

September 16, 2013

MOBILE COUNTY COMMISSION

The Mobile County Commission met in regular session in the Government Plaza Auditorium, in the City of Mobile, Alabama, on Monday, September 16, 2013, at 10:00 A. M. The following members of the Commission were present: Merceria Ludgood, President, Connie Hudson and Jerry L. Carl, Members. Also present were John F. Pafenbach, County Administrator/Clerk of the Commission, Jay Ross, County Attorney, and Joe W. Ruffer, County Engineer. President Ludgood chaired the meeting.

INVOCATION

The invocation was given by Commissioner Jerry L. Carl, District 3.

The following is a synopsis of the comments made:

President Ludgood said there were numerous speakers at the meeting today and she requested that they limit their comments to two (2) minutes so that everyone would have a chance to speak.

Linda Cochran, Public Works Department, addressed the Commission and said she was very grateful for the additional five dollars (\$5.00) per day subsistence allowance, but it was in jeopardy of ending September 30, 2013. She said ending the additional five dollars (\$5.00) per day subsistence allowance and then giving employees a pay increase of two and one-half percent (2.50%) does not put them ahead because beginning January 1, 2014, their current health care insurance would increase and absorb it all. Ms. Cochran said the Commission paid an enormous cost for the Condrey Study, but did not follow through with its recommendations causing employees to be without a pay increase during the last six (6) years. She said some of her co-workers have two (2) and three (3) jobs to support a meagerly modest lifestyle, but she worries if they have had sufficient sleep because working on public roads could be dangerous and they have to depend on each other's alertness.

Sherman Howard, Building Maintenance Department, addressed the Commission and said the Commissioners were elected to speak on behalf of the people. He said the people want the Commissioners to take action as one elected body and propose a pay increase.

Mary Jane Burch, Electronics Department, addressed the Commission and said she has worked with the County for fifteen (15) years. She said she receives a net paycheck of seven hundred eleven dollars (\$711.00) bi-weekly. Ms. Burch said she visits the Mobile County Employee Health Center because it has

September 16, 2013

a free co-pay and if the Commission closes it she would not be able to afford the co-pay charged at other clinics. She said she has two (2) school age children and a daughter with her own child, who works and also attends school to help her out. Ms. Burch asked the Commission how do they think that makes her feel as a mother? She said the Commission needs to give employees a break. Ms. Burch said the increase of the health care insurance next year would reduce her paycheck to five hundred dollars (\$500.00) bi-weekly. She said employees try their best to fulfill the needs of their jobs, but if her net paycheck was reduced to five hundred dollars (\$500.00) bi-weekly, there was only one thing left for her to do and that was to put her picture on a poster that said "working, but homeless."

Myira Gina Pugh, Public Works Department, addressed the Commission and said employees contribution to the health care insurance program has been steadily increasing during the last four (4) years. She said groceries have increased, homeowners' insurance has increased, everything has increased except for employees' paychecks. Ms. Pugh said the Commission needs to give employees a pay increase.

Jaime Podratz, Public Works Department, addressed the Commission and said they were overworked at Chickasabogue Park because they were short of staff and at least the Commission could pay them what they are worth.

Van K. Morrissette, Building Maintenance Department, addressed the Commission and asked what kind of mathematics did they use to arrive at a two and one-half percent (2.50%) pay increase? He said it should be at least ten percent (10.00%).

Mark Rogers, Public Works Department, addressed the Commission and said he was a new employee who has worked for the County a little over two (2) years. He said he believes in the merit system and a person should be paid based on their job performance. Mr. Rogers asked if the merit system was still in place and if so, why has it not been implemented?

Victoria Wright, License Commission, addressed the Commission and said employees were grateful for the additional five dollars (\$5.00) per day subsistence allowance. She said their salaries would decrease if they received a two and one-half percent (2.50%) pay increase. Ms. Wright said they have not had a pay increase in the last six (6) years, but workloads, groceries, childcare and gas have increased. She said a two and one-half percent (2.50%) would have been sufficient if the employees had been receiving a pay increase during the last six (6) years. Ms. Wright asked the Commission to at least consider a higher pay increase, otherwise, it would not be an increase in their paycheck at all.

Ray Shelly, Public Works Department, addressed the Commission and said he agreed with all those who have spoken before him, but what he brings before the Commission was hiring

September 16, 2013

new employees. He said when he interviews a potential employee and they ask him when could they expect to receive their first pay raise, he tells them County employees have not had a pay raise since year, 2007. Mr. Shelly said the potential employee laughs in his face and walks out. He said he should have a staff of four (4) mechanics in the front shop and four (4) mechanics in the back shop. Mr. Shelly said he has only three (3) mechanics which were not enough employees to maintain County vehicles. He said the Commission has to do something, employees were here for them. Mr. Shelly said employees were family, it was time for the Commission to treat them like it and do something for them.

Sophia Robinson, License Commission, addressed the Commission and said her grandmother had a favorite saying that "everybody would not tell the same lie." Ms. Robinson said she brings home a net pay of seven hundred fifty-two dollars (\$752.00) bi-weekly, she has a family of six (6) in her household and two (2) outside children. She said her husband was out of work for over nine (9) months and their savings were gone. Ms. Robinson said seven hundred fifty-two dollars (\$752.00) for a household of eight (8) was nothing. She said receiving a two and one-half percent (2.50%) pay increase and losing the additional (\$5.00) per day subsistence allowance calculates to approximately five hundred dollars (\$500.00) more, but they would lose one thousand forty dollars (\$1,040.00) and with the increase of the health care insurance they would have nothing left. She asked the Commissioners to consider, if they were in the employees position with young children to support what would they do? Ms. Robinson asked if their children were before them what would they do to help? She asked the Commissioners if they had to present themselves to themselves what would they think of themselves? Ms. Robinson said when the Commissioners look at the employees, think of themselves, think of their families and then think of a better way to help because the two and one-half percent (2.50%), was a slap in the face.

Darnetta Eaton, License Commission, addressed the Commission and said she has not received a pay increase since she started three (3) years ago. She said God gives us sources and resources. Ms. Eaton said she was grateful for her job it was a source, but her husband was the main provider of their family and if she did not have him in her life she could not afford to work at the License Commission. She said she brings home seven hundred forty-two dollars (\$742.00) bi-weekly, which does not cover her mortgage payment. Ms. Eaton said they work very hard at the License Commission from the time they start work until the time they leave work. She said they serve thousands of customers every day, she hates her paycheck, but she loves her job. Ms. Eaton said gas prices were increasing, food prices were increasing, utilities were increasing, taxes were increasing, everything was increasing except for their paychecks. She said employees need to be compensated for the pay increases they have not received during the last six (6)

September 16, 2013

years along with the two and one-half percent (2.50%). Ms. Eaton said employees should receive bonuses, employees need more money, they have families to support.

Marshall Chapman, Building Maintenance Department, addressed the Commission and asked the Commissioners to do their best at being on the same page as employees, they need a pay increase. He said their supervisors require the best of them and as employees they try to give their best. Mr. Chapman asked the Commission to give their best.

Ronnie Skelton, Building Maintenance Department, addressed the Commission and said a two and one-half percent (2.50%) pay increase does not mean a lot. He said with the five dollars (\$5.00) per day subsistence allowance, an employee could take a two (2) week vacation and would receive approximately twelve hundred fifty dollars (\$1,250.00) per year. Mr. Skelton said in order for the two and one-half percent (2.50%) pay increase to achieve that amount an employee would have to earn fifty thousand dollars (\$50,000.00) per year for the same amount. He said the five dollars (\$5.00) per day subsistence allowance was nontaxable, but the two and one-half percent (2.50%) would probably be taxable. Mr. Skelton said he has worked for the County for five (5) years and every location he has been sent it has been understaffed. He asked the Commission to leave the additional five dollars (\$5.00) per day subsistence allowance and increase the two and one-half percent (2.50%) to ten percent (10.00%).

George Knight, Public Works Department, addressed the Commission and said he works very hard at raking asphalt onto public roads in extremely humid weather. He asked the Commission to give employees a ten percent (10.00%) pay increase.

Kevin Lucious, Public Works Department, addressed the Commission and said he installs traffic signs on public roads. He said he has a family and two (2) jobs, he asked the Commission to raise the pay increase higher than two and one-half percent (2.50%).

Frederick Pharr, Public Works Department, addressed the Commission and said he works at Camp 1 with the Asphalt Crew and they have a high turnover because new employees refuse to continue to work for such a low pay. He said the Commission needs to add bonuses and to raise the pay increase higher than the proposed two and one-half percent (2.50%).

Anthony Watson, Public Works Department, addressed the Commission and said when the health care insurance increases, January 1, 2014, the two and one-half percent (2.50%), would not be a pay increase, it would put employees in a higher tax bracket.

September 16, 2013

Joe Dixon, Jr., Public Works Department, addressed the Commission and said Victor Hugo, a French writer wrote "crimes are committed in darkness and it is not merely that crimes are committed in darkness, it is who created that darkness." He said the employees have come before the Commission time and time again asking for a pay increase. Mr. Dixon said the merit system was all but defunct. He said the Commission has the only authority of making decisions on the merit system, if and when employees would receive a pay increase and from where the monies would come. Mr. Dixon said the employees were before the Commission once again for a situation that was ongoing and causing chaos in the lives of the people that work for them. He said a man goes into a bar, he asked the bartender for a glass of water, the bartender pulls out a shotgun, fires it near his head, the man gives the bartender a gratuity and thanks him, he said the man had the hiccups. Mr. Dixon said every time the Commission proposes to solve a problem, it seems like a shotgun has been pulled and aimed for employees.

Sylvester Brown, Jr., Public Works Department, addressed the Commission and asked the Commission to show compassion and understanding and increase the employees pay higher than the two and one-half percent (2.50%).

Donnie Pierce, Public Works Department, addressed the Commission and said he works with the Construction Crew that has only five (5) or six (6) Operator III's and they have to do all of the laborers work and everything else because they were short of staff. He said it was unfair and every time they hire a new employee they do not last one (1) month because they cannot afford to work at that pay. Mr. Pierce said he works two (2) jobs, he has two (2) children in college and two (2) children at home. He said it was rough and asked the Commission to increase employees pay to five (5) or ten (10) percent. Mr. Pierce said he likes his job.

Richard Southerlin, Public Works Department, addressed the Commission and said employees have not had a pay increase in six (6) years and asked if it would be another six (6) years?

Kenneth A. Robert, Public Works Department, addressed the Commission and said in God We Trust. He said one of the major problems in the world was we were not trusting in God anymore. Mr. Robert said that was what our logo states on every piece of money we have, but we trust more in money than in God that created us and allows us to create the money. He said the church consists of Christ being the groom and the people being the Body of Christ. Mr. Robert said one member without the other was no good it takes all of the intricate parts to make up the Body of Christ. He said he has been with the Road & Bridge Department for twenty-seven (27) years and it was very sad as a blue collar worker to work so hard to provide for his family. Mr. Robert said a Commissioner once said "we all are one big family," but when it comes to employees pay increase and health care insurance it seems as if the blue collar employees of the family were exempt, it was unfair. He said everything was increasing,

September 16, 2013

except for employees paychecks and as blue collar employees they were an intricate part of productivity, maintenance and safety of Mobile County public roads.

Wanda Wright, License Commission, addressed the Commission and said she was very appreciative and thankful for her job. She said her employer was amazing and she could not ask for more from License Commissioner Kim Hastie. Ms. Wright said during the last five (5) years employees have not had a pay increase and License Commissioner Hastie has had to cut her budget and at the same time demands her employees to provide quality public service. She said to request a person to implement the types of changes License Commissioner Hastie has done without her employees receiving a pay increase or any incentives was very unfair. Ms. Wright said a pay increase would help and encourage employees. She said the two and one-half percent (2.50%) increase would cause employees to pay more taxes.

Freddie May, County employee, addressed the Commission and said the employee's health care insurance has refused him several medical tests and because of that he could not get the medication he needs to make his life worth living. He said he has the beginning stages of the chronic obstructive pulmonary disease (COPD) and the doctors need to do a test called sleep apnea, but the health care insurance will not cover it and that was unfair. Mr. May asked the Commission to check into this insurance problem.

Pam Pope, Public Works Department, addressed the Commission and said she and her co-workers were family. She said working on public roads was a dangerous job because they work around moving vehicles and they depend on each other to be alert. She said they have to depend on their co-workers who were exhausted from a second job to watch out for them. Ms. Pope said the pay increase was a small amount of gratitude that the Commission could do for them.

Brandy Johnson, License Commission, addressed the Commission and said she was a single parent with one income who was struggling to support herself and her son. Ms. Johnson said if the Commission decides to take away the additional five dollars (\$5.00) per day subsistence allowance and give employees the two and one-half percent (2.50%) increase, it would be a three hundred seventy-five dollars (\$375.00) cut to her paycheck. She said during May, 2013, she became homeless and she and her son spent the first night in her car wearing the clothes on their backs. Ms. Johnson said they were currently living in a temporary home, thanks to a friend who works at the License Commission.

Peter Olivero, Building Inspection Department, addressed the Commission and said the employees were doing their very best. He said employees' pride was taking a ding as they express their personal circumstances and heartache situations before the Commission today. Mr. Olivero said a second job has become

September 16, 2013

an epidemic of County employees who work at the Building Inspection Department because they have to provide for their families and their County paychecks by itself does not provide them with that means, so they have to rely on a second job to help them make their ends meet, he said that was not the American Dream. Mr. Olivero said the Commission has the option of choosing another health care insurance program and maybe they would not see a savings in the first year, but in the second year it would bring in a significant savings. He said the ten dollars (\$10.00) per day subsistence allowance does not do a lot for the employees and he asked the Commission to contemplate on adding an additional five dollars (\$5.00) per day to the subsistence allowance.

Donald Dixon, Public Works Department, addressed the Commission and said he was representing his employees who work in Department 91. He said his employees work extremely hard every day to get the job done. Mr. Dixon said his department was fifteen (15) to twenty (20) employees understaffed and has been for the last five (5) years. He said his employees have been doing their jobs and additional work without any additional compensation for the last five (5) years. Mr. Dixon said if a major storm was to hit, they would lack the required manpower to safely handle public roads. He asked the Commission to please reward employees for the hard work they do for the Commission.

(End of synopsis)

AGENDA #1

APPROVE POLLWORKERS
LIST/U. S. CONGRESSIONAL
DISTRICT ONE SPECIAL ELECTION

Commissioner Hudson moved, seconded by Commissioner Carl, that the Board approve the pollworkers list for the U. S. Congressional District One Special Election, to be held September 24, 2013.

Motion carried unanimously.

September 16, 2013

AGENDA #2

ADOPT REVISED RESOLUTION APPROVING
VOTING EQUIPMENT MANIFEST/U. S. CONGRESSIONAL
DISTRICT ONE SPECIAL ELECTION/SEPTEMBER 24, 2013

Commissioner Hudson moved, seconded by Commissioner Carl, that the Board adopt the following resolution:

WHEREAS, the Mobile County Commission is required by Act Number 812 of the Regular Session of the Alabama Legislature of 1965 to designate the voting centers for Mobile County to be used in elections, and to determine the number of voting machines deemed necessary to adequately serve the voters at elections;

WHEREAS, the Mobile County Commission, on August 12, 2013, designated polling places and the number of machines for the September 24, 2013 U. S. Congress District 1 Special Primary Election, and, if applicable, special primary runoff election November 5, 2013 and special general election December 17, 2013; and

WHEREAS, it has become necessary to revise the polling places and number of machines so designated;

NOW, THEREFORE, be it **RESOLVED**, that the Mobile County Commission designates the following voting centers for Mobile County at which such shall be conducted, and determines that the number of machines shown to the left of each voting center as designated below, is adequate to serve the voters at such, and that the number of machines shown for each voting center will be maintained during future elections, and that the number of machines herein designated for each polling place within Mobile County shall be the total number designated for future primary, run-off and general elections; and

BE IT FURTHER RESOLVED, that the Honorable Don Davis, Judge of Probate, Honorable Jo Jo Schwarzhauer, Clerk of the Circuit Court, and Honorable Sheriff Sam Cochran, the appointing Board for elections officers, are provided a copy of this resolution, including a copy of the revised list of designated voting centers showing the number of voting machines to be maintained at each voting center, a total of 202, as shown on the following pages, which are a part of this resolution:

PRECINCT #	LOCATION	ADDRESS	# of MACHINES
1	Mt. Vernon Community Center	19180 Shepard Lake Rd. Mt. Vernon 36560	2
2	Mt Vernon Civic Center	1230 Magnolia St. Mt. Vernon 36560	2

September 16, 2013

PRECINCT #	LOCATION	ADDRESS	# of MACHINES
3	"Old" Citronelle Senior Center	8200 E. State St. Citronelle 36522	2
4	Fellowship Baptist Church	11480 Gulfcrest Rd. Churchula 36521	2
5	Churchula Baptist Church	11104 Roberts Rd. Churchula 36521	2
6	Turnerville Community Center	11230 Celeste Rd. Saraland 36571	2
7	Creola Senior Citizen's Center	9716 Old Hwy. 43 Creola 36525	2
8	Georgetown Baptist Church	10651 Lott Rd. Churchula 36521	2
9	First Baptist Church of Wilmer (Gymnasium)	13371 Moffett Rd. Wilmer 36587	2
10	Havenwood Baptist Church	7050 Lott Rd. Semmes 36575	2
11	College Park Baptist Church	5860 College Pkwy. Eight Mile 36613	2
12	Kali Oka Civic Club	7501 Kali-Oka Rd. Saraland 36571	2
13	Howard Blackwell Lodge	5601 Hwy. 43 Satsuma 36572	2
14	Satsuma City Hall	5464 Old Hwy. 43 Satsuma 36572	2
15	Shelton Beach Rd. Baptist Church (Gymnasium)	401 Shelton Beach Rd. Saraland 36571	2

September 16, 2013

PRECINCT #	LOCATION	ADDRESS	# of MACHINES
16	Saraland Civic Center	716 Mae St. Saraland 36571	2
17	Chickasaw Safe House	799 Iroquois St. Chickasaw 36611	2
18	Whistler United Methodist Church	3102 Whistler St Whistler 36612	2
19	Mt. Sinai Missionary Baptist Church	707 Mt. Sinai Ave. Whistler 36612	2
20	Collins-Rhodes Elementary School	5110 St. Stephans Rd. Eight Mile 36613	2
21	Indian Springs Baptist Church	4241 Lott Rd. Eight Mile 36613	2
22	Azalea City Church of Christ	3550 Schillinger Rd. N. Semmes 36575	2
23	River of Life Ministries Church	5610 McCrary Rd. Semmes 36575	2
24	Semmes First Baptist Church	4070 Wulff Rd. E. Semmes 36575	2
25	Semmes Community Center	10141 Moffett Rd. Semmes 36575	2
26	Tanner Williams Historical Society Building	13701 Tanner Williams Rd. Wilmer 36587	2
27	Jon Archer Agricultural Center	1070 Schillinger Rd. N. Mobile 36608	2
28	Moffett Rd. Assembly of God	6159 Moffett Rd. Mobile 36618	2

September 16, 2013

PRECINCT #	LOCATION	ADDRESS	# of MACHINES
29	Forest Hill Elementary School	4501 Moffett Rd. Mobile 36618	2
30	Joseph Dotch Community Center	3100 Banks Ave. Mobile 36617	2
31	Prichard Community Center	2500 W. Main St. Prichard 36610	2
32	Vigor High School	913 N. Wilson Ave. Prichard 36610	2
33	Bishop State Community College	351 N. Broad St. Mobile 36601	2
34	Plateau Community Center	850 Edwards St. Prichard 36610	2
35	Combined With # 34		
36	Sunlight Auditorium	809 Seminary St. Prichard 36610	2
37	Thomas Sullivan Community Center	351 N. Catherine St. Mobile 36603	2
38	Figures Recreation Center	658 Donald St. Mobile 36617	2
39	Toulminville Branch Public Library	601 Stanton Rd. Mobile 36617	2
40	Carver Campus Bishop State Community College	414 Stanton Rd. Mobile 36617	2
41	Spring Hill Ave. Recreation Center	1151 Springhill Ave. Mobile 36604	2

September 16, 2013

PRECINCT #	LOCATION	ADDRESS	# of MACHINES
42	VIA! Senior Center	1717 Dauphin St. Mobile 36604	2
43	Murphy High School	100 S. Carlen St. Mobile 36606	2
44	Augusta Evans School	100 N. Florida St. Mobile 36607	2
45	Boys Club of Mobile	712 Rice St. Mobile 36607	2
46	Sage Ave. Baptist Church	150 S. Sage Ave. Mobile 36606	2
47	St. Ignatius Catholic Church Marian Center	3704 Springhill Ave. Mobile 36608	2
48	E. R. Dickson Elementary School	4645 Bit & Spur Rd. Mobile 36608	2
49	St. John United Methodist Church	6215 Overlook Rd. Mobile 36618	2
50	Mobile Museum of Art	4850 Museum Dr. Mobile 36608	2
51	University Church of Christ	5650 Zeigler Blvd. Mobile 36608	2
52	Holy Name of Jesus Catholic Church	2775 Snow Rd. N. Mobile 36608	2
53	Friendship Missionary Baptist Church	545 N. Cody Rd. Mobile 36608	2
54	Providence Church of God	6819 Old Shell Rd. Mobile 36608	2

September 16, 2013

PRECINCT #	LOCATION	ADDRESS	# of MACHINES
55	Hillcrest Baptist Church	1204 Hillcrest Rd. Mobile 36695	3
56	Covenant Church	7150 Hitt Rd. Mobile 36695	3
57	Seven Hills Baptist Church	8950 Airport Blvd. Mobile 36608	2
58	Sonrise Baptist Church	140 Snow Rd. N. Mobile 36608	2
59	Seven Hills Fire Station	3651 Newman Rd. Mobile 36695	2
60	Living Word Church	2900 Dawes Rd. Mobile 36695	3
61	Creekwood Church of Christ	1901 Schillinger Rd. Mobile 36695	3
62	Our Savior Catholic Church	1801 S. Cody Rd. Mobile 36695	3
63	The Mug Café	5817 Grelot Rd. Mobile 36609	2
64	City Church of Mobile	3 750 Michael Blvd. Mobile 36609	2
65	Apostolic Church of God	4050 Cottage Hill Rd. Mobile 36609	2
66	Pleasant Valley United Methodist Church	2810 Pleasant Valley Rd. Mobile 36606	2
67	St. John's Episcopal Church Parish House	1707 Government St. Mobile 36606	2

September 16, 2013

PRECINCT #	LOCATION	ADDRESS	# of MACHINES
68	St. Joan of Arc Catholic Church	1260 Elmira St. Mobile 36604	2
69	Mobile Civic Center	401 Civic Center Dr. Mobile 36602	2
70	Elks Lodge #108	2671 Dauphin Island Pkwy. Mobile 36605	2
71	Rock of Faith Baptist Church	1103 S. Ann St. Mobile 36605	3
72	Mae Eanes Middle School	1901 Hurtel St. Mobile 36605	2
73	Eichold-Mertz Elementary School	2815 Government Blvd. Mobile 36606	2
74	Palmer Pillans Middle School	2051 Military Rd. Mobile 36605	2
75	Morningside Elementary School	2700 S. Greenbrier Dr. Mobile 36605	2
76	Kate Shepard Elementary School	3980-B Burma Rd. Mobile 36693	2
77	Riverside Church of the Nazarene	2313 Riverside Dr. Mobile 36605	2
78	First Independent Methodist Church	4548 Halls Mill Rd. Mobile 36693	2
79	Dodge Elementary School	2615 Longleaf Dr. Mobile 36693	2
80	Mobile Regional Senior Community Center	3201 Hillcrest Rd. Mobile 36695	2

September 16, 2013

PRECINCT #	LOCATION	ADDRESS	# of MACHINES
81	Tillmans Corner Community Center	5055 Carol Plantation Rd. Tillmans Corner 36619	2
82	Travis Rd. Baptist Church	5226 Travis Rd. Tillmans Corner 36619	2
83	Meadowlake Elementary School	8251 Three Notch Rd. Tillmans Corner 36619	2
84	Union Baptist Church	5251 Grand Bay Wilmer Rd. Grand Bay 36541	2
85	Grand Bay Middle School	12800 Cunningham Rd. Grand Bay 36541	2
86	First Baptist Church of St. Elmo	8950 Roberts Road St. Elmo 36568	2
87	Callahan Boys And Girls Club	6585 Carol Plantation Rd. Theodore 36585	2
88	Cypress Shores Baptist Church	4327 Higgins Rd. Tillmans Corner 36619	2
89	St. Andrews Episcopal Church	1854 Staples Rd. Mobile 36605	2
90	Hollingers Island Elementary School	2400 Hammock Rd. Mobile 36605	2
91	St Philip Neri Catholic Church	9101 Dauphin Island Pkwy.Theodore 36582	2
92	Mt. Ararat Baptist Church	5201 Washington Blvd. Theodore 36582	2
93	First Baptist Church of Irvington	9074 Irvington Bayou la Batre Hwy. Irvington 36544	2

September 16, 2013

PRECINCT #	LOCATION	ADDRESS	# of MACHINES
94	Odd Fellows Lodge	12548 Irvington Bayou la Batre Hwy. Irvington 36544	2
95	Friendship Baptist Church	12581 Saeger Rd. Grand Bay 36541	2
96	Bayou la Batre Community Center	12745 Padgett Switch Rd. Bayou La Batre 36544	2
97	Coastal Response Center	7385 Hwy. 188 Coden	2
98	St. Michael Catholic Church	15872 Heron Bay Loop Rd. E. Coden 36523	2
99	Dauphin Island Baptist Church Resort Ministries Building	909 Desoto Ave. Dauphin Island 36528	2
		Total Machines	202

Motion carried unanimously.

September 16, 2013

AGENDA #3

APPROVE COST OF APPOINTED ELECTION
OFFICIALS/U. S. CONGRESSIONAL DISTRICT
ONE PRIMARY ELECTION/SEPTEMBER 24, 2013

Commissioner Hudson moved, seconded by Commissioner Carl, that the Board approve the cost of appointed election officials for the U. S. Congressional District One Special Primary Election, to be held September 24, 2013, as follows:

Inspectors	98	@\$200.00	x 98	\$19,600.00
Chief Clerks	98	@\$175.00	x 98	\$17,150.00
Assistant Clerks	416	@\$150.00	x416	\$62,400.00
Totals	612			\$99,150.00

Motion carried unanimously.

AGENDA #4

APPROVE COST OF APPOINTED ELECTION
OFFICIALS/MANDATORY TRAINING FOR U. S.
CONGRESSIONAL DISTRICT ONE SPECIAL
PRIMARY ELECTION/SEPTEMBER 24, 2013

Commissioner Hudson moved, seconded by Commissioner Carl, that the Board approve the cost of appointed election officials for mandatory training for the U. S. Congressional District One Special Primary Election, to be held September 24, 2013, as follows:

Inspectors	98	@\$30.00	x98	\$2,940.00
Chief Clerks	98	@\$30.00	x98	\$2,940.00
Assistant Clerks	15	@\$15.00	x15	\$ 225.00
Chief Clerks/Inspectors (special training)	10	@\$30.00	x10	\$ 300.00
Totals	221			\$6,405.00

Motion carried unanimously.

September 16, 2013

AGENDA #5

APPROVE COST OF APPOINTED ABSENTEE ELECTION
OFFICIALS/U. S. CONGRESSIONAL DISTRICT ONE
SPECIAL PRIMARY ELECTION/SEPTEMBER 24, 2013

Commissioner Hudson moved, seconded by Commissioner Carl, that the Board approve the cost of appointed absentee election officials for the U. S. Congressional District One Special Primary Election, to be held September 24, 2013, as follows:

Returning Officer	1	@\$200.00	x1	\$	200.00
Managers	2	@\$200.00	x2	\$	400.00
Clerks	3	@\$150.00	x3	\$	450.00
Totals	6				\$1,050.00

Motion carried unanimously.

AGENDA #6

AUTHORIZE PUBLIC WORKS DEPARTMENT/
POST PORTABLE WARNING SIGNS/ALERT
MOTORIST APPROACHING ELECTION POLL

Commissioner Hudson moved, seconded by Commissioner Carl, that the Board authorize the Public Works Department to post portable warning signs at certain locations, September 24, 2013, to alert motorists they are approaching an election poll.

Motion carried unanimously.

AGENDA #7

AWARD BID

Commissioner Hudson moved, seconded by Commissioner Carl, that the Board take the following action on a bid:

award Bid #49-13, delivery and return of voting machines for the U. S. Congressional District One Special Primary Election, to AAA Moving & Warehousing Co., for their bid in the amount of \$33,858.00.

Motion carried unanimously.

September 16, 2013

AGENDA #8

COMMISSION ANNOUNCEMENTS
AND/OR COMMENTS

The following is a synopsis of the comments made:

Michelle Herman, Finance Director, addressed the Commission and said she will give an update on the status of the budget for FY 2013-2014 and where it stands on the recommendations that have been received. She said they all know what a difficult five (5) or six (6) years it has been since the economic downturn in FY 2008. Ms. Herman said every year has become more difficult than the year before instead of easier. She said as the Commissioners have said they have taken many things into consideration to balance the budget for FY 2014. Ms. Herman said it was important to know that they must pass a balanced budget September 30, 2013, for it to be effective October 1, 2013, which does not make anything final. She said they would continue their efforts to find additional revenues and ways to reduce expenses. Ms. Herman said the proposed budget for FY 2014 was as President Ludgood said in an earlier statement "it does no harm and it does the most good that we feel we can do." She said they would continue the ten dollars (\$10.00) per day subsistence allowance because it was more beneficial for employees who were on the lower-end of the salary scales. Ms. Herman said they would transfer a little over \$3 million from the account of the Mobile County Industrial Development Authority. She said that money was earmarked for economic development and it was a risky move, but it does no harm.

Commissioner Hudson asked if it would free up the two hundred eighty-five thousand dollars (\$285,000.00) in the General Fund?

Ms. Herman said yes. She said they would take \$2 million that was already earmarked for economic development, seven hundred fifty thousand dollars (\$750,000.00) that was designated for FY 2014 and two hundred eighty-five thousand dollars (\$285,000.00) that was to cover appropriations for economic development.

Commissioner Hudson asked if those funds were all derived from cigarette tax?

Ms. Herman said yes. She said they would budget \$1 million from a pending sale of County property. Ms. Herman said it was a risk to use a one time only revenue for continuing expenditures, but it does no harm.

Commissioner Hudson asked if the estimation of \$1 million for the sale of the fixed asset was a pretty close number and if they would need the whole \$1 million?

September 16, 2013

Ms. Herman said she has heard the estimation to be \$1.2 million and \$1.3 million, but they were comfortable with the estimation of \$1 million as being a reasonable amount to put in the budget. She said they would need to take at least one hundred thousand dollars (\$100,000.00) from the marketing fund or more, if it becomes available.

Commissioner Hudson asked if they were transferring three hundred thousand dollars (\$300,000.00) or four hundred thousand dollars (\$400,000.00) of the marketing fund?

Ms. Herman said four hundred thousand dollars (\$400,000.00).

Commissioner Hudson asked if the seven hundred fifty thousand dollars (\$750,000.00) were coming out of the \$1.5 million of the marketing fund designated for tourism?

Ms. Herman said the \$1.5 million would remain in the marketing fund. She said the five hundred thousand dollars (\$500,000.00) were additional funds added to the \$1.5 million. Ms. Herman said the \$1.5 million dollars were budgeted marketing revenues and then they would budget the four hundred thousand dollars (\$400,000.00). She said they generally receive additional funds and of those additional funds they would take one hundred thousand dollars (\$100,000.00). Ms. Herman said there would be some reductions to the Education Project Funds and as they continue to work themselves through balancing the budget for FY 2014 they would determine the exact amount. She said there was a three percent (3%) reduction in Bi-weekly Payroll budgets with the hopes of reducing staff through attrition. Ms. Herman said personnel was their highest expense and they must continue to look for ways to efficiently reduce the number of employees on the payroll. She said the three percent (3%) reduction would not apply for departments, with a staff of less than five (5) employees.

Commissioner Hudson said it also does not apply to the Metro Jail.

Ms. Herman said yes. She said they would close the Mobile County Employee Health Center, effective April 1, 2014, but would continue to budget monies for it until that time. Ms. Herman said they were continuing their investigation of the health care insurance program and the Mobile County Employee Health Center.

Commissioner Hudson said they have not included any of the projected insurance savings because they were not sure if there would be any savings in the first fiscal year. She said comments were made that they would use the new insurance program, but they were still looking at it. Commissioner Hudson said they have a lot more investigating to do and from the numbers they have received it appears that it would not be a significant savings for the first fiscal year.

September 16, 2013

Ms. Herman said that was correct. She said investigations into the new insurance program were ongoing and not only for that program, but any other opportunities.

Commissioner Carl said his conversation with Ed Kahalley, Benefits Consultant, Gulf States Consultants & Administrators, Inc., d/b/a Alabama Administrator, indicated that it would be an approximate \$2.6 million savings in health care insurance. He said they keep asking Mr. Kahalley to revisit the health care insurance program and change the numbers which he has done. Commissioner Carl asked at what point would they feel Mr. Kahalley's numbers were correct, when he comes back with zero?

Ms. Herman said her first conversation with Mr. Kahalley about the health care insurance program was last week. She said he told her he calculated a savings of approximately \$2.6 million. Ms. Herman said the savings of \$2.6 million for a complete year would accrue in part to the employees and in part to the County. She said employees would pay less money and the County would pay less money, but it was not \$2.6 million savings to the County.

Commissioner Carl said the most employees could accrue was twenty percent (20%), so it would make the savings to be at \$2.1 million or \$2.3 million.

Ms. Herman said if they put that insurance in place this fiscal year the County would receive about half of its proposed savings because they would only be in the plan for half of a year.

Commissioner Carl asked if she was using the effective date of April 1, 2014?

Ms. Herman said yes. She said the savings would be approximately \$1.3 million. Ms. Herman said there were start-up costs in the first year, one was terminal liability which means if the program shuts down tomorrow what would they have to pay. She said they have terminal liability for the current health care insurance program of approximately \$1.4 million and they anticipate paying all of it when they shut it down. Ms. Herman said September 30, 2014, they would have to establish another terminal liability and Mr. Kahalley anticipates it to be at least \$1.3 million. She said if they take that and the application fee, there was no realized savings in the first year.

Commissioner Carl asked how much was currently budgeted for FY 2014 health care insurance?

Ms. Herman said she could not pull that number out of her head.

Commissioner Carl asked where did she get the numbers she used previously?

September 16, 2013

Ms. Herman said she got the numbers from budgeting three (3) months of their current health care insurance rate and nine (9) months of the new projected health care insurance rate.

Commissioner Carl said Mr. Kahalley projected their current Blue Cross Blue Shield Plan was a cost of approximately \$19 million to the County for a twelve (12) month period. He said the new health care insurance plan with the additional cost was only \$16 million and he asked Ms. Herman how was she doing the math?

Ms. Herman said she was not the expert on it and she only became involved a week ago, but the numbers show no realized savings in the first year for six (6) months. She said John Pafenbach, County Administrator, or Glenn L. Hodge, Deputy Administrator, could further explain it because they have been involved with it throughout the process.

Mr. Pafenbach said they met with Mr. Kahalley several times because they wanted the true net savings to the County which calculations needs to include the amount employees would accrue, the terminal liability, cost of the Mobile County Employee Health Center, the Local Government Health Insurance Plan (LGHIP), application fee and the differences in benefits. He said the Commission would need this information to make a fair decision.

Commissioner Carl said Mr. Pafenbach has painted a worst case scenario. He said the three (3) conditions he found reflected an increase of one hundred dollars (\$100.00) in each of them. Commissioner Carl said Mr. Pafenbach and himself have been working on the health care insurance plan since December, 2012, and it was ridiculous that Mr. Pafenbach would ask for more time to collect information when it should have been done six (6) months ago. He said he has pushed all year long for it to be done and now that they were at the end, he needs more time to figure it out. Commissioner Carl said it was unfair to the employees because they would have the same health care insurance that would increase \$40.00 per month, for some \$60.00 and others \$70.00. He said the health care insurance increase would eat up the little money they would receive. Commissioner Carl asked if he expected them to throw it in the wind and scrap it?

Mr. Pafenbach said no. He said they initially worked with a private company and it took several months to collect the information for the reports they requested. Mr. Pafenbach said they came back too expensive.

Commissioner Carl said he never saw the paperwork, he was only told about it.

Mr. Pafenbach said they wanted to perform a thorough investigation of the health care insurance program to ensure they could provide the Commissioners with the best information to make a fair analysis.

September 16, 2013

President Ludgood said because the Commission adopts the County's budget for FY 2013-2014, effective October 1, 2013, does not mean they were locked in it and that it could not be adjusted. She said when they fully close out last year's budget they would know the exact amount to carry over into FY 2014. President Ludgood said if the actual carry over was higher than the projected number they would adjust the budget. She said if the projected savings of the health care insurance was wrong and the actual savings was higher they would adjust the budget. President Ludgood said to protect their right and ability to do a salary increase they would notify the Mobile County Personnel Board prior to October 1, 2013. She said if the financial picture changes and they have the option to do something better they would do so. President Ludgood said the health care insurance was a multi-million dollar program that affects seventeen hundred (1700) employees and the Commission must take the time that was needed to do it right. She said she would jump up and down shouting hallelujah if they have more money than projected and they all know they should not expect a realized savings until the second year.

Commissioner Hudson said she agrees with President Ludgood's comments. She said discussions of ways to improve performance at the Mobile County Employee's Health Center has been underway. Commissioner Hudson said if within the six (6) month period of the proposed closing date, April 1, 2014, a savings trend would reflect at least two hundred forty thousand dollars (\$240,000.00), they might look at continuing its services.

(End of synopsis)

APPROVE CONTRACT/LOCAL GOVERNMENT
HEALTH INSURANCE PLAN (LGHIP)

Commissioner Carl moved that the Commission approve the contract with the Local Government Health Insurance Plan (LGHIP) for its \$1.3 million savings.

Motion died for lack of a second.

September 16, 2013

AUTHORIZE MERIT INCREASE/SAVINGS OF LOCAL
GOVERNMENT HEALTH INSURANCE PLAN (LGHIP)

Commissioner Carl moved that the Commission authorize a merit increase of two and one-half percent (2.50%) to be paid from the \$1.3 million savings of the Local Government Health Insurance Plan (LGHIP).

Motion died for lack of a second.

APPROVE AMENDING BUDGET/
SHERIFF'S DEPARTMENT

Commissioner Carl moved that the Commission approve amending a budget increase in the amount of seven hundred thousand dollars (\$700,000.00) for the Sheriff's Department out of the \$1.3 million savings from the Local Government Health Insurance Plan (LGHIP).

Motion died for lack of second.

APPROVE SUBSISTENCE ALLOWANCE INCREASE/SAVINGS
OF LOCAL GOVERNMENT HEALTH INSURANCE PLAN (LGHIP)

Commissioner Carl moved that the Commission approve a subsistence allowance increase from \$10.00 to \$15.00 per day.

Motion died for lack of second.

The following is a synopsis of the comments made:

Commissioner Hudson said there needs to be real money in the account. She said when she was on the Mobile City Council they had a \$18 million deficit in six (6) months because they were working with phantom money and phantom numbers. Commissioner Hudson said that was not where this Commission needs to be.

Joe Ruffer, County Engineer, said in all of the discussions concerning the health care insurance he has not heard anyone say that it was not going to save some money. He said they have disputed if the savings the amount would be \$3 million, \$2 million or the anticipated \$1.3 million and then a mention of seven hundred thousand dollars (\$700,000.00). Mr. Ruffer said regardless of the amount it was still a savings and every day they put off making a decision the taxpayers do not realize those savings.

September 16, 2013

President Ludgood said for the health care insurance to apply they have to complete the enrollment application which includes getting a lot of information together. She said if the health care insurance provider agrees to accept their application it would be at least sixty (60) days after that before they could participate. President Ludgood said they would start the enrollment process October, 2013. She said they would collect all the information and submit the application January, 2014, with enrollment fee. President Ludgood said if the application was approved February, 2014, it would take two (2) months before they could participate. She said in completing the process they will consider eligibility issues concerning exclusions that would hurt some of the employees. President Ludgood said each step they take was very important because they do not want to save money and then end up excluding employees who were now currently covered. She said the effective date of April 1, 2014 was the earliest date they could have all the information collected to proceed with the application. President Ludgood said they have no disagreement to proceed with the application process, but it was up to the health care insurance provider to accept it. She said if the Commission voted on the health care insurance program today it does not mean the County's application has been accepted.

Mr. Ruffer said he was under the impression that they were not going to do anything until April 1, 2014. He asked if they were going to proceed with the application process?

President Ludgood said they would proceed with the plan to submit the application mid-January, 2014.

License Commissioner Kim Hastie asked if employees would have to absorb the increase to the health care insurance?

President Ludgood said that was one of the issues under consideration and they do not have an answer yet.

Revenue Commissioner Marilyn Wood said the Commission should look in new areas for collecting new revenue to cover the expenses in the budget. She said they could generate tremendous revenue for the County if they change some of the abatement laws. Revenue Commissioner Wood said the County was losing millions of dollars giving funds away to companies that do not fulfill their contracts.

Commissioner Hudson said that was exactly what they have proposed in their strategic planning process. She said there were a lot of things they could do to improve revenue collections, internal efficiencies which would all add up to cost savings that would go directly into the budget to alleviate the problems. Commissioner Hudson said Revenue Commissioner Wood's suggestions were part of some of the things the Commission would work on.

September 16, 2013

President Ludgood said Revenue Commissioner Wood was right, there were some structural issues the Commission could work on and she appreciates her bringing it to the Commission's attention.

(End of synopsis)

AGENDA #9

ADJOURN

Commissioner Hudson moved, seconded by President Ludgood, that the Commission approve a request for motion to adjourn until September 23, 2013.

Motion carried unanimously.

Merceria Ludgood, President

Connie Hudson, Member

Jerry L. Carl, Member

ATTEST:

John Pafenbach, County Administrator