

**FRANKLIN COUNTY BOARD OF COUNTY COMMISSIONERS  
REGULAR MEETING  
FRANKLIN COUNTY COURTHOUSE ANNEX  
FEBRUARY 18, 2014  
9:00 AM**

**MINUTES**

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

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

**Call to Order (9:00 AM)**

Chairman Sanders called the Meeting to order.

**Prayer and Pledge (9:00 AM)**

There was a prayer followed by the Pledge of Allegiance.

**Approval of Minutes (9:01 AM)**

**Motion by Massey, seconded by Lockley, to approve the minutes of the February 4, 2014 Regular Meeting; Motion carried 5-0.**

**Payment of County Bills (9:01 AM)**

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

**David Walker – Health Department – Proclamation on 125 years of Florida Health (9:02 AM)**

David Walker, of the Health Department, along with other staff members of the Health Department discussed health programs in Florida. Mr. Walker discussed upcoming events celebrating the 125 years of Florida Health. Mr. Walker introduced the Health Department staff members in attendance.

Mr. Pierce read the proclamation.

Mr. Walker stated that Mrs. Ruth Wade was chosen as Franklin County's Public Health Hero for her achievements during her years of service.

**Motion by Lockley, seconded by Parrish, to approve proclamation for 125 years of Florida Health; Motion carried 5-0.**

**Department Supervisors Report**

**Howard Nabors – Superintendent of Public Works (9:07 AM)**

Mr. Nabors had no action items for the Board.

The Board and Mr. Nabors discussed purchasing a packer for the Road Dept.

**Fonda Davis – Solid Waste Director (9:09 AM)**

Mr. Davis had no action items for the Board.

Commissioner Jackel and Mr. Davis discussed the situation of contractors dumping trash from their "jobs" on the roadsides instead of taking it to the Landfill.

**Nikki Millender – Parks & Recreation (9:11 AM)**

Mrs. Millender informed the Board that the County did receive the bid to host the 2014 District 4 Dixie Youth tournament.

She updated the board on using the ball fields in Eastpoint and Apalachicola for tournaments. She stated that electronic scoreboards for those parks will cost \$9,972.00, and that she found community grants for two electronic scoreboards, one from WastePro and another from Duke Energy.

She discussed issues with upgrading the Vrooman Park in Eastpoint. The Board discussed other options for expanding the fields, which includes closing a road next to the park.

The Board discussed the possibility of purchasing land from the adjoining property owner and also plans for expanding the ballpark.

Chairman Sanders asked that a pavilion is also considered at that ballpark location.

**Motion by Jackel, seconded by Massey, to ask Duke Energy about the cost of moving and burying power lines located above the ballpark in Eastpoint; Motion carried 5-0.**

Commissioner Parrish thanked Mrs. Millender for her work on seeking funds for electronic scoreboards.

**Motion by Parrish, seconded by Lockley, to move forward with seeking grants for the purchase of electronic scoreboards; Motion carried 5-0.**

**Pam Brownell – Emergency Management (9:20 AM)**

Mrs. Brownell had no items for Board action.

*Action Items: None*

*Information Items:*

- 1. Tress Dameron and Jennifer Daniels participated in the Alternate Care Site exercise with the Florida Department of Health in Liberty County on January 23, 2014 and said that it was a great learning experience for them.*
- 2. Emergency Management hosted a PER213 (Wide Area Search) class the week of January 28-30<sup>th</sup> had great participation.*
- 3. Tress Dameron and I attended the Florida Emergency Management Association training and planning conference.*
- 4. Tress Dameron and I attended the Local Emergency Planning Committee meeting in Tallahassee on February 12<sup>th</sup>, 2014.*
- 5. The Management Experts conducted our Wide Area Search on February 15, 2014, and it was a great success and had great participation.*

**Alan Pierce – Director of Administrative Services**

Mr. Pierce presented this item from his report.

*8- Inform the Board that Ms. Brownell has received the fully executed grant for \$73K to put a new roof and new shutters on the EOC. There is a 25% cash match so depending on the cost of the improvements, which will be bid out, the county will have to come up with \$15-20K, and that match would come out of the Board's Capital Outlay fund.*

**Anne Birchwell – County Librarian (9:21 AM)**

Ms. Birchwell updated the Board on member changes to the Friends of the Library and the Library Advisory Board.

She provided statistics regarding visitors at the libraries and information on events and programs at the libraries.

Ms. Birchwell stated that Jason White Construction has removed the fences that were around the ponds at the Eastpoint Library, which presents a problem with children and visitors to the library.

Chairman Sanders stated that she is also worried about construction equipment on the library property.

Mr. Pierce suggested using the Sheriff's informational sign informing the public of the library closure.

Sheriff Mock stated that he would provide the electronic signs to warn the public of construction at the library.

The Board and Mr. Pierce discussed the modified schedule of the Library, which will be effective until the construction is completed.

**Motion by Jackel, seconded by Parrish, to send appreciation letters to Denise Butler and Joyce Estes for their years of service to the Library; Motion carried 5-0.**

**Ray Brownsworth – Weems – Update (9:29 AM)**

Mr. Brownsworth stated that a new Chief Finance Officer, John Graham, has been selected by the Hospital Board.

Mr. Brownsworth asked for permission to apply for two grants for the EMS Dept. The grants would provide life packs and a new ambulance.

The Board, Mr. Pierce and Mr. Brownsworth discussed the grants.

Mr. Brownsworth stated that the County currently has 5 ambulances that are operational although there are only 3 in service at a time. He discussed the ambulance service further with the Board.

**Motion by Lockley, seconded by Massey, to authorize Mr. Brownsworth to apply for both EMS grants; Motion carried 5-0.**

Mr. Brownsworth asked for Board action to engage with BKD, the company that will do a feasibility study for the County.

Commissioner Jackel asked how this study could be done if there is no current financial information. Mr. Brownsworth stated that the requested information is available.

Commissioner Jackel stated that this request has already been approved. Mr. Brownsworth and Commissioner Jackel discussed this item further and he tried to explain the different studies.

Commissioner Lockley and Mr. Brownsworth discussed the use of this study for any lender the County might approach.

Chairman Sanders and Mr. Brownsworth discussed the need to become current with TMH while committing and spending additional money. They also discussed the Hospital's current financial situation.

The Board discussed the use and need for this study and the information it will provide the Board in making a decision in moving forward with building a new hospital.

Chairman Sanders discussed her concerns with the financial situation of the Hospital.

Commissioner Jackel also expressed her concerns.

Commissioner Jackel asked if the funds for this study are in addition to what was approved with the last board action. Mr. Brownsworth explained.

**Motion by Lockley, seconded by Parrish, to engage BKD to do the feasibility study for \$60,000; Motion failed 2-3, Jackel, Massey, and Sanders opposed.**

**Motion by Jackel, seconded by Massey, to table this item until additional information is provided; Motion carried 4-1, Lockley opposed.**

**Open Bids – Airport Drainage and Security Work (10:03 AM)**

Mr. Pierce stated that there was only one bid for this project.

Poloronis Construction, Apalachicola, FL - \$538,264.34

**Motion by Jackel, seconded by Massey, to forward bid to Staff for a recommendation; Motion carried 5-0.**

Mr. Pierce provided a plan to approve parking for the new location of the Weems West clinic. He stated that the funding will be from the Healthcare Capital Outlay. Commissioner Jackel expressed concerns of the consistent spending of the outlay funds. Commissioner Parrish expressed concerns of the sidewalk affecting this plan.

**Motion by Lockley, seconded by Parrish, to approve parking plan for Weems West; Motion carried 5-0.**

Commissioner Jackel stated that she was in opposition of the Hospital Board limiting public comments at their meetings and would hope that the Hospital Board would invite public comments.

Chairman Sanders stated her opposition to the limitation of public comments at their meeting and stated that it is unlawful to have this type of action.

Jim Bachrach, of the Hospital Board, stated that the Hospital Board will reverse this action and allow public comment at their meetings.

**Recess (10:13 AM)**

Chairman Sanders called for a recess.

**Reconvene (10:20 AM)**

Chairman Sanders reconvened the Meeting.

**2<sup>nd</sup> Public Hearing – CDBG Application**

Deborah Belcher, President of Roumelis Planning and Development Services, Inc., provided a summary of the Community Development Block Grant (CDBG) application to the Board and the audience. She stated that the Board had proposed to apply for a grant in the Housing category for the federal fiscal year 2013 application cycle. The \$700,000 grant will fund the rehabilitation or replacement of a minimum of **10-11** owner-occupied homes in the unincorporated areas of the County.

The Citizen Advisory Task Force met January 13, 2014, and voted to support applying in the Housing category. The task force also supported providing \$125,000 in SHIP funds for housing rehabilitation, as leverage for the CDBG grant. They had reviewed the draft CDBG Housing Assistance Plan previously presented to the Board, although the plan didn't include temporary relocation at that time. There had been no public comments at the February 4, 2014 first public hearing on the CDBG application.

Ms. Belcher also stated that the Board must adopt a CDBG Housing Assistance Plan. The plan becomes part of the grant application, although it may be modified later with DEO approval. She recommended adoption of the draft policy provided to the Board.

Commissioner Sanders asked for public comment on the grant application, there was no comments from the floor.

**Motion by Jackel, seconded by Massey, to approve the CDBG Housing Plan; Motion carried 5-0.**

Ms. Belcher stated that the Board must have a record of its approval to submit the grant, and its pledge of the SHIP funds to the CDBG project. The pledge can be in the required resolution.

**Motion by Jackel, seconded by Massey, to approve the Resolution committing the SHIP funds for the CDBG application; Motion carried 5-0.**

**Advisory Board of Adjustment Consent Agenda (10:31 AM)**

Mr. Pierce presented the items for consideration.

*1. Approve a request for an after-the-fact variance to install a swimming pool 6.5 feet into the rear setback line of property described as 1080, East Gulf Beach Drive, Lot 11, Block J, Unit 2, St. George Island, Franklin County, Florida. Request submitted by William & Donna Nichols, owners.*

Attorney Shuler provided additional information and stated that the applicant was present to discuss this request.

William and Donna Nichols, applicants, discussed their application for the variance and explained the issues with the initial survey. Mr. Nichols explained that when the discrepancy was discovered he was 80% complete with the concrete pool project.

The Board discussed the responsible party for the mistake.

Commissioner Jackel and Wade Brown, Surveyor from Edwin Brown Associates, stated possible resolutions that were discussed with the neighbors regarding this issue.

Chairman Sanders, Commissioner Jackel and Mr. Pierce talked about the possibility of additional encroachments.

Commissioner Massey and Mr. Pierce discussed the visibility of the pool to the neighbors.

John Grant, representing the Myers (neighbors), stated that the pool encroaches into two setbacks. He discussed other issues that exist due to the construction of the pool.

Attorney Shuler recommended tabling this matter because of the point raised about the additional setback issue. He suggested that the ABOA listens to the additional setback issue being raised at this time.

Angela Myers, neighbor to the Nichols, stated her issues with the location of the pool and how it will affect her property.

The Board and Mrs. Myers discussed this matter further.  
Commissioner Lockley suggested installing a noise buffer.

**Motion by Jackel, seconded by Massey, to table this matter until Staff and ABOA has a chance to review this item further; Motion carried 5-0.**

*2. Approve a request for a variance to extend and repair a wooden seawall on property lying in Section 35, Township 7 South, Range 5 West, 2086 Highway 98 West, Carrabelle, Florida. Request submitted by David R. Zimmerman, owner.*

**Motion by Massey, seconded by Jackel, to approve a request for a variance to extend and repair a wooden seawall on property lying in Section 35, Township 7 South, Range 5 West, 2086 Highway 98 West, Carrabelle; Motion carried 5-0.**

**Planning and Zoning Consent Agenda (10:55 AM)**

Mr. Pierce presented the items for Board approval.

*CRITICAL SHORELINE REVIEW:*

*1. RECOMMENDED APPROVAL by Planning and Zoning (Unanimous): Consideration of a request to construct a Single Family Private Dock at 324 Marks Street, Lot 8, Block 71, Unit 5, St. George Island, Franklin County, Florida. The Dock will be 328' X 4' with a 26' X 2' access walkway, 24' x 2' Terminal Platform and (2) 24' X 11' Boatlifts. This application has State and Federal Permits and meets all county requirements. Request submitted by Garlick Environmental Associates, Inc, agent for Lee Harrison and Patricia Hart, applicant. (No House)*

*2. RECOMMENDED APPROVAL by Planning and Zoning (Unanimous): Consideration of a request to construct a Single Family Private Dock at 3146 Highway 98 East, Lot 82, Block C, Unit 3, St. James Island Park, St. James, Franklin County, Florida. The Dock will be 200' X 4' with a 20' X 10' Terminal Platform.. This application has State and Federal Permits and meets all county requirements. Request submitted by Lewis T. Christie, applicant. (Has House)*

**Motion by Jackel, seconded by Massey, to approve items 1 & 2; Motion carried 5-0.**

**Scott Jackson – IFAS, with ISSC Update (10:56 AM)**

Scott Jackson distributed a handout and gave an update regarding the ISSC meeting. He stated that a lot of work gets done at these meetings and everyone tries to work together to help provide information to the FDA to protect the shellfish industry.

Mr. Jackson explained how the various committees meet and on the last day the voting members meet in order to make decisions. He provided the Board with highlights of the meeting, which include proposal to meet annually instead of biannually, proposal to provide guidance on the use of ice slurries, and the most relevant and closely followed proposal was the issue with harvester and dealer education. He stated that once licenses came up for renewal in July of 2014, there would be a certification process in place to provide the education to applicants.

**Jeff Mason – Military Training Update (11:07 AM)**

Jeff Mason of Visual Awareness Technology Consulting of Tampa, asked for Board action to lease the Bay City Work camp for a military training exercise. He stated that this would bring in additional revenue and provide some temporary jobs for County residents. Mr. Mason provided information on proposed amounts for the lease and also the time table for this exercise. He also stated that there might be an additional company interested in leasing the camp.

**Motion by Massey, seconded by Jackel, to approve military lease for Bay City Work Camp, contingent upon Shuler's review; Motion carried 5-0.**

**Public Hearing – Leave No Trace Ordinance (11:16 AM)**

Attorney Shuler presented information on the Leave No Trace Ordinance, which covers all beaches in the County. He recapped the Ordinance, which prohibits leaving tents and personal property on County beaches at night. He explained how far back items need to be moved off of the beach and enforcement of the Ordinance.

Attorney Shuler discussed having a motorized vehicle on the beach for clean-up and also the disposal of unclaimed personal property items from the beaches.

Chairman asked for public comment.

Sharon Hutchinson, of St. George Island, read from a prepared statement in support of the Ordinance.

Barbara Sanders, of St. George Island, spoke in support of the Ordinance.

Allan Feifer, of Alligator Point Taxpayers Association, and Attorney Shuler discussed how the rule applies to private property that goes to the high water mark. Attorney Shuler stated that the Ordinance is the same for public and private beaches.

Commissioner Jackel asked for changing some of the wording in the Ordinance. She stated that she would like to see the implementation wording changed to include from sunrise to sunset, which would replace 7PM to 7AM. She would also like the wording changed regarding



unattended items being left at any time. Attorney Shuler stated it could be changed to “a reasonable amount of time”.

She confirmed that there were no fines or penalties beyond the loss of personal property. Commissioner Jackel and Attorney Shuler discussed camping and other special exceptions for use of the beaches.

Commissioner Jackel asked for a grace period to allow the advertisement of this Ordinance. Attorney Shuler provided some options on this matter.

Commissioner Lockley asked about Parks & Rec employees moving heavy items that might be left behind on the beach.

Nikki Millender, Director of Parks & Rec, responded to Commissioner Lockley’s concern.

Attorney Shuler also responded to Commissioner Lockley’s concerns of heavy items.

Commissioner Parrish stated that he was not in favor of returning anything left behind to the owners because it is the main deterrent for this Ordinance. He also suggested adding a website address on the posted signs that would be a link to the full Ordinance.

Mrs. Johnson expressed her concerns with the added funding to the budget, including employees working late, equipment maintenance, accountability factors, affects on long term rentals, tourism, storage of confiscated equipment, and County employees going onto private property. She stated that the concerns of St. George Island are unique when compared to beaches that have hotel and motel employees that are able to go down to the beaches and remove abandoned property.

Mrs. Millender stated that she hasn’t looked at the added cost to her budget. She discussed how this Ordinance will affect the operation of her department.

The Board discussed this matter with Mrs. Millender.

The Board discussed the financial aspect of this Ordinance.

**Motion by Jackel, seconded by Massey, to approve the Ordinance with the proposed changes; Motion failed 2-3, Lockley, Parrish, and Sanders opposed.**

Chairman Sanders stated that she recommends removing some of the other County beaches from the Ordinance so that the budget impact isn’t as great.

Mrs. Millender suggested issuing beach permits for weddings or other events to offset the cost of the Ordinance.

**Recess (12:02 PM)**

Chairman Sanders called for a recess.

**Reconvene (12:09 PM)**

Chairman Sanders reconvened the Meeting.

**Warren Emo – Armory Update (12:09 PM)**

Mr. Emo provided drawings of the site plans and discussed the changes that have been made to the Armory renovation project. He explained how the proposed changes would allow for a much more functional facility.

Mr. Emo discussed the probable schedule and budgets involved, depending on which option the Board might choose. He stated that the total project cost would be \$2,379,329.

The Board and Mr. Emo discussed the financial aspect of this renovation and ways to approach this project.

Commissioner Parrish and Mr. Pierce discussed available funding for the project.

Curt Blair, of Franklin County Tourist Development Council, verified \$250,000 in available funding and the possibility of an additional \$250,000 in available funding for this year.

The Board discussed the project further and recommended looking at only part of the project since the County couldn't afford the entire \$2.3 million for a total renovation project.

Chairman Sanders stated that the Board has to decide what parts of the project it could complete.

Mr. Emo stated that he would like the Board to approve a meeting with him and Staff, to look at the project in smaller and more affordable phases. The Board agreed.

Commissioner Parrish was in favor of looking for Historical Society Grants to complete the project.

Commissioner Jackel suggested increasing the TDC tax by 1% to fund the other phases of the project.

**Recess (12:43 PM)**

Chairman Sanders called for a recess.

**Reconvene (1:38 PM)**

Chairman Sanders reconvened the Meeting.

**Alan Pierce – Director of Administrative Services – Report (1:38 PM)**

Mr. Pierce presented his report to the Board.

*1- Board action to close Chili Blvd and the first block of W. Gulf Beach Drive for St. George Island Chili Cook-Off on March 1.*

**Motion by Jackel, seconded by Massey, approve closure of Chili Blvd. and 1<sup>st</sup> block of W. Gulf Beach Drive for the SGI Chili Cook-Off; Motion carried 4-0, Lockley absent.**

*2- Inform Board that Ms. Denise Butler has stepped down as Chairman of the Library Advisory Board after 21.5 years. Ms. Kate Aguiar is the new Chairman.*

This item was addressed earlier in the Meeting.

*Commissioner Lockley returned to the Meeting.*

*3- Inform the Board that bids will be opened for the widening and resurfacing of Oak St. in Lanark and the Bayshore project in Eastpoint at the next Board meeting, which is March. 4. Bids will also be opened for the Alligator Point Revetment repair project.*

*4- Provide Board with copy of letter Senator Bill Nelson sent last week to the Secretary of US Dept. of Commerce requesting the Department act immediately to administer the \$75M of Fisheries Disaster Assistance that was approved when Congress approved the budget. The \$75M will be divided among 6 federally declared disasters with the Apalachicola Bay oyster failure being one.*

*5- Inform the Board that I met with Mr. Doug Hattaway, Trust for Public Lands, last week to do a site visit on the proposed acquisition of the old El's Court Motel and campground. Mr. Hattaway has also met with the property owners who are willing to work with TPL on a grant funded acquisition.*

*6- Inform the Board that following the direction of the Board to utilize \$100,000 of TDC funds to create an Eastpoint Visitor Center I have been working with architect Doug Shuler make the existing bathroom handicapped accessible and to expand the interior space to by utilizing some existing storage space. We will be opening bids for the renovations in March.*

*7- Board discussion of parking improvements for Weems East clinic.*

This item was addressed earlier during the meeting.

*8- Inform the Board that Ms. Brownell has received the fully executed grant for \$73K to put a new roof and new shutters on the EOC. There is a 25% cash match so depending on the cost of the improvements, which will be bid out, the county will have to come up with \$15-20K, and that match would come out of the Board's Capital Outlay fund.*

This item was addressed earlier during the meeting.

*9- Remind Board members to tell Amy if they are going to the FAC Legislative Day on March 27 in Tallahassee so she can make reservations.*

*10- Inform Board that the TDC has added Eastpoint into the rotation of TDC meeting locations, so now there will be TDC meetings in Apalach, Carrabelle, and Eastpoint.*

*11- Board action to approve a Supplemental JPA with DOT to fund additional culvert replacements on Bluff Road. There is no cost to the county.*

**Motion by Parrish, seconded by Lockley, to approve a Supplemental JPA with DOT to fund additional culvert replacements on Bluff Road; Motion carried 5-0.**

*12- Inform Board that the county health insurance carrier, Capital Health Plan, has added Dr. Sanaullah as a provider, effective March 1.*

*13 – Request to support Bryan Delouge for NACO 2<sup>nd</sup> Vice President.*

**Motion by Jackel, seconded by Massey, to support Resolution to support Bryan Desloge for NACO 2<sup>nd</sup> Vice President; Motion carried 5-0.**

**Marcia M. Johnson – Clerk of Courts – Report (1:43 PM)**

Mrs. Johnson had no items for Board action.

**Michael Shuler – County Attorney – Report (1:43 PM)**

Attorney Shuler had no items for Board action.

**Commissioners and Public Comments (1:44 PM)**

There were no public or Commissioners comments.

The Board revisited Weems Hospital's request for BKD's feasibility study.

**Motion by Lockley, seconded by Parrish, to authorize the \$60,000 payment for BKD's feasibility study for the Hospital; Motion carried 5-0.**

Jim Bachrach, Chairman of the Hospital Board, asked that a Commissioner attend future Hospital Board meetings.

Commissioner Lockley said he would attend.

**Recess (1:47 PM)**

Chairman Sanders called for a recess.

**Reconvene (1:53 PM)**

Chairman Sanders reconvened the Meeting.

**Lucy Turner – Compensation Schedule (1:53 PM)**

*(Erin Griffith, Finance Clerk, joined the Meeting)*

Attorney Turner distributed and reviewed a revised copy of the employee compensation schedule and also the performance evaluation form.

Attorney Turner discussed two options, 5% salary increase every five years or a 1% salary increase every year.

Commissioner Jackel asked if the Board would be committed to these increases every year. Attorney Turner said it would be based on satisfactory evaluations and as long as the Board didn't vote to freeze salaries. She explained the differences with the two plans.

Erin Griffith, Finance Clerk, stated that she was in favor of the 1% salary increase every year because it presented a better way of budgeting, as it would be more predictable.

Attorney Turner discussed the Board's option to change salaries.

Commissioner Jackel expressed her concerns of the Board being locked in to an annual salary increase.

The Board and Mrs. Griffith discussed the effect the salary increases will have on the budget.

Commissioner Massey asked how the County employees felt about the different plans.

Howard Nabors, Superintendent of Public Works, asked about incentives for employees who want to move up but with no increase in salary.

Attorney Turner and Mr. Pierce explained how the new system would change that type of situation.

Mrs. Griffith explained that if the Board had to freeze salaries it would be easier to do at 1% every year versus a 5% after 5 years.

Commissioner Massey agreed with Mrs. Griffith.

Attorney Turner explained the different issues raised by the Board members. She stated that there is an interest in giving employees some assurance that there will be some increases contingent upon a satisfactory evaluation. She stated that this also locks the Board into providing the salary increases.

Mrs. Johnson commented on this matter.

Dewitt Polous, Director of Mosquito Control, asked about the different pay grades in Mosquito Control. Attorney Turner stated there were only the base positions in Mosquito Control.

Mrs. Griffith and Attorney Turner discussed classifying employees once the plan is approved.

The Board discussed this matter further.

*Motion by Lockley, seconded by Massey, to approve the 1% County employee salary increase plan based on annual satisfactory evaluations; Motion and second were rescinded until the actual overall cost were presented for the 1%, 3%, and 5% increases and the placement of employees in the schedule. This item will be presented at the March 18, 2014 Regular Meeting.*

Mr. Pierce asked the Board to consider paying employees for 1 week of vacation time at the end of a budget year if they have accrued over 160 hours in that year.

Commissioner Massey asked if the Board would consider allowing employees to use sick leave to compensate for the difference in salary when they are out on Workman's Comp leave.

Attorney Turner stated the pros and cons to this type of policy.

Mrs. Griffith explained the County's procedure for Workman's Comp claims.

**Motion by Jackel, seconded by Parrish, to adopt the policy for paying employees for 1 week of vacation time at the end of a budget year if they have accrued over 160 hours, as presented by Mr. Pierce; Motion carried 5-0.**

Attorney Turner discussed job descriptions and salary adjustments.

**Motion by Jackel, seconded by Massey, to have Mrs. Griffith provide information on employees who are not in the positions that they should be, based on job descriptions; Motion carried 5-0.**

**Adjourn (2:53 PM)**

There being no further business, Chairman Sanders adjourned the Meeting.

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Cheryl Sanders, Chairman – FCBOCC

Attest:

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Marcia M. Johnson, Clerk of Courts