graham	825,000			54800.5500	
16 CY ASL Garbage Truck (54800)	T Graham	175,000			54800.5500	
Roll-Off (54800)	T Graham	175,000			54800.5500	
Cart Truck (54800)	T Graham	60,000			54800.5500	
Open Top Roll Out Containers - 4 (54800)	T Graham	18,000			54800.5500	
Vehicle (54801)	T Graham	25,000			54801.5500	
Skid Steer (54802)	T Graham	50,000			54802.5500	
Sub-Total Landfill & Collections		3,841,125				
Other Funds						
Animal Shelter - Intake building	Wayne Dyess	800,000			55410.5500	
Parks - Eastern Shore Trail Pedestrian Bridges – to replace (4) bridge decking	Wayne Dyess	300,000			TBD in 57200P.5150.05159 for now	Budget number - stay the same per J Nunnally; EPA wood will be considered during bid process
Parks - County Park signs	Wayne Dyess	25,000			57200P.5202	5k for branding development; 20k for approx 5 signs at 4k each; Tier 2
Parks - mowers (3)	Wayne Dyess	64,269			57200P.5560	1 mower has fully enclosed cab
Parks - trucks (F150, crew cab 4x2)	Wayne Dyess	29,083			57200P.5550	
Parks - trucks (2 F550 w/dumpbed)	Wayne Dyess	118,362			57200P.5550	
Parks - truck (F550 w/ service set up/crane)	Wayne Dyess	72,882			57200P.5550	Tier 3
Parks - utility vehicles (2)	Wayne Dyess	29,478			57200P.5560	Tier 2
Parks/Archives - Bicentennial Park - painting General Store	Felisha Anderson	10,000			57239.5231	
Parks/Archives - Bicentennial Park - painting Church	Felisha Anderson	10,000			57239.5231	
Parks/Archives - Bicentennial Park - pole barn	Felisha Anderson	75,000			57239.5500	
Parks/Archives - Bicentennial Park - Phase 1	Felisha Anderson	80,000			57239.TBD - budgeted in 5500 for now	
Reappraisal - generator	T Faust	200,000			51810.5500	
Reappraisal - personnel changes	T Faust	148,900	plus fringe		51810 salaries/fringe	
Reappraisal - 3 vehicles	T Faust	114,900			51810.5550	4 vehicles to replace vehicles being sold (3 are new for FY20; 1 was funded in FY19 but could not be purchased at that time)
Sub-Total Other Funds		2,077,874				
Grand Total		74,543,001		3,457,405		

Fund	Account	Amount	Item Description	Reason for rollover
	1 51125.5150	\$ 80,000	strategic plan	has not been purchased yet
	1 51125.5231	\$ 25,000	Commission floors	floors not re-done
	1 52300.5500	\$ 90,000	lean-to	lean-to not purchased
	1 51962.5150	\$ 32,250	salary survey	payments still being made
	1 51965.5500.02	\$ 463,150	county software	payments still being made
120	51810.5550	\$ 25,100	vehicle	unable to purchase desired vehicle in FY19
	1 51994.5500.001	\$ 1,200,000	2nd Floor of Fairhope Courthouse	project continuation
	1 52200.5500	\$ 2,500,000	Jail Plumbing	project continuation
	1 51990.5410	\$ 32,000	Economic Development Alliance	mega-site

****Fringe represents around 20% of the salary cost - fringe not included in numbers below**

Department	Description	Current Salary	Revised Salary	Difference	Totals by Dept
Accounting/Finance	Promote two Senior Accountants, PID806 & PID3000, (EC-08) to Chief Compliance Officers (EC-09)	\$ 160,133	\$ 168,140	\$ 8,007	\$ 8,007
Administration	Create/Promote/Abolish - one Admin Support Specialist I (PID735) to Admin Support Specialist II	\$ 27,637	\$ 29,632	\$ 1,995	
	Create/Promote/Abolish - two Admin Support Specialist III (PID5151 & PID5362) to Admin Support Specialist IV	\$ 65,828	\$ 71,452	\$ 5,624	
	Increase for Assistant Records Manager (new title: Assistant Administrative Services Manager)	\$ 51,951	\$ 57,146	\$ 5,195	
	Increase for Administration/Records Manager (new title: Administrative Services Manager)	\$ 59,032	\$ 65,000	\$ 5,968	\$ 18,782
Archives	Reclass two FT Archives Specialists from Grade G to Grade H (PID5216 & PID5364)	\$ 54,608	\$ 59,264	\$ 4,656	
	Increase for Archives and History (new title: Director of Archives/Special Historic Projects Coordinator)	\$ 58,912	\$ 70,000	\$ 11,088	
	Create/Promote/Abolish - Two PT Office Assistant III positions (PID PT38 & PID PT39) to FT Office Assistant III	\$ 32,516	\$ 59,264	\$ 26,748	\$ 42,492
BRATS	Abolish 1 FT Driver and 3 PT Driver positions (currently vacant: 4003,PT02, PT04, PT14)	\$ 85,633	\$ -	\$ (85,633)	
	Move 2 Bus Drivers (PID343 & PID5183), 1 Scheduling Manager (PID445), 2 Schedulers (PID540 & PID326) from 51935 to 51930	\$ 193,995	\$ 193,995	\$ -	
	Move 1 Bus Driver from 51935C (Fund 103) to 51935 (Fund 143) (PID2080)	\$ -	\$ 33,686	\$ 33,686	\$ (51,947)
Budget/Purchasing	Create Assistant Purchasing Director (grade EC-08)	\$ -	\$ 60,000	\$ 60,000	
	Reclass Purchasing Director salary grade from EC-08 to EC-09	\$ 84,542	\$ 84,542	\$ -	\$ 60,000
Building Maintenance	Reclassify Building Maintenance Engineer III positions from grade J to grade K	\$ 210,870	\$ 217,959	\$ 7,089	
	Create Building Maintenance Engineer IV (new position, grade L), Promote Building Maintenance Engineer III (PID4082); Abolish PID4082	\$ 57,063	\$ 60,904	\$ 3,841	
	Create Building Maintenance Engineer IV (new position, grade L), Promote Building Maintenance Engineer III (PID1042); Abolish PID1042	\$ 58,490	\$ 62,433	\$ 3,943	
	Reclassify Building Maintenance Supervisor positions from grade K to grade M; plus additional increase for PID5367	\$ 110,156	\$ 121,223	\$ 11,067	
	Create HVAC & Preventative Maintenance Technician position (grade L - same as BMEIV)	\$ -	\$ 43,103	\$ 43,103	
	Create Plumbing Technician position (grade L- same as BMEIV)	\$ -	\$ 43,103	\$ 43,103	\$ 112,146
CIS	Create an Audio Visual Teleconference Administrator (grade EC-08), Promote Communications Tech III (PID5137); Abolish PID5137	\$ 50,989	\$ 53,372	\$ 2,383	
	Create Application and Database Services Manager (grade EC-09)	\$ -	\$ 87,000	\$ 87,000	\$ 89,383
COA	Abolish PT Vaughn Center Manager (PT21)	\$ 16,258	\$ -	\$ (16,258)	
	Abolish PT SAIL Center Assistant (PT45)	\$ 14,833	\$ -	\$ (14,833)	
	Create an Administrative Support Specialist IV position, Promote the Chief Administrative Assistant (PID5122); Abolish PID5122	\$ 45,906	\$ 49,200	\$ 3,294	
	Create two Case Worker positions (grade H), Promote two RX Specialist (PID552 & PID771); Abolish PID552 & PID771	\$ 70,789	\$ 75,893	\$ 5,104	
	Reclassify two Case Manager positions from grade H to grade I (PID612 & PID5365)	\$ 70,637	\$ 72,934	\$ 2,297	\$ (20,396)
County Transportation	Move 1 Bus Driver from 51935C (Fund 103) to 51935 (Fund 143) (PID2080)	\$ 33,686	\$ -	\$ (33,686)	\$ (33,686)
EMA	Reclass Assistant EMA Director position from EC-08 to EC-09 and increase pay to \$78,000	\$ 69,997	\$ 78,000	\$ 8,003	\$ 8,003
Highway	Reclass Operations Support Specialist I positions from grade F to grade G - cost center 53100	\$ 31,450	\$ 32,063	\$ 613	
	Reclass Operations Support Specialist I positions from grade F to grade G - cost center 53111	\$ 24,565	\$ 26,971	\$ 2,406	
	Create 2 Laborer positions - cost center 53111	\$ -	\$ 44,848	\$ 44,848	
	Reclass Operations Support Specialist I positions from grade F to grade G - cost center 53112	\$ 31,450	\$ 32,063	\$ 613	
	Increase for A200 Supervisor (PID283) - cost center 53112	\$ 66,625	\$ 72,000	\$ 5,375	
	Increase for A200 Assistant Supervisor (PID284) - cost center 53112	\$ 46,816	\$ 51,497	\$ 4,681	
	Create 4 Laborer positions - cost center 53112	\$ -	\$ 89,696	\$ 89,696	