

PROCEEDINGS HELD BEFORE THE
BALDWIN COUNTY COMMISSION
(Special Work Session)
Tuesday, August 6, 2019

The following proceedings were held on this
the 6th day of August, 2019, at the Baldwin
County Administration Building, Conference Room,
322 Courthouse Square, Bay Minette, Alabama,
before Susan C. Andrews, Certified Court Reporter
Number 287.

A P P E A R A N C E

COUNTY COMMISSIONERS PRESENT:

- Charles F. (Skip) Gruber, Chairman
- Billie Jo Underwood
- Joe Davis, III
- James E. (Jeb) Ball

ALSO PRESENT:

- Wayne Dyess, County Administrator,
Administration Department
- Deidra Hanak, Director, Personnel Department

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

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: All right. Good afternoon. Welcome to the special meeting of the -- special work session of the Baldwin County Commission on Tuesday August the 6th at 1:00 p.m.

And Commissioner Underwood, if you'd lead in the invocation and, Commissioner Davis, do the Pledge.

COMMISSIONER JOE DAVIS, III: Certainly.

INVOCATION

COMMISSIONER BILLIE JO UNDERWOOD: Bow with me, please.

(Commissioner Billie Jo Underwood led in prayer.)

PLEDGE OF ALLEGIANCE

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

(The Pledge of Allegiance was recited.)

1 - DISCUSS AND SELECT CANDIDATES TO INTERVIEW FOR THE APPOINTED POSITION OF COUNTY CLERK/TREASURER

COMMISSION CHAIRMAN CHARLES F. (SKIP)

GRUBER: All right. So what we have on the thing

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1 this morning is a discussion to select candidates
2 to interview for the appointed position of the
3 County Clerk/Treasurer. So --

4 MS. DEIDRA HANAK: I've got my marker
5 ready.

6 COMMISSIONER JAMES E. (JEB) BALL: Do you
7 need just a name?

8 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.

9 MS. DEIDRA HANAK: Yes. Whoever you have
10 on your list that you were interested in
11 interviewing.

12 COMMISSIONER JAMES E. (JEB) BALL: Karmen
13 Still.

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)
15 GRUBER: All right. Let's see. Donna Bryars. I
16 also have Cian Harris [sic].

17 COMMISSIONER BILLIE JO UNDERWOOD:
18 Harrison.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: Harrison. Harrison. Excuse me. And,
21 also, I have Christine Kilpatrick. And that's my
22 list.

23 COMMISSIONER JAMES E. (JEB) BALL: I'm just
24 going to -- On the name is it K instead of a C?
25 And S-T-I-L-L.

26 MS. DEIDRA HANAK: I got it all wrong.

27 COMMISSIONER JAMES E. (JEB) BALL: That's
28 all right. And as soon as Commissioner Underwood

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1 finds her other name out, that'll be another one of
2 mine.

3 COMMISSIONER BILLIE JO UNDERWOOD: Is that
4 the same one?

5 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.
6 (Indicates affirmatively.) The same one.

7 COMMISSIONER BILLIE JO UNDERWOOD: That is
8 her name?

9 COMMISSIONER JAMES E. (JEB) BALL: I -- I
10 don't know the -- the name that we chose.

11 COMMISSIONER BILLIE JO UNDERWOOD: I'm not
12 finding her right now. I thought she was one of
13 the first ones. I'm sorry. I'm getting that old
14 timers.

15 COMMISSIONER JAMES E. (JEB) BALL: What
16 have you got?

17 COMMISSIONER JOE DAVIS, III: I've got the
18 same names that you have down here, the four so
19 far.

20 COMMISSIONER BILLIE JO UNDERWOOD: What's
21 that other name?

22 MS. DEIDRA HANAK: Christine Kilpatrick?

23 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

24 MS. DEIDRA HANAK: I know she's the one
25 that was from the State.

26 COMMISSIONER BILLIE JO UNDERWOOD: She's
27 not --

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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1 GRUBER: State of Alabama auditors.

2 COMMISSIONER BILLIE JO UNDERWOOD: That was
3 a lady from -- that worked for Poarch Creek
4 Indians. Did she -- did anybody drop?

5 MS. DEIDRA HANAK: Huh-uh. (Indicates
6 negatively.) I know which one you're talking
7 about, and I can't think of her name.

8 COMMISSIONER BILLIE JO UNDERWOOD: Here.
9 You look, and I'll look on Deidra's phone.

10 COMMISSIONER JAMES E. (JEB) BALL: You can
11 add the -- Donna Bryars to my list as well.

12 COMMISSIONER BILLIE JO UNDERWOOD: Well, I
13 can tell you my other ones are Donna Bryars, Karmen
14 Still, Cian Harrison. And when we find this
15 lady --

16 MS. DEIDRA HANAK: Okay.

17 COMMISSIONER JAMES E. (JEB) BALL: Cian is
18 one of mine as well.

19 MS. DEIDRA HANAK: All right.

20 COMMISSIONER JAMES E. (JEB) BALL: And this
21 lady from Poarch.

22 COMMISSIONER JOE DAVIS, III: I know --

23 COMMISSIONER BILLIE JO UNDERWOOD: Why
24 can't I remember her name? Donna?

25 MS. DEIDRA HANAK: Is she the one that's
26 from Poarch and is now at OWA?

27 COMMISSIONER BILLIE JO UNDERWOOD: Yeah,
28 she's at OWA.

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1 MS. DEIDRA HANAK: Okay.

2 COMMISSIONER BILLIE JO UNDERWOOD: Did she
3 drop?

4 MS. DEIDRA HANAK: She didn't.

5 COMMISSIONER BILLIE JO UNDERWOOD: She
6 didn't?

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: It was Smith, wasn't it?

9 MS. DEIDRA HANAK: But I'm trying to think
10 if I can find it on my phone.

11 COMMISSIONER BILLIE JO UNDERWOOD: But I
12 looked at Smith, and that was -- don't look like
13 her. You ain't no help.

14 MR. WAYNE DYESS: I didn't look at them.

15 COMMISSIONER BILLIE JO UNDERWOOD: Just
16 kidding. Is it -- Who is Elizabeth Parmer? Is
17 that her? I think that might be her. She lives
18 in -- this person lives in Atmore.

19 It's hard to look at on the phone. I think
20 this is -- this is her. Elizabeth Parmer,
21 P-A-R-M-E-R, like farmer with a P.

22 MR. WAYNE DYESS: She sounds familiar.

23 COMMISSIONER JAMES E. (JEB) BALL: That's
24 her.

25 COMMISSIONER BILLIE JO UNDERWOOD: That's
26 her; right?

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

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1 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

2 MR. WAYNE DYESS: Where is she from? That
3 name sounds familiar for some reason.

4 COMMISSIONER BILLIE JO UNDERWOOD: Atmore.

5 MR. WAYNE DYESS: Atmore?

6 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
7 All right.

8 MS. DEIDRA HANAK: So yours were the same?

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

11 MS. DEIDRA HANAK: That's my method. Okay.
12 So Karmen, Donna, Cian, Elizabeth, and Christine?

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

15 COMMISSIONER BILLIE JO UNDERWOOD: That's
16 five?

17 MS. DEIDRA HANAK: Make sure I've got
18 everybody.

19 COMMISSIONER JAMES E. (JEB) BALL: That's
20 it.

21 COMMISSIONER BILLIE JO UNDERWOOD: Wait. I
22 didn't -- Who is CH? Oh. Cian Harrison.

23 MS. DEIDRA HANAK: Cian.

24 COMMISSIONER BILLIE JO UNDERWOOD: Karmen
25 Still, Donna Bryars -- Who is K.S.?

26 COMMISSIONER JAMES E. (JEB) BALL: Karmen
27 Still.

28 MS. DEIDRA HANAK: Karmen Still.

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1 COMMISSIONER BILLIE JO UNDERWOOD: Oh.
2 You've got her on there twice on mine.

3 MS. DEIDRA HANAK: I sure do, don't I?

4 COMMISSIONER BILLIE JO UNDERWOOD: I'm
5 sitting here going I only told you four.

6 COMMISSIONER JOE DAVIS, III: Yeah. I was
7 wondering where we got five.

8 COMMISSIONER JAMES E. (JEB) BALL: All
9 right. So that's -- There's our five; right?

10 MS. DEIDRA HANAK: That's it. All right.
11 So when do we want -- do we want to set a date?

12 COMMISSIONER JAMES E. (JEB) BALL: Yes, we
13 do.

14 MS. DEIDRA HANAK: All right.

15 COMMISSIONER JAMES E. (JEB) BALL: That's
16 working around our not-so-busy schedule.

17 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.

18 COMMISSIONER JOE DAVIS, III: Okay. We'll
19 probably go --

20 COMMISSIONER JAMES E. (JEB) BALL: We want
21 to do it this month, Deidra --

22 MS. DEIDRA HANAK: Okay.

23 COMMISSIONER JAMES E. (JEB) BALL: -- if we
24 can.

25 Don't you think, Mr. Chairman, that we do it
26 this month and get it over with?

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

28 GRUBER: This week, I don't know. Let me look at

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1 my calendar.

2 COMMISSIONER JAMES E. (JEB) BALL: I mean,
3 we're going to be gone two weeks in September.

4 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.
5 What kind of a hire date though? Because --

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)
7 GRUBER: Well, let's see.

8 COMMISSIONER BILLIE JO UNDERWOOD: -- if by
9 chance --

10 COMMISSIONER JAMES E. (JEB) BALL: We got a
11 conference.

12 COMMISSIONER BILLIE JO UNDERWOOD: Get
13 through budget season. We'll be through with that
14 the second week of September -- I mean, the second
15 meeting in September.

16 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
17 But this position is budgeted for.

18 COMMISSIONER BILLIE JO UNDERWOOD: Oh, it
19 ain't that. It's like, Joey -- They can come to an
20 interview. It's just like if by chance you picked
21 Cian, he was hoping we'd let him get through budget
22 before we stole her. She may not get the job. I'm
23 just --

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

26 MS. DEIDRA HANAK: Of course, you can
27 always do interviews. And then if you picked her,
28 just do the hire date after --

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1 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Yeah.

4 COMMISSIONER BILLIE JO UNDERWOOD: Y'all --
5 y'all come -- y'all tell me some suggestions. My
6 calendar has got dots on just about every day but
7 Sunday.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)

9 GRUBER: Well, I've got one day open from -- in
10 August, and that's the 7th. The rest of them --

11 MS. DEIDRA HANAK: That's tomorrow.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: And the 30th. And the 30th.

14 COMMISSIONER JAMES E. (JEB) BALL: What --
15 what about the 29th?

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)

17 GRUBER: The 29th we've got a special meeting at
18 ten o'clock.

19 COMMISSIONER BILLIE JO UNDERWOOD: Ten
20 o'clock. We could --

21 COMMISSIONER JAMES E. (JEB) BALL: That's
22 not on my calendar, so I don't --

23 COMMISSIONER JOE DAVIS, III: Yeah. What
24 meeting is that?

25 COMMISSIONER BILLIE JO UNDERWOOD: I do.
26 It's -- Do we have to go to that?

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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

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1 COMMISSIONER BILLIE JO UNDERWOOD: Baldwin
2 County Commission Special Meeting, Board of
3 Elections, Special Tax Elections.

4 COMMISSIONER JAMES E. (JEB) BALL: It's not
5 on -- not on mine.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)
7 GRUBER: That's where we have to -- that's when we
8 have to -- that's -- we have to meet and -- here at
9 ten o'clock and go over the election for the School
10 Board.

11 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
12 It's on my --

13 COMMISSION CHAIRMAN CHARLES F. (SKIP)
14 GRUBER: I -- I mean, for the City stuff.

15 COMMISSIONER BILLIE JO UNDERWOOD: It's on
16 my calendar.

17 COMMISSIONER JAMES E. (JEB) BALL: It's not
18 on yours and not on mine; right?

19 COMMISSIONER JOE DAVIS, III: Huh-uh.
20 (Indicates negatively.)

21 COMMISSIONER BILLIE JO UNDERWOOD: Well, I
22 didn't put it on there. Keri did it.

23 COMMISSIONER JAMES E. (JEB) BALL: That's
24 what I'm saying.

25 COMMISSIONER BILLIE JO UNDERWOOD: Well, I
26 had got with Keri the other day and told her she'd
27 better find out everything I'm supposed to get,
28 because I didn't know about --

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1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: You know --

3 COMMISSIONER BILLIE JO UNDERWOOD: -- about
4 Gloria's retirement, and I missed it.

5 COMMISSION CHAIRMAN CHARLES F. (SKIP)

6 GRUBER: BCC special meeting, BOE special school
7 tax election from Bay Minette at 10:00 to 10:30.
8 You know, we can still -- you know, we ain't got
9 but five. There's five people, you know.

10 COMMISSIONER JAMES E. (JEB) BALL: That --
11 that meeting is not going to take long, is it?

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: No. It's -- it's -- it's -- all it is, is
14 to verify the thing. It's going to be a
15 thirty-minute meeting.

16 MR. WAYNE DYESS: Yeah.

17 COMMISSIONER JAMES E. (JEB) BALL: Why
18 can't we roll them in -- why can't we roll them
19 into the same day?

20 MR. WAYNE DYESS: This is a meeting you
21 guys weren't aware of on your calendars?

22 COMMISSIONER JAMES E. (JEB) BALL: Huh-uh.
23 (Indicates negatively.)

24 MR. WAYNE DYESS: We'll get that corrected.

25 COMMISSIONER JAMES E. (JEB) BALL: There
26 is -- Me and Commissioner Davis are not aware of a
27 meeting on the --

28 MR. WAYNE DYESS: Okay.

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1 COMMISSIONER JAMES E. (JEB) BALL: --
2 August the 29th.

3 MR. WAYNE DYESS: I'll --

4 COMMISSIONER JOE DAVIS, III: I remember
5 hearing about -- yeah -- the elected --

6 MR. WAYNE DYESS: Right.

7 COMMISSIONER JOE DAVIS, III: -- part of
8 it.

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: This was a --

11 COMMISSIONER JOE DAVIS, III: But it's not
12 on either of my calendars.

13 COMMISSIONER BILLIE JO UNDERWOOD: That's a
14 short election that --

15 MR. WAYNE DYESS: Yeah. It's --

16 COMMISSIONER BILLIE JO UNDERWOOD: I mean,
17 short meeting.

18 MR. WAYNE DYESS: It's just a --

19 COMMISSIONER BILLIE JO UNDERWOOD: We could
20 actually, since we already have to meet one --

21 COMMISSIONER JAMES E. (JEB) BALL: That's
22 what I just said. We can --

23 COMMISSIONER BILLIE JO UNDERWOOD: Oh. I
24 wasn't listening to you.

25 COMMISSIONER JAMES E. (JEB) BALL: We
26 can -- we can do it all in the same day --

27 COMMISSIONER BILLIE JO UNDERWOOD: Yep.

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

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1 knock it out.

2 COMMISSIONER JOE DAVIS, III: All right.

3 COMMISSIONER BILLIE JO UNDERWOOD: We could
4 actually have one at 4:00 --

5 COMMISSIONER JAMES E. (JEB) BALL: That's
6 here; right?

7 COMMISSIONER BILLIE JO UNDERWOOD: -- and
8 one at 8:00.

9 MS. DEIDRA HANAK: Yeah.

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)
11 GRUBER: Because we'll be here.

12 MS. DEIDRA HANAK: So the last time we
13 scheduled them forty-five minutes apiece.

14 COMMISSIONER JAMES E. (JEB) BALL: We can
15 do --

16 COMMISSIONER BILLIE JO UNDERWOOD: Thirty.

17 COMMISSIONER JAMES E. (JEB) BALL: --
18 thirty minutes apiece?

19 COMMISSIONER BILLIE JO UNDERWOOD: I can do
20 thirty minutes.

21 MS. DEIDRA HANAK: All right.

22 COMMISSIONER BILLIE JO UNDERWOOD: Is that
23 not enough time?

24 COMMISSIONER JAMES E. (JEB) BALL: I think
25 that's plenty of time.

26 COMMISSIONER BILLIE JO UNDERWOOD: What do
27 you think?

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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1 GRUBER: That's fine with me. Whatever, you know.

2 COMMISSIONER BILLIE JO UNDERWOOD: I think
3 thirty minutes --

4 COMMISSION CHAIRMAN CHARLES F. (SKIP)

5 GRUBER: And, you know, I think it -- last time it
6 was forty-five, but it was a waste of time.

7 COMMISSIONER JAMES E. (JEB) BALL: Yeah.
8 We didn't -- we didn't --

9 COMMISSIONER JOE DAVIS, III: Yeah.
10 Thirty.

11 COMMISSIONER JAMES E. (JEB) BALL: We just
12 sat there waiting on people to get there. So --

13 COMMISSIONER JOE DAVIS, III: Yeah.

14 COMMISSIONER BILLIE JO UNDERWOOD: Thirty
15 minutes, two-and-a-half hours with a five-minute
16 break to go to the bathroom.

17 COMMISSIONER JOE DAVIS, III: And what date
18 are we choosing?

19 COMMISSIONER JAMES E. (JEB) BALL: The
20 29th, while we're -- since we're already here.

21 COMMISSIONER JOE DAVIS, III: Okay. The
22 29th August.

23 COMMISSIONER JAMES E. (JEB) BALL: Do you
24 want to just start at 8:00?

25 MS. DEIDRA HANAK: Uh-huh. (Indicates
26 affirmatively.) We can do that.

27 COMMISSIONER BILLIE JO UNDERWOOD: We won't
28 be able to do all of them before 10:00.

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1 COMMISSIONER JAMES E. (JEB) BALL: Oh, I
2 know. But at least we can --

3 COMMISSIONER BILLIE JO UNDERWOOD: Get a
4 couple of them.

5 MS. DEIDRA HANAK: I mean, you could get
6 three.

7 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.
8 And then do two more right after and be done by
9 lunch.

10 MS. DEIDRA HANAK: Uh-huh. (Indicates
11 affirmatively.)

12 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
13 Sounds good.

14 MS. DEIDRA HANAK: Do you want to do it at
15 10:00 -- 10:30?

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: And it'll be here in Bay Minette.

18 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)
20 GRUBER: Because we'll be here anyway. We have
21 to --

22 COMMISSIONER BILLIE JO UNDERWOOD: That
23 won't take --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: -- do this here.

26 COMMISSIONER BILLIE JO UNDERWOOD: That
27 won't take long to do that, that election thing,
28 will it?

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1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: No. It's -- it's about -- about thirty
3 minutes, is what it's called for.

4 COMMISSIONER JAMES E. (JEB) BALL: Will we
5 doing the interviews right here in this room?

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Yeah. We can do -- we can do -- we can do
8 the meeting here, too, I mean, you know, the
9 special meeting. If we hold it --

10 COMMISSIONER BILLIE JO UNDERWOOD: It says
11 Bay Minette.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Oh, wait a minute. Because it has to be
14 televised. Does that not have to be televised?

15 COMMISSIONER BILLIE JO UNDERWOOD: That
16 special meeting --

17 MR. WAYNE DYESS: The special meeting we
18 usually -- we usually --

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: I think --

21 MR. WAYNE DYESS: I don't think it hurts --

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)

23 GRUBER: -- it's televised.

24 COMMISSIONER BILLIE JO UNDERWOOD: It
25 won't --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: It's a short one. Yeah.

28 COMMISSIONER BILLIE JO UNDERWOOD: We can

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1 run out there and come back.

2 MR. WAYNE DYESS: Yeah.

3 COMMISSIONER BILLIE JO UNDERWOOD: So maybe
4 11:00.

5 MS. DEIDRA HANAK: All right.

6 COMMISSION CHAIRMAN CHARLES F. (SKIP)

7 GRUBER: Yeah.

8 COMMISSIONER BILLIE JO UNDERWOOD: 11:00,
9 11:30. Well, then, if --

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: We can hold -- we can hold their
12 interviews in here, have that -- you know, the
13 interview here. And then we can -- because
14 there'll have to be a notice sent out, because it
15 is public.

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

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: And we can -- we can take a break at ten
20 o'clock, recess, and then come back, you know.

21 COMMISSIONER JOE DAVIS, III: And just let
22 the -- whatever order they come know.

23 COMMISSIONER BILLIE JO UNDERWOOD: Can we
24 do like the first interview at like 8:15 since --

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: 8:30. We don't start until 8:30, are we?

27 COMMISSIONER BILLIE JO UNDERWOOD: Huh?

28 Well --

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1 MS. DEIDRA HANAK: Well, it depends --

2 COMMISSIONER BILLIE JO UNDERWOOD: Is --

3 MS. DEIDRA HANAK: -- I guess that's what
4 we're still discussing.

5 COMMISSIONER JAMES E. (JEB) BALL: We
6 can -- we're scheduling a special meeting. So, I
7 mean, we could do -- if we did eight o'clock and
8 then -- and started the interviews at -- It'd be
9 8:30.

10 COMMISSIONER BILLIE JO UNDERWOOD: We could
11 get three of them in before ten o'clock.

12 COMMISSIONER JOE DAVIS, III: That's what I
13 was going to say. And have two right after the
14 meeting. That'll be thirty minutes. So we could
15 get them all --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: Get them out --

18 COMMISSIONER BILLIE JO UNDERWOOD: Well,
19 here's the thing --

20 COMMISSIONER JAMES E. (JEB) BALL: -- done
21 before 11:00.

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

24 COMMISSIONER BILLIE JO UNDERWOOD: We've
25 got to make sure --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)
27 GRUBER: I've got the longest way to travel.

28 COMMISSIONER BILLIE JO UNDERWOOD: -- all

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1 these people -- all these people can come on that
2 day, too.

3 COMMISSIONER JOE DAVIS, III: That's true.

4 COMMISSIONER BILLIE JO UNDERWOOD: That's
5 true. Now, we know two of them work for the
6 County.

7 MS. DEIDRA HANAK: I could try to schedule
8 them for after that meeting. So like Donna would
9 already be up here.

10 COMMISSIONER BILLIE JO UNDERWOOD: They
11 might be able -- like let's just say somebody works
12 somewhere else, and they might need to come the
13 very first thing.

14 COMMISSIONER JAMES E. (JEB) BALL: Well,
15 we're giving them a -- plenty of heads-up. And --

16 COMMISSIONER JOE DAVIS, III: Yeah.

17 COMMISSIONER JAMES E. (JEB) BALL: -- I
18 mean, they've been chosen to be --

19 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.
20 Just --

21 COMMISSIONER JAMES E. (JEB) BALL: --
22 interviewed. I -- I would think I'd be here --

23 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.
24 Just --

25 COMMISSIONER JAMES E. (JEB) BALL: -- if I
26 was --

27 COMMISSIONER JOE DAVIS, III: Sure.

28 COMMISSIONER BILLIE JO UNDERWOOD: -- let

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1 us know what time for sure that you --

2 COMMISSIONER JAMES E. (JEB) BALL: If not,
3 then we're not --

4 COMMISSIONER BILLIE JO UNDERWOOD: -- get
5 that figured it out.

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

7 COMMISSIONER BILLIE JO UNDERWOOD: But if
8 we can just hang out up here that morning, that'd
9 be wonderful. Because this is a busy month.

10 COMMISSIONER JOE DAVIS, III: Well, in
11 consideration of those that are coming from
12 elsewhere, maybe let them pick one of the time
13 slots and then have our two internal people fill
14 in.

15 MS. DEIDRA HANAK: That's normally what I
16 do.

17 COMMISSIONER JOE DAVIS, III: Yeah. That
18 way somebody is not having to leave Timbuktu to get
19 over here by 8:30.

20 COMMISSIONER BILLIE JO UNDERWOOD: Right.

21 MS. DEIDRA HANAK: Right.

22 COMMISSIONER BILLIE JO UNDERWOOD: We've
23 got budget deliberations.

24 COMMISSIONER JOE DAVIS, III: Unless they
25 come over the night before, I mean.

26 COMMISSIONER BILLIE JO UNDERWOOD: Why in
27 the world have we got 8:30 to 5:00 the day before?
28 That's a long --

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1 MS. DEIDRA HANAK: I don't think it
2 normally runs that long.

3 COMMISSIONER JAMES E. (JEB) BALL: We're
4 going to be all right.

5 COMMISSIONER BILLIE JO UNDERWOOD: Put that
6 on there for that long.

7 MS. DEIDRA HANAK: I don't think we've ever
8 used that second day of the budget deliberation,
9 the final deliberation.

10 COMMISSIONER JAMES E. (JEB) BALL: I just
11 want --

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)
13 GRUBER: We have in the past. Yeah. Yeah.

14 COMMISSIONER BILLIE JO UNDERWOOD: Well,
15 Ron and I are going to try to get her down, as long
16 as y'all agree. If y'all don't agree, then we'll
17 be here.

18 COMMISSIONER JAMES E. (JEB) BALL: I was
19 going to let y'all know, too, on Wednesday the
20 28th, before our special meeting, there's a law
21 enforcement breakfast --

22 MS. DEIDRA HANAK: Gosh.

23 COMMISSIONER BILLIE JO UNDERWOOD: That's
24 in Robertsdale.

25 COMMISSIONER JAMES E. (JEB) BALL: -- in
26 that -- in the Annex as well.

27 COMMISSIONER JOE DAVIS, III: I noticed
28 that.

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1 COMMISSIONER JAMES E. (JEB) BALL: And 7:20
2 is when that starts.

3 COMMISSIONER BILLIE JO UNDERWOOD: You know
4 what we need to do is --

5 COMMISSIONER JOE DAVIS, III: 7:20 until
6 8:00 and -- Yeah.

7 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.
8 And the -- the budget deliberations is in that same
9 building.

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

12 COMMISSIONER BILLIE JO UNDERWOOD: So
13 that's great.

14 COMMISSIONER JOE DAVIS, III: Uh-huh.
15 (Indicates affirmatively.)

16 COMMISSIONER BILLIE JO UNDERWOOD: You know
17 what? I need to get that lady from the Sheriff's
18 Department. She's got my wrong e-mail. She keeps
19 sending it to my personal one. I need to get --
20 Because it --

21 COMMISSIONER JAMES E. (JEB) BALL: Right.
22 So it's --

23 COMMISSIONER BILLIE JO UNDERWOOD: Keri is
24 not --

25 COMMISSIONER JAMES E. (JEB) BALL: It's
26 scheduled, Deidra?

27 MS. DEIDRA HANAK: So August 29th starting
28 at 8:15, is that what you wanted? We've got 8:00

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1 and 8:15. Commissioner Gruber?

2 COMMISSIONER BILLIE JO UNDERWOOD: 8:00 is
3 fine.

4 MS. DEIDRA HANAK: 8:00?

5 COMMISSIONER BILLIE JO UNDERWOOD: 8:15 or
6 it don't matter to me. Just tell me what time to
7 be here, and I'll be here.

8 MS. DEIDRA HANAK: Be here by 8:00.

9 COMMISSIONER BILLIE JO UNDERWOOD: Okay.
10 It's five o'clock anyway.

11 COMMISSIONER JOE DAVIS, III: So we're
12 going to try to get three in before our ten o'clock
13 meeting?

14 COMMISSIONER JAMES E. (JEB) BALL: I think
15 we can, because I don't think they'll take -- I --
16 I don't think they'll take the full thirty minutes
17 for each one.

18 COMMISSIONER JOE DAVIS, III: Okay.

19 COMMISSIONER JAMES E. (JEB) BALL: I mean,
20 if --

21 COMMISSIONER JOE DAVIS, III: Just have
22 them all here --

23 COMMISSIONER JAMES E. (JEB) BALL: And if
24 we can't, well, then we'll roll it over until --

25 COMMISSIONER JOE DAVIS, III: -- and ready
26 to go.

27 COMMISSIONER JAMES E. (JEB) BALL: -- after
28 the --

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1 COMMISSIONER JOE DAVIS, III: After the ten
2 o'clock meeting.

3 COMMISSIONER JAMES E. (JEB) BALL: --
4 special meeting.

5 COMMISSIONER JOE DAVIS, III: Which is not
6 going to take long.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)
8 GRUBER: Oh, no.

9 COMMISSIONER JOE DAVIS, III: It shouldn't.
10 All right. You're going to send us something that
11 tells us this?

12 MS. DEIDRA HANAK: Absolutely.

13 COMMISSIONER JOE DAVIS, III: Thank you.

14 MS. DEIDRA HANAK: I will call the
15 applicants. And I will e-mail you a list of times
16 and dates. And we'll do it like we did before.
17 I'll get those packets for you and everything.

18 COMMISSIONER JOE DAVIS, III: Good. Thank
19 you.

20 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

21 COMMISSIONER JOE DAVIS, III: Finance
22 Chairman, question.

23 COMMISSIONER BILLIE JO UNDERWOOD: Yes.

24 COMMISSIONER JOE DAVIS, III: Can Ron give
25 us kind of a where we are right now at our next
26 meeting?

27 COMMISSIONER BILLIE JO UNDERWOOD: Yes, he
28 will.

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1 COMMISSIONER JOE DAVIS, III: I think that
2 would be helpful, not that it's going to
3 necessarily influence decisions on upcoming things,
4 but it would be --

5 COMMISSIONER BILLIE JO UNDERWOOD: Yeah.

6 COMMISSIONER JOE DAVIS, III: -- good for
7 us to kind of see where we are.

8 COMMISSIONER BILLIE JO UNDERWOOD: We
9 actually -- He and I are looking at like these
10 little orange things --

11 COMMISSIONER JOE DAVIS, III: Okay.

12 COMMISSIONER BILLIE JO UNDERWOOD: -- or
13 things that -- Because we've got some numbers here
14 that's like, you know, to get us --

15 COMMISSIONER JOE DAVIS, III: There you go.

16 COMMISSIONER BILLIE JO UNDERWOOD: -- to
17 where we need to be. We're -- we're -- we're --
18 It's -- it's -- it's --

19 COMMISSIONER JOE DAVIS, III: Kind of see
20 where we are.

21 COMMISSIONER BILLIE JO UNDERWOOD: It's
22 doable.

23 COMMISSIONER JOE DAVIS, III: Sure.

24 COMMISSIONER BILLIE JO UNDERWOOD: And some
25 of the things that we, you know -- So --

26 COMMISSIONER JOE DAVIS, III: All right.

27 COMMISSIONER BILLIE JO UNDERWOOD: It's
28 very doable. If you have any particular questions,

1 then I'll be happy to, you know, go over some of
2 those.

3 COMMISSIONER JOE DAVIS, III: No. I'm
4 good.

5 COMMISSIONER BILLIE JO UNDERWOOD: But,
6 yeah.

7

8 **2 - DISCUSSION - SALARY SURVEY**

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: And you're still working on the salary
11 survey; correct?

12 MS. DEIDRA HANAK: Yes. And so I can bring
13 it up, because we're -- we're going to have to make
14 some decisions.

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

17 MS. DEIDRA HANAK: And I don't think it's
18 decisions that we'll actually have to take action
19 on. It's just on a direction that we need to go.
20 And I can -- I can bring it up Thursday, if I need
21 to, or we can talk about it now.

22 COMMISSIONER JAMES E. (JEB) BALL: Let me
23 just ask about it. It is under or over?

24 MS. DEIDRA HANAK: Over, under what?

25 COMMISSIONER JAMES E. (JEB) BALL: Is the
26 salary survey showing that we're paying under, or
27 is it showing that we're paying over?

28 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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1 GRUBER: Under.

2 COMMISSIONER JAMES E. (JEB) BALL: That's
3 what I figured.

4 MS. DEIDRA HANAK: More than anything,
5 under. And so just to -- for the recommendations,
6 if we're just going to bring people up to the very
7 minimum, it's going to be about seven hundred
8 thousand dollars (\$700,000).

9 And so if we also put into -- into the
10 calculation like how long they've been here or how
11 long they've been in a certain position, that will
12 move them within the scale.

13 And so what we're going to have to determine is
14 right now the scale that we have is steps at
15 two-and-a-half percent (2.5%). The -- the pay plan
16 that they are proposing is going to be a open range
17 pay plan. So there's no steps in it. So it'll be
18 a pay-for-performance type of evaluation system,
19 which is not altogether bad.

20 COMMISSIONER JOE DAVIS, III: Huh-uh.
21 (Indicates negatively.)

22 MS. DEIDRA HANAK: But I still have to wrap
23 my head around it, because I've done steps for so
24 long. So I'm still trying to grasp like how we're
25 going to implement it. But on the same side --

26 COMMISSIONER JAMES E. (JEB) BALL: Do we
27 have to go with that? This --

28 MS. DEIDRA HANAK: No. No, we don't.

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1 COMMISSIONER JAMES E. (JEB) BALL: This is
2 just a recommendation that they have.

3 COMMISSION CHAIRMAN CHARLES F. (SKIP)

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

5 MS. DEIDRA HANAK: It's just a
6 recommendation. But the recommendation for the
7 Sheriff's Department is going to keep a step
8 system. And so that's one of the barriers that
9 I've been working on today, is working with CIS to
10 determine if that's something that we can even do.
11 Because we share the same system.

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Yeah.

14 MS. DEIDRA HANAK: And then I know that
15 we're moving systems. But that's not for another
16 year and a half.

17 COMMISSIONER BILLIE JO UNDERWOOD: How
18 accurate are these things? Because of -- like
19 we've got some unique -- we're a unique county.
20 And we ran into that when we were even trying to
21 figure out ten contract people.

22 MS. DEIDRA HANAK: Right.

23 COMMISSIONER BILLIE JO UNDERWOOD: How
24 unique are these? How -- how good do you feel
25 about this data, is my question.

26 MS. DEIDRA HANAK: I feel -- I feel pretty
27 decent about it. What I did over the weekend is I
28 took -- I made my own pay scale so I could

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1 visualize like where someone is moving from and
2 where they're moving to.

3 Because they -- they officially almost doubled
4 our -- the pay scale to like twenty-five (25)
5 grades. And we have sixteen (16) right now. It's
6 not doubled it.

7 Anyhow, so I put them in where they said their
8 pay grade was so I could see where they were moving
9 to and from.

10 And so I did find some discrepancies for maybe
11 a supervisor and an employee within the same grade.
12 So I've got to get back with them to let them know
13 like my thoughts on that.

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

16 MS. DEIDRA HANAK: And then there was some
17 that were just so astronomically high that I
18 don't -- I -- like our Detention Worker I, they had
19 it coming in at twenty-one dollars (\$21) an hour as
20 a starting pay. So I don't know if they meant that
21 for like a corrections officer, which isn't the
22 same.

23 COMMISSIONER BILLIE JO UNDERWOOD: That's
24 what I'm saying is the --

25 COMMISSIONER JOE DAVIS, III: Yeah.

26 COMMISSIONER BILLIE JO UNDERWOOD: -- the
27 definitions may not -- may not match.

28 MS. DEIDRA HANAK: Right.

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1 COMMISSIONER BILLIE JO UNDERWOOD: Well,
2 when we were in that meeting, the last budget
3 meeting that I was in, and I was trying to come up
4 with the right words to -- to ask, and it's like we
5 don't really have a real good career path here.

6 MS. DEIDRA HANAK: Uh-huh. (Indicates
7 affirmatively.)

8 COMMISSIONER BILLIE JO UNDERWOOD: All we
9 have is these pay grades and these -- Every time
10 y'all come in, it's like we've got to change it,
11 because we don't really have a -- a career path for
12 people.

13 Why are we under this type of structure? Is
14 that just the way government works, or is it
15 something that --

16 COMMISSION CHAIRMAN CHARLES F. (SKIP)
17 GRUBER: It was by --

18 COMMISSIONER BILLIE JO UNDERWOOD: -- was
19 chosen?

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)
21 GRUBER: It was by legislative act --

22 COMMISSIONER BILLIE JO UNDERWOOD:
23 Legislative --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)
25 GRUBER: -- that put us into our merit system.

26 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

27 MS. DEIDRA HANAK: Right. So we can
28 choose --

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1 COMMISSIONER BILLIE JO UNDERWOOD: So
2 the -- Okay. So, okay.

3 MS. DEIDRA HANAK: But --

4 COMMISSIONER BILLIE JO UNDERWOOD: So
5 everything I find out, it's we have no power unless
6 we change it through the legislature.

7 MS. DEIDRA HANAK: That particular part.

8 COMMISSION CHAIRMAN CHARLES F. (SKIP)
9 GRUBER: It was -- it was -- it was the -- the
10 legislative act is what created the mechanism.

11 COMMISSIONER JAMES E. (JEB) BALL: Well,
12 that's just the -- that's just the structure of how
13 we set up the merit.

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

16 COMMISSIONER JAMES E. (JEB) BALL: But we
17 can still have --

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)
19 GRUBER: We can still change --

20 COMMISSIONER JAMES E. (JEB) BALL: -- have
21 a career path for these people.

22 COMMISSION CHAIRMAN CHARLES F. (SKIP)
23 GRUBER: You can change. You -- it can be changed.
24 One thing you can't -- I think you can't do, you
25 cannot do away with the merit system --

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

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)
28 GRUBER: -- is what it is.

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1 COMMISSIONER BILLIE JO UNDERWOOD: That
2 wasn't what I was trying to figure out. It was to
3 figure out that like when -- when you give me this
4 list that tells me that you're a -- How do y'all do
5 this? A EO-1 through 9 or something like that? I
6 don't know how you do that.

7 But this person goes from ten thousand dollars
8 (\$10,000) to fifteen thousand dollars (\$15,000).
9 This person goes from twelve thousand dollars
10 (\$12,000) to twenty thousand dollars (\$20,000).

11 That's the kind of thing that I didn't really
12 like seeing, is that, you know, if your position --
13 There's no way for people to ever -- I don't know.

14 MS. DEIDRA HANAK: The -- the succession
15 planning is very difficult. You know, for so long
16 it's if you had a -- a Technician I and a
17 Technician II, the one couldn't move into a II
18 position until that person in that II position left
19 or moved up.

20 But what we're finding in a lot of the
21 positions -- Which is actually a good thing -- is
22 these people are staying longer. And that's --
23 that's essentially what we want is for them to stay
24 until they retire --

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

27 MS. DEIDRA HANAK: -- especially if they're
28 a good employee. And so what the departments are

1 trying to do is create a way to -- to get these
2 people up where they do stay.

3 So the longer they're here, they're not a
4 Technician I for fifteen (15) years before they're
5 able to move up. They've -- they've gained the
6 knowledge, and they're proficient in that position
7 to where they can move into a II position, because
8 now they've gained this extra knowledge to be able
9 to move. And so that's their attempt at -- at a
10 succession plan.

11 COMMISSIONER BILLIE JO UNDERWOOD: I don't
12 know, because HR is not my profession. But I just
13 didn't know if there was any way that could be
14 improved upon or if what we've got is just fine and
15 dandy. And that's what I -- that's what my
16 bottom-line question is, you know.

17 MS. DEIDRA HANAK: Well, anything can
18 always be improved upon.

19 COMMISSIONER BILLIE JO UNDERWOOD: I know.
20 But sometimes we're limited to what we can and
21 can't do. So I -- I guess that's where I'm at from
22 my position with not being -- not being a
23 government worker myself, not knowing how -- I feel
24 like we get a lot of status quo when we have a
25 system like we have.

26 MS. DEIDRA HANAK: Right.

27 COMMISSIONER BILLIE JO UNDERWOOD: You
28 know --

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1 MS. DEIDRA HANAK: No. Absolutely.

2 COMMISSIONER BILLIE JO UNDERWOOD: -- you
3 just show up every day. As long as you're on time
4 and that kind of stuff, you know --

5 MS. DEIDRA HANAK: Right. So -- But, you
6 know --

7 COMMISSIONER BILLIE JO UNDERWOOD: There's
8 no incentive for you to really, you know, --

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: Well, if you want to -- if you want to
11 up -- you know, if you want to go from a Laborer
12 to, say, an Operator IV, you have to bust your
13 butt, you know. You don't just get to sit back,
14 you know. Because you're -- you're -- when you're
15 coming to evaluation time, I mean, you know,
16 it's --

17 COMMISSIONER BILLIE JO UNDERWOOD: Do we
18 have a path, though, that helps them get to that
19 point?

20 COMMISSION CHAIRMAN CHARLES F. (SKIP)

21 GRUBER: They do.

22 COMMISSIONER BILLIE JO UNDERWOOD: Like do
23 we have --

24 COMMISSION CHAIRMAN CHARLES F. (SKIP)

25 GRUBER: They help -- they help train them and
26 everything else, you know. I know the Barns do.
27 They work very closely with their folks trying to
28 train them to help them get to the next level.

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1 MS. DEIDRA HANAK: Right. We help them --

2 COMMISSIONER BILLIE JO UNDERWOOD: I

3 guess --

4 MS. DEIDRA HANAK: -- with their CDL's.

5 COMMISSIONER BILLIE JO UNDERWOOD: I guess
6 that's just the things that I don't know. And I
7 don't know how to know it without just embarking on
8 my own with trying to find it out. But --

9 MS. DEIDRA HANAK: No. And each department
10 is completely different from the next. And so --

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

13 MS. DEIDRA HANAK: -- like our -- the
14 Personnel Department, we have a few certifications
15 that we can do that takes a couple of years that we
16 can attain. So we attain that knowledge and -- and
17 potentially move up.

18 And so like in the case in -- in my department,
19 Brittany wasn't -- really wasn't ready to be the
20 coordinator over all the benefits, but she had a
21 really good understanding and was able to do all
22 the base things. So I just downgraded that
23 position.

24 COMMISSIONER BILLIE JO UNDERWOOD: Okay.

25 MS. DEIDRA HANAK: So in a few years, my
26 intention will be like the succession planning, as
27 she gains more knowledge, to be able to move her
28 up.

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1 COMMISSIONER BILLIE JO UNDERWOOD: I'm
2 okay. I just -- It just don't make sense yet to me
3 because it hadn't soaked in.

4 COMMISSIONER JOE DAVIS, III: Let me -- let
5 me ask a question about the salary survey.

6 MS. DEIDRA HANAK: Yes.

7 COMMISSIONER JOE DAVIS, III: The salary
8 survey is surveying who?

9 MS. DEIDRA HANAK: So they survey. We
10 picked twenty-five (25) entities to choose. And I
11 can -- I have the list in my office.

12 COMMISSIONER JOE DAVIS, III: Okay.

13 MS. DEIDRA HANAK: And so we picked various
14 counties in the bigger cities in Alabama. And I
15 think we got Escambia County in Florida and I think
16 maybe one in Mississippi as well.

17 COMMISSIONER JOE DAVIS, III: So it's
18 just --

19 MS. DEIDRA HANAK: Just the surrounding --

20 COMMISSIONER JOE DAVIS, III: --
21 governmental similarities.

22 MS. DEIDRA HANAK: Yes. And so they did
23 try to reach out to two different private entities
24 for like the computers, since ours were completely
25 different from other places, and -- and they --
26 they did not respond.

27 COMMISSION CHAIRMAN CHARLES F. (SKIP)
28 GRUBER: They didn't --

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1 MS. DEIDRA HANAK: They did not give us any
2 salary data. So --

3 COMMISSIONER JOE DAVIS, III: Uh-huh.
4 (Indicates affirmatively.)

5 MS. DEIDRA HANAK: And -- and we only -- we
6 got about half of the responses back.

7 COMMISSIONER JOE DAVIS, III: So when we
8 have a Technician I and a Technician II, that
9 particular department needs two technicians. And
10 we just happen to bring in a I and we have a II.

11 So we say we can't have two I's. Because to
12 improved people's compensation, they need to be
13 able to show that they can do more and -- and do
14 better.

15 MS. DEIDRA HANAK: Right. And -- and --

16 COMMISSIONER JOE DAVIS, III: So if a
17 department needs four technicians, they could all
18 four be I's or they would be a IV, a III, a II, and
19 a I, based on competencies within -- within that
20 group of four. I mean --

21 MS. DEIDRA HANAK: Right.

22 COMMISSIONER JOE DAVIS, III: -- that's the
23 way I look at it.

24 MS. DEIDRA HANAK: Yeah. And that's how it
25 is. So if -- if -- if Brian has, you know, three
26 Technician III's and one leaves, well, you know,
27 it's -- it's his thought process, well, if I have a
28 II, I can move them up there or --

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1 COMMISSIONER JOE DAVIS, III: So what --

2 MS. DEIDRA HANAK: -- if I don't have
3 anybody, I can move it down to a I and have them --

4 COMMISSIONER JAMES E. (JEB) BALL: And so
5 what he's saying is that if you already got a II,
6 you should be able to move another I up to a II and
7 have two II's?

8 MS. DEIDRA HANAK: Yeah. Absolutely.

9 COMMISSIONER JOE DAVIS, III: Ultimately,
10 we will perform better --

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

12 COMMISSIONER JOE DAVIS, III: -- if all
13 four of our technicians in whatever department have
14 the most skill sets and the most certifications.

15 MS. DEIDRA HANAK: Oh, absolutely.

16 COMMISSIONER JOE DAVIS, III: Does that
17 cost us more? It does. Are -- are we getting
18 more? It should. That's my --

19 MS. DEIDRA HANAK: Absolutely.

20 COMMISSIONER JOE DAVIS, III: That's my
21 thought.

22 MS. DEIDRA HANAK: And that's -- that's one
23 of those moving targets as well. So --

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

26 MS. DEIDRA HANAK: -- you know, the needs
27 for his -- we'll say like the CIS Department, like
28 this is the need right now, that in five years, it

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1 might be a completely different need.

2 COMMISSIONER JOE DAVIS, III: Sure.

3 MS. DEIDRA HANAK: And so that's when he'll
4 go in and -- and restructure and try to move
5 around.

6 COMMISSIONER JAMES E. (JEB) BALL: Well, I
7 think that's one thing that we could probably look
8 into. If we've got these I's waiting to become a
9 II, we should -- they shouldn't have to wait for
10 people to retire.

11 COMMISSIONER BILLIE JO UNDERWOOD: Or die.

12 MS. DEIDRA HANAK: Right. That's --

13 COMMISSIONER JAMES E. (JEB) BALL: I mean,
14 that could be twenty-five (25) --

15 COMMISSIONER JOE DAVIS, III: Because
16 the --

17 COMMISSIONER JAMES E. (JEB) BALL: -- or
18 thirty (30) years.

19 COMMISSIONER JOE DAVIS, III: -- incentive
20 to get better pay --

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

23 COMMISSIONER JOE DAVIS, III: -- is to show
24 that you can do more. And you shouldn't have to
25 wait for somebody ahead of you to fall off before
26 you --

27 MS. DEIDRA HANAK: Right.

28 COMMISSIONER JAMES E. (JEB) BALL: Do you

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1 know a bunch of I's now that are waiting to be a
2 II?

3 MS. DEIDRA HANAK: I mean, not off --

4 COMMISSIONER JOE DAVIS III: Because some
5 of them --

6 MS. DEIDRA HANAK: -- the top of my head.
7 But that's when y'all get inundated at budget
8 time --

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

10 MS. DEIDRA HANAK: -- with these requests
11 of reclassifying and promoting. Because -- And --
12 and that's why like it feels like you're drinking
13 from a firehose at budget time.

14 COMMISSIONER JAMES E. (JEB) BALL: We know
15 that feeling.

16 COMMISSIONER JOE DAVIS, III: Oh, yeah.
17 We've had --

18 MS. DEIDRA HANAK: I feel it, too.

19 COMMISSIONER JOE DAVIS, III: We've had
20 several firehoses.

21 MR. WAYNE DYESS: Mr. Chairman, just from
22 speaking from experience, too, when you have
23 someone good and you really can't move them
24 anywhere because of the salary caps and
25 everything --

26 MS. DEIDRA HANAK: Uh-huh. (Indicates
27 affirmatively.)

28 MR. WAYNE DYESS: -- it's very

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1 disappointing. Because you -- you train people.
2 You spend a lot of time getting them where they --
3 where they want to be. They're motivated. They're
4 excited. And they can't get a raise, so they look
5 elsewhere. So they leave -- leave your
6 organization.

7 COMMISSIONER JOE DAVIS, III: Right.

8 MR. WAYNE DYESS: And so all this money you
9 spent in training is --

10 MS. DEIDRA HANAK: Right. And that's so
11 why, you know, we --

12 COMMISSIONER BILLIE JO UNDERWOOD:
13 Especially like our CDL drivers and people like
14 that.

15 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.
16 (Indicates affirmatively.)

17 MS. DEIDRA HANAK: Uh-huh. (Indicates
18 affirmatively.)

19 COMMISSIONER JOE DAVIS, III: But on the
20 other side --

21 MS. DEIDRA HANAK: I can bring all that.

22 COMMISSIONER JOE DAVIS, III: -- of that
23 coin is if you have a III retire and you move a II
24 to a III --

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)
26 GRUBER: To a III --

27 COMMISSIONER JOE DAVIS, III: -- then the
28 only new person you're bringing in is somebody at

BALDWIN COUNTY COMMISSION SPECIAL WORK SESSION 08/06/2019

1 the lower end of the scale.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: Lower end of the scale. Yeah.

4 MS. DEIDRA HANAK: Right.

5 COMMISSIONER JOE DAVIS, III: That's not
6 always good. It -- it can be, but it's not always
7 good.

8 COMMISSIONER BILLIE JO UNDERWOOD: It isn't
9 always good. You're right.

10 MS. DEIDRA HANAK: Right. And we -- we
11 have very -- I know the Highway Department works
12 like that a lot, because they -- they do try to
13 promote from within. But it's not always the case.

14 So, you know, here lately, trying to get these
15 drivers, they've been, you know -- they've promoted
16 whoever they can promote. They -- they open up the
17 Operator II's and III's, you know, to try to get --

18 COMMISSIONER JAMES E. (JEB) BALL: So will
19 we be bringing this up in a work session soon?

20 MS. DEIDRA HANAK: Yes. I was going to
21 plan on bringing it up. I was going to do like a
22 discussion item probably for next work session --

23 COMMISSIONER JOE DAVIS, III: Yeah.

24 MS. DEIDRA HANAK: -- so that -- so we can
25 go through it. But --

26 COMMISSION CHAIRMAN CHARLES F. (SKIP)

27 GRUBER: And that's --

28 MS. DEIDRA HANAK: But that is why y'all

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1 get all these requests at budget time.

2 COMMISSIONER JOE DAVIS, III: Sure.

3 MS. DEIDRA HANAK: Because they do wait
4 until the end of the year to do it.

5 COMMISSIONER BILLIE JO UNDERWOOD: Well,
6 we're in --

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: One thing --

9 COMMISSIONER BILLIE JO UNDERWOOD: Go
10 ahead.

11 COMMISSIONER CHARLES F. (SKIP) GRUBER: Go
12 ahead. I said, one thing that I know that's going
13 over that salary survey, you know, there was some
14 different ranges, you know. And the one -- the --
15 that affected the budget like -- What was it, seven
16 hundred thousand (\$700,000)? Was that one?

17 MS. DEIDRA HANAK: That's the minimum.

18 COMMISSION CHAIRMAN CHARLES F. (SKIP)

19 GRUBER: If the minimum -- it affected two hundred
20 and two (202) employees. The next one up affected
21 five hundred (500) and something employees. But
22 it's a lot.

23 COMMISSIONER JOE DAVIS, III: Uh-huh.
24 (Indicates affirmatively.)

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: But it took care of a lot more needs. So,
27 you know --

28 MS. DEIDRA HANAK: It really did. And so

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1 that's what I was going to bring to --

2 COMMISSIONER BILLIE JO UNDERWOOD: That's
3 what you're going to bring.

4 MS. DEIDRA HANAK: -- to the work session.

5 COMMISSIONER CHARLES F. (SKIP) GRUBER: And
6 they had some --

7 MS. DEIDRA HANAK: Describe the different
8 ones --

9 COMMISSION CHAIRMAN CHARLES F. (SKIP)
10 GRUBER: -- that was, you know -- we couldn't
11 even -- you know, it was -- it was the ultimate
12 super --

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

15 MS. DEIDRA HANAK: Yeah. It was like
16 two-point-three million (\$2,300,000).

17 COMMISSION CHAIRMAN CHARLES F. (SKIP)
18 GRUBER: -- Mercedes or -- or -- or --

19 COMMISSIONER JOE DAVIS, III: Yeah.

20 MS. DEIDRA HANAK: That's a five star.

21 COMMISSION CHAIRMAN CHARLES F. (SKIP)
22 GRUBER: -- one of those plans, you know. But, you
23 know, we just -- I -- we just couldn't, you know.
24 We never could afford that one. But the other
25 ones, you know, I think that's something that --

26 MS. DEIDRA HANAK: But there's -- there's
27 decisions that we're going to have to make as to
28 whether to have an open range or we -- we can

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1 continue to do steps --

2 COMMISSIONER JOE DAVIS, III: Uh-huh.

3 (Indicates affirmatively.)

4 MS. DEIDRA HANAK: -- and implement
5 policies to where if someone does a good job, they
6 can get extra steps.

7 COMMISSIONER JAMES E. (JEB) BALL: So would
8 the open range kind of work like y'all work as --
9 in a director's spot where a supervisor will be
10 doing an evaluation scale like Commissioner Davis
11 has worked up on a -- not a 1, 2, 3 scale, 1 being
12 the -- or 1 being the worst, 4 being the best, but
13 more of a comprehensive look into this employee's
14 work history? And then if they performing well,
15 then --

16 COMMISSIONER BILLIE JO UNDERWOOD: Rather
17 than these steps.

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

19 MS. DEIDRA HANAK: Right. Right.

20 COMMISSIONER JAMES E. (JEB) BALL: And then
21 they just get a performance raise on top of
22 whatever else we -- the two-and-a-half percent
23 (2.5%).

24 MS. DEIDRA HANAK: So the way --

25 MR. WAYNE DYESS: A -- a merit raise?

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

27 MS. DEIDRA HANAK: It wouldn't -- it
28 wouldn't be -- it would be instead of a

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1 two-and-a-half percent (2.5%).

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

3 MS. DEIDRA HANAK: So it would --

4 COMMISSIONER JAMES E. (JEB) BALL: And so
5 it could be more.

6 MS. DEIDRA HANAK: Right. So, you know, we
7 said -- And that'll be something that they come
8 back and say this is how we suggest you do it.

9 But you can -- Like right now we have a scale
10 of 1 to 5. And we add up and divide. And it might
11 have a three-point-nine-two (3.92). And we can
12 determine, well, okay, so they get a three (3%) --
13 a three percent (3%) raise or a three-point-nine
14 percent (3.9%) raise. So not everybody will have
15 the same hourly rate.

16 COMMISSIONER JAMES E. (JEB) BALL: I
17 just think -- I just think that if we're going to
18 revamp the -- the way we do that, that we structure
19 it, instead of the numbering system --

20 MS. DEIDRA HANAK: Uh-huh. (Indicates
21 affirmatively.)

22 COMMISSIONER JAMES E. (JEB) BALL: This is
23 my -- my opinion.

24 MS. DEIDRA HANAK: Right.

25 COMMISSIONER JAMES E. (JEB) BALL: That we
26 do it -- And I can't even remember the -- the --
27 the -- like name one strength, one weakness. How
28 did you do your little survey that you were doing

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1 for these -- the -- the contract employees?

2 COMMISSIONER JOE DAVIS, III: Well, it was,
3 you know --

4 COMMISSIONER JAMES E. (JEB) BALL: It
5 was more -- it was different from just a regular
6 ole classic evaluation that they used to use.

7 COMMISSIONER JOE DAVIS, III: That's right.
8 Yeah. I mean, you know, you don't say everybody is
9 a good guy and, gosh, this one person is a bad guy.
10 So that person feels horrible. And the others are
11 like, well, we didn't like her anyway, or we didn't
12 like him anyway.

13 MS. DEIDRA HANAK: Yeah.

14 COMMISSIONER JOE DAVIS, III: And that --
15 that's not what we're about. Kind of like
16 longevity, too.

17 MS. DEIDRA HANAK: Right.

18 COMMISSIONER JOE DAVIS, III: I mean,
19 somebody doing a good job at a job that they're
20 kind of -- the ole Peter Principal concept, they're
21 about where they --

22 COMMISSIONER JAMES E. (JEB) BALL: Uh-huh.
23 (Indicates affirmatively.)

24 COMMISSIONER JOE DAVIS, III: -- can go.
25 And if they're doing a good job, I'm okay with
26 having -- in other words, for five years in a row,
27 you're at a -- at a certain level. In the sixth
28 year, you're eligible for some kind of longevity

1 pay.

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

3 COMMISSIONER JOE DAVIS, III: And then --
4 But from -- from what Jeb is talking about, I mean,
5 you're -- you're trying to do strengths,
6 weaknesses, average, and then -- And all of those
7 become interpersonal skills, too. How do you get
8 along with people? Are you on time? Are you a
9 team player?

10 MS. DEIDRA HANAK: Right.

11 COMMISSIONER JOE DAVIS, III: Are you
12 thinking about new ways do things? Are you
13 proposing us going forward? If you're just hanging
14 back and hanging on, we don't need a lot of those.
15 There's some jobs maybe that's --

16 MS. DEIDRA HANAK: Uh-huh. (Indicates
17 affirmatively.)

18 COMMISSIONER JOE DAVIS, III: -- what we
19 need. But --

20 MS. DEIDRA HANAK: Oh, yeah. Absolutely.
21 So I -- I know that they'll bring that. I've --
22 I've reached out to the City of Foley, too.
23 Because Evergreen did their salary survey last year
24 or the year before.

25 And they recently redid their performance plan,
26 which I think is probably going to be similar. So
27 I reached out to them to see how they determined
28 that.

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1 But that's what that is. So it -- it steers
2 away from the steps, like you get two-and-a-half
3 (2.5%), regardless. And it's -- and it's solely
4 performance based.

5 And so it -- but it'll also take a lot of
6 reteaching the supervisors. Like you can't give
7 somebody all 5's all the time. You know, that's
8 just -- or all 3's.

9 COMMISSIONER JOE DAVIS, III: Yeah. It
10 becomes a popularity contest --

11 MS. DEIDRA HANAK: Uh-huh. (Indicates
12 affirmatively.)

13 COMMISSIONER JOE DAVIS, III: -- is what it
14 becomes, unfortunately.

15 MS. DEIDRA HANAK: We have supervisors that
16 give their employees all 3's, regardless. And so
17 it's --

18 COMMISSIONER JOE DAVIS, III: Well --

19 COMMISSIONER BILLIE JO UNDERWOOD: In the
20 middle of the road.

21 MS. DEIDRA HANAK: Uh-huh. (Indicates
22 affirmatively.)

23 COMMISSIONER JOE DAVIS, III: Well, I -- I
24 was in a setting where the supervisor gave
25 everybody the form and let them fill them out. And
26 then if he didn't -- or she didn't agree with them,
27 she might change one or two. But, otherwise, if
28 everybody -- if I -- if I thought I was --

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1 MR. WAYNE DYESS: A self-evaluation form?

2 COMMISSIONER JOE DAVIS, III: Yeah.

3 MS. DEIDRA HANAK: Right. So that's
4 something, you know, that -- that'll be
5 forthcoming, too. But I have just reached out to
6 them like in desperation. Please just give me a
7 rough dollar figure so we can at least put some of
8 that aside. And so they were able to give that to
9 me.

10 COMMISSIONER JOE DAVIS, III: It's also
11 a --

12 MS. DEIDRA HANAK: It's a very rough draft.

13 COMMISSIONER JOE DAVIS, III: -- great
14 opportunity for a department head to sit down with
15 each person during this evaluation, not only to
16 evaluate them, but to talk about what we are doing.

17 MS. DEIDRA HANAK: Right.

18 COMMISSIONER JOE DAVIS, III: And do you
19 have ideas about --

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

22 COMMISSIONER JOE DAVIS, III: -- better
23 ways? And sometimes the line people are the ones
24 that can come up with the best succession --
25 suggestion. And it might streamline something --

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

28 COMMISSIONER JOE DAVIS, III: -- or it

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1 might show that something is no longer needed in
2 that form, but in a different form.

3 MR. WAYNE DYESS: Right.

4 MS. DEIDRA HANAK: Right.

5 COMMISSIONER JOE DAVIS, III: So it's a --
6 it's a two-edged learning process. I mean, they're
7 getting evaluated. They're anxious about, you
8 know, staying onboard or -- or being eligible for
9 more things.

10 But it also gives us a chance to listen to what
11 goes on. I mean, I can't tell the guy on the -- on
12 the garbage truck how best to do it. He's the one
13 that can.

14 MS. DEIDRA HANAK: Right.

15 COMMISSIONER JOE DAVIS, III: And he and
16 his supervisor need to talk about that.

17 MS. DEIDRA HANAK: Right. So we'll have
18 some decisions to make, you know, in -- in which
19 way we want to go with all of it. And I'll just --
20 I can bring it to work session next week.

21 COMMISSIONER JOE DAVIS, III: Good.

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

24 COMMISSIONER JOE DAVIS, III: Very good.

25 MS. DEIDRA HANAK: Okay.

26 COMMISSIONER JAMES E. (JEB) BALL: Well,
27 Mr. Chairman, if we're done here, I make a
28 motion --

1 COMMISSION CHAIRMAN CHARLES F. (SKIP)

2 GRUBER: Okay.

3 COMMISSIONER JAMES E. (JEB) BALL: -- we
4 adjoin.

5

6 **3 - PUBLIC COMMENT**

7 COMMISSIONER CHARLES F. (SKIP) GRUBER:

8 Okay. Well, I got -- Is there any public comments?
9 (No response.)

10

11 **4 - PRESS QUESTIONS**

12 COMMISSION CHAIRMAN CHARLES F. (SKIP)

13 GRUBER: Press questions?

14 (No response.)

15 COMMISSION CHAIRMAN CHARLES F. (SKIP)

16 GRUBER: None.

17

18 **5 - COMMISSIONER COMMENTS**

19 COMMISSION CHAIRMAN CHARLES F. (SKIP)

20 GRUBER: Commission comments?

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

22 MS. DEIDRA HANAK: Thank y'all.

23

24 **6 - ADJOURNMENT**

25 COMMISSION CHAIRMAN CHARLES F. (SKIP)

26 GRUBER: All right. Do I hear a motion to adjourn?

27 COMMISSIONER JAMES E. (JEB) BALL: Yes,
28 sir.

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1 COMMISSIONER JOE DAVIS, III: So moved.

2 COMMISSION CHAIRMAN CHARLES F. (SKIP)

3 GRUBER: I've got a motion made by Commissioner
4 Ball, seconded by Commissioner Davis.

5 COMMISSIONER JOE DAVIS, III: That's
6 correct.

7 COMMISSION CHAIRMAN CHARLES F. (SKIP)

8 GRUBER: Any further discussion?

9 (No response.)

10 COMMISSION CHAIRMAN CHARLES F. (SKIP)

11 GRUBER: If not, all in favor, signify by saying
12 aye.

13 (Commissioners say "aye" in unison.)

14 COMMISSION CHAIRMAN CHARLES F. (SKIP)

15 GRUBER: They ayes have it. The meeting is
16 adjourned at 1:36.

17

18 (The Baldwin County Commission Special Work Session was
19 adjourned at 1:36 p.m.)

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CHL # H

C E R T I F I C A T E

STATE OF ALABAMA)

BALDWIN COUNTY)

I hereby certify that the above and foregoing transcript was taken down by me in stenotype and the proceedings were transcribed by means of computer-aided transcription, and that the foregoing represents a true and correct transcript of the meeting given by said parties upon said meeting.

I further certify that I am neither of counsel nor of kin to the parties, nor am I in anywise interested in the result of said proceedings.



SUSAN C. ANDREWS,
Certified Court Reporter,
Certification No. 287

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