



Baldwin County Commission
Special Meeting Minutes

Friday, August 26, 2022
10:00 AM

Baldwin County Fairhope Satellite Courthouse
County Commission Meeting Chambers – 2nd Floor
1100 Fairhope Avenue
Fairhope, Alabama 36532

Commissioners present:

District 1 – Commissioner James E. Ball
District 2 – Commissioner Matthew P. McKenzie
District 3 – Commissioner Billie Jo Underwood
District 4 – Commissioner Charles F. Gruber

Commissioners absent:

None.

Staff present:

Ron Cink, Budget Director/Interim County Administrator
Sue Meyer, Budget Assistant (SARPC)
Cian Harrison, Clerk/Treasurer
Joey Nunnally, County Engineer
Anu Gary, Administrative Services Manager
Kristen Rawson, Assistant Administrative Services Manager
Deidra Hanak, Personnel Director
Terri Graham, Environmental Development Director
Brian Peacock, Communications/Information Systems Director

Also present:

Teddy Faust, Jr., Revenue Commissioner
Sheriff Huey Hoss Mack
Alainna Elliott, Personnel Director, Sheriff's Office
Cliff McCollum, Legislative Delegation Constituent Services

In accordance with Section 11-3-8 (b) of the Code of Alabama (1975), a special meeting was called by a majority of members of the Baldwin County Commission for August 26, 2022, at 10:00 a.m., at the Baldwin County Fairhope Satellite Courthouse, County Commission Meeting Chambers – 2nd Floor, 1100 Fairhope Avenue, Fairhope, Alabama 36532, in order for the Baldwin County Commission to take the following actions, to-wit:

- [1] Conduct Baldwin County Fiscal Year 2022 - 2023 Budget Deliberations.
- [2] Consider and/or authorize any other actions necessary to conduct county business.

The Finance Chairman called the meeting to order at 10:08 a.m. After the Invocation by Commissioner Billie Jo Underwood, and the Pledge of Allegiance led by Commissioner Matthew P. McKenzie, the Commission transacted the following business to-wit:

Insert Special Meeting Call Letter into the Record

Motion by Chairman James E. Ball, seconded by Commissioner Billie Jo Underwood, to insert the **August 26, 2022, Baldwin County Commission Special Meeting Call Letter** into the record.

The motion passed by the following vote:

Aye: 4 - James E. Ball, Matthew P. McKenzie, Billie Jo Underwood, and Charles F. Gruber

Nay: 0

Absent: 0

Abstain: 0

Final Review

Ron Cink, Budget Director/Interim County Administrator, discussed the changes to the FY2023 budget from the previous budget deliberations meeting which include removing the \$425,000 budget item for renovation at Central Annex in Robertsedale, adding \$1 million estimate for the Bay Minette Courthouse renovation, adding a miscellaneous appropriation in the amount of \$10,000 for The Dream Center of Baldwin County at the request of Joe Aldrete, and the evaluation of ambulance services to include air ambulance services in the amount of \$60,000 which serves 1104 families.

Commissioner Underwood asked about the request from Judge Stankoski for a meeting to discuss the long-range vision for the Courthouse regarding renovations, to which Chairman Ball replied Mr. Cink is looking into whether it would be possible for the Commissioners to meet with Judge Stankoski.

Sheriff Mack explained due to Baldwin County being number 1 on the list to get a new District Judge, and number 2 on the list to get two new circuit judges, the proposed renovations include moving the clerks to the top floor of the Courthouse to free up space for additional courtrooms to accommodate the future judges.

The Commissioners discussed the need to modify two existing courtrooms to accommodate jury trials, and if there are inexpensive modifications that can be made to accommodate this.

Commissioner Underwood said she wants to make sure that everything has been considered before allocating \$1 million and she feels to budget this amount is premature.

Chairman Ball suggested leaving the amount and changing the wording to be "Courthouse renovations as needed."

The Commissioners discussed the budget request for renovations at Central Annex in Robertsedale, utilizing the existing space, modifying the budgeted amount, the timeline to adopt the budget, and adding additional budget meetings, if needed, to allow more discussion.

It was decided the renovation amount could be added back to the FY2023 budget if needed after further review.

Mr. Cink said the budgeted amount for AirMedCare will double due to adding ground ambulance services which will put the amount at \$120,000.

The Commissioners and Deidra Hanak, Personnel Director, discussed the costs of ambulance service covered by the employees and the County, and the benefit to employees of adding ground ambulance service which covers everyone in the employee's household.

It was decided ground ambulance services would be added for the employees.

The Commissioners and Mr. Cink discussed whether to reduce or remove the \$1 million Courthouse renovation from the FY2023 budget. It was decided to reduce the Courthouse renovation amount to cover the additional ambulance services.

Commissioner Underwood asked about the Commission contingencies item, to which Mr. Cink replied this is an account to build back emergency reserves. Mr. Cink said he does not have the worker's compensation amounts yet but will get those computed. The employee-plus-one option has been added to the health insurance. Mr. Cink said the budget is balanced and asked how the Commissioners want to address personnel decision items.

The Commissioners and Ms. Hanak discussed personnel decision items, including consideration of a potential 5% cost of living (COLA) increase for employees with the exception of elected officials and contract employees, excluding any other COLA increase or additional increases, freezing merit raises for both Commission employees and Sheriff's Office employees, and individual requests to either change classifications or give specific increases.

Alainna Elliott, Personnel Director with the Baldwin County Sheriff's Office, discussed the last time merit raises were frozen and what issues were faced.

The Commissioners discussed the Temporary Premium Program (TPP) payments for any employee making over \$72,500 annually being supplemented out of the general fund, at a cost of \$460,000.

Commissioner Underwood asked Cian Harrison, Clerk/Treasurer, what is the breakdown of American Rescue Plan Act (ARPA) funds versus the general fund, to which Ms. Harrison replied she would get the information to the Commissioners. Ms. Harrison asked if a budget amendment resolution has been passed, to which Mr. Cink replied no. Ms. Harrison said this is a requirement for audit purposes and must come before the Commission to be voted on.

Sheriff Mack asked the Commissioners to consider not freezing performance-based raises. Sheriff Mack said performance-based raises increase the incentive for employees to perform and he feels there has been an increase in performance since this has been in effect.

The Commissioners discussed various COLA options and a possible implementation timeframe. Commissioner Underwood proposed excluding the 104 employees who make over \$72,500 due to the TPP funds being paid from the general fund.

Ms. Hanak said she will update the spreadsheet to include the proposed changes for the Commissioners to review. Chairman Ball asked Ms. Hanak to include the percentage amount next to increases in the personnel spreadsheet.

The Commissioners discussed the effect the proposed changes would have on the FY2023 budget, various personnel decision items that still need to be adjusted, valid reasons surrounding pay increases, and the importance of hiring in employees at the right pay grade.

Commissioner Underwood commented on the amounts budgeted for training, the need for training to be relevant to the position, and the need for a revision to the training policy.

Ms. Harrison said the training and travel policy is very limited and proposed revising the policy to address some of the issues and requirements discussed today. Commissioner Underwood asked Ms. Harrison to look into this and make sure training is tailored to specific job responsibilities.

Chairman Ball asked when the numbers would be updated and available for review, to which Ms. Hanak replied Monday. Chairman Ball said it is important to have the updated information in order for the Commissioners to further review and make revisions.

Commissioner Gruber said the next budget deliberations meeting will be held on August 31, 2022, in Bay Minette.

ADDENDA

None.

PUBLIC COMMENT

None.

PRESS QUESTIONS

None.

COMMISSIONER COMMENTS

None.

ADJOURNMENT

Motion by Commissioner Billie Jo Underwood, seconded by Chairman James E. Ball, to adjourn the August 26, 2022, Baldwin County Commission Special Meeting at 11:44 a.m.

The motion passed by the following vote:

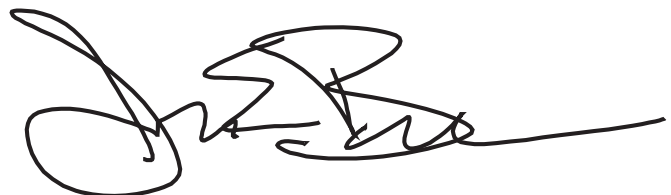
Aye: 4 - James E. Ball, Matthew P. McKenzie, Billie Jo Underwood, and Charles F. Gruber

Nay: 0

Absent: 0

Abstain: 0

Commissioner Gruber said the August 26, 2022, Baldwin County Commission Special (Budget Deliberations) meeting is adjourned at 11:44 a.m.

A handwritten signature in black ink, appearing to be 'James E. Ball', with a long horizontal line extending to the right.



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 2, 2022

Ronald J. Cink
Budget Director
Baldwin County Commission
312 Courthouse Square, Suite 12
Bay Minette, Alabama 36507

Dear Mr. Cink:

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:

Tuesday, July 19, 2022

9:30 a.m.
Baldwin County Fairhope Satellite Courthouse
County Commission Chambers – 2nd Floor
1100 Fairhope Avenue
Fairhope, Alabama 36532

Friday, August 19, 2022

8:30 a.m.
Baldwin County Fairhope Satellite Courthouse
County Commission Chambers – 2nd Floor
1100 Fairhope Avenue
Fairhope, Alabama 36532

Thursday, July 28, 2022

8:30 a.m.
Baldwin County Central Annex
Auditorium
22251 Palmer Street
Robertsdale, Alabama 36567

Friday, August 26, 2022

8:30 a.m.
Baldwin County Fairhope Satellite Courthouse
County Commission Chambers – 2nd Floor
1100 Fairhope Avenue
Fairhope, Alabama 36532

Friday, August 5, 2022

8:30 a.m.
Baldwin County Central Annex
Auditorium
22251 Palmer Street
Robertsdale, Alabama 36567

Monday, August 29, 2022

8:30 a.m.
Baldwin County Fairhope Satellite Courthouse
County Commission Chambers – 2nd Floor
1100 Fairhope Avenue
Fairhope, Alabama 36532

Thursday, August 11, 2022

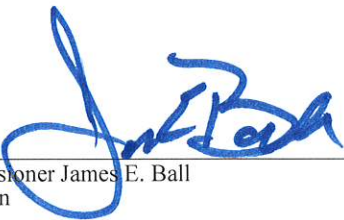
8:30 a.m.
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Robertsdale, Alabama 36567


The purpose for the special meeting is to:

- [1] Conduct Baldwin County Fiscal Year 2022 - 2023 Budget Deliberations.

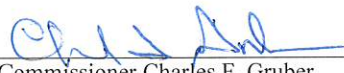
Please make the necessary arrangements for the conduct of said Special Meetings.

Sincerely,



Commissioner James E. Ball
Chairman

Commissioner Joe Davis, III

Commissioner Billie Jo Underwood

Commissioner Charles F. Gruber
Vice Chairman