# FRANKLIN COUNTY BOARD OF COUNTY COMMISSIONERS REGULAR MEETING FRANKLIN COUNTY COURTHOUSE ANNEX OCTOBER 1, 2013 9:00 AM

# **MINUTES**

**Commissioner's Present:** Cheryl Sanders – Chairman, William Massey – Vice Chairman, Pinki Jackel, Noah Lockley, and Joseph Parrish

**Staff Present:** Alan Pierce – Director of Administrative Services, Michael Shuler – County Attorney, Michael Morón – Deputy Clerk/Board Secretary

# Call to Order (9:02 AM)

Chairman Sanders called the Meeting to order.

## Prayer and Pledge (9:02 AM)

There was a prayer followed by the Pledge of Allegiance.

## **Approval of the Minutes (9:03 AM)**

Motion by Massey, seconded by Lockley, to approve the Minutes of the September 3, 2013 and September 17, 2013 regular meetings; Motion carried 5-0.

## Payment of County Bills (9:05 AM)

Motion by Lockley, seconded by Massey, to approve the payment of the County's Bills as presented; Motion carried 5-0.

# Rhonda Skipper - Property Appraiser (9:05 AM)

Mrs. Skipper, on behalf of the Tax Collector's Office, requested an extension of the Tax Roll and explained the need for the extension.

Motion by Lockley, seconded by Massey, to allow for an extension of the Tax Roll; Motion carried 5-0.

## **Kevin Newell and Dixie Debs Present State Trophy (9:06 AM)**

Nikki Millender, Director of Parks and Recreation, stated all that the Dixie Debs softball team was able to accomplish this season and that this is the second year the team has been given the title of Florida Dixie State Champs.

Coaches Kevin Newell and Matt Kelley presented the awards to the Debs and gave some highlights of some of their additional accomplishments and experiences at the World Series this year. Coach Newell spoke of how proud he is of the team being presented with the Sportsmanship Award. They presented the trophies to the Board and gave the team members their medallions.

Chairman Sanders and the Board members congratulated the coaches and players on their accomplishments and how well they represent Franklin County.

## Franklin County High School – Road Closure for Homecoming Parade

Mr. Austin Carter, Ms. Samantha Marxsen, and Ms. Cynthia Duncan, all members of the Student Government at Franklin County High School, asked for Board action to close a certain portion of Highway 98, as has been done previously, for the Homecoming Parade on October 11, 2013.

Motion by Jackel, seconded by Massey, to authorize the regular route closure of Highway 98 for the Franklin County School's Homecoming Parade on October 11, 2013; Motion carried 5-0.

# **Department Supervisor Report**

Howard Nabors – Superintendent of Public Works (9:15 AM)

Mr. Nabors had no items for Board action.

Commissioner Jackel and Mr. Nabors discussed the status of hiring for vacant positions at the Road Department.

# Fonda Davis – Solid Waste Director (9:17 AM)

Mr. Davis had no items for Board action.

The Board and Mr. Davis discussed flooding problems at the Landfill.

## Nikki Millender- Parks & Recreation (9:18 AM)

Mrs. Millender had no items for Board action.

## Pam Brownell- Emergency Management Director (9:18 AM)

Mrs. Brownell requested approval of the ranking of the Debris Monitoring Firms.

Motion by Jackel, seconded by Massey, to approve ranking of the Debris Monitoring Firms as recommended by Mrs. Brownell; Motion carried 5-0.

Mrs. Brownell updated the Board on active storm systems.

#### Bill Mahan – County Extension Director (9:20 AM)

Mr. Mahan had no action items but presented the following item from his report.

Franklin - UF IFAS Updates

Seafood Workers Association Meeting – I attended the Seafood Workers Association Meeting on September 9<sup>th</sup> at the Eastpoint Fire Station. There was a packed house to discuss the Bay.

The Board, Mr. Pierce, and Mr. Mahan discussed this matter further.

## Ray Brownsworth- Weem's CEO- Hospital Update (9:21 AM)

Mr. Brownsworth asked for Board action to approve signing the Information Technology Service contract.

Motion by Parrish, seconded by Lockley, to authorize the Chairman's signature on the Information Service contract as recommended by Mr. Brownsworth; Motion carried 5-0.

Mr. Brownsworth discussed items from his report, which was not submitted in writing to the Board.

Mr. Brownsworth stated that the Hospital has received a \$4000 FLEX Program grant and has engaged Hometown Health. He stated that this company has been recommended to assist rural hospitals with turning around their financial and operational programs.

The Board and Mr. Brownsworth discussed the Hospital's decision to engage a contractor that will provide CFO services. The contractor's credentials, length of time, and the services that will be provided were all discussed.

Commissioner Jackel expressed concerns with the financial situation at the Hospital. Mr. Brownsworth commented on the Hospital's financial state.

Chairman Sanders stated that there has to be a better financial situation at the Hospital in order for the Board to proceed with building a new facility as was promised to the voters of Franklin County when they enacted the health care surtax.

Commissioner Jackel stated that she is in favor of building a new facility but that facility will have to meet the needs of the people and at the same time be affordable. She preferred more testing equipment rather than a facility with 25 beds.

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Mr. Brownsworth responded to the Board's comments and concerns.

Commissioner Jackel suggested a workshop with the Hospital Board and the Commission to discuss some of these issues.

Chairman Sanders expressed her concerns with the sales tax funds not being used for building a new facility.

Commissioner Parrish commented on the need for the Hospital to become more financially sustainable and for the County to move forward with creating revenue streams and putting the Hospital in a better financial situation.

The Board provided additional comments.

Commissioner Lockley suggested looking for CFO candidates that would be willing to be employed at salaries lower than was discussed this morning.

Chairman Sanders asked that a letter of appreciation be sent to Tammi Hardy for her service on the Hospital board.

Motion by Jackel, seconded by Parrish, to authorize contractor to provide CFO services and to send a letter of appreciation to Tammi Hardy for years of service; Motion carried 5-0.

Commissioner Massey asked about the status of Hospital employees. Mr. Pierce explained that hospital employees are not County employees.

## **Deborah Roumelis- CDBG Update (9:52 AM)**

Ms. Roumelis distributed a handout and informed the Board of the amounts and deadlines of the upcoming CDBG grants. She also discussed eligibility criteria to receive funding. Commissioner Jackel and Ms. Roumelis discussed what areas in the County are available for CDBG funding.

Commissioner Lockley and Ms. Roumelis discussed what was available for his district, especially since it was mostly within the city limits of the City of Apalachicola.

# Public Hearing- "Leave No Trace" Ordinance (10:02 AM)

Attorney Shuler presented and discussed the proposed "Leave No Trace" Ordinance. He stated that this simply means that no items can be left on the beach from 7:00 PM until 7:00 AM, in order to protect sea turtles but also to enhance the appearance of the County's beaches.

Chairman Sanders opened the floor for public comments.

Bruce Drye, of St. George Island, who has been monitoring sea turtles for many years, stated the importance of removing items from the Beach overnight.

Rose Drye, of St. George Island, who is a realtor, a resident, and a volunteer with monitoring sea turtles, spoke in favor of the Ordinance. She discussed some of the ways that clutter on the beach negatively affects the turtles and the appearance of the beach from a tourist's point of view.

Liz Sisung, of Eastpoint, asked about the cost to have someone collecting all of the leftover items on the beach. Attorney Shuler stated that there will be some costs incurred due to staff time and equipment used to patrol the beaches.

Attorney Shuler asked for Board direction on creating fines or penalties for the owners of the leftover items. He stated that it would be difficult and labor intensive to track offenders in order to give them a citation.

Commissioner Parrish commented and agreed that it would be too hard to enforce any criminal penalties and fines.

Nikki Millender, Director of Parks and Recreation, stated that her employees are already on the beaches cleaning so it shouldn't be any additional cost to the County.

Mr. Pierce stated that the problem is that the collection should be done during the evening hours at sunset.

Mrs. Millender stated that she planned to have employees working later in the evening during the summer hours next year. She stated that she supported this Ordinance because it would help her department.

Bruce Drye stated some of the items that affect the sea turtles and said sometimes the owner's names are on the items that are left behind overnight.

Commissioner Jackel thinks that the Ordinance can be a good for both the sea turtles and the folks who use the beaches. She discussed items within the Ordinance that could use some tweaking and stated some of the language changes she would like to see made to it. She agreed that St. George Island beach has become 'junkier' but would like a better balance between the environment and conveniences of beach goers. She stated that she was opposed to ATVs on the beaches to retrieve items.

Commissioner Jackel and Mr. Pierce discussed if funding from the Turtle Grant can be used to assist with paying personnel who will be collecting these items.

Commissioner Lockley and Mr. Pierce discussed the determination of private property lines versus public property lines. Attorney Shuler explained that the proposed Ordinance includes private and public beach properties.

The Board members expressed concerns of regulating private property.

Commissioner Parrish expressed his concerns of allowing vehicles on the beach to patrol and enforce this Ordinance.

Commissioner Lockley was not in favor of penalizing businesses over this Ordinance.

Motion by Jackel, seconded by Massey, to table this item until Attorney Shuler can rewrite this Ordinance to address concerns raised today; Motion carried 5-0.

#### **Recess (10:36 AM)**

Chairman Sanders called for a recess.

# Reconvene (10:45 AM)

Chairman Sanders reconvened the Meeting.

## <u>Open Bids – Re-Bid – Randall Terry's "Airport Hangar" (10:45 AM)</u>

Mr. Pierce stated that there was one bidder who was slightly late and asked for Board action to waive the restriction.

Motion by Lockley, seconded by Massey to waive time restriction for one bid that was 5 minutes late; Motion carried 5-0.

Mr. Pierce opened and read bid amounts.

Advon, Tallahassee, FL - Base Bid - \$399,940 Poloronis Construction, Apalachicola, FL - Base Bid - \$375,875 Shumaker, Panama City, FL - Base Bid - \$427,592 Ram Construction, Midway, FL - Base Bid - \$348,380

The Board, Mr. Pierce, and Randall Terry discussed this situation further, as there is only \$150,000 to do the renovations. Mr. Terry didn't believe the renovations should cost as much as the proposed bids.

Attorney Shuler discussed the option of having a 'construction manager at risk' to complete the project.

The Board discussed the problem of DOT requirements for this project and also the possibilities of seeking other funding.

Commissioner Jackel discussed moving the EOC into one of the finished spaces at the Airport.

Commissioner Parrish asked about the elevation issues at the Airport.

The Board discussed this matter further and considered other possibilities.

Ted Mosteller, Airport Manager, provided additional information on this matter.

Mr. Terry discussed his current working situation and stated that he is willing to move to the location that was recently vacated by Dan Garlick.

Motion by Jackel, seconded by Parrish, to lease hangar space Dan Garlick vacated for \$1,200 per month for 6 months and during this time the County will try and complete the original hangar that Mr. Terry needs; Motion carried 5-0.

The Board, Mr. Pierce, and Ted Mosteller discussed the next course of action with the bids.

Motion by Jackel, seconded by Parrish, to table any action on the bids until Mr. Pierce returns with a recommendation; Motion carried 5-0.

<u>Deborah Roumelis – CDBG Update – Continued (11:02 AM)</u>

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Ms. Roumelis stated that she would look into possible funding for the Airport hangar project that was just discussed.

Ms. Roumelis continued her discussion about CDBG possibly funding projects in several areas of the County. She discussed a complaint with sewer at Lanark village. She stated that she has a call in to Carrabelle Water and Sewer but hasn't heard back from them yet.

Commissioner Parrish asked that Ms. Roumelis look at the City of Apalachicola providing fire hydrants at the Southland area as a possible project.

Ms. Roumelis discussed a water and/or sewer project for a RV park in Eastpoint.

Commissioner Jackel and Ms. Roumelis discussed how many projects can be funded and open at a time.

Chairman Sanders asked that a sidewalk project in Lanark Village be considered. Ms. Roumelis stated that sidewalks are at the bottom of list for funding.

# <u>Luther Hatfield – Seafood Workers Association (11:11 AM)</u>

Mr. Hatfield, of Franklin County Seafood Workers Association, asked the Board to support the actions of the SWA that were voted on at a meeting last night. He stated that when East Hole and Cat Point close they want to close the Miles at the same time to prevent all of the boats from going that way. He also asked for Board support to start an oyster hatchery and wanted results of a core sample on the Bay.

Chairman Sanders further explained some of the items voted on last night at the SWA meeting. Commissioner Massey also provided some additional information on these requests. The Board and Mr. Hatfield discussed possible locations for an oyster hatchery. Commissioner Lockley asked that funding information be provided before considering any action.

Joe Taylor, of Franklin's Promise Coalition, provided some additional information on possible funding from the Gulf Coast Marine Life Institute.

Motion by Jackel, seconded by Massey, to direct staff to research these items further and provide additional information and suggestions at the next Meeting; Motion carried 5-0.

Mr. Pierce provided some information on core sampling in the Bay. Chairman Sanders stated that the seafood workers should be the ones providing target information for the core sampling.

# Marcia Johnson - Clerk of Courts (11:21 AM)

Mrs. Johnson was not in attendance and had no report for the Board.

# Alan Pierce – Director of Administrative Services (11:21 AM)

Mr. Pierce presented his report to the Board.

1- Inform Board that Senator Nelson has filed legislation delaying the implementation of the new Flood Insurance premiums that will cause exorbitant increases in some flood insurance policies. The National Association of Counties has reported that some communities in the country are fearful of increases in flood insurance premiums as high as 3000 percent.

Chairman Sanders commented on this item.

- 2- Inform that Rep. Southerland did introduce legislation, and it was passed in the House Transportation Committee, to urge the states of Alabama, Georgia, and Florida to reach an agreement on water use.
- 3- Inform the Board that on Sept. 23 I attended the Riparian County Stakeholder meeting in Blountstown on behalf of the county. The main issue was a discussion the \$500K the legislature allocated to the NWFWMD for a study of water needs in the Bay. The Stakeholders have requested \$150K of those funds to go with a water analysis that is currently underway. (All of counties, including Franklin, have requested the District allocate \$150K to the existing water analysis.) The NWFWMD has not acted on the request, and apparently has not spent any of the \$500K on anything else. There was concern expressed by Dan Tonsmeire, RiverKeeper, that if the District does their own water assessment that the results of that assessment might become confidential as it might be used in the litigation that Governor Scott has announced against Georgia. There is also the concern that some or all of the \$500K would be used to pay for the litigation.
- 4- Inform the Board that I met with representatives of MediaCom to understand changes that will be affecting residents in Franklin County who are MediaCom customers. As the Board is aware, the state of Florida removed all licensing and franchising from county control, but you county commissioners still get phone calls from constituents when there are problems with TV reception in the county. In the case of MediaCom, they are changing their system which will affect about 20% of their customers. The customers who have flat screen TVs or newer TVs will not be affected, but those customers with old style TVs will need to contact MediaCom to get a box that will allow the old TV to convert to a new digital format MediaCom is installing. MediaCom is sending out letters to their customers.
- 5- Inform the Board that I went to the 2<sup>nd</sup> round of meetings organized by The Nature Conservancy on Sept. 26 to discuss the development of projects along watershed/drainage basin boundaries. The TNC is attempting to find common themes among all of the river basins in NW Florida in the expectation that projects can be developed that will be competitive for the BP funds when they become available. Land acquisition as a method for protecting watersheds was not discussed. There will be a 3<sup>rd</sup> round of meetings.

6- Inform Board that the draft rules on the RESTORE Act from the US Treasury are out for public review. My initial assessment is that draft rules make access to future BP money harder rather than easier. Some of the highlights of the draft rules are:

\*No date has been established when the final rules will be issued.

\*No allowance for reimbursement for planning or administrative activities prior to an executed grant agreement and there can't be an executed agreement until there are final rules.

\*Any project must be permitted by the appropriate federal or state agency before it can commence yet there will be no funds to pay for obtaining state or federal permits until after there is an executed agreement.

\*Requires all counties to submit a multi-year plan and enter into a grant agreement with US Treasury but that can't be done until there are final rules, as US Treasury still has to decide if it is going to prescribe a standard format for plan submission.

The Board commented on this item.

7- Inform I participated in a teleconference on Sept. 27 hosted by FAC and the Consortium to discuss the draft Treasury rules. The Consortium has its own set of concerns and they center on whether the Consortium can stand in the place of the State of Florida in development of the State Expenditure Plan. The Consortium has been acting as if it has that role but the draft rules do not definitively identify the Consortium as being responsible. The draft rules also do not allow for allowing advance payment to the Consortium for the cost of developing the Plan.

8- Inform the Board that at the last meeting, Mr. George Floyd requested the Board adopt a Resolution supporting the efforts of the USACOE to remove "snags" from the navigational channel of the Apalachicola River. Mr. Floyd was going to provide me with a draft Resolution. I have not received the draft Resolution so at this time the Board file does not contain a signed Resolution on this matter.

Mr. Floyd updated the Board on this matter, and will present the Board with an updated Resolution.

9- Commissioner Parrish asked me to investigate the source of some late night aviation activities around the Apalachicola airport. During the week of Sept. 16- 19, there were low level aircraft flying as last as 3 AM around the airport. I made some phone calls and determined that the flights were coming from Hurlburt Field, which is a military field near Pensacola. I have spoken to the information officer at Hurlburt Field and she agreed military traffic from their airport was over here on those days. In their flight instructions they require aircraft to be on base by 2 AM Central, which is 3 AM Eastern. I have spoken to Commissioner Parrish and he believes that military flights should end around the Apalachicola airport at midnight. I have advised the information officer of the Commissioner's request and she asked that I put that it writing from the Board. Board direction.

Commissioner Parrish provided additional information on this matter.

Motion by Jackel, seconded by Massey, to authorize staff to write a letter to Hurlburt Field objecting to late night, low level military flights around the Apalachicola Airport; 5-0.

10- Board action to approve 2 CEI contract:

- A) Carrabelle Beach Mulit-Use CEI with Alday-Howell Engineering. DOT approves the contract.
  - B) Bluff Road Widening with Preble-Rish Engineers. DOT approves the contract.

Motion by Parrish, seconded by Lockley, to approve CEI contracts for the Carrabelle Multi-Use CEI and the Bluff Road widening project; Motion carried 5-0.

11- Board direction on a request for a road cut from Eastpoint Sewer to make a connection on State St. in Eastpoint. State St. is a cul-de-sac off Shuler St. and the existing vacuum line is under the asphalt. The District says they will adhere to road compaction standards on making the patch.

Motion by Jackel, seconded by Massey, to approve road cut to make a connection on State St. in Eastpoint, with the restriction that all patches are done to FDOT standards; Motion carried 5-0.

- 12- Airport Update- the Board is opening bids on construction improvements on a hanger that Mr. Randall Terry has leased. Mr. Terry is very interested in getting a permanent location for his business so depending on the outcome of the bids, Mr. Terry requests the Board's consideration:
- A) Since he cannot stay in the hanger he has leased during construction, Mr. Terry would lease Dan Garlick's hanger and office for \$1200/month during the time his hanger is under construction.
- B) If the bids are such that construction would be delayed again, Mr. Terry would like to lease Dan Garlick's hanger and office on a permanent basis for \$1000/month. Mr. Terry would essentially transfer his 20 year lease to Dan Garlick's building and let the county have the other hanger back for whatever uses can be made of it.

## This item was discussed earlier during the meeting.

Commissioner Jackel asked Mr. Pierce to check on the cost of adding a regular light at the Eastpoint boat ramp.

Commissioner Jackel stated that Peggy Miller thanked Chairman Sanders and Attorney Shuler for their efforts with Waste Pro.

#### T. Michael Shuler – County Attorney Report (11:37 AM)

Attorney Shuler informed the Board that Capital City filed an Administrative Challenge to the permit issued by DEP to do repairs and renovations to the area east of South Shoal.

Attorney Shuler updated the Board on the cost of the Ell's Court property, which is currently owned by Capital City, and he suggested that the Board gets its own appraisal of the property. Chairman Sanders stated that she would like this property purchased by the Florida Communities Trust.

Motion by Jackel, seconded by Parrish, to authorize an appraisal on the Ell's Court property, if funding is found for the purchase of the property; Motion carried 5-0.

Attorney Shuler stated that he has a list of comments from County Attorneys regarding the draft rules and treasury matter.

Chairman Sanders and Attorney Shuler discussed the public records request regarding Tate's Hell. Chairman Sanders stated that if there are no objections she would represent the Board on upcoming hearings regarding this matter.

# Commissioners' & Public Comments (11:44 AM)

Chairman Sanders reminded the Board of the afternoon sessions.

There were no public comments from the floor.

# Recess (11:44 AM)

Chairman Sanders recessed the meeting until the afternoon sessions.

#### Reconvene (1:19 PM)

Chairman Sanders reconvened the meeting and stated that the Board will now address the Bid Protest item on the agenda.

# **Bid Protest Hearing (1:19 PM)**

Attorney Shuler explained that this Bid Protest was filed by Anderson Columbia for the Bluff Road re-paving project. He stated that Attorney Megan Warren is representing Anderson Columbia and Attorney Brian Newman is representing C. W. Roberts. Attorney Shuler explained the process that would be followed for the hearing today.

Attorney Warren introduced herself to the Board, made an opening statement and presented a timeline of the events that happened leading up to the bid protest.

Attorney Newman introduced himself and presented some facts that differed with the timeline and events presented by Attorney Warren.

Attorney Warren called Mr. Kevin Wall of Anderson Columbia as a witness. Mr. Wall was questioned by Attorney Warren and then by Attorney Newman of C. W. Roberts.

Attorney Newman called Jonathan Paramore of C W Roberts as a witness. Mr. Paramore was questioned by Attorney Newman and Attorney Warren of Anderson Columbia. Commissioner Parrish also questioned Mr. Paramore about dates and timeline regarding the bid.

Attorney Shuler called Amber Iverson of Jacob's Engineering as a witness. Ms. Iverson was questioned by, Attorneys Shuler, Warren, and Newman.

Commissioner Massey questioned Ms. Iverson regarding the timeline as to when the addendum was added to the bid packages.

Commissioner Lockley asked Ms. Iverson to verify that the addendum was added to each of the bid packets, with the exception of C W Roberts who had already picked up their bid packet, which she did.

Commissioner Jackel and Ms. Iverson discussed the error, which was the incorrect number of days for the project that was in the original bid.

Attorney Warren presented her closing remarks.

Commissioner Lockley asked if there was communication between AndersonColumbia employees regarding changing the bid amount once they realized there was an addendum. Mr. Paramore explained that he received notification on the addendum while his staff member was already in Apalachicola getting ready to deliver their sealed bid packet.

Attorney Newman presented his closing remarks.

Chairman Sanders asked Mr. Pierce for a copy of the original advertisement.

Commissioner Jackel also wanted a copy of the ad and asked if there was a re-advertisement of the project.

Mr. Pierce stated that the project was not re-advertised with the correct project time. Attorney Shuler commented on the situation.

Attorney Newman stated what he felt is the purpose of the advertising the project.

Attorney Shuler explained the process that the Board should follow and what facts should be considered with making a decision on this matter. Attorney Shuler, based on the facts presented recommended that the Board reject the bid protest and award the bid to C. W. Roberts.

Commissioners Parrish and Lockley discussed the extra funding provided by FDOT for this project and other issues not raised during the hearing.

Motion by Lockley, seconded by Parrish, to reject the bid protest and proceed with awarding the bid to C. W. Roberts as recommended by Attorney Shuler; Motion carried 5-0.

## Recess (2:25 PM)

Chairman Sanders recessed the meeting.

## Reconvene (2:33 PM)

Chairman Sanders reconvened the meeting.

# <u>Lucy Turner – Job Classification and Salary Range Evaluation (2:33 PM)</u>

Attorney Lucy Turner updated the Board on Leonard Brannen, an employee at the Road department who has been on workman's compensation. She recommended that the Board take no action at this time until workman's comp makes a final decision regarding Mr. Brannen's case.

Attorney Turner distributed and then discussed the proposed wage classification plan.

The Board and Turner discussed some of the items and recommendations in the plan in detail and how it would affect certain County employees.

Board discussed the plan further and was in favor of Attorney Turner's recommendation for base salaries and salary increases versus the current method of across the board salary increases.

Motion by Jackel, seconded by Massey, directing Attorney Turner to create job evaluation forms, to move forward with completing the job classification plan that was discussed today, and when completed present it to the Board at a future meeting; Motion carried 5-0.

Mrs. Millender, Parks and Recreation Director, asked if the Board had made any final decisions regarding the salary increase that she requested earlier during the year and the transfer request that is pending for an in employee in her department that wants to move to the Road Department.

Mrs. Griffith of the Finance Department stated that the employee requesting the transfer wanted to keep his current salary.

The Board, Attorney Turner, and Mr. Nabors the Road Department Superintendent discussed the transfer matter further.

Motion by Lockley, seconded by Parrish, approve transfer of Leon O'Neal to the Road Department with his current salary from Parks and Recreation; 5-0.

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Marcia M. Johnson, Clerk of Courts

Board discussed decided that until Attorney Turner completes the job classification and salary plan a decision cannot be made on any salary increases.

Board informed Mrs. Brownell the Emergency Management Director that they will make a decision on the starting salary for the vacant position in her department in two weeks.

Adjourn (3:39 PM)	
There being no further business, Chairman Sa	anders adjourned the meeting.
	Cheryl Sanders, Chairman – FCBCC
Attest:	