

MINUTES OF THE REGULAR MEETING OF THE BOARD OF COMMISSIONERS OF CHATHAM COUNTY, GEORGIA, HELD ON FRIDAY, AUGUST 25, 2000, IN THE COMMISSION MEETING ROOM ON THE SECOND FLOOR OF THE CHATHAM COUNTY COURTHOUSE, LEGISLATIVE AND ADMINISTRATIVE BUILDING, 124 BULL STREET, SAVANNAH, GEORGIA.

I. CALL TO ORDER

Chairman Billy Hair called the meeting to order at 9:05 a.m., Friday, August 25, 2000.

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II. INVOCATION

Commissioner Eddie W. DeLoach gave the invocation.

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III. PLEDGE OF ALLEGIANCE

All pledged allegiance to the flag of the United States of America.

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IV. ROLL CALL

The Clerk called the roll.

PRESENT:	Dr. Billy B. Hair, Chairman Dr. Priscilla D. Thomas, Vice Chairman, District Eight Frank G. Murray, Chairman Pro Tem, District Four David L. Saussy, District One Joe Murray Rivers, District Two Martin S. Jackel, District Three Harris Odell, Jr., District Five Ben Price, District Six Eddie W. DeLoach, District Seven
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IN ATTENDANCE:	R. E. Abolt, County Manager R. Jonathan Hart, County Attorney Sybil E. Tillman, County Clerk
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V. PROCLAMATIONS AND SPECIAL PRESENTATIONS

1. **PRESENTATION OF A 2000 ACCG LEGISLATIVE SERVICE AWARD TO SENATOR ERIC JOHNSON.**

Chairman Hair said, the first thing on our agenda this morning is Proclamations and Special Presentations. It's a pleasure this morning for ACCG to present a Legislative Service Award to our own Senator. I'm going to ask Clint [Mueller] from ACCG if he would come to the podium.

Mr. Clint Murrell said, good morning, Commissioners. I'm here today from ACCG. My name's Clint Mueller. Richard Cathay, who used to staff our Revenue and Finance Committee, was unable to be here. Unfortunately, he's left the Association as of July this Summer, and I'm going to be taking his place staffing that committee, but I'm here today to present this Legislative Award to Senator Eric Johnson. This award was started about ten years ago to recognize those legislators in the General Assembly that had exhibited strong leadership and had taken an interest in furthering local government initiatives to agree with effective and efficiency with local governments. Senator Eric Johnson, as you know, is a strong leader in the General Assembly as Senate Minority Leader. He has been a good friend to ACCG over the years, and this past session we introduced House Bill 1296 and Senator Eric Johnson was –, carried that bill for us in the Senate. This particular bill, as I'm sure most of y'all are already aware, made some changes in the law in regards to the Board of Tax Assessors. One thing it does is it allows the County Commission to place the personnel or staff of the Board of Tax Assessors under the County personnel system, which we feel is a good thing. It reduces duplication, it standardizes personnel of all County staff. This bill also creates a little bit more accountability to the Board of Commissioners. There's some provisions in this bill that allow Commissioners to remove any members of the Board of Tax Assessors if they go through this independent review process and malfeasance in the office has been found. Anyhow, Senator Eric Johnson was able to help us get this piece of legislation passed last year, and we really appreciate his support of the Association. Senator Johnson, would you like to come up and say anything?

Senator Eric Johnson said, it's a big honor to receive this award from a group as important as the ACCG, but it's easy to work with a group like that, but it's because of people like you. I'm just in my now eighth –, finishing my eighth year, the working relationship between the legislative delegation and this County Commission and the ACCG is as good as I have ever seen it, so this award is as much of an honor to you, I think, just because you've been keeping me informed. I go back and my first major bill as a freshman minority party member was renegotiation of the Local Option Sales Tax, and ever since then I've been able to work very well with the ACCG and the GMA, but that's a lot because of the education and communication we have. So I thank you, too.

Chairman Hair said, I'll read the caption on this beautiful picture of the gold dome: 2000 Legislative Service Award presented by the Association County Commissioners of Georgia to Senator Eric Johnson. [NOTE: The picture referred to was a limited edition, framed print of the Capitol by Georgia artist Phyllis Higdon.]

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2. PRESENTATION FROM ST. JOSEPH'S/CANDLER OF PROCEEDS FROM COUNT BASIE CONCERT.

Chairman Hair said, the next item on our agenda, we have a presentation from St. Joseph's/Candler of proceeds from the Count Basie Concert. The president of St. Joseph's is here, I'll recognize at this time.

Mr. Paul Hinchey said, thank you, Chairman Hair. Commissioners, good morning. My name is Paul Hinchey. I'm with St. Joseph's/Candler, and I'm delighted to be here. As many of you know, this past June we had our second annual benefit concert in memory of Mrs. Beverly Whitehead, who I think everybody knows in this room was a friend to most of the employees in this County and a very dear friend and active member of this community. For those of you that were there that night, I think you would agree it was really a great night. I was particularly struck not only by the music, the bank was just fantastic, but also the number of families that were there and the number of children that were there. There are very few things, I think, that all of us can do, we have such busy lives, that we can take our children there, and it was packed with kids that night, and maybe some of them will get turned on to music and, who knows, might consider a career in music. We have donated the funds from this concert to three groups: the Chatham County Youth Commission, the Summer Bonanza Program, and Fibromyalgia Support, and last year we were absolutely thrilled with what has happened from the proceeds from that concert. With the support group we've had over 60 patients go through a self-help course to help them deal with this very debilitating disease. It's helped improve some of their self-esteem. It affects not only their work life, but the quality of their home life. We've donated numerous books to the Chatham County Library where they didn't have any books on fibromyalgia. We have spoken to countless numbers of civic and community organizations, Rotary. We'll speak at any group that will ask us to speak about this topic. Also, we're very excited, the Candler Medical Group has developed treatment protocols now on how to treat patients with fibromyalgia, and through these educational programs that we've done throughout the community many people here in Chatham County have now been diagnosed with fibromyalgia, and they didn't know where to go before. They thought it was due to fatigue and just tired, had a long week, but that hasn't been the case and they're now being treated for that. We've also had people that have been certified as trainers now, and they're going out to the YMCA's and the Arthritis Foundation and they're giving talks about fibromyalgia. It's very interesting to know about four million people suffer from this disease, and we'll hear a little bit more about this from Dr. Bradley in a minute. Many times it is either undiagnosed or misdiagnosed, so I think we should be very excited about getting the word out here, and someone who knows more about it than I think anybody in this room is Dr. Paul Bradley.

He's the Director of our Fibromyalgia Support Group at St. Joe's/Candler, and I'll just ask him to come up and say a few words to y'all.

Dr. Paul Bradley said, good morning. This is an emotional anniversary for me. I think we all remember Beverly [Whitehead] very fondly. I think this continues to help us remember her in a very, very fond light. Fibromyalgia continues to be a really mysterious disease. It's hard, it's —, when you patient presents and they have all these aches and pains and your first feeling is, well, this person is just, you know, they're nuts. You know, let's push them along and let's send them to another doctor and they see another doctor and see another doctor, they run your insurance tabs up to astronomical levels and they get a few more tests and see a few more doctors and suddenly they're on disability and they still haven't had a diagnosis. They're miserable and they're not getting anywhere, and they still haven't been labeled with the correct diagnosis of fibromyalgia in at least, you know, some cases. A tough disease, a mysterious disease causes really bad body pain, and the pains can be in different spots and it can be very debilitating. Unfortunately, our treatments are limited, we don't have a cure, but what we've found is education can make a big difference. You wouldn't believe the patient who's been to five doctors, they come to see you, you listen to them, you review their tests. You don't order any more tests, you just —, you look at the ones that have actually been done and you say, you know, clearly you have fibromyalgia. I mean, you've had a wonderful excellent workup and the good news is you don't have cancer, you're not dying from some rare malady, you have fibromyalgia, and the better news is we can help you with this. We may not be able to cure it, but we can help you, and the 60 patients, a lot I've referred over to the education group and support group, they come back and they say, you know, maybe my pain is or isn't any better, but I feel better. At least I know now what's wrong with me and I have something I can do to make it better and I've met other people that have the same problem. So, y'all, I mean, the money is really being put to a wonderful use and I think the community is seeing a tremendous benefit. Thank you. Chairman Hair said, thank you, Dr. Bradley.

Mr. Hinchey said, if I could, I'll ask Chairman Hair to come down and Russ [Abolt] so we can present the check and also someone that has been involved in this from the very beginning is Commissioner Thomas and Commissioner Rivers, if you'd come down please. The first check is a check for \$2,700 to the Summer Bonanza Program from the proceeds from that concert. We also have another check for \$2,700 to the Chatham County Youth Commission. I'll give it to Commissioner Rivers. And the remaining check goes to Dr. Paul Bradley for the Fibromyalgia Support Group. This check is given to the Candler Foundation and we draw the proceeds out of the Foundation to support this program. I also before I sit down, I want to thank SCAD too. SCAD donated Trustees Theater, so this was a real community effort. Everybody kind of got behind it. It's nice to see the whole community pulling together for a good cause, so thank you very much. Chairman Hair said, thank you. Mr. Hinchey said, just the total amount raised that night was \$13,000 for one night. Chairman Hair said, great.

Commissioner Thomas said, I would just like to say thanks to St. Joseph's/Candler, also to SCAD, and also to the community at large. On behalf of the Summer Bonanza Partnership, Inc., we thank you so very much. We want you to know that we do not take this particular situation lightly. Our children are being educated. They're becoming knowledgeable about what fibromyalgia is all about. We are now planning some workshops for the children and their families so that they will be better able to determine what this particular illness is all about. In doing so, we have found that there were three members of the Summer Bonanza family who has fibromyalgia but did not know that they had it, but because of the exposure and the participation, they are now joining the support group and, therefore, we will continue our efforts to educate our young people in this endeavor. Again, thank you so very much. Chairman Hair said, thank you, Dr. Thomas.

Commissioner Rivers said, on behalf of the Youth Commissioners, I would like to thank Candler/St. Joe, SCAD. They've been very, very cooperative in allowing us to have the theater and, Paula and Richard [Rowan], I'm grateful, and I'm grateful for all those people who attended that concert that night who made this possible. I would further say to you that those of you who are within the sound of my voice that are here next year let's make this a bigger and better concert. Let's everybody participate. I hope that when you leave here, those of you who did not understand what this disease is all about would begin to read about it, begin to have knowledge of it. Beverly [Whitehead] was a dear friend of mine and, like Dr. Bradley, it brings back very emotional moments for me, but for a person to walk around in pain day by day, it's unreal. Some time I would see Beverly [Whitehead] struggling and I would say go home, and she was headed up to the office. She was concerned about this County and she knew from day to day she needed to be somewhere to get some relief, but her relief was right here. So we have this concert and we named it the No Pain Concert, so next year when you hear the No Pain Concert, you know that that's the concert that we will be bringing the Count Basie Band back in to do another concert on behalf of fibromyalgia, the Youth Commission and Summer Bonanza. It's a great program. We have taken the kids for the last two years up to Washington to expose them to not only county government but to national government, so everything we have done has been worthwhile and we appreciate your support and ask you to support the program next year.

Chairman Hair said, again, Paul [Hinchey] and Dr. Bradley, we very much appreciate what you folks do.

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3. PROCLAMATION FOR SAMMIE LEE MILSON ON HIS RETIREMENT FROM PUBLIC WORKS AFTER 24 YEARS.

Chairman Hair said, the next item on the agenda is a proclamation for Sammie Lee Milson on his retirement from Public Works after 24 years.

Mr. Robert Drewry said, good morning. Unfortunately, Sam [Milson] couldn't be here, his wife is here. He's got an illness he's trying to recover from. On behalf of Public Works we're praying for a speedy recovery. His wife is here and his son. If y'all don't mind, step up. I'd like to say a few words about Sam [Milson]. If you haven't met Sam, he's a very large man, very tall. He's a very big presence at Public Works. I suppose for that 24 years he's been known as Big Sam. Sam [Milson], and I think everybody needs to know this, Sam has put a lot of sweat and blood and heart and soul into Public Works for those 24 years, and on behalf of that we're very grateful and we're very pleased and we wish Sam [Milson] well.

Chairman Hair said, I'd like to read the proclamation and then present it to his wife. Chairman Hair then read the following proclamation into the record:

WHEREAS, it is befitting that we recognize employees who have provided dedicated service to Chatham County, and in that regard, we salute with pride, Sammie Lee Milson; and

WHEREAS, Sammie, an outstanding employee of Chatham County Public Works, began his employment in the Road and Drainage Department on July 30, 1976; and

WHEREAS, his performance evaluations have always been outstanding, he has received several acknowledgments from citizens for a job well done, was promoted six times, and became the Maintenance Supervisor on June 6, 1985; and

WHEREAS, Sammie's attendance has been excellent throughout his tenure and a testimony of his faithfulness to the job. He has always been a good example of the proper manner to assist taxpayers in resolving their concern without confusion and to their satisfaction; and

WHEREAS, affectionately known as "Big Sam," he is easily recognized by his tall stature and steady stride and is respected and well liked by all of his peers, the office staff and co-workers, who will truly miss him.

NOW, THEREFORE, I, Dr. Billy B. Hair, Chairman, on behalf of the Chatham County Board of Commissioners, do hereby salute:

SAMMIE LEE MILSON

for more than twenty-four years of dedicated service to Chatham County and its citizens and extend best wishes to him for a long, healthy, happy and prosperous retirement.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of Chatham County, Georgia to be affixed this the 25th day of August 2000.

/s/ Dr. Billy B. Hair

Dr. Billy B. Hair, Chairman
Chatham County Commission

ATTEST:

/s/ Sybil E. Tillman

Sybil E. Tillman, Clerk

Mrs. Milson said, I'm accepting this award for my husband. If he could have, he'd have been here, but he's not feeling too good because of that chemotherapy, and he appreciate everything that you all did for him, especially Public Works, and he love all of you. All he could talk about is his job at the County. That was almost his life. Some times it make me a little jealous the way he talk about it. Just you all very much for him and for me and the whole family.

Mr. Michael Kaigler said, we also have another token of our appreciate that we can present to you. I'm sure that you can display this very prominently in your home. Although Sam [Milson] did retire a little earlier than he wanted to because of health reason, we want you to know he will be missed and we are putting him in your hands now to take care of him and tell him to come back and see us some time. [NOTE: The token to which Mr. Kaigler referred was a lamp with the Chatham County seal.] Mrs. Milson said, he will. Thank you.

Mr. Drewry said, I also have a token on behalf of Public Works, a nice plaque in honor of his 24 years of service, and Public Works sends [inaudible]. Thank you very much. Mrs. Milson said, thank you all very much.

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4. PROCLAMATION FOR 10TH ANNIVERSARY OF AMERICANS WITH DISABILITIES ACT OF 1990.

Chairman Hair said, our next proclamation is for the 10th anniversary of the American With Disabilities Act of 1990. Chairman Hair then read the proclamation into the record as follows:

WHEREAS, the United States Congress has estimated that over 54,000,000 Americans have one or more physical or mental disabilities and this number is increasing as the population as a whole is growing older; and

WHEREAS, society has historically tended to isolate and segregate individuals with disabilities, and despite some improvements, such forms of discrimination against individuals with disabilities continue to be a serious and pervasive social problem; and

WHEREAS, discrimination against individuals with disabilities persists in such critical areas as employment, housing, public accommodations, education, transportation, communication, recreation, institutionalization, health services, voting, and access to public services; and

WHEREAS, individuals with disabilities continually encounter various forms of discrimination including outright intentional exclusion, the discriminatory effects of architectural, transportation, and communications barriers, overprotective rules and policies, failure to make modifications to existing facilities and practices, exclusionary qualification standards and criteria, segregation, and relegation to lesser services, programs, activities, benefits, jobs, or other opportunities; and

WHEREAS, census data, national polls and other studies have documented that people with disabilities, as a group, occupy an inferior status in our society, and are severely disadvantaged socially, vocationally, economically, and educationally; and

WHEREAS, Chatham County supports the Nation's proper goals regarding individuals with disabilities of equality of opportunity, full participation, independent living, and economic self-sufficiency for such individuals; and

WHEREAS, the continuing existence of unfair and unnecessary discrimination and prejudice denies equal opportunity to people with disabilities and costs the United States billions of dollars in unnecessary expenses resulting from dependency and non-productivity.

NOW, THEREFORE, I, Dr. Billy B. Hair, Chairman, on behalf of the Chatham County Board of Commissioners, do hereby recognize:

THE 10TH ANNIVERSARY OF THE AMERICANS WITH DISABILITIES ACT OF 1990

and encourage County Departments, private employers and businesses, nonprofit organizations and individual citizens in our community to celebrate this occasion by becoming more knowledgeable about the ADA and remove physical, attitudinal and communication barriers to full citizenship for persons with disabilities.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of Chatham County, Georgia to be affixed this the 25th day of August, 2000.

/s/ Dr. Billy B. Hair _____
Dr. Billy B. Hair, Chairman
Chatham County Commission

ATTEST:

/s/ Sybil E. Tillman _____
Sybil E. Tillman, Clerk

Mr. Wayne Dawson said, I'd just like to thank you very much for recognizing the tenth anniversary of the ADA. As most of you know, July 26th of this year was the tenth anniversary of this law. It has made and continues to make a significant impact in our community. One of the areas that it has made an impact in is in employment, and I'd like to recognize if I could Ms. Mimi Wetherington [phonetic], who is here from Senator Cleland's staff, who's just developed a new program called Enable America, which will continue to reduce the amount of unemployment among the people with disabilities in our community, and we certainly appreciate the impact that that will make. So we thank you very much on behalf of the Council on Disability Issues, and we'll continue to make an impact in our community. Thank you. Chairman Hair said, thank you, Wayne [Dawson].

Commissioner Jackel said, Mr. Chairman. Chairman Hair said, yes sir. Commissioner Jackel said, Wayne [Dawson], I'd just like to thank you for making us more aware of what can be done and what we can --, what the Commission can help with, and making us more sensitive to the issue of people who have needs and the way we can help them and understand so we can have a more human reaction to what's going on. It's just outstanding, and thanks for your work also on our Chatham Area Transit Board. It's really helped us. Mr. Dawson said, thank you. Commissioner Jackel said, and just something that someone pointed out to me the other day, that some of the improvements we've made around town are not just for people with disabilities. Where we've done the curb cuts and things like that, it really helps people with deliveries, it helps mama's with strollers, it helps dads with strollers, and there's a lot of things that reach beyond just people with disabilities that can help us all, and that's just wonderful, and we appreciate your efforts. Mr. Dawson said, thank you.

Chairman Hair said, thank you.

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VI. CHAIRMAN'S ITEMS

1. DISTRIBUTION OF 1998-2003 SPLOST FUNDS FOR "OTHER CAPITAL OUTLAY PROJECTS" (ARTS, CIVIC AND CULTURAL ALLOCATIONS).

Chairman Hair said, I'd like for us to discuss the possible distribution of 1998-2003 SPLOST funds for Other Capital Outlay Projects. If you --, we've had a number of requests from agencies that were in the sales tax referendum about --, they're not asking for any five-year distribution, they're asking for a distribution of first-year. Most of you know we're in the second year, actually almost in the third year of this program, and there are ample funds in the sales tax account, as well as we are actually collecting sales tax funds well in excess of what we anticipated, and I do think that we should consider this morning the possibility of a distribution. Not to just to one, but to everyone in that five-year category on some kind of pro rata share, and I would suggest that we do only one year's distribution and that would still leave us plenty of cushion to make sure that if we have a downfall next year that we still would have ample funds to provide drainage and road improvement. So I would ask my fellow Commissioners to consider the possible distribution of the first year of those five-year funds. Chairman Hair recognized Commissioner Rivers.

Commissioner Rivers said, Mr. Chairman, I have no problem with distribution of funds, but I need to look at what we've got and where we're at. I need to understand it a little better. Personally I'm not prepared to make a vote to say yes or no this morning. Chairman Hair asked, if I would bring you in two weeks a breakdown of both the amount and also the suggestion of the amounts I would be --?

Commissioner Price asked, didn't we get --? Chairman Hair said, I had that distributed, that was what I --, and, Ben [Price], do you remember getting a copy of that? Commissioner Price said, that was in the package. Chairman Hair asked, it's in your package?

Commissioner Rivers said, yes. If y'all feel comfortable with it, I have --. Chairman Hair said, it's a total of --. Commissioner Rivers said, I was out of town, so --.

Commissioner DeLoach said, two weeks isn't going to make a difference. Chairman Hair said, I agree. I agree with that. I'll be happy to wait two weeks, but I just think we do need to put it on and let's act on it in two weeks from now. Commissioner DeLoach asked, okay, is it possible --? Chairman Hair said, I have no problem with waiting two weeks. I just wanted to present it to you, give you a chance to look at it, and --. Commissioner DeLoach said, I need to ask a question.

Chairman Hair said, certainly, I'll recognize Commissioner Murray and then Commissioner DeLoach.

Commissioner Murray said, I've been out of town so I haven't see that yet, and I'll be glad to look at it over the weekend and I don't waiting two weeks. I guess where my problem lies is regardless of whether the funds are there or not there right now, we stated up front that distribution would not take place until the last year of the sales tax after the drainage projects had been done and were in place and moving forward. I question the fact whether we can go back and change that a this point and still keep good faith with the citizens of this County. When we get hit pretty heavy, every time we get much rain at all about the flooding that's still taking place and a lot of the projects haven't started, I know it takes a lot to get it the projects. I know we have --, Engineering and Public Works has an awful lot to do to get prepared for it, purchase right-of-ways and a lot of other things that have to be done, but, you know, I would appreciate the two extra weeks to look at it a little bit closer. That's my concern is that we said we would not do this, and now we're being asked to do it, so --.

Chairman Hair said, I would point out to you I shared your concerns, Commissioner Murray. I think we have to look at the other side of the coin, and we can think about this over two weeks, the other side of the coin is we're sitting there with money in the bank and yet we have the agencies that we have --, that are going to get the funds and, you know, I don't see any need to sit there and leave the money in the bank another two years to draw interest when we could distribute, as long as we assure and we have to assure that every single dollar is available for roads and drainage. That's not the issue, but if we don't do this, then the money just sits there and accumulates for three more years, and the agencies that could use this money are not getting the money. So I just think we just need to think about it and look at it. Commissioner DeLoach and then Commissioner Price.

Commissioner DeLoach said, I did want to make sure that the fire protection is also included in that. Chairman Hair said, it is included, \$480,000 for fire protection, it is included. Every agency --, I think it's only fair if we're going to do it we need a pro rata share for every agency, and I do think the fire --, the fire protection is included in there. Commissioner DeLoach said, okay. Chairman Hair recognized Commissioner Price.

Commissioner Price asked, Billy [Hair], can you just, for the public's benefit, just round the numbers you're talking about and give us an idea? Chairman Hair said, it's about a million eight. I don't have that sheet in front of me. County Manager Abolt said, yes sir, a million nine. Commissioner Price said, I see some questions from our most committed attendees here at the meeting. Chairman Hair said, we'll be glad to address questions. If we're not going to act on it today, you know, we'll be glad to take any --. Does anybody --? Commissioner Price said, basically, their question I think was the total, what are the numbers we're talking about.

Chairman Hair said, it's a million eight, I believe. Commissioner Rivers said, it's one million nine. Chairman Hair said, one million nine, and we'll get --, what we'll do in two weeks, we'll have that and we'll have the actual balance in the account and you'll see that it represents, you know, a portion, a small portion of the total amount that's in there. We do have to make sure that we keep a sufficient cushion in there, but I think if we release on a one-year basis, just release this year and look at it again next year, and then do it on a one-year basis. That still leaves us a two-year cushion in there, but I just think it's something we need to look at and I encourage my fellow Commissioners to look at it. We'll put it back on the agenda two weeks from now and we'll have you comparison data.

Commissioner Murray said, let me ask you one more question. Chairman Hair said, certainly. Commissioner Murray said, Eddie [DeLoach] mentioned the fire equipment. Now the way I understood that is that the County would be purchasing a fire engine for each fire department. Is that correct? Chairman Hair said, that's basically correct, yes. There's different types of trucks, but basically --. Commissioner Murray said, so if we give out a percentage of that money, that's not near enough to purchase a fire engine. Chairman Hair said, well, the Fire Chiefs Association have --, they have gotten together on their own and have looked at that and looked at the most critical needs, and I think they are willing to, you know, they truly understand it's not going to be enough to give every fire department the first time, but they're going to prioritize as the most --, the one that has the neediest situation and give that truck first, and then the next one, so --, but they're willing to look at it, and they understand they can't get it all at one time and they clearly are willing to work with us on that. Chairman Hair recognized Commissioner Odell.

Commissioner Odell asked, who receives the interest? Chairman Hair said, we receive it right now, it goes to Chatham County. Commissioner Odell asked, Chatham County receives the interest? County Manager Abolt said, you have a fixed amount for each of these agencies. They would get no more than that. Coincidentally, comparing this iteration of SPLOST to others, the County is distributing money to the communities as fast as it comes in, so do not expect to have any large accumulation of interest over the five-year period. Chairman Hair said, right. Commissioner Odell said, my only concern is, if you have sufficient money [inaudible] as we have determined in advance and was voted upon, I don't see any problem in making --, we're in our second year, making a first-year distribution. Chairman Hair said, that's all I'm asking. Commissioner Odell said, because a lot of those agencies are providing services which are mandatory need based services, so our holding it five years I don't think achieves or is in the best interest of anyone. Chairman Hair said, I agree and that's what we're asking you to think about. So we'll put it back on the agenda for two weeks. Chairman Hair recognized Commissioner Price.

Commissioner Price asked, wasn't there recently a new Senate bill that required a distribution of DOT money? I don't know whether this has to do with SPLOST or not. I was talking with Al Bungard about it the other day. Commissioner Odell said, it doesn't. Commissioner Price asked, it doesn't? It's not related to SPLOST? Chairman Hair said, no. Commissioner Price said, but it would have some impact on the roads --. Chairman Hair said, right. Commissioner Price said, but we can't match those funds from the State because this program is going to [inaudible] in another year or two. Chairman Hair said, yes. Commissioner Price said, so that kind of delays --, my point is that delays this whole process of these agencies getting their money for another year or two as well.

Chairman Hair said, that's correct, and if you just take just the fire example, you know, why do we want to hold the money for six fire trucks when we could go ahead and we've got enough money to buy one, let's go ahead and buy one and not delay the others. We can delay the others until the money becomes available. I just think if you look at it, it makes a lot of sense. It in no way jeopardizes any funds for the roads and drainage. Commissioner Price said, right. Chairman Hair said, so we'll put it back on the agenda for two weeks and then we'll act on it at that time.

Commissioner Rivers said, I have one more question. Chairman Hair said, yes sir. Commissioner Rivers asked, were all of these projects listed? Chairman Hair said, yes. Yes, every –, we're only talking about projects that the voters approved.

Chairman Hair said, okay, we'll put it back on the agenda. Thanks.

ACTION OF THE BOARD:

This item was postponed to the next meeting.

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VII. COMMISSIONERS' ITEMS

1. DIVERSITY IN THE WORK FORCE (COMMISSIONER RIVERS).

Chairman Hair recognized Commissioner Rivers.

Commissioner Rivers said, Mr. Chairman, when I first came aboard about some 15-odd years ago we had looked at the County and when I came in we had one black department head, and we went about systematically trying to improve diversity within this County, and we did that, and some 15 years later I'm looking at the work force and I retrogress as far as black department heads, plus the fact is that in some departments there is very little diversity, there is very little movement and commotion, et cetera, on an equitable basis. So I'm asking the county Manager to give me a breakdown of all departments within the County looking at their general makeup of diversity throughout the departments. I want to know how many blacks there are within the departments, I want to know the length of service of those blacks within the department, I want to know the position that they hold, I want to know pay versus others within the department, how many supervisors do you have within the department, how many people do you have in the upper echelon of the department. I think this information for my sake is very pertinent because I would like to know how diversified this County really is, have we really treated people fairly. I'm getting sometimes --, I bump into people and I'm getting all kinds of things, and whether they are true or not I just need to investigate it and look at it. I think sometimes people are afraid to step forward and say things, and there are a lot of little things that go on that we're unaware of, but I think we really need to take a look at this work force and make sure that people are given the opportunity to move within this work force and to achieve whatever they need to achieve. If they have any endeavors of being the department head, let's open the opportunity and make sure that it's there. If they want to be a supervisor, let's make sure that the opportunity is open, and from that report I can get a good synopsis of what's going on.

Chairman Hair said, okay, Commissioner Rivers. That's an appropriate request. Chairman Hair recognized Commissioner Murray.

Commissioner Murray said, so I'll understand exactly what you're asking for, I think that when we use the word diversity it's much, much broader than just a black/white issue, and if you're going to use diversity in our work force, then I think we need to look at diversity in the work force. If you want to look at how many blacks versus whites that are department heads and that type thing, then that to me is a whole separate issue that needs to be looked at. Diversity is not a black/white issue. Diversity is a lot more and it's much, much broader than that, and so I think if you're asking for diversity, then that's what staff needs to bring back. If you're asking for how many blacks are in certain positions and salary and adjustments and those things, then that to me is another issue and has to be addressed as a different issue than diversity. So I understand what you're asking for, but the only point I'm trying to make is diversity is much broader than just that one issue. Commissioner Murray said, okay, to give you an example, Commissioner Murray, diversity is a very broad --, has very broad definitions. You can take the work force --, for instance, I'll just name that one department, I'm not picking any departments, but you've got a very low ratio of blacks in the upper echelon, or you have to a certain point. Now when we talk about affirmative action, when we talk about minorities and all that kind of stuff, we get into a situation where we talk about 60/40 and somebody's going to tell me, well, hey, 60/40 when you consider minorities in that 40% you're considering women. Well, that's not what I'm talking about and I want to make myself very clear on that. See, if you've got 60% of the work force, I want diversity to mirror this County as far as the population goes. So we're talking 40% blacks within a department and we're talking 60% whites. Now I don't care how you get your 60% or your 40%, whether they're black women, whether they're white women or however, it doesn't matter, see. So when we're talking diversity, plus we're talking diversity within the departments, we're talking about not one person or a certain group being relegated to patrol, and I'm not picking on you, Chief, being relegated to patrol. Diversity within that department means that you've got people spread everywhere in each division of that Police Department and at each level, each tier. That's diversity. I don't --, it doesn't matter how we cut it, but that's diversity. Then I asked for specifics to make sure. For instance, if we've got five captains, then 40% should be at least two. Okay? So those are the kind of things that I'm talking about. Looking at diversified throughout. Commissioner Murray said, but, Joe [Rivers], that is fine, but what I'm saying, if you're looking at the population makeup of our community versus that, then it's not black and white, 40 to 60%. You've got to look at Hispanics and any other nationality that's living in this community. That is what diversity is. Commissioner Rivers said, if you look at Spanish, yes, you can take a percentage of that. Wherever it breaks down. It doesn't matter, it doesn't matter with me. I'm not making this thing complicated. I want a report. Commissioner Murray said, well, I'm not trying to make it complicated either. I just think that it needs to be explained what we're actually looking for.

Chairman Hair said, I think he's made that pretty clear. I think he's looking for black/white. That's what he's looking for, and I think that's the direction that he --. Commissioner Rivers said, not only black and white, Mr. Chairman, because when you get into it, you see some of these department heads and it's going to tell me about women and 40% minority and all that --. Chairman Hair said, well, but you've asked black and white. You've asked for black and white --. Commissioner Rivers said, yes. Chairman Hair said, that's what you've asked for. Okay. Commissioner Jackel and then Commissioner Odell.

Commissioner Jackel said, from what I'm seen I think the County's done a pretty good job. I think the County's made some real efforts and made some real strides. After saying that, I know we can do better. I know we can do better, but let's also,

you know, let's not start out with an assumption that something's wrong, because if we did that, then in some ways we're just dishonoring Beverly Whitehead, who we just honored, because she was head of our Human Resources Department for years, an African-American lady, the first was that was head over our Human Resources. And right now we have Michael Kaigler, and we all know what a good job Michael [Kaigler] does. So, you know, the people who are head of our Human Resources, the last two have been African-Americans and they are the gate keeper in so many respects, and I have not heard them come forward to say, you know, I'm not allowed to do the right thing or I'm getting pressured to do the wrong thing, or whatever. I expected Beverly [Whitehead], and I expect Michael [Kaigler] to do the right thing and believe they are doing the right thing, and hope they did the right thing, so that's not to say we don't need to look at it, and that doesn't mean that we can't do better.

Commissioner Rivers asked, can I have the right to reply to that, Mr. Chairman? Chairman Hair said, yes, and then let's go back to recognized other Commissioners. Commissioner Rivers said, let me say this. Martin [Jackel], like I told you before, when I got here we had one black department head. Okay? Commissioner Jackel said, my favorite. Commissioner Rivers said, Beverly [Whitehead] came as a result of that initiative. Okay? Commissioner Jackel said, sure. Commissioner Rivers said, [Gwen] Abdul [sic] came as a part of that initiative. Chester [Brazzell] came as part of that initiative. [Ron] Lowe came part of that initiative. Okay? So when I look at all of the department heads that I have, if I look at it today, Beverly's gone and has not been replaced. You might say that she was replaced by Mike Kaigler, so fine, but Mike Kaigler was the department head out at Public Works, so that's one down. Chester [Brazzell] was another down. Okay? Lowe was another down that wasn't replaced. So you're telling me I've got five department heads and out of that five three's gone, you know, I've still got a concern. Although despite the fact that Beverly [Whitehead] is there, Beverly don't [sic] have any control over constitutional elected officers and -. Commissioner Jackel said, neither do we. Commissioner Rivers said, there's not -, well, but, hey, yes we do, yes we do. As a public person, as a citizen of this County, I can make it aware to the citizens -, other citizens of this County that there's something going wrong. I can tell you that there are departments in this County that don't have no blacks in them on a permanent basis. Now don't tell me that the Human Resources Director can do something about some things, some things they can't do anything about. Okay? And then some times, some times if you aren't cognizant, and I can show you instances where things were done prior -, when Beverly [Whitehead] died, I can show you things that happened on the transition that I've investigated. Now I'm not just coming here just putting my foot down talking about do this and do that. I've got valid reasons for asking for what I'm asking.

Chairman Hair said, Commissioner Odell and then Dr. Thomas.

Commissioner Odell said, Joe [Rivers], I'd like to see Hispanics. I'm concerned about race, I'm also concerned about sex too. We should be, if we're not doing an annual audit of personnel [inaudible]. That would be in compliance with the Equal Opportunity Commission. I'd like to see that and I think that will provide some initial data. I know what you're saying, and it's a misstatement to believe that -, and my personal opinion is that Russ Abolt is probably one of the fairest people I've ever had the pleasure, and anyone whoever would tell me that Russ [Abolt] would tolerate discrimination, I'd be personally offended and don't believe that. I am concerned that in some departments -, I like to see people who look like me occasional and not just on the service end of it, and I'm not certain if some departments have a goal to do anything other than maintain the status quo. So I think your request is a legitimate request. Those who are not affected are not concerned. We would never have wheelchair ramps unless those in wheelchairs said I can't get in your building. I think it's a legitimate concern. We should have an annual EEOC audit, which should be made public, and those departments that appear that what they're doing is they're stacking it with their friends, I don't know if it's more so racism other than nepotism, you know, and the buddies that they hang with are the ones that get promoted, and occasionally we are on the outside looking in.

Chairman Hair recognized Commissioner Thomas.

Commissioner Thomas said, thank you, Mr. Chairman. Members of the Commission, ladies and gentlemen, I agree with the request from my fellow Commissioner Rivers and the statement made by Commissioner Odell. I do want to remind us that we did do a study, I think we put out about like \$50,000 or \$100,000 some time back for the minority and women diversity -, yes. Commissioner DeLoach said, \$300,000. Commissioner Thomas said, survey. \$300,000 or whatever. That was a lot of money and we were supposed to have an ongoing, you know, evaluation of where this County really is, you know, in terms of that particular issue. I think the matter before us this morning is, you know, we wanted to get into black and white and all of that kind of thing. I don't really -, I don't want us to do that, and I don't think that's necessary. I think what we're asking is that we have an open mind and to take a look at where we are, and if there are areas that needs to be improved, then we go from there, and I don't see a big deal about it. I think we can work very well with in the realms, you know, of those issues, and I would ask the members of this Commission to do that, just have an open mind, let us review it, look at it, see where we are, and then we move on from there.

Chairman Hair said, thank you.

ACTION OF THE BOARD:

Staff was requested to bring back a breakdown of all departments within the County looking at their general makeup of diversity throughout the departments, how many blacks there are within the departments, the length of service of those

blacks within the department, the positions they hold, and their pay versus others within the department, the number of supervisors in the departments, and the number of people in the upper echelon of the departments.

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2. JIMMY JAUDON ON RECREATION DEPARTMENT (CHAIRMAN HAIR, COMMISSIONER SAUSSY AND COMMISSIONER MURRAY).

Chairman Hair said, we have Jimmy Jaudon, who wants to make some comments about the Recreation Department. If you would come forward please.

Mr. Jimmy Jaudon said, thank you for having me come here today. My name's Jimmy Jaudon. For the last eight years I've coached girls' softball in Chatham County, and I came here today to talk to you about the condition of our city's recreation parks; in specific, Ambucs Park on Sallie Mood Drive. For the last eight years that I've coached, it has been my privilege to work with girls from all over the County and traveled to many towns and many other parks. I hope you know it's no exaggeration on my part when I tell you that Ambucs Park I feel like is a disgrace to our City. In the years that we've been playing out here, the conditions of the park have grown steadily worse. It's come to our attention that many of you perhaps aren't aware of these parks. This is why I've come here today. In a world where it's increasingly important to offer our youth alternatives to drugs and other temptations, it would be a shame if this park was representative of the best we could do for our children. The following are some of the most pressing problems that we feel like need attention. The fields themselves need basic maintenance, such as having the grass cut, dragging the clay, two of the fences on the fields need to be moved in for regulation for girls softball. The complex is a very old facility in desperate need of new plumbing, the bathrooms don't work, the plumbing, the water fountains don't work, the scoreboards are out most of the time, many of the fields don't have adequate bleachers for fans to sit on. You might come one game and you might have bleachers missing from one field and the next field there might be bleachers and missing from another. The parents just have to stand up. I would suggest that we look into maybe a caretaker for the fields, like the City has. From March to July they have a caretaker that takes care of the fields, and I think if we had that, it would add a lot to the problems that we have somebody that's half -, you know, generally concerned about the fields and is there to keep it up. I know they do that at the City's parks, and it makes a big difference. Also, we need continuity in the training of umpires and scorekeepers. They're withdrawn from [inaudible] competitors. Lastly, the park -, the lights are in poor shape, a lot of the lights don't work, they're not set right like they should be. The landscaping on the park, it would be nice to have some trees not just for -, to make it look better, but to find some shade for the parents when you're out there in the Summertime. There's no kind of landscaping whatsoever out there. Some trees would be nice. I think it's a reflection on this City to have two nice facilities which brings State-wide recognition, the new Soccer Complex and the Chatham County Aquatic Center, next to this rundown recreation facility. It just doesn't look right. It's not right. There's a lot of girls that play softball, and each one of them, and a lot of them in your districts. There's over 70 teams in the County that play softball. Right now school ball's going and fast pitch softball is making a big push here in Savannah, and it's a real popular sport, and a lot of people, a lot of families involved in it. I know that if you would visit the park, you'd be ashamed that it has such poor [inaudible], and the County funds allowing it to get this bad. I know, too, that you're probably saying we might build a whole new park, but let's keep in mind that softball is a very popular sport in the part of this country [sic]. The potential draw of a well-maintained facility would mean money and extra tournaments, outside visiting teams would always mean extra money to the County as a whole. I urge you to consider that we only have one opportunity to reach the youth in this County. In five years the girls who play here will be gone, and how will we have them remember us, what we did for them or to them? It's just a burden on me. I've been real involved in girls' softball for many years and I've just seen what's happened and I just felt like it was time to come forward and do something. My daughter -, I've got three sons and a daughter, and my daughter won't be playing much longer in softball. She's about to move out of that, but it would still, you know, it's still dear to my heart, and something to be looked at and maybe something can be done to it.

Chairman Hair said, Mr. Jaudon, we appreciate you being here. We're going to ask the staff to look at that. I saw Russ [Abolt] taking notes of your complaints, and we will -, I'm going to ask him to report to the Commission on the status of those. Chairman Hair recognized Commissioner DeLoach.

Commissioner DeLoach said, I wanted to say I appreciate the concern of Ambucs Park, but also Stell Park should be included in that.

Chairman Hair said, I think that's a good point, Commissioner DeLoach. We probably need, Russ [Abolt], to look at all facilities, not just those two but others as well. So let's do a complete study of all facilities and see what's broken and how we're going to fix it. And we appreciate very much, Mr. Jaudon, bringing that -, bring that up. Thank you, sir.

Commissioner Jackel said, sir, I appreciate you coming in and bringing this to our attention, but who did you talk to before that we didn't get the proper response from us is what I'm curious about. Mr. Jaudon said, I talked to the Recreation Department specifically. The Chatham County Recreation Department. You know, and the parents, concerned parents had talked to them in the past.

Chairman Hair said, it's my understanding, Mr. Jaudon, you've talked to several people. Mr. Jaudon said, yes, it's been an ongoing thing for a while. Yes, it's been a number of years. Chairman Hair said, it has been. Commissioner Saussy said, I can remember about two years ago we had a problem at Ambucs, but I thought that problem had been taken care of. Chairman Hair recognized Commissioner Rivers.

Commissioner Rivers said, not trying to defend the department, but that department is very, very short of people. We cut it back and I remember as we were cutting it back and when you're talking about maintenance of fields and all that kind of stuff, I don't know if they've got ample time or money to even maintain them, so I think we need to take a good look at what it's going to take to [inaudible]. Chairman Hair said, well, I don't know that we had the facts at that point. Let's see what the problems are and then we'll talk about how we're going to fix them, but I think we need to address the problems first and then we'll figure out how to fix them.

Mr. Jaudon said, the main thing is the –, right now the pressing thing is the plumping out there and, you know, the water fountain. You know, there's no where even to get no water at, and those are the two main things.

Chairman Hair said, thank you, Mr. Jaudon. We appreciate you being here.

ACTION OF THE BOARD:

Staff was requested to look at all County parks and determine the work that needs to be done and how it can be accomplished.

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VIII. TABLED/POSTPONED ITEMS

Unless action is contemplated at today's meeting, staff report and file material has not been duplicated in your agenda packet. The files are available from the Clerk. Those on which staff is requesting action are indicated by asterisk (*).

1. CONCERN FOR COMMUNITY SAFETY. Board asked to bring names to the August 25, 2000, meeting of possible members to be appointed to Task Force.

Chairman Hair said, I'll entertain a motion to take it off the table. Commissioner DeLoach said, so moved. Commissioner Price said, second. Chairman Hair said, motion and second. All those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes. You have –, I'm going to suggest that we deal with the appointment of a task force at two levels. Commissioner Saussy is the Chairman of this planning committee, and he submitted sort of an outline, and I think we need to deal with this in open session and then, as we normally do with appointments, we'll go into Executive Session and we'll deal with appointments to the task force, but let's look at just the –, and discuss just the structure that he's suggesting. Commissioner Saussy, do you want to mention anything about this?

Commissioner Saussy said, yes, the way I've got this, if you have this in front of you, the way I've got this set up is the Strategic Planning Committee would be the lead committee on this really large undertaking and it would be made up of those that you see here listed. Then we have the Citizens and Social Services Committee which would be made up of basically the citizens who are interested in participating in some information gathering and so forth along with social services that we already have, and then probably the most important part of it, I won't say most important, but a very big part of it would be the Justice Committee, which is made up of all of the different courts, the police departments, the District Attorney, the Sheriff, and several different things there. But what I envisioned here is having the Citizens and Social Services Committee and the Justice Committee to gather the information and discuss and so forth and the information comes back to the Strategic Planning Committee to relegate the planning, gather everything together and come up with some sort of a plan, short-term, mid-term and long-term. So that's basically what I came back and [inaudible] with the idea of this task force.

Chairman Hair said, I think there's probably a couple of additions that might need to be added to it. Commissioner Saussy said, I'm sure there are. Chairman Hair said, I know that Commissioner Murray's got one and you also have one of the courts missing too, maybe a couple of the courts missing. We've got the Magistrate Court's missing. Commissioner Murray has a –. Commissioner Murray said, the Federal Marshal's Office. Chairman Hair said, but and what we –, we know that there might be additional agencies that we want, we want to make sure we get broad coverage on this, but does the Commission have any problem with the basic structure? We still certainly could add departments or whatever, is there any –? Okay, what we'll do then is we'll approve this as the basic framework and then when we go into Executive Session

we will deal with appointments as we always do to various courts [sic], but, Commissioner Saussy, I think you've done a good job of doing the structure here. I think you've laid it out pretty well. Chairman Hair recognized Commissioner DeLoach.

Commissioner DeLoach said, looking at the breakdown, I know we've got the Citizens and the Social Services Committee. I'm concerned that if you've got interested citizens tied to a group of professional people that are into --, you know, into different type businesses, then I think they're going to be intimidated until they won't have --, they won't participate. I'm wondering if some how or another, I don't know the citizens need to be identified some way or another, from different municipalities and all need to be identified and set aside so that they can function on what --, so we can get a perception of what the citizens feel like, because if we tie them with all these other agencies, we really won't know what the citizens are thinking as far as this is concerned. Chairman Hair said, I think that's a good point. Commissioner Saussy said, that is a good point. Chairman Hair said, I think also that would give us the opportunity to make sure we had citizens from the entire County. If you --, you don't want a group so big that it becomes nonfunctional so maybe we need a third --, instead of combining those two, David [Saussy], maybe a separate one for citizens.

Commissioner Saussy said, right. I started to do that and I thought maybe under this we could have two subcommittees. Chairman Hair said, that's a very good point. Commissioner DeLoach said, that might be getting too large [inaudible].

Commissioner Rivers said, Mr. Chairman. If we are asking for people from Neighborhood Association, Youth Futures and the like, we end up appointing extra people that may even come out of this particular group. Do you see what I'm saying? You're going to get regular --, you're going to get normal citizens in here. Chairman Hair said, right, exactly. But I think --, I think Commissioner DeLoach's suggestion is a good idea to break it out, and I think we have [inaudible] on that. Okay, thank you.

ACTION OF THE BOARD:

1. Commissioner DeLoach moved to untable this item and place it before the Commissioners for consideration. Commissioner Price seconded the motion and it carried unanimously.
2. The Board agreed that the basic structure of the Crime Task Force would be a Strategic Planning Committee, Citizens and Social Services Committees, and Justice Committee.

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2. BETTY HENDLEY - TAX ASSESSOR'S OFFICE (COMMISSIONER SAUSSY). County Attorney asked to research law.

Chairman Hair asked, County Attorney, have you made --, are you ready to take this off the table? County Attorney Hart said, yes sir. Chairman Hair said, okay, I'll entertain a motion. Commissioner Murray said, so moved. Commissioner DeLoach said, second. Chairman Hair said, motion and second. All those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes. Are you going to handle this, Jon [Hart]? County Attorney Hart said, yes, I'll be glad to. Chairman Hair said, okay.

County Attorney Hart said, we're --, I'm very sympathetic to Ms. Hendley's situation insofar as the homestead exemption problem and the problems concerning taxation. There --, my comments will be brief and succinct. Unfortunately, the County is bound by 48-5-380 of the Georgia Code in regard to what it may do in regard to the taxes that are collected, and the County has some leeway in regard to itself, but it is also collecting matters for the State, and essentially we can --, and until several years ago the only way we could make a refund was to find that there was an erroneous collection or there was an illegal collection, and if you had a mistake that occurred insofar as the square footages and things that happened in the homesteads and other things, those matters were not considered a collection item. The Act was amended to include, and this is why last week when I was asked that question I wanted to reserve it, to include matters of clerical error, and I believe this would fall under a clerical error type situation, which would allow us to refund or adjust the taxes, taking into consideration the appropriate homestead, for up to three years for the tax period. Unfortunately, we are not permitted to go beyond the three-year period. The Commission's sympathy for this lady and her situation and the concerns about trying to go back and make it right beyond that was taken up in the last term of the Legislature in House Bill 1227 in which there was an attempt to allow legislation to be passed so that counties could go back and adjust beyond the three-year period as far back as seven years. Unfortunately, the Legislature in its wisdom chose not to pass that bill, and we're pretty much bound by law to only allow a three-year reimbursement. I think this is a situation that clearly falls within the concept of subsection (e) of that code section insofar as clerical error, and that we ought to direct the Board of Assessors and the Tax Commissioner to make that adjustment in the collection of taxes, but you would be limited to a three-year period, and you could limit that, since there's not been a final assessment for the year 2000, for '99, '98 and '97.

Vice Chairman Thomas recognized Commissioner Odell.

Commissioner Odell said, just by way of update, this is the lady who was on the deed with her husband, her husband passed, and we changed her —, the status of the property because of his death. Is that true? County Attorney Hart said, that is absolutely correct. Commissioner Odell said, and as a result of that, even though the ownership of the property remained at least 50% in her name, her taxing status changed, which created an increase in what she had to pay. County Attorney Hart said, that is correct also. Commissioner Odell said, it's your conclusion that 48-5-380 limits us under section (e) to a three-year refund. County Attorney Hart said, insofar as correcting clerical errors. Commissioner Odell said, that we could not go the fourth, the fifth and a sixth year. County Attorney Hart said, I was hoping I would be able to extend that, but it was pretty clear the other counties had —, a number of other counties have had the same problem and they tried to bring it to the Legislature to clarify that, and it just did not pass, and that's where we are. Commissioner Odell said, I make a motion that we refund for the three years, which is within our purview. Commissioner Price said, second.

Vice Chairman Thomas recognized Commissioner Rivers.

Commissioner Rivers said, I'm trying within my mind to recall something and I can't recall it. Russ [Abolt], back some time ago we had a gentlemen in Pooler that we made an error on, and I don't know what it was and I don't know how I made the adjustment —. County Manager Abolt said, two different things. I defer to the County Attorney, sir. We've got the answer.

County Attorney Hart said, we had a situation there in which the gentleman, on the tax records we had him down for like 2,000 square feet or 2,500 square feet and there was a 500 square foot differential, okay, and incorrect. We had him for two —, 500 square feet too much. It came before the Commission. At that time the understanding of the Assessor's office was that even though there was a 500 square foot error, that it really didn't affect the value that much, and the Commission took the position that, you know, 500 square feet is a lot of square feet and it did affect the value, and we went back under the clerical error section and adjusted the square footage and recomputed the taxes for the three year period prior to that, and he ended up getting a refund. I can't remember how it worked out —.

Commissioner Rivers said, but there was something and I remember coming back with it, and I don't remember all of the nuances of it now, but we came back and made an adjustment to make that man whole. Commissioner Saussy said, it was more than three years. County Attorney Hart said, we did, but it wasn't —. Commissioner Rivers said, because we modified that also. County Manager Abolt said, a different —, a different fact situation, but I think when all the dust settles you were able to make him about as whole as one could make him and still keep it legal.

Commissioner Saussy asked, how did we do that? Commissioner Rivers said, I was trying —. County Attorney Hart said, we went back and recomputed the square footage and the value based on the square footage, and there was some intervening increases in assessments due to the change, and we factored those into the assessments and came back with a formula that basically put him as near as we could back to where he could be. So —. Commissioner Saussy asked, but you don't see anything in this one where we can do —? County Attorney Hart said, no sir. If it were —, if it weren't a situation where the Legislature hadn't been asked this last time to be changed and modified and voted down, I'd feel a little more secure.

Tax Commissioner Danny Powers said, I want to recall your memory, Judge, for you, I'll bring it up. This was an elderly black gentlemen that you were referring to. Commissioner Odell asked, was race important. Tax Commissioner Powers said, no, that's not important, no it's not. Commissioner Odell asked, would there have been a difference if he was an elderly white man? Tax Commissioner Powers said, anyway, the piece of property that the Tax Assessor had him owning for some 20 years, and it was discovered that he did not own the property and he had paid taxes for those 20 years on something that he never owned, and we looked at this same law here and we figured out how much he had paid over those 20 years, and the Commission made the decision at that point to factor out what —, how we could pay him interest out of County funds and calculated that through the Finance Department and made him whole with the money that he paid. That's how that worked out. Commissioner Price said, but we went back further than three years. Tax Commissioner Powers said, you didn't actually go back on the taxes. You made the money right. Commissioner Odell said, but there's a different fact situation. Tax Commissioner Powers said, yes, and you've got a different situation here. This is a homestead versus, and I'm speaking for someone else's department, so —. Commissioner Rivers said, buy you [inaudible]. Tax Commissioner Powers said, but that's exactly what happened.

Vice Chairman Thomas recognized Commissioner Murray.

Commissioner Murray said, yes, just a couple of questions. First of all, Jon [Hart], what happens if we approve to go ahead and fund this all the way back anyway? Commissioner Odell said, it's an act of malfeasance. Commissioner Murray said, no, I was asking that attorney. He's the County Attorney, you're a County Commissioner attorney, okay. Well, watch his lips, he will say it's malfeasance. Commissioner Murray said, don't put words in his mouth. I want him to answer. County Attorney Hart said, I'd really like to hear from him. One of the requirements we have is stated in the Department of Revenue Guidelines insofar as —. Commissioner Murray said, I understand that. I said, what would happen if we didn't? County Attorney Hart said, if we didn't, someone independent of us could raise that issue as to say —. Commissioner DeLoach asked, what issue is that? County Attorney Hart said, that we refunded taxes that we should not have refunded. Commissioner DeLoach asked, and what is that called? Commissioner Odell said, malfeasance. County Attorney Hart said, that's called a taxpayer's suit. Commissioner DeLoach said, Frank [Murray] wanted to hear it, he just wanted to hear

it from you. County Attorney Hart said, or the Department of Revenue in and of itself could come in and find that we're not following the procedure set forth under the Department Revenue and they have certain sanctions and procedures they go through. Commissioner Murray said, all right. Well, my other question is what is so different --, this man that they were just discussing was paying taxes on property he did not own, okay. This lady has been paying taxes, more than she should have just because her husband died and the property was in both names, which still is a County mistake. I don't think this is right at all and I think there's got to be some way that this Commission can come up with a way to reimburse her for those funds.

Commissioner Price said, Frank [Murray], I'm inclined to change my second on the motion and do the full seven years. Chairman Hair said, and then let it be challenged.

Commissioner Murray said, she's not in my district, but, you know --. Commissioner Saussy said, she's in mine and I think we should definitely [inaudible]. Commissioner Murray said, citizens get the raw end of the deal in most of these cases, and why the Legislature can't see and change that law I don't know, but that's beside the point. We're responsible for people in Chatham County and making sure we do the right thing with that. We are not doing the right thing when we tell that lady that even though the County made the mistake, we can't do anything about it other than three years. Something wrong. County Attorney Hart said, the only issue that comes up is a matter of equal protection, and that is if you're going to have a rule, better yet if you're going to have a law, that you've got to follow the law and you're got to follow it for all your citizens, and there's a number of issues right now in regard to tax assessments and freezing the tax assessments for the years 1997, 1998 and 1999. There have been a number of opinions rendered by that, there's been a number of adjustments that have been rendered by that, and, you know, to discuss that further I'd prefer to go into Executive Session in regard to that.

Chairman Hair said, I understand that, but if we broke it we ought to fix it. Commissioner Murray said, that's right. Chairman Hair recognized Commissioner Odell.

Commissioner Odell said, I sympathize with all our desire to correct it and, if you'll recall, last meeting I was the one who said we should refund the seven years. The legal opinion is that under 48-5-330 --, I'm sorry, 380(e), we are prohibited from doing that. The most we can go back is three years. So the question, therefore, that we have to answer is if we know that legally we're limited to the three years and we in fact go to the full years, is that an illegal motion? I mean, we're not --. Chairman Hair asked, are you raising a point? I could get an official opinion. Commissioner Odell said, yes, I'd like to know. Chairman Hair said, okay, he's raising a point of order. You need to rule on a point of order. Is that an illegal motion? County Attorney Hart said, well, you can make the motion and you can take the action if you desire. I think the action can be subject to being challenged. Chairman Hair said, but the motion itself is not illegal. County Attorney Hart said, you can make the motion and you can rule on the motion. Commissioner Odell said, let me follow up. In that we've done that, this is not an exception. This becomes, therefore, the rule. So in all other cases potentially based upon the rationale we're using here, we create a rule which we would go back at least some years, and I'm not certain if we're willing to make that decision.

Commissioner Rivers said, let me ask a question. Chairman Hair said, let's just get in order. Commissioner Saussy and then Commissioner Rivers and then I'm going to recognize Mr. Earls after that.

Commissioner Saussy said, I don't know what the total tax on this thing is for the seven years, but would we not be obligated to pay interest? County Attorney Hart said, no. Commissioner Saussy asked, no? County Attorney Hart said, no. Mr. Ken Earls asked, could you? Commissioner Saussy asked, well, could we then? That's my other question. Can we pay interest, like we did once before? County Attorney Hart said, well, this Commission is bound by the Gratuities Act of the Georgia Constitution, and when you get into start giving away taxpayer money and paying interest on it when you are not required by law, you're raising a whole other set of issues. Commissioner Saussy asked, how about taking taxpayer's money and not giving them --, wrongly and --? County Attorney Hart said, you asked me about interest, and in no disrespect in regard to that, I mean, if y'all choose to do that, you choose to do that. What I'm saying is, I think Commissioner Odell raises a very interesting question. Commissioner Saussy said, I can understand that. County Attorney Hart said, if we do not --, what is the standard? Is the standard seven years, is the standard twenty-five years, is the standard fifty years, and what about the next case that comes before you? How are you going to make a decision as to how far back you should go and what should be the fair effects of going that far back? Now I'll be glad to discuss this issue along with a number of other issues that the Commission has in Executive Session. Commissioner Saussy said, I think we should do that, and the other point is judges make decisions every day that's changed. I don't know why we can't.

Chairman Hair said, okay, I tend to think we've had a recommendation from the attorney to go into Executive Session. I'm going to recognize Mr. Earls. Mr. Earls said, Commissioner Saussy's covering everything I wanted to ask. Chairman Hair said, okay, thank you, Mr. Earls.

County Attorney Hart said, one other issue. I'll be happy to go to the Attorney General's office with this issue to see if they'll have a different opinion.

Chairman Hair recognized Commissioner Rivers.

Commissioner Rivers said, he's answered one part of mine concerning the possibility of interest. Let me ask you this. Is she at zero dollars now with this exemption? Of taxes? County Attorney Hart said, I do not know, Commissioner Rivers. All I know, I was looking at it strictly from the standpoint of what to do about the homestead, correct it from a clerical standpoint. I'm sure that the homestead effect would certainly affect her taxes in some way. Commissioner Rivers said, all right, let's --, this is just a hypothetical. Let's say that she has some portion left on her tax that she has to pay, can we waiver that in order to make up the amount that she has been deprived of? County Attorney Hart said, the statute does not provide for a waiver of taxes and you do not have --, and this Commission does not have the authority to waive people's personal property taxes or property taxes or ad valorem taxes except under whatever the code section, and there are about six exemptions for that. Commissioner Saussy said, all right. Can we do an innovative ordinance where we allow --? I'm just trying to find how we can do it. Chairman Hair said, well, let's discuss it in Executive Session, Commissioner Rivers. All right.

Commissioner Jackel said, I'd just like to make a quick comment. I've just briefly looked at the statutes and I think certainly our County Attorney has a good interpretation of it, but I think it could possibly be interpreted that the taxpayer has or it can make a claim for up to three years back, but we can also look in there and say nowhere does it prohibit the Commission from deciding to refund more than three years. The wording's not in there. There's nothing that's prohibiting us from doing that, so I would gladly make a motion to refund the money that was improperly paid in.

Chairman Hair said, well, I think --. Commissioner Murray said, so we have three attorneys with three different opinions. Commissioner Price said, there's already a motion on the floor. Chairman Hair said, we already have a motion, but I think we need to withdraw the motion until after Executive Session. Commissioner Jackel said, the motion was tabled, that was the last motion. Commissioner Price said, no, no. He made it and I seconded it. Commissioner Murray said, but you said you were going to withdraw it. Commissioner Price said, I said I would be inclined to do that if we could do that, if we could find a way to do that. Chairman Hair said, state your motion again. Commissioner Odell said, my motion was that we follow O.C.G.A. 48-5-380, Section (e), which would allow us to apply the three years. That's the motion that was stated and that was seconded, and I'd simply add that doesn't preclude from considering the additional four years as a separate item. Chairman Hair said, after we go into Executive Session. Commissioner Odell said, but what I said is that we number this slice of the pie that we can eat and take, and I don't think anyone would disagree with that. Why not take care of this --. Chairman Hair said, I think that's a good suggestion. Commissioner Odell said, if we've got to debate on the other, then let's debate that. Chairman Hair recognized Commissioner Murray.

Commissioner Murray said, well, I was going to make a motion to table that until after the Executive Session. Chairman Hair said, well, let's go ahead and vote on this one. Commissioner Murray said, but I will not do that at this time.

Chairman Hair said, all right, we have a motion and a second to refund three years. All those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes. Commissioner Price said, that doesn't end it though. We'll continue to look at it. Chairman Hair said, that's correct. After Executive Session.

ACTION OF THE BOARD:

1. Commissioner Murray moved to untable this item and place it before the Commissioners for consideration. Commissioner DeLoach seconded the motion and it carried unanimously.
2. Commissioner Odell moved to refund to Mrs. Betty Hendley the amount of taxes which she incorrectly paid as a result of a clerical error for tax years 1997, 1998 and 1999 on property identified as 10 Fox Squirrel Drive (PIN 1-0451-01-008). Commissioner Price seconded the motion and it carried unanimously.

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3. SAVANNAH ATHLETIC HALL OF FAME. Board agreed to fund \$30,000. Staff asked to look for alternative sources for funding or bring back to August 25, 2000, meeting.

Chairman Hair said, I'll entertain a motion to take that off the agenda [sic]. Commissioner Saussy said, so moved. Commissioner Price said, second. Chairman Hair said, all those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes. Chairman Hair recognized Mr. Abolt.

County Manager Abolt said, this the one, you'll recall, Mr. Chairman, Dr. Thomas, gentlemen, where you had testimony at your last meeting requesting money over and above what had been recommended from the Grants-in-Aid Committee. This was a special construction project, as I understood it. Staff has come up with an option. We initially, at your request, looked at SPLOST. SPLOST is not an eligible source of revenue. Mr. Persaud though has defined an option within Capital Improvement Programming of the CIP. At the close of our audit for the shortened fiscal year, there is about \$138,000 in that account. Again, I'm assuming from the description you and I both heard that this is a legitimate capital project. But if you were to choose to fund the project as described to you, which was this new interactive Athletic Hall of

Fame, you could draw down the account I just referenced for \$30,000, and I think you would also make it contingent upon the City of Savannah approving it.

Chairman Hair said, I can add some light to that. Mr. Lanier called me yesterday. The City of Savannah has approved their \$30,000.

Commissioner Jackel said, I'll moved. Commissioner Price said, second. Commissioner Saussy said, second. Chairman Hair said, we have a motion and a second. Chairman Hair recognized Commissioner Murray.

Commissioner Murray asked, so this will be coming out of the CIP, if this motion is approved? County Manager Abolt said, yes sir. What you had though, it's usually an embarrassing amount, each year we have a little bit of Capital Improvement Program. In this case you have a year –, yes sir. Commissioner Murray said, that's not the reason I was asking that. If you will look, each one of us have requested certain projects go on that unfunded capital improvement. County Manager Abolt said, about \$27 million. Commissioner Murray said, and now all of sudden we've got one project that's going to move ahead of all of them, and I can assure you this one project should not take priority over some of those other projects on our capital improvements. You know, I listened to everybody last meeting and I heard all this about what a great job they do, I'm not denying all that, but look at the other organizations we have and the other projects we have out there that do just as well if not better for this total community. That is not total community. We have other projects that are total community, and I just –, I'm voting against it.

Chairman Hair said, we have a motion and a second. Any further discussion? All those in favor vote yes, opposed vote no. Chairman Hair and Commissioners Saussy, Rivers, Jackel, Odell, Price, DeLoach and Thomas voted in favor of the motion. Commissioner Murray voted in opposition. The motion carried by a vote of eight to one. Chairman Hair said, the motion passes.

ACTION OF THE BOARD:

Commissioner Jackel moved to approve that the \$30,000 for Chatham County's participation in the development of a new Savannah Athletic Hall of Fame be taken from the General Fund CIP Fund - Contingency. Commissioners Saussy and Price seconded the motion. Chairman Hair and Commissioners Saussy, Rivers, Jackel, Odell, Price, DeLoach and Thomas voted in favor of the motion. Commissioner Murray voted in opposition. The motion carried by a vote of eight to one.

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4. INDIGENT DEFENSE LAWYERS. Board requested this be referred to the Tripartite Committee with a report back in time for the August 25, 2000, Commission meeting. No report received as of time of printing the agenda.

Chairman Hair recognized County Manager Abolt.

County Manager Abolt said, to my knowledge, sir, it's not available. It's not available yet. Chairman Hair asked, now how can we make sure they respond before the next meeting. We're not going to let this thing go on forever. They need to act on it or we will have to act without their recommendation. County Manager Abolt said, yes sir, we did transmit that. As you recall, the very day you brought it up, and my understanding is that there's [inaudible]. Chairman Hair said, well, I think the communication that needs to go to them is we need a recommendation before the next Commission meeting, and without –, if we don't get one, we will assume they're not going to give us a recommendation and we'll act on our own. County Manager Abolt said, you've got it. Chairman Hair said, okay.

ACTION OF THE BOARD:

This item remains tabled and will be on the next agenda. Staff was requested to communicate with the Tripartite Committee, advising them that if we do not receive a recommendation from them by the next meeting, we will assume they are not going to give a recommendation and we will act on our own.

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5. DISCUSSION REGARDING REMOVAL OF LIBRARY BOARD MEMBERS. Postponed until August 25, 2000, meeting.

Chairman Hair said, we've got that in Executive Session, I believe. Commissioner Jackel said, no sir, no sir. I move to take it off the –. Chairman Hair said, all right, take it off the table. Commissioner Price said, second. Chairman Hair said,

motion and second. All those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes. Chairman Hair recognized Commissioner Jackel.

Commissioner Jackel asked, do we have Ms. Divine? We'd like to have Christy Divine please come up and address the Commission.

Ms. Christy Divine said, good morning. Commissioner Jackel said, good morning and thanks for coming. Ms. Divine said, thank you for letting me appear. I believe that I've been called here today to explain why I left the Chatham-Effingham-Liberty County Library Board meeting in progress on July 18th. Since this was my first official board meeting, I arrived promptly at 5:00 p.m., and looked forward to learning about my role as a new board member. The meeting began on time and the first action taken was to add a new item to the agenda. We approved the agenda with that addition. We then entertained public comments and approved the minutes of the May and June meetings. The May minutes had to be approved during the July meeting because there was not a quorum present in June so no action could be taken at that June meeting. At 5:19 p.m, a motion was made to go into executive session. I voted against the motion because it was out of order. The motion passed, although the lengthy agenda, which we had just approved, indicated an executive session as the final item of business for the evening. It is my understanding that it takes a two-thirds vote to change the orders of the day. Other important business, including the election of officers, was to have been conducted first. The Chair was informed that this move into executive session was out of order, but she chose to ignore the objection. We do not have a parliamentarian or a board attorney. We then went into executive session to discuss the issue of Mr. Dickerson's employment. Though I do not feel it appropriate to reveal the details of the executive session, as it involved a personnel matter, let me stress that it was a very emotional and tempestuous discussion. I will share with you that I expressed my dismay at being asked to consider the termination of Mr. Dickerson's employment at my very first meeting. I had only met him a month earlier and did not feel it fair to undertake such a serious decision without having an opportunity to evaluate his job performance for myself. As I sat there in the executive session for over an hour, it became very evident to me that I could not remain for the rest of the meeting. I felt that we were acting in violation of parliamentary procedure by ignoring the orders of the day, and I was being asked to terminate Mr. Dickerson's employment at my very first meeting. I pleaded with the other board members to table the decision for a month until I could get up to speed on this matter. They refused me. Although I cannot speak to the motivations of the four other members who left the meeting that evening, I can tell you that motivation was my conscience. I felt that the board was acting in violation of proper procedure. Since I must assume that you placed me on this board because you saw something in my resume that you felt would allow me to contribute to the betterment of our library system. I ask you to consider my predicament on that evening.

Ms. Divine said, I am here to tell you that I have since had an excellent and thorough board orientation presented by our very capable and impressive professional library staff, and I have attended my second board meeting, during which I participated fully. I, therefore, ask that you allow me to continue this very important work, which has the potential to have a positive impact on our community.

Chairman Hair said, thank you, Ms. Divine. Any questions of Ms. Divine? I think you explained your actions. Chairman Hair recognized Commissioner Murray.

Commissioner Murray said, yes. This took place at the first of the meeting so no other business was conducted at that meeting. Is that correct? Ms. Divine said, well, we had public comments, we approved the minutes, as I said, from the May and June meeting, and, you know, we approved the agenda, and then immediately we turned around and did not follow an agenda that we just approved. We did not –. Commissioner Murray asked, so no other business transpired after that point then, is what I'm saying? Ms. Divine asked, after exactly which point? Commissioner Murray said, when y'all went into executive session and then, I guess, four members, however many members left. Ms. Divine said five altogether. Commissioner Murray said, so no other business was conducted at that point because they did not have a quorum to conduct it with. Ms. Divine said, that's my understanding. I was no longer present.

Chairman Hair said, Ms. Divine, I have a question. Did you vote on the minutes for the previous meetings? Ms. Divine said, yes. Chairman Hair asked, any other questions? Chairman Hair recognized Commissioner Rivers.

Commissioner Rivers said, you said you left prior to the other four walking out. Ms. Divine said, no, I believe I was the last one to leave the meeting. Commissioner Rivers said, okay, let's –, so you were present throughout. You did not –. Ms. Divine said, I was there for approximately an hour and a half. I did attend my first board meeting. Commissioner Rivers asked, but you did not leave when the others left the meeting? Ms. Divine said, people walked out in various stages. It was not a question of everybody getting, you know, the five people who left that evening, they did not all get up in concert and leave. There was no discussion beforehand, there was no –, which shall I say, there was no alliance, to use [inaudible] of the recent Survivor show. There was no –, there was no concerted effort to, you know, to disable this meeting. I was just acting in the way that I thought that I had to act because I thought we were acting improperly, and I know especially when you're discussing personnel matters that you'd better make sure that you're doing it properly. Commissioner Rivers said, let me ask you one other question. You mentioned parliamentary procedure. Why didn't you use parliamentary procedure to hold up that action? Ms. Divine said, well, we did try, but the board –, the chair ignored the objection to the changing the orders of the day, and so, you know, you have to –. Commissioner Rivers asked, why didn't you [inaudible]. Ms. Divine said, I have to remind you that it was my first meeting. I hadn't even had board orientation yet. Commissioner Rivers said, but you're familiar with parliamentary procedures, right? Ms. Divine said, I've served on other boards, yes. Commissioner

Rivers said, then at that point, if –, you could have brought a motion forward to delay that. Ms. Divine said, well –. Commissioner Rivers said, there are all kinds of maneuvers that you could have done to hold that up. Ms. Divine said, I will tell you that our chair conducts the meetings at a very rapid pace. I was just trying to get on [inaudible]. As I said, it was my first meeting.

Commissioner Jackel said, I'd like to ask a question or two. Prior to this meeting, were you presented any material about what type of job the Director, Lon Dickerson, was doing? Ms. Divine said, I will tell you, Commissioners, that I was lobbied very hard by several other board members who were presenting me with their opinions on the job performance, and I kept reiterating to them that I needed to see for myself. Commissioner Jackel asked, were you presented any written material by the board or the administrative staff on what was wrong and the reasons that he should stay or reasons that he should leave? Ms. Divine said, I was given written material, a lot of which has been in the paper, but I don't necessarily always believe what I read. I like to do my own research and decide for myself. I think that's especially fair when you're considering terminating someone's employment. Commissioner Jackel said, let me just recap what I believe you've been telling us, and that is this was your very first meeting, you came there and everything else except one or two minor things were taken care of and you immediately went into executive session, and all of a sudden they were discussing getting rid of the Executive Director. Ms. Divine said, right. Commissioner Jackel said, and you felt that you did not have enough information at that time to make such a big decision. Ms. Divine said, absolutely. I was also very concerned about the fact that we were acting improperly. Commissioner Jackel said, thank you so much.

Chairman Hair said, Commissioner Saussy, you have a comment and then we'll discuss this in Executive Session. Do you have a comment?

Commissioner Saussy said, I just wanted to get the order that this thing happened. If you would, go over that order again. Ms. Divine said, sure, I'd be glad to. We –, the meeting began on time, and I will review my notes because I want to make sure that you all understand exactly how it occurred. We added a new item to the agenda, we approved the agenda with the addition. That did not have anything to do with the executive session. None of that, that was just a simple little item that was added to the agenda that was going to take place fairly early in the meeting. I was kind of excited because we were supposed to have election of new officers and that sort of thing. We had then –, we entertained public comments, we approved the minutes of the May and June meetings, and as I said, there was not a quorum at the June meeting so we had to approve the minutes for May and June at this time, and all of a sudden we had a motion to go into executive session. We had already approved the agenda, as I said. The executive session showed at the bottom of that approved agenda. The chair –, we pointed out to the chair that it was out of order to go into executive session at that time, and my understanding is we should have had a two-thirds vote to change the orders of the day, and especially since we were discussing a personnel matter and there was an awful lot of business that should have taken place prior to that that may have had an impact on what happened eventually when we went into executive session..

Commissioner Jackel said, Mr. Chairman, I'd like to make another comment. Chairman Hair said, okay, Commissioner Jackel. Commissioner Jackel said, I want to thank you for coming up here, and you know from what you've read and heard that there was –, we're going into Executive Session and there's to be a discussion whether you should be removed from the Library Board. Now it's my understanding that the only way we could remove someone from the Library Board is for cause, and I just want to state it out here publicly that I don't see where anywhere it's come close to approaching what I'd call for cause. Now you did what you thought was right and, to me, for cause is a standard that has to be involving some sort of fraud, misdemeanor, even felony. There's nothing like this going on. You took a stand, it took courage to take that stand, and I think you're going to be an excellent board member and I'll do what I can to keep you on the board. Ms. Divine said, thank you. I hope I have an opportunity to serve.

Chairman Hair recognized Commissioner Murray.

Commissioner Murray said, you mentioned that on y'all's agenda at that meeting, one of the items was election of officers. Did y'all do that at your last meeting? Ms. Divine said, yes, we did. Commissioner Murray said, you did, so y'all do now have your officers. Ms. Divine said, we did that at the July meeting –, I mean, August. Excuse me, we did that at the August meeting. Commissioner Murray asked, who are the officers now? Ms. Divine said, Ms. Sprague is again the chair, [inaudible] is our vice chair, and Richard Riley is the treasurer.

Chairman Hair said, okay, thank you very much, Ms. Divine, for coming in. We will discuss this in Executive Session and if any action is required or necessary, we'll take it at the conclusion of Executive, back in open session. Ms. Divine said, thank you very much. I appreciate it. Chairman Hair said, thank you, Ms. Divine, I appreciate you coming in.

ACTION OF THE BOARD:

Commissioner Price moved that the Board authorize the Chairman to write letters of reprimand to Ms. Christy Divine and Mrs. Jeane McCorkle advising them that any similar activity in the future will result in consideration at that time of action to be taken. Commissioner Murray seconded the motion. Chairman Hair and Commissioners Saussy, Rivers, Murray, Price, DeLoach and Thomas voted in favor of the motion. Commissioners Jackel and Odell voted in opposition. The motion carried by a vote of seven to two.

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IX. ITEMS FOR INDIVIDUAL ACTION

(Unless the Board directs otherwise, adoption of an Action Item will mean approval of the respective County staff report and its recommended action.)

- 1. REQUEST BOARD APPROVE THE FOLLOWING: A BUDGET AMENDMENT TO THE ONE PERCENT SALES TAX EXTENSION FUND (1993-1998) TO REFLECT REVENUES FROM A GEORGIA DCA GRANT IN THE AMOUNT OF \$3,650,000 AND INCREASE APPROPRIATIONS BY \$3,300,000 FOR THE TRADE CENTER AND \$350,000 FOR THE MIGHTY 8TH HERITAGE MUSEUM; A BUDGET AMENDMENT TO THE ONE PERCENT SALES TAX EXTENSION FUND (1998-2003) TO REFLECT REVENUES FROM A DCA REGIONAL ASSISTANCE PROGRAM GRANT IN THE AMOUNT OF \$100,000 AND INCREASE APPROPRIATIONS BY \$100,000 FOR THE COASTAL GEORGIA GREENWAY PROJECT; A SPECIAL SERVICE DISTRICT CONTINGENCY TRANSFER OF \$7,460 TO THE POLICE DEPARTMENT AS THE LOCAL CASH MATCH FOR A LOCAL LAW ENFORCEMENT BLOCK GRANT, AND AN INTRA-DEPARTMENTAL TRANSFER OF \$9,720 TO SALARIES AND WAGES FOR THE POLICE DEPARTMENT.**

Commissioner Rivers said, so moved approval. Commissioner Saussy said, second. Commissioner Price said, second. Chairman Hair asked, does anybody have any questions? All those in favor vote –, Commissioner Murray.

Commissioner Murray said, yes, I've got one, and on the last item, the \$9,720 for salary adjustments within the department, I understand we have another item coming up on the agenda –. County Manager Abolt said, this is a budget item to put the money in the right place if you choose to –. Commissioner Murray said, well, that's not my question. My question is if these are going to be \$3,000 bonuses, how do you come up with \$9,720? County Manager Abolt said, well, because they're looking at the vacancies in-between now and the end of the year, and it's –. Chairman Hair said, they're also looking at the first of the year. Commissioner Murray said, but what I'm saying though is if you're going to give bonuses of \$3,000, which are equal funds, where does the rest of it go? Chairman Hair said, well, they're not giving \$3,000 the first year, they're giving \$750 for the first year. County Manager Abolt said, \$750 the first year.\

Chairman Hair said, I do have a question. Where is the attorney? My question –, Mr. Hart, I've got a question. Excuse me for interrupting, but we've got –, my concern is that if we vote on this funding and then when we get down to Item Number 3 and we don't want to vote for that, is by voting on the funding, we're actually approving it? County Manager Abolt said, no. We understand, we understand your direction. If for some reason you choose not to do the policy, then it's King's X, and this goes away. It goes back to the [inaudible]. Chairman Hair asked, so if we defeat Item 3, we –. County Manager Abolt said, yes sir. Chairman Hair said, the money, by authorizing the money we don't authorize the action. County Manager Abolt said, we're just –, we're bogged down by –. Chairman Hair said, I just want to make sure before I vote because I don't want to –. County Manager Abolt said, we're bogged down by administrative procedure. We have to have the money in place. Obviously, if you don't choose to spend the money, it backs from whence it came. Chairman Hair said, okay.

Commissioner Odell asked, by is the fund money listed under three? County Manager Abolt asked, I'm sorry, sir? Commissioner Odell asked, why is it listed under three, the \$9,720? County Manager Abolt said, you all –. Commissioner Odell asked, is it an administrative –? County Manager Abolt said, yes sir. What you do at this –, I refer to this as the omnibus report. Each meeting you amend your operating budget and it's a, you know, it's a polyglot of stuff, and in this case it's a budgetary action so it appears in one report. The policy decision will appear later. If you choose not to adopt the policy, then the budget action goes away.

Chairman Hair said, okay, we have a motion and second to approve. All those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes.

ACTION OF THE BOARD:

Commissioner Rivers moved to approve the following: a budget amendment to the One Percent Sales Tax Extension Fund (1993-1998) to reflect revenues from a Georgia DCA grant in the amount of \$3,650,000 and increase appropriations by \$3,300,000 for the Trade Center and \$350,000 for the Mighty 8th Heritage Museum; a budget amendment to the One Percent Sales Tax Extension Fund (1998-2003) to reflect revenues from a DCA Regional Assistance Program Grant in

the amount of \$100,000 and increase appropriations by \$100,000 for the Coastal Georgia Greenway Project; a Special Service District contingency transfer of \$7,460 to the Police Department as the local cash match for a Local Law Enforcement Block Grant, and an intra-departmental transfer of \$9,720 to salaries and wages for the Police Department. Commissioners Saussy and Price seconded the motion and it carried unanimously.

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2. REQUEST BOARD APPROVAL OF A COMPREHENSIVE LONG-TERM DISABILITY PROGRAM FOR ALL ACTIVE FULL-TIME COUNTY EMPLOYEES AND TO AUTHORIZE STAFF TO PROCEED WITH AMENDING THE CHATHAM COUNTY EMPLOYEES RETIREMENT PLAN ORDINANCE BY REMOVING THE APPROPRIATE PROVISIONS FOR DISABILITY RETIREMENTS FROM THE PLAN AND TO ENSURE COORDINATION BETWEEN THE PENSION PLAN AND THE LONG-TERM DISABILITY PLAN.

Commissioner Odell said, I make a motion for approval. Commissioner Price said, second. Commissioner Saussy said, second. Chairman Hair said, motion and second. Any discussion?

Commissioner Jackel said, I have a lot of questions here. This is something we really need to talk about. Chairman Hair said, well, Commissioner Jackel has some questions. Commissioner Jackel asked, who do we have to answer my questions? Okay. My first question is, I've read the material on this and we are told that we have a much better plan with much better benefits that's going to cover a lot more things and it's going to cost us less money, and there's something in my nature where I hear I'm getting a whole lot more but it's going to cost me less, and I need to hear the explanation on how that works. Most things don't work that way. There are some things, but most don't. Mr. Michael Kaigler said, based on the report that we got from our pension actuary -- Commissioner Price asked, Martin [Jackel], you got married, didn't you? [Laughter.] Chairman Hair said, well said. Commissioner Jackel said, but I have not been married as many times as you. Commissioner Price said, you got me on that one. Commissioner Odell said, yes, you have. Chairman Hair said, before we take this any further, I'm going to recognize Mr. Kaigler.

Mr. Michael Kaigler said, yes sir. Based on the report that we received from our pension actuary, if we can remove the provisions from our pension plan that covers disability retirement and purchase --, use that to purchase a long term disability program, we will in fact be saving money. He estimates it's approximately \$240,000 that the pension plan would save if we removed that from the pension plan. Commissioner Jackel said, okay. Mr. Kaigler said, we're using that savings to purchase the long term disability policy for County employees, and we estimate that to be in the neighborhood of \$205,000 to \$210,000 to cover the employees for the entire year.

Commissioner Jackel said, okay, so the savings is not \$240,000 like I read in the report, the savings is a difference between the \$240,000 we save in the pension and the \$210,000 that we're going to spend on this plan. Mr. Kaigler said, yes sir. Commissioner Jackel said, okay, so --. All right. That wasn't clear in your report. All right, now I understand why we're saving money in the pension plan because we're taking this out. If we're --, and we're getting more benefits covering the disability. Again, explain to me why it's less money. Mr. Kaigler said, that's the way the policy, that's the way the numbers work out. It costs us after \$240,000 what they estimate for the disability provisions in your retirement plan. It's only costing us \$210,000 to purchase the long term disability plan. So, in essence, we're saving about \$30,000. Commissioner Jackel said, okay, now it's my understanding now that if an employee becomes disabled, if he's been --, it works like a pension, so if he's been with us 20 years, he gets 2% a year, he'd get 40%. If he's been with us 5 years, he would get 10%. Mr. Kaigler said, yes sir. Commissioner Jackel said, okay, and that's my understanding. All right. And now under this plan if an employee becomes disabled, he's going to get 66%. Mr. Kaigler said, 66% of the State pay. Commissioner Jackel said, so a lot more money's going out because if an employee under the old plan, the present plan has five years service, we pay him 10%. Mr. Kaigler said, yes sir. Commissioner Jackel said, now someone's going to have to pay him 66% of his wages. Mr. Kaigler said, and we purchase that just like we do with a life insurance policy. Commissioner Jackel said, right, I understand that policy's having it, I just want to make sure that even though more's going out, it's not going to cost us more. Mr. Kaigler said, yes sir, and the Pension Board wanted us to do this because this is clearly a more efficient way of providing that benefit. It also covers more employees. It's not the five year --, you have to be with the County five years to even qualify for disability under the pension plan. It's only 120 days more after the probationary period that you'll be eligible for a long term disability plan. Commissioner Jackel said, all right, now, the other question I have is where did the idea come from for us to do this? Who moved us --?

County Attorney Hart said, to be quite honest, it was something that --, I made a recommendation as a member of that Board to give them legal advice to look into that possibility. We have a very good pension plan in this County, excellent pension plan, and our employees it's a real benefit to them. You can't duplicate it on the private sector, and our pension plan currently has occupational and non-occupational disability provisions within that plan, but you've got to remember the definitions under those sections are in a pension plan and are extremely restrictive in their uses, and we have a broad range population of people and we have almost every meeting somebody come up that either has an occupational disability or a non-occupational disability which do not meet the definitional requirements under our pension plan. For example, someone comes to work for us, works hard for four years and has the misfortune of having something that makes

them disabled. They leave us, they do not qualify for any type of disability program under our pension plan, and time after time after time the Pension Board was faced with very, very inequitable situations of trying to do the right thing, and at the same time they have a fiduciary obligation to those member sin the plan not to give away plan money. So they can only grant disabilities, occupational or non-occupational, if it meets the qualifications under the plan. The plan was not coordinated with our workers' compensation provisions, which is very good under the County, and it was not coordinated with social security disability provisions. So a suggestion at that point was made to consider the possibility of deleting the occupational disability and non-occupational disability out of the pension plan and make the pension plan strictly a pension plan, as it was originally envisioned, and then go out in the public market and try to purchase a product that provides for a disability insurance plan that is specifically designed to take care of the needs of our employees and has a broader definitional base, and that was the result of sending that out and having our actuaries look at what it would cost or save to delete those provisions out of our plan, which quite honestly I was surprised at how much that was, and then turn around and see what we could do in the public sector market to buy a product that would offer a better coverage to our employees, and that is what we're trying to do here, and Mr. Kaigler's done an excellent job on that I might add.

Chairman Hair recognized County Manager Abolt.

County Manager Abolt said, Mr. Chairman, Dr. Thomas, gentlemen, I want to remind –, not remind, but for the benefit of the public, this was mentioned in my budget message. This addresses one of your top three goals. You're dealing with employee benefit. I cannot say enough beyond really what Mr. Hart has said, but I'll say it again. This is an excellent. Commissioner Price is on the Pension Board and can tell you how our pension program has grown from the standpoint of employee benefits, and I only as one member of the Pension board am very proud of this, but also the fiduciary responsibility of that Pension Board and what they've done for the employees of this County.

Commissioner Jackel said, I think it is a good plan, but –, so everybody will understand where we are, and so I can have the questions in my mind, may I ask just a few more questions. All right, now, we're going to pay \$210,000 a year. Now that's just for future people who become disabled, but the Pension Board is still carrying those who were already receiving payments? Mr. Kaigler said, yes sir. The policy that we're purchasing now will take effect the first of the month. Anybody who does not fall under that umbrella will be still covered under the pension plan. So there'll be an overlap until we meet that time limit. Commissioner Jackel said, I'm not sure –, I didn't hear. If someone is presently drawing –. Mr. Kaigler said, they won't be affected. Commissioner Jackel said, they will not come under the new insurance, right? Mr. Kaigler said, correct. Commissioner Jackel said, they will stay where they are. Mr. Kaigler said, anybody who's currently drawing a disability retirement check from the County will continue to do so. Commissioner Jackel said, all right, so that still comes out of the pension plan. Mr. Kaigler said, yes sir. Commissioner Jackel said, all right, now, if an employee is disabled, whether it's through illness or whether it's through an accident on the job, who has the final say-so? Under our present plan the Pension Board has the final say-so, but now that we have an insurance carrier, do they make the final determination of disability or is it still up to the Pension Board to make that determination? Mr. Kaigler said, it's specified in the contract. We hire –, under the policy it's specified in that contract what defines disability, and that is a joint effort between the County and the insurance carrier. Commissioner Jackel said, okay, I understand it may define it, but I'm saying that an employee gets hurt on the job and Mr. Odell represents them and his doctor says he's disabled and Mr. Odell says he's disabled and the Pension Board says he's disabled, but the insurance company says we don't think so, we're not paying. Who has the final say? Mr. Kaigler said, the insurance carrier. Commissioner Jackel said, the insurance carrier has the final say. Okay, so they can turn down the recommendation of the Pension Board. Mr. Kaigler said, but I think that, in talking with the insurance carrier, their restrictions, their guidelines are a lot less restrictive than what the Pension Board was operating under. They use the same [inaudible] certification, those kind of things, but their requirements are a lot less restrictive than what the Pension Board was operating under. Commissioner Jackel said, well, they're an insurance carrier and they have a fiduciary relationship to their stockholders or whatever. I mean, is that information be –, was that information understood by the people on the Board and everything who recommended this, that the final decision rests with the insurance carrier. Mr. Kaigler said, yes sir. Commissioner Jackel said, now, once we –, once y'all decided on the parameters of this plan, that there was 120 days before someone could be eligible and some of the other features of it, was this then put out to bid? Mr. Kaigler said, yes sir. Through our contract with USI, which used to be Jones, Hill and Mercer, they went out to the markets to cost out this policy for us. They looked at the different firms out there that provided this kind of coverage and recommended a firm for us and we went into agreement with. Commissioner Jackel said, my question was was this put out to bid. What I'm hearing is we went to Jones, Hill and Mercer and they looked through some people and they said this is the company –. Mr. Kaigler said, they solicited quotes for that service, yes sir. Chairman Hair asked, then who made the decision on the quotes, Jones, Hill and Mercer –? Mr. Kaigler said, yes sir, they –. Commissioner Jackel asked, or the Pension Board? Mr. Kaigler said, they recommended to the Pension Board. Commissioner Jackel asked, all right, did you see the different quotes that came in and how much was the variables in the pension? Mr. Kaigler said, I don't have that information in front of me right now, but I can make that available to the Board. Commissioner Jackel said, well, give me some idea on –, what we went with was \$210,000. How close were the other bidders? Mr. Kaigler said, not off the top of my head I couldn't give that to you, but I can get you that information. Commissioner Jackel said, all right, and –.

Chairman Hair asked, anything else? Commissioner Jackel said, yes. All right, so once we put this thing in place, an employee who becomes disabled on the job, his –, it's going to take 120 days to qualify and then his benefits are coordinated, if he's disabled on the job, with worker's compensation. Mr. Kaigler said, yes sir. Commissioner Jackel said, if it is an illness then there is no compensation. Your social security pays –. Mr. Kaigler said, it's coordinated with social security. Commissioner Jackel asked, it is coordinated with that. All right, now the premium is guaranteed for three year.

Mr. Kaigler said, two years. Commissioner Jackel said, two years. All right now I understand where the premium is because we're starting at ground zero. Mr. Kaigler said, yes sir. Commissioner Jackel said, all right, and we had --, because as soon as it takes effect before anybody can make a claim, 120 days would have to pass. Mr. Kaigler said, yes sir. Commissioner Jackel said, so there's now any the insurance company could pay out any money for 120 days, and then after that some claims will start coming in through injury and an illness. As this builds up, do we have any sort of projection of what our premium is going to be in ten years? Mr. Kaigler said, not at present, but we are going to continually monitor this program to ensure that we're getting the best, one of the best service for the dollars we're paying, and make sure that we always be --.

Chairman Hair said, there's no way to know if don't know what your experience is going to be. It's based on your experience. If your experience is low, then, you know --. Commissioner Jackel said, they've already used an actuarial thing that the actuary --. Chairman Hair said, for two years, but they can't --, they can't go beyond that --. Commissioner Jackel said, no, no. The question that I --. Chairman Hair asked, well, what's your point? What's your point? Commissioner Jackel said, let me ask and maybe I'll clarify this. All right, how many people do we have collecting benefits at the present time? Do you have any idea what that would be? Mr. Kaigler said, just a second. Mr. Bob Johnson asked, the total under the pension plan is about 200 and --. Commissioner Jackel said, not the pension plan, disability. Commissioner Saussy asked, how many are disabled? Mr. Johnson said, I'm not positive of that number right off. Commissioner Jackel asked, well, can you give me a round number, a guess? Mr. Johnson said, it would probably be no more than two dozen. Commissioner Jackel said, it would be no more than two dozen. Okay, so if that runs true to form down the road, and we have 24 people collecting disability and getting their 66% of their pay, I mean, does the Pension Board understand that their premium's going to have to go up substantially down the road. We're saving some money now, but then that may not be so down the road because what we're doing is we're starting a zero based three months free thing, and do you understand that that may rise substantially down the road? Mr. Kaigler said, and I think if you look on the other side of the coin, that if we have that experience, the cost of the pension plan will also increase. Mr. Johnson said, you'd be experiencing that same thing with the pension plan, you know, it's either on the pension plan or the LTD. Commissioner Jackel said, well, certainly we would --, but the pension plan is going to continue paying out to those that are on the disability. Mr. Kaigler said, yes sir. Commissioner Jackel said, okay. All right. So that, hopefully that was considered and there's some projection down there so we don't get into something that we can't sustain. That's my concern. I know you're going to monitor it, but, you know, if you come back in five years and you say, well, it was, it was \$210,000, but now it's \$3 million --. Commissioner Saussy said, we'd go back to the other plan. Commissioner Jackel said, well, yes, but then you've got some in one group and some in another group. Commissioner Saussy said, well, you're going to have that anyway. Commissioner Jackel said, well, I would like to see if there were some projections on that. I know we're going down this road, but that is something that needs to be considered, and that is why the premium is so little, but the premium cannot maintain being so low once there are people actually collecting on the plan. It's got to go up.

Commissioner DeLoach said, call the question.

Vice Chairman Thomas asked, is there any further discussion?

Commissioner Saussy said, I'd like to know what company is [inaudible]. Mr. Kaigler said, the policy is with Jefferson Pilot Guaranty Life. Mr. Johnson said, they also have the City of Savannah and the Housing Authority. Commissioner Saussy asked, and that's a two year guarantee? Mr. Kaigler said, yes sir. Commissioner Jackel said, it's easier to guarantee than --. Commissioner Saussy asked, what does that work out per --, I know it's on a dollar amount, but what basically is the premium? I guess it's an annual premium. Mr. Kaigler said, yes sir. Commissioner Saussy said, per --. Mr. Johnson said, it's a percentage of payroll. Commissioner Saussy said, right. Mr. Johnson said, 45¢ a --, 45¢ is the rate. Commissioner Saussy said, 25¢ per thousand. Mr. Johnson said, 45. Commissioner Saussy said, 45. Mr. Johnson said, per hundred.

Chairman Hair said, all right, we've had a call for the question. All those in favor of the motion vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes.

ACTION OF THE BOARD:

Commissioner Odell moved to approve a comprehensive long-term disability program for all active full-time County employees and authorized staff to proceed with amending the Chatham County Employees Retirement Plan Ordinance by removing the appropriate provisions for disability retirements from the Plan and to ensure coordination between the pension plan and the long-term disability plan. Commissioners Saussy and Price seconded the motion and it carried unanimously.

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3. REQUEST BOARD AUTHORIZE A "SIGN-ON BONUS" FOR A LIMITED TIME PERIOD TO HELP FILL CRITICAL APPROVED SWORN POLICE OFFICER VACANCIES ON THE CHATHAM COUNTY POLICE DEPARTMENT.

County Manager Abolt said, Mr. Chairman –. Chairman Hair said, I'd like to start this conversation off, Mr. Abolt. First of all, I don't –, I have some concerns. My first concern is that we have a number of departments that have critical vacancies. I get complaints every day about Engineering Department, we can't approve plans quick enough because we've got engineers we can't hire because we're \$20,000 below the market. We get complaints about the Information Systems Department [sic], we've got people in that department we can't hire because we have critical shortages. I –, my first problem with this is that we've just got one department here that we're seeking recruitments bonuses for when we have a number of departments that we have critical vacancies in. That's my first concern. My second concern about this is that, as I read the staff report, the argument is going to be that we're going to use existing money with an existing budget, we're going to shift funds within the department. I'm not so sure that it's a good thing to have money available to shift to other things. What it seems to me is that if we do this, that we'd be punishing a department that does not have extra funds, they've spent what they've budgeted, and we're taking a department that has extra funds and we're allowing them to shift within that. That's another concern I have. I'm willing to sit here this morning and listen to the Chief, but I would ask my fellow Commissioners to possibly consider delaying this for two weeks and have the staff come back and look at all of the departments and see what our needs are. A third concern I have is that we get into a bidding way. You know, we offer \$3,000, the City of Savannah comes back next week and offers \$4,000 and then the Chief comes back up here and asks for \$4,500. We could very well get into a bidding war here, and I think the long term solution to this problem is not giving bonuses, but to get the pay scale up high enough where the people are getting salaries where we're competitive. That's the long term solution to this problem, and giving short term bonuses for short term fixes I don't necessarily think is a good way to go, and I would ask after –, we could have all the discussion we want to have, but I think what we need to do is delay this for two weeks or four weeks and have staff come back and look at all departments and let's look at it in a comprehensive way and not look at it in one department. Chairman Hair recognized County Manager Abolt.

County Manager Abolt said, thank you, Mr. Chairman, Dr. Thomas, gentlemen, and I appreciate everything the Chairman said. I do not disagree with it. The problem becomes one of the critical nature of the vacancies, and the Chief has come to me on more than one occasion and indicated that some of our very vital services have been sacrificed by shifting people out of community-oriented policing and other areas and putting them on patrol, and it truly is –. I do not want to be an alarmist, I don't want to use the term critical, but we are in a very difficult situation in trying to staff some very vital functions in the Police Department, and I agree wholeheartedly with what the Chairman said about compensation. Were our compensation in the place where it would be, this would not be an issue. This is trying to deal with a problem that is not going to go away. It is short-lived until the end of the year. I do agree with you a hundred percent because I must deal with all those departments and yet there are many other departments that have the same problem. I did make this offer to the departments that attend my weekly department head meeting. At issue is whether they can find the money. Now it is not a question –, I think it may be a little bit extreme to say that one department is being punished because they might budget a little more tightly than others. In this case, the Chief of Police is –, has taken one account to another to deal with his overtime, which continues to grow, and he's trying to be able to compete. I don't want to get into a bidding war either, but again I don't want to be called up short in another month or so when all of a sudden we have a major problem in the Police Department where we cannot respond, not to emergency calls, but to follow up investigations and things like that.

Chairman Hair said, Mr. Abolt, I agree with that, but let's look at history here. History's bad when we come back and we ask for the –, you know, we ask for the modular pay plan and we're only asking for one department, and we found out and we went back and other departments have similar needs. You know, for example, if we were to act on this today, which I hope we don't, I would –, are we going to have the Sheriff's Department up here in two weeks, the District Attorney's up here in two weeks? We did this with the uniforms, if you'll remember. It's always we do something in one department and then, you know, we have three or four department heads up here in two weeks asking for like –. You know, it seems to me that's the piecemeal way of doing things. County Manager Abolt said, you're absolutely right. Chairman Hair said, and I don't think that's the appropriate way to approach this. I think we need a comprehensive look and then, and let's –, you know, I just think this is premature. I'm not necessarily opposed to the concept, but I think that to single out a department –, and I agree with you, the police are critical, but if you talk to people in these other departments, they will think their positions are just as critical as the Chief thinks his are. County Manager Abolt said, I agree with you. Chairman Hair said, you know, I think Mr. Bungard will consider his positions very, very critical as well.

County Manager Abolt said, if we had not committed the funds for the salary compensation study, which fully identified the very problems you so well defined, I would feel remiss in not bringing that to your attention. The reason I bring it to your attention now is it has reached a point of some serious management problems in the Police Department. I certainly would not be one that if the rules are followed by other departments similar to what the Chief is following, to extend that to them with your approval. Our problem right now is literally being able to put officers out on the street where they should be at 24 hour shifts. Chairman Hair said, but my concern is the rules you raised before, I have a problem with the rule. As I said, you said it has to be within the department, they have to shift money from other areas, and that I just stated at the outset, I have a problem with that too because you're punishing departments that are spending what they budgeted and don't have excess funds. I mean, the department could have a critical need, they don't have any excess funds, so therefore they couldn't do it. County Manager Abolt said, yes sir, my, my –, and certainly we'll do whatever you tell us to do, my difficulty is dealing with such a variety of departments, including all the constitutional officers. I do not want to be unmindful of the need in any department if that department has a way of solving short term because I –, I know you're back on an education. I always want to make sure that those departments that come up with creative solutions that were not managing to the lowest level, were trying to manage to a level where we could meet short term the critical needs.

Chairman Hair said, well, first of all, we're not even sure if it will work. You know, we have no way of knowing. County Manager Abolt said, that's true. Chairman Hair said, I'm going to recognize Commissioner Odell, he has some questions for the Chief and then I'll get everybody.

Commissioner Odell said, Chief, I've got just a couple of questions. In fact, when I read your article [inaudible], it made me think of several questions. Do you recruit basically from the same crew as Sheriff St. Lawrence? Is that true? They're sworn officers, your's are sworn officers. Chief Tom Sprague said, I wouldn't say that exactly. Commissioner Odell asked, but would you say that they both are sworn officers? Chief Sprague said, well, I believe when the Sheriff recruits, he's recruiting corrections officers and they're not sworn at that time, I believe. We're recruiting for police officers, either certified or who meet our standards to be sent to the rookie school to get that certification. Commissioner Odell said, okay, but basically the end results is we're recruiting from the same pool. An individual could work for AI [St. Lawrence] and also could work for you. It might be the difference between AI [St. Lawrence] might have to send them through the program at Armstrong or Brunswick, and you might have to if they didn't have their certification. Isn't that true? Chief Sprague said, I have to. To put a police officer on the street, they have to be certified as a police officer in the State of Georgia. Commissioner Odell said, okay, let's talk about this. You've got sixteen positions that are vacant. Is that true? Chief Sprague said, no sir. County Manager Abolt said, nine. Commissioner Odell said, nine. You had sixteen to leave last year? Chief Sprague said, yes sir. Here's what created the problem. Commissioner Odell said, yes, you've answered my question. Of that seven were retired individuals? Chief Sprague said, seven retired, one untimely death. Commissioner Odell said, right. Now the seven that retired, had you developed a plan for their replacement prior to -, in that retirement is a definable kind of thing, it's not a surprise. You've been here 30 years, you're going to retire, then it gives me some time to plan. You obviously did everything necessary to -. Chief Sprague said, we have been actively recruiting, actively. For instance, in short term but going back into about last September, we now get applications for police officers from Human Resources. Now we're getting them basically on a weekly basis. Before it built up. What I'm getting at is we have run a number of people through our standards. Quite a number, and they have failed to meet the standards, but since January we have been able to hire seven individuals as police officers. Some were certified and some were not and we sent them to the certification school, but I had a total of eight in the months of May and June to depart for retirement and an untimely death. Commissioner Odell said, right. Chief Sprague said, and that's like six or eight weeks ago. Commissioner Odell said, the untimely death in that it was untimely was unknown, but the retirees, you knew about that several months in advance and could develop a recruitment plan to fill those positions of importance. Is that true? Chief Sprague said, sir, we had that plan activated and ongoing. We didn't start it then. I mean, it's been going on for over a year. Commissioner Odell said, Chief, I understand. Let me just ask you a couple more questions. Savannah Police Department do not have a bonus plan, do they? Chief Sprague said, to my knowledge, no. Commissioner Odell said, and let me ask you about your knowledge of bonus plans. I checked with Macon, the city police department in Macon, and I was told by the secretary for the chief that they don't have a bonus plan. Do you have any information that says that the city police department in Macon has a bonus plan? Chief Sprague said, no sir. Commissioner Odell said, okay. How about for Augusta or Columbus? Chief Sprague said, in both locations I don't know. Commissioner Odell said, okay. Now do you have any literature that would say that the proposal that you presented to us today, and that is to have a staggered bonus plan, that that's been used other places and that that in fact is more effective than the traditional method of recruitment? Chief Sprague said, no sir. I'm going with what I believe is common knowledge in the business community, and I do know it has been used in other police departments. Commissioner Odell said, when you say it's common knowledge, I'm not certain what we're concluding is common knowledge. What are you saying is common knowledge. What are you -. Chief Sprague said, for instance, I read in the paper, which I assume would be a source of common knowledge, McDonald's was offering it at a \$2,000 level to get employees in because we have an economy that's just unwinding fast and has continued for a long time. Our pool has dried up basically. Commissioner Odell said, Chief, I think that if we as County officials ever come to the conclusion that there is in this economy supply and demand, and once we pay what the market demands, we'll fill the positions, and as long as these are just temporary stop-gap measures, they do absolutely nothing but get people in so they can look around for other jobs. Okay? That eventually we're going to have salaries at a level that's going to fill the total number of positions that we need. Until that happens, the stop-gap measure, even if it comes from your department of paying bonuses, to me is a bad precedent which we should not do, and I don't want to -, for people to tell me we have to do this because there's a critical shortage of police, and that was the same thing that the Library used on it. You let a building deteriorate -, let me finish, you let a building deteriorate and ten years later you say it costs too much to repair it when you haven't been making repairs, if you have seven positions that were retiring and we did not go all out to replace those positions, then I'm just without sympathy to do this when I know that St. Lawrence is in the same position. St. Lawrence is in the same position, data processing is in the same position -. Chairman Hair said, engineering. Commissioner Odell said, engineering. Chief Sprague said, I hear what you're saying, sir. Commissioner Odell said, yes, but the public safety -, I don't want us to be responding to an alleged crisis by those who had the opportunity to control that crisis. I mean, if I had the opportunity to control the crisis and I don't and I allow it to magnify, why should I consider that being an emergency. I don't think I should. I think we have a wage and salary plan. The wage and salary plan should be given time. We did this last year, we gave money when you came here. That's going to solve some problems, and we took money, even though we didn't have a contingency -. Commissioner Rivers said, but we didn't give him money, he had it within his -. Commissioner Odell we gave him money. We gave him money, we gave the Sheriff -. Commissioner Price said, he had his in his budget. Commissioner Rivers said, that was in his budget. Commissioner Odell said, we gave him money. Still, we gave him money. Chairman Hair said, if we hadn't [inaudible], the money would have gone back in the general fund. Commissioner Odell said, right. Chairman Hair said, so we gave him money. Commissioner Odell is right.

Chief Sprague said, may I say that if this is used, signing bonus is used as a tool to fill the vacancies that we have now, that I won't have to reduce services in certain areas, as I have been cannibalizing up to now. I'll also say that that sixteen figure of loss in the first seven months, I can now tell you that I'm going to have eighteen by September 15th, and in that same two-week period since we wrote this agenda item, we have hired two. Commissioner Odell said, I know, but do you see would happen if we do the bonus thing? Do you see logically what can happen if we do the bonus? You need to attract people who are licensed police officers. Where are you going to get them from? Are you going to get them from the City of Savannah, who says they're having a problem, or are you going to get them from Garden City, who says they're having a problem? Then they're going to respond and do something and then we're going to have to do something else. Chief Sprague said, my responsibility, sir, is to have police officers out there in sufficient numbers for the services they provide to the unincorporated area, and that's my duty to be here and tell you this today. Now you may not agree with it, but I can tell you –. Commissioner Odell said, we're not disagreeing as to what your role is. I don't disagree as to that, but we have an absolute right to disagree as to the method, and the method is you see that giving a bonus independent of other people in a similar situation just to your department obviously is fair to you. We don't have that luxury of just looking at you. We have to look at the Sheriff and look at Engineering and we have to look at institutionally what's that going to impact us. You do not have any literature to support or justify what you intend to do. You have a good everybody knows that it's going to work. You have nothing to support it. Give me any reference to any literature or any document that you have that have used this program that have met over a period of time their needs as far as officers. Chief Sprague said, I believe the Army, Navy and Air Force just accomplished that, sir, to get their recruiting goals up to the levels that they needed, but that's, that's again, that's federal. Commissioner Odell said, thank you, Chief. I have confidence in you and this is no reference to you, it's just that I don't agree with this. I don't agree with the method.

Chairman Hair said, all right, this is the order we're going to go in. Commissioner Murray, Commissioner Jackel, Price, DeLoach, Saussy, in that order, but before I recognize Commissioner Murray I do have, you know, Chief, I hate to say this, but I feel this in my heart. I'm tired of having people stand in that well and tell me that the sky is falling and if you don't give me everything I want, you know, everything's going to blow up, and I don't like that strategy when everything is a crisis. When you stand in that well and everything is a crisis, we know we've got a crime problem in Chatham County, but giving a \$750 bonus, I'm not so sure I want a police officer who'll come for \$750. I just think that that's —, so your philosophy of creating a crisis and this is important and I've got to police officers on the street, bothers me. Chairman Hair recognized Commissioner Murray.

Commissioner Murray said, that was my concern. You mentioned the military. The military does have bonuses, but they're not \$3,000 and not phased in in these amounts. That is my real concern with this is that the first year, or when they sign on, they get \$750. After they complete their first year, which is a probationary year, they receive \$1,000. After they complete two years, full years of service, they get \$1,250. I don't know and I don't believe realistically that that's going to bring somebody in to take a job with Chatham County versus Savannah or Jacksonville or wherever else they may go, and that is my concern. In the military, if I'm not mistaken, they start about \$5,000 and go up to \$25,000. Chief Sprague said, it's much higher, and this —, number one, I couldn't tell Commissioner Odell or Chairman Hair that this plan, if it's approved, would bring in one police officer, uncertified or certified already, but what I can say is that it's a competitive tool, and that's what we're dealing with in the police service is a competitive tool. Other departments have been here. The newspaper had that part incorrect. They indicated or inferred that we were recruiting in Atlanta, Knoxville or LA. That's not so. They were here in Savannah, not only taking potential applicants locally from us, but also from the Savannah Police Department and all the other police departments in the County, and they, they have higher pay, et cetera. I'm facing a problem now, and I know some of the other departments are, one of the new loses I'm going to take September 15th is a retirement, a short retirement, going to Bosnia. It's about the third one I've lost this year to the UN Forces. So we're not just competing with SPD or local agencies here. I mean, it's —, I've lost three to Bosnia, and I understand I may have more officers in the hole because they're offering a great incentive to go to Bosnia as a police advisor. Now with regard to Commissioner —, Chairman Hair's comments about coming up here and creating a whirlpool of anxiety because of the crime problem, I deny that. I don't remember, and I've been here four and a half years, coming up to this podium with —, crying wolf over something. I've come here to tell you from my perspective what the problem is, and I'm not trying to create a death syndrome that if this is not passed, that's not what I'm trying to do. But I get the calls from the people in the trenches, people that are having their days off canceled because we don't have the manpower to put in there. I've removed manpower from COP, from Marine Patrol and from the Organized Crime Gang Unit in order to keep the patrol response times at levels where citizens won't be coming up here as they were four and a half years ago telling you about those response times, and I'm telling you with regard from a police perspective and clearly in manpower management, it is critical with us. I'm not saying the crime rate's going to go up or any such thing, but I am saying it's highly competitive times in the police industry to get recruits.

Commissioner Murray said, I do like several of the paragraphs that you have in this writeup we've got. One, Item 5, where certain people would not be eligible for this. If they left the job and they came after a certain amount of time, and that type thing. Chief Sprague said, yes sir. Commissioner Murray said, Item 6 where they've got to sign a —, when they're hired, they sign a thing saying that they if they stay off X-amount of time, they pay it back, and the fact that this evidently is a trial thing for about three and a half to four months. Chief Sprague said, yes sir. Commissioner Murray said, August 25th through December 31st. My real question with it right now, I think are two things. One, I do feel like we need to find out what other departments we have that have critical needs within Chatham County work force and look at the same type thing. As I stated earlier, I'm concerned about the amount. To me, if you're going to give a bonus or an incentive for someone to come to work for you, I just believe it's got to be more than that. I could be wrong, but I just feel like that the way this is

broken down that that will not draw too many people in for that position. Chief Sprague said, Commissioner Murray, the reason that was strategized as it was was because of the no overwhelming pool of money, and if you'll notice, \$750 and higher is to get people in and apply and get them through our process and we hire them at \$750. So you can see at the end of one year, if they don't make probation, what we've invested and lost if they don't make probation is \$750. However, if we do hire at \$750 and, say, they go through the rookie school and pass and come up, at the end of the year now we have trained a person who has met our standards, they get to the end of the first year and we want to keep them. That's what the \$1,000 for the retention, and then the final payment at the end of two years, at which time they would enter into the police pay plan at the same, at the first step. Commissioner Murray said, I've got just two more questions and I'll be through. One, if this person comes in and you give him \$750 and he signs and he goes off to rookie school and washes out, does he have to pay that \$750 or would –? Chief Sprague said, we would be out \$750 on that person. Commissioner Murray said, we would just lose that. Chief Sprague said, right. Commissioner Murray said, okay. Chief Sprague said, but I will comment, we've sent numbers of people to the rookie school after we've hired them. We have not lost not one in rookie school after they've met our standards. Commissioner Murray said, my last question is do you have any idea one of the real reasons right now that you did not hire those nine positions? Chief Sprague said, it's –, for police officers it's very competitive. We have expanded, we have –, we've been to all the military bases within 125 miles of Savannah, number one, and we've sent diversified recruiting teams there, males, females, African-Americans, white males, et cetera, to the military bases within the area. We have made arrangements to address the Business and Women's Professional groups here. We've already done that. We're going to be sending recruiting teams in to Savannah State and Armstrong. Again, with the military we've sent people to the military bases to find out where's the contact point there, the coordinator, to get us in for GI's, Marines or Sailors that are getting out and that would like a career in law enforcement and like this area. We recruit on the local market through Human Resources and through word of mouth, and I'm not saying we've been unsuccessful. What I'm saying is May and June we took eight hits. That's only two months ago, but the officers that are out there are working with that with those nine vacancies. We have –, since I wrote this thing, we have suffered two more vacancies, or we're going to, but we've hired two in the interim two to three week period. We are actively, actively recruiting. Commissioner Murray said, so then, in other words, it's not just the money. Chief Sprague said, no sir. It's competition, and I understand and I empathize with the Savannah Police Department with Dan Reynolds. He put in the paper, he's going to conscript officers from all these departments. I don't know what that meant, but I do know that a signing bonus puts us in a competitive position with Savannah. As you know, they're about to change pension plans, pay plans, et cetera. I don't know where that will leave us, but I've got a suspicion it's behind the eight ball, but I need the officers to fill the vacancies because I'm getting burnout in the trenches.

Chairman Hair said, before I recognize Commissioner Jackel, Jon [Hart], there's two questions in my mind. Quick questions, Chief. First of all, this only addresses recruitment. Maybe we should be looking at why we're losing so many officers in that department. Chief Sprague said, we do that, sir. We do –. Chairman Hair asked, well, why are we losing them because –? Chief Sprague said, it's on your agenda sheet. Chairman Hair asked, because of pay? Chief Sprague said, no sir, it's not –, it hasn't been paid not since you passed the plan. Chairman Hair recognized Commissioner Jackel.

Chief Sprague said, let me say this, if I may though. When you talk about pay, the Bosnia, the three I talked about in my department, I know Port Wentworth's lost one, Garden City, Savannah I don't know how many they've lost, but what they're offering to an APO policeman is a total of \$91,000 a year of which 80% is tax free if they stay in Kosova for 333 days. Now to me that's a program that's sponsored by the State Department and they go under the UN blanket over there, but if they continue recruiting as heavily in this area as they have been, through the Dynacorp Corporation [phonetic], then my response would be –, I talked to Jack Kingston about it because they're draining off good peace officers who are already here, and they're draining them off to go to Kosova and it's leaving us with these vacancies, and not just my department.

Chairman Hair recognized Commissioner Jackel.

Commissioner Jackel said, uh, uh –, let me start again Chief, I support this plan, I see the problem and, you know, there's been a lot of talk about we need to adjust the salaries and then we wouldn't have this problem, but that doesn't affect the new people we're hiring. The new people we're hiring start at the bottom of the salary scale and \$750 to a young man or young woman is a lot of money. Chief Sprague said, you've got it. Commissioner Jackel said, and knowing that they're going to get these other bonuses that will bail them out of some bills or whatever that they have, it is a significant thing, and in the scope of things we're talking about \$9,000 in the scope of \$100 million. Certainly we don't want to waste a penny, but it certainly pays to try this for \$9,000 when we all stood up in here and all of us ran and those that, myself will run again, the number one thing you hear from our constituents is crime. So we've got to support you. We've got to do what we can to make sure that the police officer on the street is on the street, that he's there, and I support this. Chief Sprague said, let me add this if I may with regard to, as you say, \$750 is a lot of money to a person at the low end of the scale. School crossing guards, last year we had seven vacancies at the end of the year. We had our speed enforcement people, who should be out there on the DUI's and the speeders, et cetera, holding that down, they were at the schools as crossing guards because we couldn't hire any. Going into this year we got four applications to fill those seven vacancies. There are fourteen total, but it left us with three vacancies. I went to the Manager and to Human Resources and we came up with increasing their salary from, I believe it was \$7.19 an hour for half in the morning and half in the evening, three hours a day, rain or shine, warm or cold, those school crossing guards are out there. I requested that it be raised to \$10 an hour for those people. It went through. Going from zero applications in the first seven works days we filled the three vacancies and

we now have a roster of 27 people requesting other jobs, and the police officers that were doing the school crossing guard duty are back on the street. Commissioner Jackel said, well, that's where they need to be.

Chairman Hair recognized Commissioner Price.

Commissioner Price said, one of the meanings of conscript –, I had to look this up, you said you didn't know what Dan Reynolds meant by that, is to enroll into service by compulsion, and –. Chief Sprague said, I knew what it meant, sir. Commissioner Price said, okay, but you didn't tell us. I had to look it up, but I'm glad I looked it up because that's exactly what he's talking about, and we're desperate to get the people hired to do what we need to have done. This is the –, probably one of the lowest unemployment times in the history of Savannah, and Savannah on average is above the national average as far as our economy is concerned. We have a very strong economy in Savannah. It is hard –, the shortages in all areas, from nurses and there's a lot of areas that I keep hearing about out of the general business community, not through government but in the business community, so I'm very akin or very in tune with what you're saying and the limit that you face. The concern that I have is the other employees, the other offices. They see these people being signed on or being hired and have these bonuses coming to them and after a year, two years of service, my question is what does that do to employee moral, what does that do to the moral of these other officers. Chief Sprague said, I've been speaking to all of our police officers on the issue of the vacancies because they're the ones that are –, we're bringing them in four hours early on shift, we're bringing them –, keeping them over four hours on a shift to cover the time to keep the response times down. We're bringing in officers from the CNT to work on an eight hour slot or whatever on their day off to cover those watches, but when I tell them the vacancy number we have, which is why they're being crunched, days off canceled if they –, they can't be given because of a lack of manpower, I tell them the choice that I had to make was to try and come up with something that would make us more attractive than LAPD or SPD or Atlanta PD, and I understand Atlanta PD got four Savannah policemen a couple of weeks ago and moved out of this area, but I told them the trade-off would be if we got this authorized, the employee, yes, to get them to fill the vacancies, to get that day off, they will be given a bonus and then if they pass with us the first year, a little bit more, and top it off at the end of the second year. At that time, it's one time money. They go into the pay plan at the bottom step of the modular pay plan that goes up from there. Commissioner Price said, well, I'm also –, I'm also sure that in Criminal Psychology 101 that if an individual is prone to an act of crime and the idea, or the understanding through the media and through the information sources available that there is a reduction in staff, reduction in the patrolling of areas, reduction –, the public safety is of greater concern because the criminal mind is going to think, well, I'll take advantage of that. That leads me in a very common sense way is what the perception of this whole situation could become and is a problem. It's a problem that we'll perceive to be weak in staffing. Not that the officers aren't doing a good job that was there in place, and not that you have managing the police force in the best way possible, but the perception that that is the situation could cause more people to go out and actually commit crime. I'm concerned about that. What I also recognize is this is a temporary thing. What I'm most concerned about, and I'm almost there in saying I can support that, support this, but the biggest thing that I want to make sure is that the other officers that are in place they don't find in a year or two that these officers are making more than they're making and they've been in service five or ten years –. Chief Sprague said, no they won't. Commissioner Price said, you know, and ultimately our modular pay plan will take care of that. We are taking care of that. Have you looked into that specifically? Chief Sprague said, yes sir. We've made sure that they evened out at the end of the second year. They go into the first step of that.

Chairman Hair recognize Commissioner DeLoach.

Commissioner DeLoach said, the point I wanted to make on this and obviously the first part of this, the Chairman and Harris [Odell] weren't that keen on this program –. Commissioner Odell said, thank you. Commissioner DeLoach said, was that for some reason when somebody comes up with a, you know, some way to solve the problem, an innovative way, whether it in fact works or doesn't work, a short term approach to trying to create something and, you know, they say, well, you've got to get your pay up and all that. Well, I'm sitting up here and we've done what we can do, but we can't do any more, and the issue will come up next year and we'll have to vote on a pay increase and all that so all of that will take place, but that takes time, and right now we're short on police officers, Savannah's short on police officers, and we can sit up here at the, you know, at this table and say, oh, but there's no problem. Well, I think it's more of us hollering wolf than he's hollering wolf if we're going to sit up here and say there's not a problem, and it's not the perception that the –, and I don't want the perception out there, but because we're short we're not going to take care of the job we've got to do. In fact, what it does is burn out the people that you have there because you work them that much harder and that much longer trying to fill in the gaps because you don't cut down on the public safety. It's not an issue of whether you can or can't, it's in fact something you've got to do. It's got to happen. It's not, you know, well, I'm not going to send that patrol out there today because, well, you know, I don't have enough guys and this guy needs a rest. That doesn't happen. You go out, and you tell that guy that came in, and so you make four more and I'm going to bring somebody else to pick up your other four and we're going to make the shift. And those guys are the ones that suffer. Now I haven't seen anybody up here at this front table come up with anything bring and wonderful that will make something happen, but this guy did, and just because somebody comes up with something, we all sit up here and we're going to beat him over the head about it. Commissioner Jackel said, well, I'm supporting him. Commissioner DeLoach said, not hard, but we are going to beat him over the head and we're going to, you know, publicly ridicule him and we're going to say, oh, well, you haven't recruited and all that. He –, I mean, the guy's recruiting, whether it's the right way or the wrong way. We've got Human Resources out there working every day looking for people to work. It's not a question of whether he's doing the job. The fact of it is, not only is he short, Savannah's short and most of the municipalities around here are short on employees. Now –, so this guy comes up and he says, hey, why don't we try this? We're talking \$9,000, we're going to take an attempt here to see if something can

happen. Let me shake this bush here and see if I can't find somebody that's worth a dadgum [phonetic] to come work here, so we go up there and we do this, and he walks up here and then all of a dadgummed [phonetic] sudden this crowd up here says, oh, God, we've got critical shortages everywhere. My, God, why don't we do it for everybody? Well, the reason we haven't done it is because we haven't had anybody out there in the other department walk up here and say, hey, I've got an idea here, let's try it. What have you got to lose? What have you got to lose? You're talking four months, you're talking \$9,000, and it might turn on something that everybody can use and we can move ahead as hard as [inaudible]. It might be work good for Chief [sic] St. Lawrence, it might be something he wants to do. I mean, I don't know, it might work for Danny [Powers]. It's not a question, we haven't tried it so why beat up, you know, why beat a dead horse. If we haven't tried the thing, let's give it a whirl. What you got to lose? You're short now. So let's don't beat the guy up because he comes up with an idea. Let's talk about if you don't like his idea, give me another one, but don't sit there and blow. Tell me something that will work. I mean, that's my point on the thing.

Commissioner Murray said, I didn't know I was beating anybody up. I thought I was just asking some questions. Commissioner DeLoach said, let's --, I agree with you. I mean, what the point Frank [Murray] made, I mean, they're good points. I'm not questioning what Frank [Murray] --, but the point is he's got an idea. Maybe it's --, and it's not like he's setting up a long term program here. It's a "short term, let's see if it works" deal. Why not give it a whirl? I mean, give it a short term try, even if it is close to another department that needs an opportunity to do that, and y'all have at me if you want to, but I tell you what, I appreciate somebody having enough gumption to get up there and come up with an idea, and also appreciate somebody that has an idea say, hey, this might work, why not try it. I appreciate the employees that make that effort.

Chairman Hair said, Commissioner Saussy, then Commissioner Thomas and then Commissioner Odell. Chairman Hair recognized Commissioner Saussy.

Commissioner Saussy said, thank you, Mr. Chairman. I agree with Eddie [DeLoach]. I think the Chief has come up with some good ideas, one of them being the pay raises we put in months ago. That's going to really help us. This is a stop-gap situation. It's coming out of his budget, right? Chief Sprague said, yes sir. Commissioner Saussy said, not anybody else's budget, and he should be able to manage his budget the best way he sees fit. I don't think this Commission needs to micromanage, and that's basically what we're doing if we don't pass this. Like I said, I think it's a great stop-gap situation. I wouldn't want to do it for a long time, but that's not the purpose of it. The purpose of it is to get the police force up to what it should be or at least close to it as quickly as possible. We all know what the crime is in the County now, and we've got to do something about it. This is one way of doing it. If the other departments want to come up with something that they need out of their budget, that's all well and good with me. So I would certainly support it.

Chairman Hair recognized Commissioner Thomas.

Commissioner Thomas said, thank you. I don't want to be redundant, and I just want to reiterate the fact that while I am in support of your creativity and wanting to do the sign-on bonus aspect, I am very much concerned about some of the other departments as well who have critical needs that are coming before us, and yet we don't really know how to assist them at this point. I would hope that we could look at these various critical vacancies that are within other departments as soon as possible so that we may be able to address those as well because I can tell you, when we get those requests for waivers from various departments and we have to deny those requests, it doesn't make me feel good at all because I know, I know that they are legitimate and they have a dire need for the person that they need to fill those vacancies, and I know the same thing is happening with you, and we have been supportive and I will continue to be support, but I do have those concerns and I think we should have those concerns.

Chairman Hair said, thank you, Dr. Thomas. Chairman Hair recognized Commissioner Odell.

Commissioner Odell said, I just have to respond to Eddie [DeLoach]. Eddie [DeLoach], I don't think that my comments to the Chief was beating up on him. I think they were fair questions that I had an obligation to clear up in my mind. People come here, you ask them questions, and that's our prerogative. Commissioner DeLoach said, right. Commissioner Odell said, like this is my prerogative to ask him the questions that I am concerned about. I'd love to redo it. This Chief and I don't have a problem, and he knows that we don't have a problem, but having been a director of human resources for seven years at three major institutions, I don't confuse doing something with doing something necessary. They are two different things. They're two different things. I agree the Chief has a right to manage his budget, but I also agree that we, as the policy makers, have an obligation to look at all the departments. I've looked at the Chief's department, and I was concerned that just as we had with the wage program that applied to the Sheriff's Department, if there's something, a problem that they're having, not to defend the Sheriff or to defend anybody. I applaud the Chief for his efforts. The simple fact that he brings the effort does not, to me, say I cannot ask him, Chief, anyone else in Augusta, Macon, Columbus doing it, Savannah Police Department, are they doing it? I think if we continue to escalate the war, they do something, we do something a little more, they do something, we do something a little more, I think those initial things are not the reasons that people stay with a job, and we want retention because how many does it take, Chief, for a person to be trained? Chief Sprague said, ten weeks at the --, if they haven't been certified, it's ten weeks at the rookie school for certification. Then we put them in with our field training officers, and it usually takes from six to twelve weeks before they're out on their own working alone in a patrol car. Commissioner Odell said, so for ten weeks they're in school. Chief Sprague said, if they haven't been certified. Commissioner Odell said, right, and are they paid for that time? Chief Sprague said, yes sir.

Commissioner Odell asked, they don't fight any crime other than the books? Chief Sprague asked, other than what, sir? Commissioner Odell said, the books. They're not on citizens patrol, they're studying? Chief Sprague said, no sir. During those ten weeks, you're right. No, they are not a sworn police officer certified to that point when they graduate, as they're sworn in. Commissioner Odell said, I still think that retention is an important issue here, Chief. You might disagree with it. If I've said anything to offend you, it wasn't intended to offend you. Chief Sprague said, Mr. Odell, you have never offended me and I want you to know that. Commissioner Odell said, maybe once.

Chairman Hair said, before I recognize Commissioner Murray and then Commissioner DeLoach, I think we have, I think we have a right and not only a right, I think we have an obligation to ask questions, and just because you ask questions that happens to agree with a fellow Commissioner or department head, I don't think in any way should be offensive. I think we have a right to ask questions and we will continue to do that. Commissioner Murray and then Commissioner DeLoach.

Commissioner Murray said, I didn't realize I offended anybody either, I was asking questions, but that's beside the point. And, Commissioner Odell, you did not offend the Chief, just don't drive in the unincorporated area, otherwise you'll be on the other side. Chairman Hair said, you and I are going to have to watch our speed, I'll tell you that right now. Commissioner Odell said, but the old officers will appreciate us. Commissioner Murray said, but you mentioned during part of this that --, about overtime at one point, and I know there's quite a bit of overtime because of these nine positions. Based on that I would like to say also that after our last meeting we had an electrical storm, lightning, in this community. There was an apartment complex hit down on Wilmington Island. I went over there after I heard about it and spent a couple of hours, and you had officers that were pulled in from all over the County to come in support of that and not being that that was the only place that was hit, there were several other places that were hit at the same time. They were they, they did book overtime, but they did a professional job, and I want to commend those officers that were involved in that for doing that job. I will vote in favor of this at this point provided that other departments as they have needs and have money within their budget to allow tied to us at the same time, and I would hope that this will fill those nine positions because I know that I see in the area I represent, I see presence of County police, but I'd like to see more County police, and I'm sure the other people that represent part of the unincorporated area would like to see the same thing, and if you're out [inaudible] the school guard crossings and things like that, you can't be out there doing the job you're supposed to be doing. The fact that it takes ten weeks before somebody once they're hired, once they get in school and go out and actually do the job and start patrolling with those things, there's another factor in this, I think, that may prove that was coming in so they can go ahead and hire and get them trained to get them on the streets, so I know there are a lot of factors there that we're having to look at, and even though I think other departments need to be look at too, those critical positions, I will support this today.

Chairman Hair said, Commissioner DeLoach and then Commissioner Price.

Commissioner DeLoach said, I need to wrap up that conversation we had going there earlier. We've got --, I think it's important to note it's not necessarily the questions that are asked, it's the way they are asked that determines the opinion we have of someone and their opinion of their answers, and that being said is the --, just the, you know, it's like everybody else will have one. Now the pay concern is an issue that's not going to be taken care of, and that is the problem with our recruitment, not only in the Police Department, but also in all the departments, our Engineering Department we're probably about \$20,000 or \$30,000 behind what should be paid for these different people, so this is a situation that is not going to go over overnight, and it's something that we need to be aware of in our community, but we need people in all areas. Like Mrs. Priscilla [Thomas] made the point and Frank [Murray] made the point, you know, those other departments that have a concern and need some help and we've got some way that they feel like will work for them, I have no problem in the world at looking at that because it is an issue, but our pay scale is not going to catch up overnight. It's going to be a two or three year period, and if it takes innovation like this to make this happen, and people coming forward with ideas, departments or whatever it is, we need to, you know, my point is we need to, you know, look at them and say thanks for the effort anyway whether we agree with it or not. Thanks for the effort, give us a run, help us out here, thanks for helping us out, and if there's any other department's that got this need, come forward, give us a shot. I mean, I'm not backing up from anybody because I know our pay is behind. We've had this study done, we know what situation we're in. We are behind the eight ball and if we've got a way of getting around the eight ball, and this is one of them, then we need to move forward with it, and with that I'm going to make the recommendation we go ahead with this program at this time. Commissioner Price said, second.

Chairman Hair said, we have a motion and a second. Commissioner Price has a question.

Commissioner Price said, there is a national shortage. Montine [Earls] is pretty good about writing big letters so I can read them from back there. There is a significant, and there has been for years, a national shortage of officers out there, and this is --, this is a critical time to do that. I want to yield to the County Manager, who's been patiently waiting to say something. I'm interested in what he has to say.

County Manager Abolt said, thank you, Commissioner. One of the things that I enjoy in working with you as a body is your commitment to goal sessions, and that has been truly innovative in the last two or three years. You'll recall your first goal session the issue was employee turnover, and you challenged us to do something with the resources you give us and do it well. Chief Sprague and his folks came up with a modular pay plan. We were able to extend that to the Sheriff's Department. We do not have the type of problems we addressed then. It was never meant to be a one time fix, and I

appreciate what you're doing now in your discussions because I would certainly, and I know you know me well, I would never allow any department responsible to me or be a party to any department that would come in and either be having come out with self-fulfilling prophecies that's going to be doom and gloom, we would never do that. I know that Chief Sprague has repeatedly in his quarterly reports acknowledged his recruitment strategies, and we have, we've been searching to all the places of legitimate, within reasonable commute time, recruits. The Chief came up with a proposal. If you choose to do it, fine. If not, I understand. I must testify, as you're all doing now, that I've had the good fortune of working with many, many fine departments, many, many chiefs of police over the last 30 plus years. Tom Sprague is one of the best, and I want to let you know that.

Chairman Hair said, all right, we have a motion and second. All in favor of the motion –. Commissioner Rivers, do you have a question.

Commissioner Rivers said, my concern is that you're recruiting people. What about if they make it through the rookie school, rather than give them a bonus prior? Chief Sprague said, I think to make it attractive as a tool in recruiting and the competition that's out there, I think we need something short of a NFL signing bonus for the day of signing. Commissioner Rivers said, now, one other thing, Mr. Chair, we talked about other departments, but I think that we need to take this on a case by case basis, showing critical need in order to do that. I don't think that we should just deny the department because they've got the money to start doing it. We're operating on a real tight budget. Commissioner DeLoach said, that's what Priscilla [Thomas] was saying. Commissioner Thomas said, that's exactly what I said, based on critical need. Not arbitrarily, but based on critical need.

Chairman Hair said, all those in favor vote yes, opposed vote no. Commissioners Saussy, Rivers, Jackel, Murray, Price, DeLoach and Thomas voted in favor of the motion. Chairman Hair and Commissioner Odell voted in opposition. The motion carried by a vote of seven to two. Chairman Hair said, the motion passes.

ACTION OF THE BOARD:

Commissioner DeLoach moved to authorize a "Sign-on Bonus" for a limited time period to help fill critical approved sworn Police Officer vacancies on the Chatham County Police Department. Commissioner Price seconded the motion. Commissioners Saussy, Rivers, Jackel, Murray, Price, DeLoach and Thomas voted in favor of the motion. Chairman Hair and Commissioner Odell voted in opposition. The motion carried by a vote of seven to two.

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4. REQUEST FROM THE LIBRARY BOARD TO RECOGNIZE \$8,599 IN BUDGET REIMBURSEMENT AND \$8,599 IN BUDGET EXPENDITURE FOR AN EFFINGHAM COUNTY AND STATE FUNDED POSITION.

Chairman Hair said, I'll entertain a motion to approve. Commissioner Saussy said, so moved. Chairman Hair asked, do we have a second? Commissioner Price said, second. Chairman Hair asked, any discussion? All those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes.

ACTION OF THE BOARD:

Commissioner Saussy moved to approve a request from the Library Board to recognize \$8,599 in budget reimbursement and \$8,599 in budget expenditure for an Effingham County and State funded position. Commissioner Price seconded the motion and it carried unanimously. [NOTE: Commissioner Jackel was not present.]

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5. REQUEST BOARD APPROVE GRANT-IN-AID RECOMMENDATIONS FROM THE CULTURAL AFFAIRS TASK FORCE FOR FY 2000-2001.

Chairman Hair recognized County Manager Abolt.

County Manager Abolt said, yes sir. Chairman Hair asked, does anybody have any questions on this. County Manager Abolt said, it's within budget, sir.

Chairman Hair said, all right. I'll entertain a motion to approve. Commissioner Price said, so moved. Commissioner Thomas said, second. All those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes.

Commissioner Jackel said, we had some people that wanted to speak to it, but it has passed. Chairman Hair asked, is anybody here from the committee? Would you like to say anything?

Mr. Thomas White said, I'm Thomas White and I'm the Chair of the Cultural Arts Task Force and I'd just like to publicly acknowledge the members that we have who served very faithfully this year. We interviewed 18 different groups. Stephanie Blunt, Ike Carter, Gloria Horstman, Horace Hall, Carolyn Stillwell, Betsy DeFilippis and Robert Brooks all attended most all of the meetings. We'd like to say though, however, we had allocations this year for many more agencies for a great deal more money, and the County Commission has, for the last four years that I've served on the committee, has not increased the budget at all. So we were only able to fund about 60% of the amount. In many cases the agencies that were relying on our funds have actually had their budgets cut because we are distributing the same amount of money to more people, and I would respectfully ask that the Commission consider next year revising the budget. The \$180,000 that they've given us is actually a very small amount of money in the standards of how much communities devote to their arts. A few examples are that this year we were able to fund 22,000 people went to the Telfair Museum on Sundays free of charge because Chatham County opened the museum free. Several concerts, free concerts out in the County provided free from the Savannah Symphony by the Chatham County Commissioners. An we -, obviously, you can go to any of these cultural events, you'll see our name prominently named as sponsors of this, and I think just the City -, the City report that came out people were most impressed with the City's efforts towards the arts in the City. It's one of the highest rating of any of the things that the City does, and I think that the County is quite far behind where they should be, and I would ask that you consider next year increasing the budget for Cultural Arts.

Chairman Hair said, we appreciate that and we also appreciate your service and the members of the task force. You folks do a great job. Commissioner Murray has a question or a comment.

Commissioner Murray said, it's not really a question. It's just kind of a follow up. First of all, I appreciate the willingness for each committee member and yourself to serve and go through the process. We've been doing this for a number of years now, and you will have more and more requests hopefully, but I can tell you up front that you will never be able to fund

a hundred percent of your requests. Mr. White said, we understand that. Commissioner Murray said, because we will not fund a hundred percent. The other side to that is too that some of these agencies are groups that y'all have come up with to give funds to that we've just approved. Those are not the only funds that they have received from the County. Some of them received over a million dollars from the sales tax program, so it's -- Mr. White said, right, but we're funding specific projects. Commissioner Murray said, I understand that, but I don't want people to misunderstand either that that's all we give to them. Mr. White said, right. We understand that many of the organizations have, like you're going to be voting on something that's on the agenda here for the Mighty 8th Air Force, there you're funding buildings and people. We're funding free programs, lecture series that they're doing that they're bringing in additional people. So the things that we fund are completely different from buildings and infrastructures and personnel. We don't fund any of those things. Commissioner Murray said, well, that's fine, but -- Mr. White said, we fund free things for the general public. Commissioner Murray said, and I understand that, but I guess my feeling is a little different than most of this Commission's because I think this funding should be coming from the different groups around the community, from a lot of other people and not from tax dollars, just as I do on the other side of the grants-in-aid program we have, but unfortunately from my perspective I'm probably the only one up here that feels that way, but I will continue to say that because I just feel like the tax dollars are not out there to be given just for everybody. We all holler about that we're paying, but we've all got our special interest groups that want to get those tax dollars too, and as long as we have that going on the taxes will continue to go up. I do appreciate y'all's service.

Chairman Hair said, we appreciate your service. Commissioner Jackel said, we appreciate your service.

ACTION OF THE BOARD:

Commissioner Price moved to approve the grant-in-aid recommendations from the Cultural Affairs Task Force for FY2000-2001 as follows: City Lights Theater \$6,600, Coastal Heritage \$7,600, Community Change for Youth Development \$11,500, Georgia Historical Society \$20,650, Greater Savannah Athletic Hall of Fame \$1,700, Historic Savannah Foundation \$3,600, King-Tisdell \$12,000, Mighty 8th Air Force Heritage Museum \$3,300, Parent & Child/Museum Magic \$4,870, Ralph Mark Gilbert Civil Rights Museum \$9,800, Savannah On-Stage \$22,000, Savannah Sailing Center \$7,600, Savannah Symphony \$33,500, Science Alliance \$3,700, Telfair Museum \$18,200, Tybee Arts Association \$2,300, Tybee Island Science Center \$10,500, and Veterans Council \$2,000. Commissioner Thomas seconded the motion and it carried unanimously.

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6. BOARD CONSIDERATION OF INMATE HEALTH SERVICES. Note: Staff report will be distributed on Wednesday.

Chairman Hair recognized County Manager Abolt.

County Manager Abolt said, yes, Mr. Chairman, Dr. Thomas and gentlemen. I'd like to introduce Mr. Lynch and the Sheriff. This is an issue I know that you've briefed on. We're not at issue of making a decision on how best to continue with inmate health care, and we've provided an array of options.

Chairman Hair said, go ahead, Mr. Lynch.

Mr. George Lynch said, sir, let me say that the staff report which we submitted outlined the problem. I'll be happy to run over that again, or if you would prefer to ask -- Chairman Hair said, I think it probably would be better just to deal with questions unless the Commission wants to do it any other way.

Commissioner DeLoach asked, what's your recommendation? Commissioner Price said, board consideration. Mr. Lynch said, there was not any staff recommendation, sir. We outlined some areas that should be considered, one of which is content or scope as it applies to more psychiatrist's hours and to the question of catastrophic, full catastrophic coverage, so if you have a catastrophic illness someone goes into the hospital, they run up a \$300,000 bill, the whole thing is picked up by the contractor and its insurance company instead of by the County when it goes above the present \$15,000 gap. And then an issue of do you wish to exercise the option for renewal of the present incumbent contractor, CHS, or do you wish to consider an unsolicited proposal from Prison Health Services.

Chairman Hair said, I want to hear from the Sheriff, but before I do I've got a couple of general comments. My problem a year ago was fairness and, if you remember, we rebid it because when we got the bid then I think the nine of us are reasonably intelligent, I know you'll get some difference of opinion from the citizens, but the nine of us are reasonably intelligent, but we had some problems of having, you know, huge packages presented to us and the numbers were a little different and it was hard for us to see if we were voting apples to apples and oranges to oranges and rebid it and it turned out there were some differences in the bids. So that was my real objection the last time. You know, I don't know much about either one of these firms, but that was my concern, but I think that, you know this company that's had a year, we have a year's track record and I guess the Sheriff's going to tell us a little bit about that track record, but I just want to make sure that whatever we do today that we don't do in some type of quick reflex action in terms of getting --, if we decide to replace the company, that we put somebody else in. If we're going to do that, I think it needs to be on a very limited basis until we

can go out for full bids and that sort of thing. Now I have to ask the attorney a question here. This is actually a renewal of the one-year option that is before us, and if we do not renew, do we –, can we go out for bids for services?

County Attorney Hart said, well, there's a couple of things there. That's a good question. Number one, what's before you is you have CHS –, within your contract with CHS you have the right not to renew at the end of one year, so you could say we do not wish to renew. It's a little more complicated than that in that CHS put us on notice –, put the County on notice that they did not intend to provide the services under the second year of the contract unless we had this increase of 410, which was adjusted down because of an error to three whatever. Sheriff Al St. Lawrence said, 350. County Attorney Hart said, 350. We're approaching an August 31st deadline in which we need to do something. We could do a couple of things. We could award the –, renew under the increased price with CHS, or we could decide –, or you could decide that PHS, given the additional psychiatry and given the additional catastrophic coverage, is a situation that you wish to entertain and wish to award the contract to them. That would have to be done under some finding of an initial emergency, which I think this certainly constitutes one where we've got to continue to provide health care services, and you could either do that for an extended period of time or a short period of time with the instructions to rebid. The only problem with that is I'm not sure that PHS would want to come in on an interim basis to again face the bid. This is very close to the type bid numbers that we've seen before.

Chairman Hair said, first of all, I think we have to state without equivocation that the Sheriff has to provide these services and we've got to do whatever we need to do to make sure those services are provided, so we can't leave the Sheriff out there hanging and the inmates out there hanging. No pun intended. But we do have to make sure that we provide these health care services. I guess I would feel more comfortable with some type of –, I know we under the August 31st deadline, and I think we're making a very expensive and a very serious decision here, and I'm a little bit uncomfortable with making a one-year decision when it's not rebid, and I'm wondering if, and, Sheriff, I'm going to ask you to respond to this because we certainly have to rely on your expertise here, but if we could go to –, do we have an option of saying we're going to do something for 90 days or even 120 days and give us time to put this thing out for full bid? Is that –, are we able to do that? Do we have that option or not? Sheriff St. Lawrence said, yes, we do. Chairman Hair asked, we do? Sheriff St. Lawrence said, you know, the best of the world would be to have a company provide the service that's relatively problem free and we get those guarantees of the liability and so forth and so on. The other thing is that I don't think, because of the track record of the past year, that I would pay 37-more thousand dollars a month when that's not within the guidelines of the contract, but they're entitled to a rollover of the CPI, and I have a real problem with that particularly since we sat down with Dr. Lomax and his representatives, General Lynch, the County Attorney, Kathy White, and we discussed the problems we've had, and I said –, I said to them, fine. You know, we'll do business with you as far as I'm concerned, but you've got to do it as it needs to be done. If you make Major Holmes happy, I'll be happy. If he's not happy, I'm going to be unhappy, and I'm tired of being unhappy. So the bottom line is this. Commissioner DeLoach said when Holmes is unhappy, everybody's unhappy. Sheriff St. Lawrence said, they hired a doctor, an excellent doctor. He's doing an excellent job for us, Dr. Jones. He's a Black-American, a real good doctor. He has come to us. He wants to stay with us. He doesn't want to leave. If CHS leaves, he doesn't want to. CHS told us if we don't pay them this money, they're going to leave. I can run it myself, and I'd rather run it myself with Major Holmes, than to have the problems I've had in the past year. Now I was willing to go along with CHS and do these things if they –, and Dr. Lomax promised all these things, but then nine days later I get –, we get this letter, Chatham County does, we've gone up on you \$410,000. So I just don't –. Our biggest problem though has been with medications. Chairman Hair said, right. Sheriff St. Lawrence said, and a lot of people don't feel sorry for inmates. I don't either, but I know what my obligation is under the law and what the courts require of me, and when a doctor writes a prescription, he wants that inmate to have it. It don't mean two weeks later, and that's some of the problem here.

Chairman Hair said, all right, before I recognize Commissioner DeLoach and then Commissioner Murray for a second I still have one more question. It seems to me that we have two decisions today. We have one decision on renew/not renew CHS, and then we have a decision if we don't renew, what are we going to do in the interim? Who are we going to pick to do it? Is the sheriff going to do it or are we going to hire PHS to come in here and do it whatever? I mean, would you agree that there's really two basic decisions. We first need to make a decision about CHS and the termination of that contract, and then if we terminate, then we've got another decision to make. Is that –, is that a fair assumption? Sheriff St. Lawrence said, are you asking me the question? Commissioner Price said, [inaudible] got to be right. Chairman Hair said, and so, what I'm saying is, we don't need to confuse the issue here, so let's deal with these issues one at a time because I think if we're not careful, we'll get the issues confused. Let's first deal with the CSH's responsibility and their performance, and let's decide yes or no on that renewal, and then if we don't renew, then we've got to decide what we're going to do in the interim.

County Attorney Hart said, the only thing I would –. Commissioner DeLoach said, I make a motion we do not renew the contract. County Attorney Hart said, the other thing I would interject in that, and stand to be corrected by Mr. Lynch, is that PHS, and I'm not trying to influence one way or the other, has indicated that they will do –, come step in on August 31st and perform the contract for another year. We have not had any representation by them that they would be willing to come in, say, for 90 days or 120 days, and that's an issue with them, I'm sure, mobilization and then if they don't get it, they –. Chairman Hair said, all right. Let's hear from General Lynch and then I'm going to recognize Commissioner DeLoach and Commissioner Murray. Everybody –, everybody will get a chance. Commissioner Rivers said, I think I had my hand up. Chairman Hair said, well, I already had two down, Commissioner Rivers. I had –, I already had those two down. Go ahead. Commissioner Rivers said, well, I'll yield to [inaudible].

Mr. Lynch said, very briefly, sir, we specifically asked PHS if they would come in on less than a year. Their answer was no. They wanted two years. We said there's no way we can give you a two-year contract under the law. The closest thing, if the Board decides that it could offer you, would be a year's contract with renewal unless the Board decided not to renew at the end of the year. So PHS, from everything we have heard, is not interested in coming in for any period less than a year. Chairman Hair said, okay, that answers that question. Okay, Commissioner DeLoach, then Commissioner Murray then Commissioner Rivers. Okay, and then Commissioner Price.

Commissioner DeLoach said, my point in all this is I don't see where we ought to be paying additional monies to somebody we're not satisfied with. A three percent plus whatever the number they came up with, saying if we didn't do that, they were going to close us down, but -. Huh? Sheriff St. Lawrence said, twenty-five percent. Commissioner DeLoach said, we don't need to be -, we don't need that, so I'm going to make the recommendation that we cancel that contract.

Chairman Hair said, okay, we have a motion. Let's go ahead and get a motion and a second on the floor. Commissioner Price said, second. Chairman Hair said, all right, and then we'll finish the discussion. Okay, we've got a motion and a second to cancel. Okay, Commissioner Murray. Chairman Hair said, we'll let's -, I think there's some discussion that relates -. Does anybody want to talk about the CHS contract? Commissioner Odell said, I've got just one or two questions. Commissioner Murray said, I wanted to talk to the Sheriff about [inaudible]. Chairman Hair said, well, let's limit the discussion for this round only on the motion on the floor, which is -. Commissioner Rivers said, and that was my initial question. Chairman Hair said, okay. Who else wants to talk on that? Commissioner Rivers and then Commissioner Odell.

Commissioner Rivers said, Mr. Lynch. Mr. Lynch said, sir. Commissioner Rivers asked, in any other year have we ever had an increase in that medical contract over and beyond three percent? Mr. Lynch said, I cannot give you an answer from history. I would suspect that probably when someone rebid, yes, but I'd have to research that to give you a definitive answer. Chairman Hair asked, Major, can you answer that question? Major Holmes said, yes, my history with PHS beginning when we first went out to contract with the medical services, the contracts have always been based on year to year and usually it's based upon the index, and usually that's -, it's been rated anywhere from about two to four percent. It's never paid over whatever the index is. Commissioner Rivers asked, we haven't any adjustments that were over three or four percent? Major Holmes said, no sir. Everything went according to what the contract was. Commissioner Rivers said, let me ask you one other thing. Now, you've had problems with CHS. What kind of problems have you had. Major Holmes said, well, the problems stem from right after they got there and we -, it was understandable that they were going to have some problems just starting the -, the problems include -, the biggest was that of medication, and we've had problems with our former doctors who would see a patient, an inmate, and he would prescribe medications and in many cases it was 10, 12, 14 days before the inmate received his medication, many of it being critical medications. Even -, the medication problems got to the point where we started getting complaints from the family members, even the judiciary. We had judges that inmate went to trial and they made complaints to the judge while in the middle of a case that he was not able to get his medication, and the judges would write an order, we received two, stating that we must provide this inmate with his medication, and that's the first that we've had that. Commissioner Rivers asked, and heretofore we haven't had that problem? Commissioner Price asked, did we have it PHS? Commissioner Rivers asked, heretofore we haven't had that problem? Major Holmes said, no, we didn't have that problem with PHS. We have, still some of the -, we still have some of the problems. Many of the problems stem from them using a national provider, pharmaceutical provider, which was [inaudible], a company out of Tennessee, and basically if the doctor ordered medication, they would fax the prescription to the company in Tennessee, and they were trying to deliver it. Commissioner Rivers asked, who was this? Major Holmes said, CHS. Many times that medication does not come back on a timely basis, yet the inmate's still in the need of that medication, and it just -, it results in grievances being followed -, being filed, family members getting involved, attorneys getting involved. Just a whole spectrum of problems. Commissioner Rivers said, Major Holmes, I really never had anybody to call me on CHS, and I want to let it be known now clearly that I have a bias against PHS. I have a bias, okay. So that's known, but albeit, being objective about this whole thing is, that I went out there on a number of occasions over the years with PHS and complaints about prescriptions, people being given the care that they need, seeing the doctor, and all those kind of things, and I haven't see a suit this past year relative to all the suits that I've seen. So, you know, I have bias in that sense that if we're going to do this thing, we may disapprove this, but if we don't do it, put it out there for bid.

Chairman Hair recognized Commissioner Odell.

Commissioner Odell said, just a couple. McArthur [Holmes], the \$400,000 -. Major Holmes said, \$410,000. Commissioner Odell said, right. Is that medication, part of that, a large portion of it medication? Major Holmes said, there was a -, a portion was medication, probably one of the largest portions, the other was an increase for psychological care. Commissioner Odell said, okay. If you've got a doctor who's willing to stay and you're happy with that person, can you give me a time period if we brought it in-house that it would take you to be up and running? Major Holmes said, from my standpoint, let me make this clear, I do not want to get back into the medical provision business. I think it's better done by somebody who'll do it as a profession. However, we will do it on a short-term interim basis until we can get somebody in here, put this process out to bid. I have -, I've spoken with most of the staff that's there and they all have indicated that they are willing to stay on regardless of what happens. I've talked with the doctor, the psychiatrist, the dentist, all the LPN's, the RN's, the Director of Nursing, everybody. So I don't think we have a problem with a massive walkout, and I have basically

told them that we need them and they will have a job one way or the other, so the options –, there are several options there, and one of them being that the County take it over on an interim basis, and I think probably the best way to do that –, I don't know what kind of entity it's going to be for Human Resources to go through that process in such a short notice unless we bring them all on as independent contractors for a short term.

Chairman Hair said, well, again we're still taking about the determination of this contract, too. That's a separate part of our discussion, okay.

Commissioner Odell asked, and it's your recommendation that we terminate the contract with CHS, realizing that the decision is to be made elsewhere? Major Holmes said, yes, my recommendation would be to end –, and can I qualify that? Commissioner Odell said, yes sir. Major Holmes said, I think from the point that we begin negotiating this contract, and all of us know how that started out, I don't think we need to rehash that, but we had a meeting with the CHS CEO two weeks prior to him giving us this notice, and there were some issues that we had at that meeting, and basically we stated that, you know, we will be willing to recommend to continue with the contract, which will expire on the 29th of this month, if you took care of these areas, one being staffing, the medication issue, response from corporate, a number of issues, and we left out that meeting and all of us were basically satisfied, and then two weeks later we get the notice of the \$410,000 increase. The way I look at that, how I compare that, to recalling an employee in my office and say, okay, I've got some problems with your performance, I'm going to put you back on probation, and that person being on probation and two weeks later that person comes to me and asks for an increase in salary. I don't think that'll happen.

Chairman Hair said, okay, Commissioner Price and then Dr. Thomas.

Commissioner Price said, I'd also, which predates CHS, I have to just tell the facts as they are, heard complaints about PHS and medications getting –, not getting to the inmate, one inmate in particular, and I talked to the Sheriff about it years ago, but so just to be fair from our standpoint, what we're hearing and what we're seeing, I don't know if CHS was worst than PHS in that regard, or if it was –, if it's a common problem in the industry, you know, or what, but I do know there was also a lot of politics played in the whole decision-making process of whether CHS or continue with PHS, there's a lot of that going on at that time and I have to ask the question, and I do believe this still relates to the termination of the CHS contract, what was the lawsuit that we were in court about, or I believe it got settled out of court for PHS? Major Holmes said, I think I'm going to let the County Attorney answer that. Commissioner Price said, I mean, that needs to be known relative to whether we terminate the CHS contract.

County Attorney Hart said, I think in fairness to everyone here, and from the County Attorney's standpoint who we do business with is strictly up to y'all, I could care less which faction here gets the contract. I think we're always going to have some lawsuits out there. We've got a population of 1,700 people, we don't get to pick who we put in there. We've got a situation that we're always going to have inmate lawsuits. Now we did have a lawsuit that was filed by PHS at the time we terminated their contract last time on the rebid. Commissioner Price said, against Chatham County. County Attorney Hart said, against Chatham County, and I think several of the Commissioners were in court on that, and I'll say it was a –. Chairman Hair said, and so was Commissioner Rivers. County Attorney Hart said, toughly litigated case and there were some allegations thrown around in there that quite honestly if I'd been one of the individuals involved, I wouldn't have appreciated it. So there is that history there.

Commissioner Price said, second question. Did we get back, and, George [Lynch], you might be best able to answer this, we've had discussions about this situation the last couple of weeks, didn't CHS come back to us and say we can do it for less than the additional 410? Didn't it get down to –, are they stuck with the 410,000? Mr. Lynch said, CHS when we went back to them pointed out an error, agreed they had a \$60,000 error –. Commissioner Price asked, so it's \$350,000? Mr. Lynch said, it's 350 and all of the calculations you see reflect that reduced amount of \$350,000. Chairman Hair said, it's \$335,000. Commissioner Price said, okay. So it would still be approximately \$25,000 or \$30,000 more a month. Mr. Lynch said, if you were to ask PHS –, CHS, pardon me. Too many HS's in this thing. But if you were to ask CHS, the incumbent, now incumbent contractor, to continue month to month, you would be paying them approximately \$35,000 a month more than their current rate for the number of months that you asked them –. Commissioner Price said, so the only way that CHS will continue, even if it was an interim go-out-for-bid, if they were to continue past August 31st, they would expect to get paid \$35,000 –? Mr. Lynch said, they have specifically said that in Dr. Lomax's letter. Commissioner Price said, they've got us over a barrel then in the sense that we either have to terminate and go out and find someone else or we've got to pay them that money. Mr. Lynch said, well, there are some alternatives. One, as Mac [Holmes] and the Sheriff have said, without any desire to get into the inmate health business, and believe me as part of the support staff who would now be out procuring drugs, let me say ethical kind only, I think we would have a learning curve on pharmaceuticals, that kind of thing. I'm sure Michael [Kaigler] is absolutely superb in everything he does, would find the hiring nurses and LPN's maybe a little different from guys who drive graders. There would be that, but we have that possibility, and Dr. Lomax has said if you pay me, I'll take it month to month.

Commissioner Price said, but what about the liability? That's a big question. Mr. Lynch asked, are you talking catastrophic now? Commissioner Price said, no, I'm talking the County carrying a liability that we didn't have previous with CHS and PHS. In other words, they had a professional arrangement I'm sure, and they paid premiums for liability insurance. What would that cost the County who doesn't have involvement in that area, who doesn't have experience in that area? Commissioner Odell said, yes we do. Sheriff St. Lawrence said, I wouldn't recommend that you do that. If you're going

to do it, do it temporary, go out for bids, but just do it as temporary as you can, 60, 90 days, consider some other bids, and just hope for the best. Commissioner Price said, we can do that without —, I mean, what if we get sued in that period of time?

County Attorney Hart said, well, there's two things. Number one, you could, you know, if a decision is made by this panel not to renew, then the option available is certainly to stay in-house with the temporary support staff that you have there. There probably is some increased exposure during that interim period of time. My feeling is that if we move expeditiously in regard to the bid procedure, that will probably be a manageable situation. Irrespective of whoever you go with, whether it's the current group, a new group or some group we don't even know about yet, I think you've absolutely got to factor in there the psychological aspects of it, which is going to bump the price of any provider, and you're also going to have to put in there a catastrophic provision, which is going to bump the cost of the product, and I think paragraph six and paragraph seven of Mr. —, of the staff report, which Mr. Lynch and Kathy White spent a considerable amount of time, gives you a good breakdown of what we're taking about in increase under the two current providers for both of those categories, and as you can see, some of those are not that far apart and some of them there is a significant difference.

Chairman Hair said, okay, I'm going to recognize Commissioner Thomas and then Commissioner DeLoach and then I'm going to make a proposal.

Commissioner Thomas said, I have a couple of questions. Was Dr. Lomax and staff invited to be here today so that they could answer questions if need be because we're just hearing it from one side of it? Mr. Lynch said, we did not extend, mam —. Commissioner Thomas asked, did you extend an invitation. Mr. Lynch said, either through an invitation to come. Commissioner Thomas asked, not at all? Mr. Lynch said, no mam, we did not. Commissioner Thomas said, okay. All right, and I'd just like to emphasize the fact that, because I think Mr. Holmes mentioned that there, in his opinion, there were no complaints with PHS —. Major Holmes said, no mam, no mam. Commissioner Thomas said, I must have misunderstood. Major Holmes said, I'm not saying there weren't —, we had complaints with PHS, we had complaints with CHS. As a matter of fact, any private company you have is going to have complaints, but the difference comes in how they are handled, and I think that has been the difference. Commissioner Thomas said, okay, because I wanted to say that there were several that came across my desk in various ways. The last thing I want to point out is that, and this is just from hearing people talk, or people call you. You have constituents and stuff like that, they have concerns and stuff. There, you know, have been concerns about not even given CHAIRMAN HAIR —, what is it? CHS, a true opportunity because they were not really welcome. Sheriff St. Lawrence asked, they were not what? Commissioner Thomas said, welcomed, you know, with open door, coming in under the situation that they were. I'm just telling you what the constituents, you know, talk about. Sheriff St. Lawrence said, when you made that decision up here and voted, that was fine with me. Commissioner Thomas said, and they thought that it was still political, you know, ongoing there, that you were still trying to get PHS back in there. I'm just saying, and I hope that's not the case here, and I'm hoping as to whatever we do that we would make the best judgment and the best decision and not let that flow into that. Sheriff St. Lawrence said, let me comment on that. When we had the meeting with Dr. Lomax and insisted the doctor come himself because we had some problems trying to deal with the Regional Director and so forth. The biggest problem was they weren't dealing with a local pharmacy. Now that's not for us to insist that they deal with local, but what we do insist on is these people get their medication in a timely fashion. Commissioner Thomas said, right. Sheriff St. Lawrence said, and some of the other complaints they talk about that we have —, will have with anybody is Commissioner Price wants [inaudible] to talk to me. Well, those cases are usually the type that if your brother or whatever goes to jail, he's got blood pressure medicine, they send it up there, and we can't let that medicine in there. He's got to see the doctor in there and he issues some other, you know, but we met with them in July, and we're just talking about a little over a month ago. Dr. Lomax was very cordial, he promised, you know, we're going to right all the problems. I walked out of there happy. I told them I was happy. We didn't want no more problems, and, you know, nine days later we get a letter they want \$410,000 more now. Commissioner Thomas said, well, I would not be in favor of increasing anything to \$410,000.

Chairman Hair said, Commissioner DeLoach and then myself.

Commissioner DeLoach said, okay. I think do a couple of things. One, I think we need to go ahead and answer whether we want to go with the contract or not, and then I think you've got a proposal, Billy [Hair], on that. Chairman Hair said, yes. Commissioner DeLoach said, so I'll just go ahead and call the question on this issue and let you —.

Chairman Hair said, just let me suggest, it might impact some votes, but I think we do need to vote on this motion on the floor. I really think that if the Sheriff and Mac [Holmes] can handle 90 days in-house, that the way to do this is for us to go 90 days in-house and rebid it, and then anybody in the world that wants to bid it can bid it. Both of these companies, if they want to bid, they can bid. I just think that's going to be the fair way to do it. I'm a little bit uncomfortable with terminating one today and putting another one in without it being bid, but I don't want to —, we don't —, we cannot put the Sheriff and Mac [Holmes] in a position where they've got to do something they can't do. So if you guys can look us in the eye and say we can do it for 90 days and we're not going to have any serious problems, then I think we should terminate today, the motion on the floor is to terminate, terminate and give 90 days in-house, and then we rebid it and then we'll come out —, but I totally agree with you, Mac [Holmes], we don't need to do this long term in-house, but if we could live with it for 90 days to give us a chance to rebid it, I would think that would be the way to do it.

Mr. Lynch said, Mr. Chairman, with regard to the number of days, I'd recommend at a minimum 120. Now -- Sheriff St. Lawrence said, we'd do it in 90 if we can. Mr. Lynch said, 90 we will try to do and if things go anywhere nearly smoothly, I think, yes, we've got a good fighting chance, but if things go wrong, I would rather not commit to getting somebody selected and approved -- Chairman Hair said, okay. Al [St. Lawrence], you can live with 90 days? I mean, 120 days? Sheriff St. Lawrence said, I can live with 120 days. I don't want to expose the County to liability no longer than I have to. Chairman Hair said, well, I think the attorney's already reference that issue. Sheriff St. Lawrence said, in reference to your --, we're sure we can handle it. Well, when this letter was written to us with this, and I told Dr. Lomax, he called me on the phone and I said, you know, we met with you nine days before and then you give us this ultimatum either we pay you \$410,000 and you're through August 31st, and he apologized and said it wasn't an ultimatum and so forth and so on, but then we had no choice but to come here and do what we've done, but we have talked to the doctor. Major Holmes has talked to the staff, I've even had some of the nurses calling making sure they weren't going to lose their job. We're going to be fine except for the exposure.

Chairman Hair said, all right. I want to ask one question. I want to ask one question of the attorney, and you said there might be some slight exposure, but if you think it's within reasonable limits. County Attorney Hart said, well, yes sir. I mean, you know -- Chairman Hair said, all right, here's what I'm going to do now. I'm going to ask if you'll make the --, Eddie [DeLoach], you made the motion, if you would modify your motion not only to terminate but also put it out to bid, we can do all of this in one motion. Commissioner Jackel said, I'd like us to do this in a separate motion. Chairman Hair asked, pardon? Commissioner Jackel said, let's --, so it's clear on the record. Chairman Hair said, well, if we terminate we've got to put it out to bid. Commissioner Jackel said, well, that's fine, but let's terminate the contract as one thing and then it would go in-house is another and then staff is directed to put it out to bid.

Commissioner DeLoach said, I recommend we terminate the contract and give us 90 days --, 90 to 120 days to come back with a proposal. Chairman Hair asked, and you second that, Commissioner --? Commissioner Price said, yes. Chairman Hair said, all those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes.

Sheriff St. Lawrence said, just one more question to clear it up, and the Manager's here, that we can pay the employees as contract people where Human Resources doesn't have to be involved and --. County Manager Abolt said yes, personal service contracts. Sheriff St. Lawrence said, a new company comes in, they can work [inaudible] out. Chairman Hair said, and then it would be up to whoever comes in whether they want to keep them or not. County Manager Abolt said, well, what we would also do, sir, on that just so the employees that's contacted the Sheriff and Major Holmes, we put in there that, in effect, that part of the bid they would have to assume these employees or give them right of first refusal.

Chairman Hair said, okay. Chairman Hair recognized Commissioner Price.

Commissioner Price said, in the interim, Mac [Holmes] and Al [St. Lawrence], these employees' benefits, health benefits, they're --, all of those type of things in case they themselves get sick, who's going to cover that? Major Holmes said, if we bring them on as private contractors, they're on their own. Chairman Hair said, yes, they're on their own. Commissioner Price said, so they then themselves are going to have to figure that out. Sheriff St. Lawrence said, but they also know that if we --, I've already told some of them if we had to do it ourselves how it would be, but there would be another company coming along. I would never recommend to you that we stay exposed to the liability. Chairman Hair said, no, I agree. Sheriff St. Lawrence said, on the medical, so, you know.

Chairman Hair said, well, 120 days was in the motion, so we're pretty clear here. Chairman Hair recognized Mr. Lynch. Did you have your hand up? Mr. Lynch said, yes sir, I did. One point, just complete disclosure, not disagreeing in any way at all with Al [St. Lawrence] and the Sheriff temporarily taking over. Recognize anybody who gets in-patient treatment, we don't have a \$15,000 cap, but a contractor picks up. We're going to pick up exposure not just from a legal action, but for each time it is necessary to admit an inmate to the hospital, we're going to pay for it. In that regard, I'd like to give some great praise to Mike Kaigler, CHIEF SPRAGUE and St. Joe/Candler. They have given us preferred rates. Those rates are, if not identical, darn similar to the ones we pay when one of our employees goes in, and I want y'all to be aware we do not have a contractor covering the cost of in-patient inmate care for up to the first \$15,000. Chairman Hair said, we understand. Mr. Lynch said, thank you, sir. Chairman Hair said, okay, thank you very much. Anybody have any questions about it? Okay.

Commissioner Odell asked, Al [St. Lawrence], those employees would be covered under COBRA, as far as their health care benefits? Chairman Hair said, if they choose to do be. Commissioner Odell said, well, if they choose to. County Manager Abolt said, if you choose to, otherwise your independent contractor, they must take care of that on their own. Commissioner Odell said, so for 90 days they're --. Sheriff St. Lawrence said, yes, they'll have to pay the --. Chairman Hair said, they'll have to pay themselves. Sheriff St. Lawrence said, we'll try and we will do this as fast as we can do it. Chairman Hair said, well, I also, you know, and I think this is a comment I would make to George [Lynch] and to Russ [Abolt], Russ [Abolt], we're saying a maximum of 120. We want you to proceed posthaste and --. Mr. Lynch said, absolutely. Chairman Hair said, and, you know, you don't wait 120 days, you give it about 80 days and bring it to us, okay. We're just saying the absolute maximum is 120, but don't take 120. Mr. Lynch said, well, we hope to beat it by --. Chairman Hair said, okay. Okay, very good. Thank you.

County Attorney Hart said, well, the only thing I was going to say, Commissioner Odell was talking about something, the health benefits. One thing that might happen is if CHS terminates employment with the current group of employees that we're going to take on as independent contractors, they would be entitled to COBRA benefits, okay, so they could convert that into an individual policy and then --. Chairman Hair said, yes, we just talked about that. County Attorney Hart said, and then 1099 --. Sheriff St. Lawrence said, they don't want to leave the employees. I mean, that's --. We've got --, I know that we've got it covered both temporarily and ultimately.

Chairman Hair said, okay, thanks very much. Thanks, guys.

ACTION OF THE BOARD:

Commissioner DeLoach moved to cancel the contract with CHS for inmate health services, go out to bid, and perform the services in-house for the next 90 to 120 days. Commissioner Price seconded the motion and it carried unanimously.

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7. REQUEST BOARD APPROVE A PLAN OF ACTION TO UNDERTAKE A MASTER PLAN FOR PARCEL 7, WHICH ADJOINS THE TRADE CENTER, ON HUTCHINSON ISLAND.

Commissioner DeLoach said, move for approval. Commissioner Thomas said, second. Chairman Hair said, motion and a second. All those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes.

ACTION OF THE BOARD:

Commissioner DeLoach moved to approve a plan of action to undertake a master plan for Parcel 7, which adjoins the Trade Center, on Hutchinson Island. Commissioner Thomas seconded the motion and it carried unanimously.

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X. ACTION CALENDAR

(The Board can entertain one motion to adopt the below-listed calendar. Such motion would mean adoption of staff's recommendation. Any Board Member may choose to pull an item from the calendar and it would be considered separately.)

Chairman Hair said, that takes us to the Action Calendar. Commissioner Jackel, do you want to remove anything from the Action Calendar? Commissioner Jackel said, yes, let's just spend one second on eight. Chairman Hair said, okay. Commissioner DeLoach said, I move approval on all other items. Chairman Hair asked, second? Commissioner Price said, second. Chairman Hair said, all those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes.

ACTION OF THE BOARD:

Commissioner DeLoach moved that the Action Calendar be approved in its entirety with the exception of Item 8. Commissioner Price seconded the motion and it carried unanimously.

[NOTE: ACTION OF THE BOARD IS SHOWN ON EACH ITEM AS THOUGH AN INDIVIDUAL MOTION WAS MADE THEREON.]

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1. APPROVAL OF THE MINUTES OF THE REGULAR MEETING ON AUGUST 11, 2000, AS MAILED.

ACTION OF THE BOARD:

Commissioner DeLoach moved to approve the minutes of the regular meeting on August 11, 2000, as mailed. - Commissioner Price seconded the motion and it carried unanimously.

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2. CLAIMS VS. CHATHAM COUNTY FOR THE PERIOD AUGUST 1 THROUGH AUGUST 16, 2000.

ACTION OF THE BOARD:

Commissioner DeLoach moved that the Finance Director is authorized to pay claims for the period August 1, 2000, through August 16, 2000, in the amount of \$5,555,350. Commissioner Price seconded the motion and it carried unanimously.

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3. **REQUEST FROM ENGINEER FOR THE DEVELOPER, DUTCH ISLAND L.L.C., TO RECORD DUTCH ISLAND PHASE 15, ACCEPT THE PERFORMANCE BOND AND SUBDIVISION AGREEMENT AND APPROVE RECOMBINING THE STREETLIGHTING DISTRICT.
[DISTRICT 4.]**

ACTION OF THE BOARD:

Commissioner DeLoach moved to approve the request from the developer, Dutch Island L.L.C., to record Dutch Island Phase 15, accept the performance bond and subdivision agreement, and approve recombining the streetlighting district. Commissioner Price seconded the motion and it carried unanimously.

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4. **REQUEST FROM SAVANNAH QUARTERS THROUGH THEIR AGENT, THOMAS & HUTTON ENGINEERING, TO APPROVE THE CONSTRUCTION OF THE IMPROVEMENTS, TO BEGIN THE 12-MONTH WARRANTY PERIOD AND TO REDUCE THE BOND AMOUNT FOR SOUTHBRIDGE, PHASE 15B.
[DISTRICT 7.]**

ACTION OF THE BOARD:

Commissioner DeLoach moved to approve the request from Savannah Quarters through their agent, Thomas & Hutton Engineering, to approve the construction of the improvements, to begin the 12-month warranty period, and to reduce the bond amount for Southbridge, Phase 15B. Commissioner Price seconded the motion and it carried unanimously.

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5. **REQUEST BOARD APPROVE EARLY ACQUISITION OF THE PROPERTY OWNED BY ELOUISE SAMUEL, 1250 WEST VICTORY DRIVE, FOR THE WIDENING OF OGEECHEE ROAD FROM LYNES PARKWAY TO VICTORY DRIVE.
[DISTRICT 8.]**

ACTION OF THE BOARD:

Commissioner DeLoach moved to approve the early acquisition of the property owned by Elouise Samuel, 1250 West Victory Drive, for the widening of Ogeechee Road from Lynes Parkway to Victory Drive. Commissioner Price seconded the motion and it carried unanimously.

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6. **REQUEST BOARD APPROVE EARLY ACQUISITION OF THE PROPERTY OWNED BY RADDIE JACKSON, 1244 WEST VICTORY DRIVE, FOR THE WIDENING OF OGEECHEE ROAD FROM LYNES PARKWAY TO VICTORY DRIVE.
[DISTRICT 8.]**

ACTION OF THE BOARD:

Commissioner DeLoach moved to approve the early acquisition of the property owned by Raddie Jackson, 124 West Victory Drive, for the widening of Ogeechee Road from Lynes Parkway to Victory Drive. Commissioner Price seconded the motion and it carried unanimously.

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- 7. REQUEST BOARD AUTHORIZE THE CHAIRMAN TO SIGN A GRANT APPLICATION TO THE BUREAU OF JUSTICE ASSISTANCE, LOCAL LAW ENFORCEMENT BLOCK GRANTS PROGRAM FOR THE CHATHAM COUNTY POLICE DEPARTMENT, COMMIT \$7,460 IN FUNDING FROM THE SPECIAL SERVICE DISTRICT CONTINGENCY FUND AS THE CASH MATCH REQUIRED BY THE GRANT, AND AUTHORIZE THE POLICE DEPARTMENT TO ENTER THE APPLICATION DATA THROUGH THE INTERNET TO THE BUREAU OF JUSTICE ASSISTANCE.**

ACTION OF THE BOARD:

Commissioner DeLoach moved that the Chairman be authorized to sign a grant application to the Bureau of Justice Assistance, Local Law Enforcement Block Grants Program for the Chatham County Police Department, and commit \$7,460 in funding from the Special Service District Contingency Fund as the cash match required by the grant, and that the Police Department be authorized to enter the application data through the Internet to the Bureau of Justice Assistance. Commissioner Price seconded the motion and it carried unanimously.

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- 8. REQUEST BOARD APPROVAL TO SUBMIT AN APPLICATION FOR A LOCAL ASSISTANCE GRANT SPONSORED BY STATE REPRESENTATIVE LESTER G. JACKSON, III, TO REQUEST STATE FUNDING FOR A BASKETBALL COURT AND VARIOUS TYPES OF PLAYGROUND EQUIPMENT TO BUILD A NEIGHBORHOOD PARK FOR THE NOTTINGHAM COMMUNITY AND TO AUTHORIZE THE CHAIRMAN TO SIGN THE APPLICATION.
[DISTRICT 1.]**

Chairman Hair recognized Commissioner Jackel.

Commissioner Jackel said, I just wanted to give some credit to our State Representative Lester Jackson for moving forward with this park. I think it's a good idea.

Chairman Hair asked, do you want to make a motion to approve it? Commissioner Jackel said, and I want to –, I make the motion to approve. Commissioner Price said, second. Chairman Hair said, second. All those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes.

ACTION OF THE BOARD:

Commissioner Jackel moved to approve the request to submit an application for a Local Assistance Grant sponsored by State Representative Lester G. Jackson, III, to request State funding for a basketball court and various types of playground equipment to build a neighborhood park for the Nottingham Community and authorized the Chairman to sign the application. Commissioner Price seconded the motion and it carried unanimously.

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- 9. REQUEST FOR NEW BEER AND WINE POURING LICENSE FOR THE YEAR 2000. PETITIONER: AMANDA N. KECK, D/B/A BASIL'S PIZZA & DELI, LOCATED AT 216 JOHNNY MERCER BOULEVARD.
[DISTRICT 4.]**

ACTION OF THE BOARD:

Commissioner DeLoach moved to approve the request of petitioner Amanda N. Keck, d/b/a Basil's Pizza & Deli, located at 216 Johnny Mercer Boulevard, for a new beer and wine pouring license for the year 2000. Commissioner Price seconded the motion and it carried unanimously.

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- 10. REQUEST FOR NEW BEER AND WINE POURING AND SUNDAY SALES LICENSE FOR THE YEAR 2000. PETITIONER: HEIDI DONG ZHANG, D/B/A SAKURA PLACE, LOCATED AT 1190 KING GEORGE BOULEVARD, UNIT 4. [DISTRICT 6.]**

ACTION OF THE BOARD:

Commissioner DeLoach moved to approve the request by petitioner Heidi Dong Zhang, d/b/a Sakura Place, located at 1190 King George Boulevard, Unit 4, for a new beer and wine pouring and Sunday sales license for the year 2000. Commissioner Price seconded the motion and it carried unanimously.

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- 11. REQUEST FOR TRANSFER OF LIQUOR RETAIL LICENSE FROM 17 PACKAGE STORE, LOCATED AT 5799 OGEECHEE ROAD, TO A POURING LICENSE AT ABNER'S, LOCATED AT 4001 OGEECHEE ROAD. PETITIONER: HARRUP KAUR SINGH. [DISTRICT 7.]**

ACTION OF THE BOARD:

Commissioner DeLoach moved to approve the request by petitioner Harrup Kaur Singh for a transfer of a liquor retail license from 17 Package Store, located at 5799 Ogeechee Road, to a pouring license at Abner's, located at 4001 Ogeechee Road. Commissioner Price seconded the motion and it carried unanimously.

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- 12. REQUEST BOARD APPROVAL TO AWARD BIDS AS FOLLOWS: (Please note that new purchase thresholds of \$10,000 or more have been enacted; however, contracts and change orders of a lesser amount still will appear.)**

ITEM	DEPT.	SOURCE	AMOUNT	FUNDING
A. Renew annual software maintenance contract	I.C.S.	Informix Software, Inc. (sole source)	\$12,800	General Fund/M & O - I.C.S.
B. Renew annual software maintenance contract for telephone communications	I.C.S.	Property Technologies (sole source)	\$28,610.46	General Fund/M & O - Communications
C. Renew annual software maintenance contract for the Financial Management Information System	I.C.S.	Sungard Pentamation (sole source)	\$29,626.83	General Fund/M & O - I.C.S.
D. Declare old tractors and sedan as surplus and sell by public auction	Fleet	Southeastern Auto Auction	N/A	N/A - Revenue Producing

ITEM	DEPT.	SOURCE	AMOUNT	FUNDING
E. Annual contract with option to renew for two additional one-year terms to provide various paper and chemical supplies	Various	<ul style="list-style-type: none"> •Coastal Paper-Sail Company •Paper Chemical Supply (WBE) •Doyle Chemical (WBE) •Unisource Worldwide •Morrison Chemical •Georgia Correctional Industries 	Varies by item	<ul style="list-style-type: none"> •General Fund/M & O - Various •SSD - Various
F. Change Order No. 2 to the annual contract to provide lawn care maintenance to include the Administrative Annex/Police Headquarters	Building Maintenance and Operations	Complete Lawn Care (MBE)	\$200 per month	General Fund/M & O - Building Maintenance and Operations
G. Shortlist of firms to provide a document imaging system for State Court and Inspections Department	I.C.S.	<ul style="list-style-type: none"> •Strategic Technologies •Palmetto Microfilm and Imaging System •Deau Information Services 	N/A	N/A
H. Contract to provide parenting classes to parents as referred by Juvenile Court	Juvenile Court	Parent and Child Development Services, Inc.	\$11,200	Restricted Account - Supervision Fees - Juvenile Court
I. Annual maintenance agreement for the County portion of the 800MHz communication system	I.C.S.	Motorola, Inc. (sole source)	\$170,289.66	General Fund/M & O - Communications
J. Annual contract with option to renew for two additional one-year terms to purchase on an as needed basis automotive repair parts	Fleet Operations	Brooks Auto Parts	Varies by item	General Fund/M & O - Fleet Inventory
K. Contract for engineering services associated with the Westlake Drainage Project	SPLOST	Reynolds, Smith and Hills, Inc.	\$39,900	SPLOST (1998-2003) - Drainage, Westlake Project

ACTION OF THE BOARD:

Commissioner DeLoach moved to approve Items 12-A through 12-K. Commissioner Price seconded the motion and it carried unanimously.

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XI. FIRST READINGS

Proposed changes to ordinances must be read or presented in written form at two meetings held not less than one week apart. A vote on the following listed matters will occur at the next regularly scheduled meeting. Comments, discussion and debate from members of the public will be received only at the meeting at which a vote is to be taken on one of the following listed items.

None.

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XII. SECOND READINGS**1. ADOPT REVISED SPEED ZONE ORDINANCE (LIST NUMBER 07132000).**

Chairman Hair said, I'll entertain a motion to approve. Commissioner Odell said, so moved. Commissioner Price said, second. Chairman Hair said, motion and second. All those in favor vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes.

ACTION OF THE BOARD:

Commissioner Odell moved to adopt the revised Speed Zone Ordinance (List Number 07132000). Commissioner Price seconded the motion and it carried unanimously.

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2. PETITIONER, LARRY DRIVER, OWNER, IS REQUESTING TO REZONE AN ADDITIONAL 150 FEET OF A 3.6 ACRE PARCEL AT 4921 GARRARD AVENUE, LOCATED ON THE WEST SIDE OF GARRARD AVENUE, BETWEEN U. S. HIGHWAY 17 SOUTH AND THE SOUTHWEST BYPASS OVERPASS, FROM R-1 (SINGLE-FAMILY RESIDENTIAL) TO AN R-A (RESIDENTIAL-AGRICULTURAL) CLASSIFICATION TO ALLOW THE PLACEMENT OF A MANUFACTURED HOME. THE MPC RECOMMENDED THAT THE REQUESTED BE APPROVED.

**MPC FILE NO. Z-000620-56393-1
[DISTRICT 5.]**

Chairman Hair recognized Mr. Bill Saxman.

Mr. Saxman said, petitioner is requesting to rezone initially all this property, 3.6 acres, but at the meeting he adjusted it and asked that only the rear 150 feet be rezoned. The Planning Commission, upon hearing this alternate request, did recommend that the rear 150 feet of this property, which is currently in the R-1 district, be rezoned to the R-A, which the rear portion of his property is already zoned. He's basically wanting to locate a manufactured home on the site and he has permission for a septic tank on the front portion of the site. In other words, he would have to extend that 150 feet and, therefore, he would not be utilizing the front portion of his property and it would still be rezoned R-6 [sic], so he's basically asked for an extension of about 150-foot lot line and the Planning Commission does recommend it.

Chairman Hair asked, Commissioner DeLoach, this is your district, right? Commissioner Odell said, my district. Chairman Hair asked, are you okay with this? Okay, Commissioner DeLoach has a question.

Commissioner DeLoach said, just one question on it. I noticed it's all located, you know, along this road and it's all single family homes. Mr. Saxman said, right. The rear portion of the property, check the map, about the last 400 feet are zoned R-A. He's asking it be extended forward about 150 feet, so you're still going to have 690 feet of frontage from the road right-of-way back to where the manufactured home will be located. The property just to the south of it is occupied by a manufactured home at the present time.

Chairman Hair asked, is there anyone in the audience that wants to speak to this petition? Yes, sir. Please come forward. One at a time. Just come on up. If you want to speak, just sit on the front row so I can recognize you. Go ahead, sir. State your name for the record please.

Mr. Alan Harvey said, my name is Alan Harvey. I live at 5001 Garrard Avenue, and my property consists of about six acres, which is parallel to the property in question. On the back side of my property I have approximately a two-acre lake. On Skidaway Island y'all call that a lagoon, I call it a lake. Chairman Hair said, that's just so they can charge more for it. Mr. Harvey said, right. As we speak I'm taking bids to build a home there on the lake in the \$150,000 to \$175,000 range. So I do not want a manufactured home immediately to my right of that property, and I have a petition here that has been signed by 28 homeowners in the community that also object to putting a pre-manufactured home on this property lowering their property values.

Chairman Hair asked, okay. Anybody have any questions? Give that to the Clerk and make that a part of the record.

Commissioner Price asked, can you help us, on the map where the lake is. Chairman Hair asked, where's your property. Commissioner Price said, show us where the lake is. Mr. Saxman said, he's on the north side of the petitioner's property, basically it's -. Mr. Harvey said, we live on the south side. Mr. Saxman said, the property on the south side is on this side.

Mr. Harvey said, yes. Mr. Saxman said, the south side would be this side. There's a mobile home right there adjacent to him on the south side now. I'm not sure where your property would be unless you're in this area here because –.

Commissioner Odell asked, is that where the R-A located? Is this the lake here? Mr. Saxman said, he said he's on the south side so it would have to be one of those two areas on the south.

Commissioner Price asked, is the lake right next to the Southwest Bypass? Mr. Harvey said, yes. Commissioner Odell said, okay. Commissioner Price said, that looks like it right there.

Mr. Saxman said, his property is currently zoned R-A. It would allow mobile homes in the R-A district where he's located now, but this is your zoning map, which splits the rear portion of these properties that front Garrard Avenue. The back probably 400 feet of these lots are zoned R-A, the front 690 feet or 600 and –, 700 and some odd feet are zoned R-1. The Planning Commission, based on the amended petition that was before them, did recommend that they adjust that line about 150 feet, so technically the manufactured home is still going to have to be placed back in the back portion, and the front 690 feet is still going to be zoned R-1 and would require a limited use to a single family house. Commissioner Price asked, what kind of a –, is it a treed area, is it a –? Mr. Saxman said, well, it's all been cleared out, but petitioner has sort of cleared this portion of the property out. Some of these properties were used like maybe for pastureland for horses and cows. When you get back further back in this R-A, these are large long, narrow lots for the most part, going all the way back all along here. The tax map on the next page you will the depth of those lots that back up to properties that were basically on the adjoining Red Gate Farms property, which are back in here.

Commissioner Odell asked, where is Red Gate Farms? Mr. Saxman said, the Red Gate Farms property is back here. A church has just bought this property here. A church is being built on this property that's a multi-family housing. This is Chatham Parkway down at the bottom of this tax map.

Chairman Hair said, I want to make sure everybody else gets a chance to speak. We have several other people that want to speak to this. Officer, would you come forward please. State your name for the record, sir.

Mr. Larry Driver said, hey, I'm Larry Driver. I'm the owner of the property in question. I find it kind of funny that Mr. Harvey would come up here and say the things he has when he's living in a \$6,000 single-wide home for 18 years, and he's the one that's opposing it. He lives next to me. My property at the present time is worth nearly \$140,000 and I haven't even finished doing the landscaping or anything. As a matter of fact, I haven't even moved out there yet. The main reason I've requested rezoning is extensive. The EPA will not give me a septic tank permit except for where it is now. In order to put my home out there –. Chairman Hair asked, it has to do with perking or something –? Mr. Driver said, that's correct. Chairman Hair said, okay. Mr. Driver said, this is the only place they'll allow me to have a septic tank. In order to move my home behind the line, which is about 175 feet back, I'd have to pump septic about 200 feet up to the drainage field and, of course, I'd have to clean out another two acres of trees, which is heavily wooded. So you're talking anywhere from \$5,000 to maybe \$18,000 plus I'm going to have to haul in about two-foot of soil, which I've already done for the spot where I am. All this came up all of a sudden because I was unaware –, I bought this home package from these people out on 17. They were supposed to be the land/home experts. I found out they weren't. But I was under the impression that back in the 60's, maybe early 70's, all the property west of Garrard Avenue was rezoned. The first 700 feet was supposed to be rezoned to R-1, which was [inaudible], if I'm correct. That's the way I read the paper. Mr. Harvey's trailer, I believe, is about 500 feet from Garrard Avenue as it presently stands. I've learned he was given a permit in 1981 to move that home there, and I find it disturbing that I would be discriminated against or each lot would be discriminated against as, you know, to what the homeowner could put in there, and I would request that I be granted this request. I'm only asking for a 150 feet. It's going to be –.

Chairman Hair said, if I heard Mr. Saxman correct, that's the only part you could get anyway, right? Mr. Saxman said, that's all the Planning Commission is recommending. Chairman Hair said, okay. Mr. Saxman said, the Planning Commission or the Commissioners could rezone the entire lot. Chairman Hair said, he's only asking –. Mr. Saxman said, he modified his petition to ask only for the rear portion. Chairman Hair said, and the MPC recommended approval. Mr. Saxman said, right.

Commissioner Odell said, you all are in agreement. What the MPC has recommended is what you –. Mr. Saxman said, yes sir, they based –. Mr. Driver said, yes sir. I'm requesting and that's what they're recommending. Commissioner Odell asked, and your concern is that the gentleman who spoke earlier says you can't do this, I don't want mobile homes and he's living in a mobile home. Mr. Driver said, right, and he has been for about –, August 11, 1981, that's when his permit was issued.

Chairman Hair asked, do you have anything else before we take a vote? Come on up.

Mr. Harvey said, I'll move the mobile home as soon as I get my house built. That's what I'm –, I'm going to stay in the mobile home and build my house and then move it. Chairman Hair asked, but you have been living in it for some time? Mr. Harvey said, yes sir.

Chairman Hair said, all right, I'll entertain a motion. Commissioner Odell said, I make a motion that it be approved. Commissioner Price said, second. Commissioner Thomas said, second. Chairman Hair said, second. Any discussion? Commissioner Price said, I think there should be one contingency and that's that Officer Driver joins the Chatham County police force. [Laughter.] Chairman Hairsaid, all those in favor of the motion vote yes, opposed vote no. The motion carried unanimously. Chairman Hair said, the motion passes. Thank you.

ACTION OF THE BOARD:

Commissioner Odell moved to approve the petition of Larry Driver, Owner, requesting to rezone an additional 150 feet of a 3.6 acre parcel at 4921 Garrard Avenue, located on the west side of Garrard Avenue, between U. S. Highway 17 South and the Southwest Bypass overpass, from R-1 (Single-Family Residential) to an R-A (Residential-Agricultural) classification to allow the placement of a manufactured home. Commissioners Price and Thomas seconded the motion and it carried unanimously.

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XIII. INFORMATION CALENDAR

- 1. **PROGRESS REPORT ON GENERAL FUND CONTINGENCY ACCOUNT - M&O AND THE SPECIAL SERVICE DISTRICT (SEE ATTACHED).**

ACTION OF THE BOARD:

Written report received as information.

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- 2. **LIST OF PURCHASING ITEMS BETWEEN \$2,500 AND \$9,999 (SEE ATTACHED).**

ACTION OF THE BOARD:

Written report received as information.

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- 3. **INFORMATION CONCERNING AFFIRMATIVE ACTION GOALS IN THE CHATHAM COUNTY POLICE DEPARTMENT.**

ACTION OF THE BOARD:

Written report received as information.

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- 4. **ROAD AND DRAINAGE CONSTRUCTION REPORTS.**

ACTION OF THE BOARD:

Written report received as information.

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- 5. **DETAILED ANALYSIS OF INCREASED HEALTH CLAIMS.** Delay until September 8, 2000, meeting.

ACTION OF THE BOARD:

This item was postponed to the meeting on September 8, 2000.

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EXECUTIVE SESSION

Upon motion being made by Commissioner Thomas, seconded by Commissioner Rivers and unanimously approved, the Board recessed at 12:43 p.m., to go into Executive Session for the purpose of discussing litigation, land acquisition, and personnel.

Following adjournment of the Executive Session, the meeting of the Board of Commissioners was reconvened at 1:25 p.m.

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ITEMS FROM EXECUTIVE SESSION

- 1. **REQUEST BOARD APPROVE A MOTION TO AUTHORIZE THE CHAIRMAN TO EXECUTE AN AFFIDAVIT THAT THE EXECUTIVE SESSION WAS HELD IN COMPLIANCE WITH THE OPEN MEETINGS ACT.**

ACTION OF THE BOARD:

Commissioner Odell moved to authorize the Chairman to execute an affidavit that the Executive Session was held in compliance with the Open Meetings Law. Commissioner DeLoach seconded the motion and it carried unanimously.

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- 2. **ACTION REGARDING LIBRARY BOARD MEMBERS.**

ACTION OF THE BOARD:

See Item VIII-5 above.

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APPOINTMENTS

- 1. **CHATHAM COUNTY HOSPITAL AUTHORITY**

ACTION OF THE BOARD:

Commissioner DeLoach moved to appoint Mr. Jim Buckman to the Chatham County Hospital Authority to fill the unexpired term of Anthony Ryan. Commissioner Saussy seconded the motion and it carried unanimously.

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- 2. **CHATHAM COUNTY CRIME TASK FORCE - STRATEGIC PLANNING COMMITTEE**

ACTION OF THE BOARD:

Commissioner Thomas moved that the following persons be appointed to the Strategic Planning Committee of the Chatham County Crime Task Force: Chairman - David L. Saussy; County Manager; City Manager; Criminal Justice Advisor - Bill Magathlin; Education - Otis Johnson; Municipal Association - Roy Crager; Courts - Judge James Head (Retired); Law Enforcement - Donnie Dixon; Prosecutor - Spencer Lawton; Social Services - Bill Broker; Citizens Advocacy - Rick Pryor; Corporate - Rick Winger; Visitor and Hospitality - Gordon Varnedoe; Media - Frank Anderson; Social Medicine/Psychotherapist - Lennox Seales; and GIS - John Brannen. Commissioner DeLoach seconded the motion and it carried unanimously.

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ADJOURNMENT

There being no further business to be brought before the Board, Chairman Hair declared the meeting adjourned at 1:30 p.m.

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APPROVED: THIS _____ DAY OF _____, 2000

DR. BILLY B. HAIR, CHAIRMAN, BOARD OF
COMMISSIONERS OF CHATHAM COUNTY, GEORGIA

SYBIL E. TILLMAN, COUNTY CLERK