

PROCEEDINGS HELD BEFORE THE  
BALDWIN COUNTY COMMISSION  
(Special Work Session)  
Tuesday, November 5, 2019

The following proceedings were held on this  
the 5th day of November, 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:**

Billie Jo Underwood, Chairman

Charles F. (Skip) Gruber

James E. (Jeb) Ball

Joe Davis, III

**ALSO PRESENT:**

Wayne Dyess, County Administrator,

Administration Department

Deidra Hanak, Director, Personnel Department

## BALDWIN COUNTY COMMISSION SPECIAL WORK SESSION 11/05/2019

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

COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

Okay. Welcome to the November 5, 2019, Baldwin County Commission Special Work Session.

**INVOCATION**

COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

I've asked Commissioner Ball to lead us in the invocation.

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

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

**PLEDGE OF ALLEGIANCE**

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

(The Pledge of Allegiance was recited.)

COMMISSIONER JOE DAVIS, III: Thank you.

**1 - DISCUSS AND SELECT CANDIDATES TO INTERVIEW FOR THE APPOINTED POSITION OF COUNTY BUILDING OFFICIAL**

COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

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1 Okay. I guess, Deidra, you're just going to do a  
2 little --

3 COMMISSIONER JAMES E. (JEB) BALL: So what  
4 I was going to ask you, Deidra --

5 MS. DEIDRA HANAK: Yes, sir.

6 COMMISSIONER JAMES E. (JEB) BALL: -- is  
7 these people all here probably have jobs, most of  
8 them. They have to give notice to their jobs. All  
9 of them probably have to give, what, two weeks'  
10 notice?

11 MS. DEIDRA HANAK: At least, I would think.

12 COMMISSIONER JAMES E. (JEB) BALL: So we  
13 need to interview this week, probably.

14 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
15 Well, you know what? What about --

16 COMMISSIONER JOE DAVIS, III: Do we  
17 currently have somebody second in command if Howell  
18 was out sick or injured or any of that sort of  
19 stuff? How do we --

20 COMMISSIONER CHARLES F. (SKIP) GRUBER:  
21 We've got a deputy.

22 MS. DEIDRA HANAK: He was --

23 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
24 I'm available --

25 MS. DEIDRA HANAK: -- just promoted.

26 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
27 I'm available --

28 MS. DEIDRA HANAK: -- last month,

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1 September.

2 COMMISSION CHAIRMAN BILLIE JO

3 UNDERWOOD: -- 10:30 on Friday, if any of these can  
4 come Friday afternoon. Are y'all available this  
5 coming --

6 COMMISSIONER JAMES E. (JEB) BALL: I'm  
7 available Friday.

8 COMMISSION CHAIRMAN BILLIE JO

9 UNDERWOOD: -- Friday afternoon?

10 COMMISSIONER JAMES E. (JEB) BALL: But I'm  
11 just trying to figure out --

12 COMMISSIONER CHARLES F. (SKIP) GRUBER:  
13 This Friday I'm not available.

14 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
15 Not at all?

16 COMMISSIONER CHARLES F. (SKIP) GRUBER: I  
17 can't do it this Friday.

18 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
19 Okay. Well, then not this Friday. We -- we'll be  
20 out to town. We won't be able to fit it in before  
21 then. So --

22 COMMISSIONER JOE DAVIS, III: Yeah, and --

23 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
24 Monday is a holiday.

25 COMMISSIONER JAMES E. (JEB) BALL: So  
26 let's -- let's -- let's streamline the work session  
27 on Tuesday.

28 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

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1 Okay.

2 COMMISSIONER JAMES E. (JEB) BALL: And  
3 let's have the meetings down in Robertsdale.

4 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
5 Okay.

6 COMMISSIONER JAMES E. (JEB) BALL: How  
7 about that?

8 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
9 Okay.

10 COMMISSIONER JOE DAVIS, III: What's where  
11 the meeting on the 12th will be?

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

13 MR. WAYNE DYESS: We'll be meeting with  
14 Commissioner Elliott. Is that --

15 COMMISSIONER JAMES E. (JEB) BALL: I ain't  
16 worried about that. That -- that -- that --

17 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
18 If we streamline the -- We can start at 10:30.

19 COMMISSIONER JAMES E. (JEB) BALL: Usually  
20 we just set a time to have them. And -- and we  
21 will get through with the meeting before then.

22 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
23 We will. You going to help us?

24 MR. WAYNE DYESS: I will. I can talk real  
25 fast.

26 COMMISSIONER JAMES E. (JEB) BALL: And then  
27 that gives -- Mr. Gruber, that will give us -- if  
28 we pick somebody that day, that gives fair enough

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1 to time to put in their two weeks' notice and then  
2 start on the 1st or whenever. That would be the  
3 2nd; right?

4 MS. DEIDRA HANAK: Yeah.

5 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
6 If we pick somebody that day, they can put in their  
7 two weeks. And it takes two or three days on their  
8 drug test all that kind of stuff?

9 MS. DEIDRA HANAK: Not very long.

10 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
11 Can they do that before they actually quit their  
12 other job?

13 MS. DEIDRA HANAK: Oh, yeah. Absolutely.

14 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
15 So they might be ready to roll by the end of the  
16 month.

17 MS. DEIDRA HANAK: We try to do that within  
18 the first few days offering them.

19 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
20 We'll try that.

21 COMMISSIONER JAMES E. (JEB) BALL: And  
22 that -- that way -- that might be beneficial to  
23 some of these people that we may pick that's  
24 driving down --

25 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
26 Do that.

27 COMMISSIONER JAMES E. (JEB) BALL: -- from  
28 the beach area. They can just stop in Robertsdale



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1 instead of coming all the way here. So that  
2 works --

3 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
4 Do it at Robertsdale, yeah.

5 COMMISSIONER JAMES E. (JEB) BALL: At what  
6 time?

7 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
8 10:30.

9 COMMISSIONER JAMES E. (JEB) BALL: All  
10 right. So that's good and set.

11 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
12 Okay.

13 COMMISSIONER JAMES E. (JEB) BALL: Remember  
14 that when you're running that meeting.

15 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
16 You'll remind me.

17 COMMISSIONER JOE DAVIS, III: Yeah.  
18 She'll --

19 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
20 You'll kindly remind me of it. Okay. So you --

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

23 COMMISSION CHAIRMAN BILLIE JO  
24 UNDERWOOD: -- want to go ahead and --

25 COMMISSIONER JAMES E. (JEB) BALL: Did you  
26 pick on those how you were going to do the public  
27 hearings and all that stuff? We have five of them.  
28 We don't have to hear it at had the work session;

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1 right?

2 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

3 Yeah.

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

5 COMMISSIONER CHARLES "SKIP" GRUBER: Why?

6 Why, on the public hearings, why are you --

7 COMMISSIONER JAMES E. (JEB) BALL: We're  
8 going to hear them at the meeting.

9 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
10 Duplicity.

11 COMMISSIONER CHARLES F. (SKIP) GRUBER:  
12 Okay.

13 COMMISSIONER JAMES E. (JEB) BALL: Maybe if  
14 we're going to try to push this in -- we'll see.

15 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
16 Okay. Jeb, you're first.

17 COMMISSIONER JAMES E. (JEB) BALL: Yeah.  
18 I'll let somebody else go.

19 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
20 Okay.

21 COMMISSIONER JAMES E. (JEB) BALL: I'll go  
22 last.

23 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
24 Okay. Joe.

25 COMMISSIONER JOE DAVIS, III: Um --

26 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
27 I'm ready.

28 COMMISSIONER CHARLES F. (SKIP) GRUBER: I'm

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1 ready, too.

2 COMMISSIONER JOE DAVIS, III: Go ahead.

3 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

4 Cortinas, Franklin. I can't see. I don't know if  
5 you've written it yet.

6 MS. DEIDRA HANAK: Sorry.

7 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

8 Harper, Jones, and Butler.

9 COMMISSIONER JAMES E. (JEB) BALL: That's  
10 exactly my -- my five are the same.

11 MS. DEIDRA HANAK: Okay.

12 COMMISSIONER JAMES E. (JEB) BALL: One,  
13 two, three, four, five. My five are exactly the  
14 same.

15 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD: I  
16 haven't talked to him.

17 COMMISSIONER JOE DAVIS, III: I'm good with  
18 those five.

19 MS. DEIDRA HANAK: All right.

20 COMMISSIONER CHARLES F. (SKIP) GRUBER:  
21 I've got Franklin, Mark Savasta, Jones, and Lowe.

22 MS. DEIDRA HANAK: What was the last one?

23 COMMISSIONER CHARLES F. (SKIP) GRUBER:  
24 Lowe.

25 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
26 Lowe. You don't want a fifth one?

27 COMMISSIONER CHARLES F. (SKIP) GRUBER: I  
28 don't need a fifth one.

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1 MS. DEIDRA HANAK: Okay. So we've got  
2 these and then with the extra ones for Savasta and  
3 Lowe.

4 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
5 So there's only one vote for those two. So I guess  
6 it's going to be those five.

7 MS. DEIDRA HANAK: These five?

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

10 MS. DEIDRA HANAK: Okay. Okay. Record  
11 time.

12 COMMISSIONER JOE DAVIS, III: All right.  
13 We're bound to do five? Is that a legal  
14 requirement, internal requirement, past way of  
15 doing things?

16 COMMISSIONER JAMES E. (JEB) BALL: We can  
17 interview -- we can interview Skip's other two.

18 COMMISSIONER JOE DAVIS, III: That's what I  
19 was going to say --

20 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
21 You want to --

22 COMMISSIONER JOE DAVIS, III: -- while  
23 we've got --

24 COMMISSIONER JAMES E. (JEB) BALL: Sure.

25 COMMISSIONER JOE DAVIS, III: -- them here.

26 COMMISSIONER JAMES E. (JEB) BALL: Add all  
27 seven.

28 MS. DEIDRA HANAK: All right.

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1 COMMISSIONER JAMES E. (JEB) BALL: There's  
2 no -- we set the five rule. There is no rule. We  
3 set it. We can interview this whole page of  
4 people.

5 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
6 We might be missing out on somebody if we don't.  
7 All right. And Chris' meeting is in  
8 the auditorium. It won't affect --

9 COMMISSIONER JAMES E. (JEB) BALL: Not  
10 worried about --

11 COMMISSION CHAIRMAN BILLIE JO  
12 UNDERWOOD: -- our meeting at all.

13 COMMISSIONER JAMES E. (JEB) BALL: --  
14 Chris' meeting. We'll tell Chris we're a little  
15 behind if we have to.

16 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
17 Okay. We can actually -- if we need a sandwich or  
18 something, we can bring it in.

19 COMMISSIONER JOE DAVIS, III: What time of  
20 day are we interviewing, and when will they be  
21 told --

22 COMMISSIONER JAMES E. (JEB) BALL: 10:30 --

23 COMMISSIONER JOE DAVIS, III: -- to be  
24 here?

25 COMMISSIONER JAMES E. (JEB) BALL: -- is  
26 when we're going to start.

27 COMMISSIONER JOE DAVIS, III: And we'll  
28 have them all here at 10:30?

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1 COMMISSIONER JAMES E. (JEB) BALL: Want to  
2 do --

3 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
4 If the person that lives away wants to do --

5 COMMISSIONER JAMES E. (JEB) BALL: You want  
6 to do 15-minute time slots? You think that'll  
7 be -- I think -- Don't you think that'll be plenty  
8 enough time to talk with these people?

9 MS. DEIDRA HANAK: All right. We can do  
10 that.

11 COMMISSIONER JAMES E. (JEB) BALL: Or you  
12 can -- if we just --

13 MS. DEIDRA HANAK: Want to do 20 minutes?

14 COMMISSIONER JAMES E. (JEB) BALL: Let's do  
15 20 minutes. We did 30 minutes --

16 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
17 20.

18 COMMISSIONER JAMES E. (JEB) BALL: -- I  
19 mean --

20 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
21 We were waiting on people.

22 COMMISSIONER JAMES E. (JEB) BALL: -- we're  
23 looking at two hours and ten minutes if we did  
24 that.

25 COMMISSIONER JOE DAVIS, III: Yeah. I'd  
26 rather them be here and have to wait --

27 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
28 Well, 20 --

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1 COMMISSIONER JOE DAVIS, III: -- in  
2 between.

3 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
4 If you did it rocket-docket like style, that's  
5 140 minutes. That's just two hours and 20 minutes.  
6 So we should be done by one o'clock, 12:50.

7 COMMISSIONER JOE DAVIS, III: But what we  
8 don't want to be is sitting here, wherever we're  
9 meeting, waiting on the next person.

10 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
11 Right.

12 COMMISSIONER JAMES E. (JEB) BALL: That's  
13 what we did last time.

14 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
15 All right. Good -- good deal.

16

17 **2 - PUBLIC COMMENTS**

18 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
19 Any comments from the public?

20 (No response.)

21

22 **3 - PRESS QUESTIONS**

23 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
24 No press.

25 COMMISSIONER JOE DAVIS, III: In notifying  
26 these people --

27

28 **4 - COMMISSIONER COMMENTS**

## BALDWIN COUNTY COMMISSION SPECIAL WORK SESSION 11/05/2019

1 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

2 Any Commissioner comments?

3 MS. DEIDRA HANAK: I'll be notifying them  
4 today.

5 COMMISSIONER JOE DAVIS, III: All right.  
6 Excuse me. Is this comment time?

7 COMMISSIONER JAMES E. (JEB) BALL: It's  
8 comment time.

9 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
10 It's your comment time.

11 COMMISSIONER JOE DAVIS, III: All right.  
12 When we notify these seven people, I think it's  
13 important for us to ask them how quickly or when  
14 are they -- when are they available.

15 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
16 Yeah.

17 COMMISSIONER JOE DAVIS, III: Not that that  
18 will make a decision --

19 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
20 No.

21 COMMISSIONER JOE DAVIS, III: -- but it can  
22 impact the department if we choose somebody that  
23 can't be there for whatever time. That's my --

24 MS. DEIDRA HANAK: Do you want me to ask  
25 them that when I set up --

26 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
27 Well --

28 MS. DEIDRA HANAK: -- the interview?



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1 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

2 Let me -- let me ask this question. Let's just say  
3 that one of these guys is on the vacation that week  
4 and they're already scheduled to be in Italy that  
5 week. There's no way they can be here, because  
6 they have already spent all this money. Do we want  
7 to have one more alternate date for interviews, or  
8 do we want it to be that day?

9 COMMISSIONER JAMES E. (JEB) BALL: Who's  
10 going to be in Italy?

11 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
12 Nobody. I made that up.

13 COMMISSIONER JAMES E. (JEB) BALL: Oh. I  
14 didn't know if you really knew somebody. That's  
15 kind of like the architect in the building capital  
16 of the world. So I thought you really knew.

17 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
18 Not anymore. I think they're home now. I just --

19 COMMISSIONER JAMES E. (JEB) BALL: Well,  
20 the reason we have --

21 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
22 That is a very short window of -- of time to give  
23 them to -- to respond for an interview.

24 MR. WAYNE DYESS: Most people or local  
25 people. The majority of them are local, so --

26 COMMISSIONER JAMES E. (JEB) BALL: The  
27 reason that we're --

28 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

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1 They should be able to --

2 COMMISSIONER JAMES E. (JEB) BALL: The  
3 reason that we're doing --

4 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
5 Okay.

6 COMMISSIONER JAMES E. (JEB) BALL: And we  
7 need to stress to them the reason that we're doing  
8 this is we're hiring somebody on December 2nd.

9 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
10 Got it.

11 COMMISSIONER JOE DAVIS, III: That's our  
12 target date.

13 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
14 Okay.

15 COMMISSIONER JOE DAVIS, III: Their  
16 availability.

17 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
18 The longest thing was waiting to get to this  
19 meeting so we could select them.

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

21 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
22 That's been --

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

25 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
26 We couldn't -- we had to call -- we had to call  
27 this meeting. So okay. Any more Commissioner  
28 comments?

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1 COMMISSIONER JOE DAVIS, III: One more  
2 comment.

3 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
4 Okay.

5 COMMISSIONER JOE DAVIS, III: In the event  
6 we're not able to get somebody here ready to go,  
7 checked out, officially onboard December the 2nd,  
8 the department will function with the deputy in the  
9 interim?

10 MS. DEIDRA HANAK: Oh, yeah. Absolutely.

11 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
12 Should be able to.

13 COMMISSIONER JAMES E. (JEB) BALL: Just  
14 like all the other departments.

15 COMMISSIONER JOE DAVIS, III: There you go.  
16 And that deputy knows that or will know that?

17 MS. DEIDRA HANAK: We'll make sure he knows  
18 it.

19 COMMISSIONER JOE DAVIS, III: There you go.

20 MR. WAYNE DYESS: Who's the deputy now?

21 COMMISSIONER CHARLES F. (SKIP) GRUBER:  
22 Freddy.

23 MS. DEIDRA HANAK: Fred.

24 COMMISSIONER JOE DAVIS, III: I don't want  
25 any surprises for anybody.

26 COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
27 Okay. Any other Commissioner comments?

28 (No response.)

5 - ADJOURNMENT

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COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:

Hearing none, motion to adjourn?

COMMISSIONER JAMES E. (JEB) BALL: I make  
that motion.

COMMISSIONER JOE DAVIS, III: So moved.

COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
All in favor, signify by saying aye.

(Commissioners say "aye" in unison.)

COMMISSION CHAIRMAN BILLIE JO UNDERWOOD:  
See you guys next time.

(The Baldwin County Commission Special Work Session was  
adjourned at 12:13 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.



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

## BALDWIN COUNTY COMMISSION SPECIAL WORK SESSION 11/05/2019

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