

**LEON COUNTY
BOARD OF COUNTY COMMISSIONERS
FY 2020 BUDGET POLICY WORKSHOP
April 23, 2019**

The Leon County Board of County Commissioners met for a FY 2020 Budget Workshop on Tuesday, April 23, 2019.

Attending were Chairman Jimbo Jackson, Vice Chairman Bryan Desloge, and Commissioners Kristin Dozier, Mary Ann Lindley, Nick Maddox, Rick Minor, and Bill Proctor. Also attending were County Attorney Herb Thiele and Clerk to the Board Rebecca Vause.

Facilitators: Vincent Long, County Administrator
Alan Rosenzweig, Deputy County Administrator
Scott Ross, Director, Office of Financial Stewardship

Chairman Jackson called the FY 2020 Budget Workshop to order at 9:02 a.m. and provided welcoming remarks. County Administrator Long was introduced to facilitate the workshop.

County Administrator Long announced that the purpose of the workshop was to seek direction from the Board on development of the FY 2020 budget. He indicated that another budget workshop is scheduled for June 18, 2019, when the Board will be provided a more detailed budget. He noted that the official estimates of property values have not been received from the Property Appraiser's Office, nor have the Constitutional Officers or County departmental budgets been submitted. County Administrator Long stated that, while the tentative budget is balanced with no increase in the millage rate and no new or increased fees or taxes, it also contains no general revenue positions, continues to be very conservative, places due emphasis on restoring fund balances, investing in infrastructure, maintenance and capital outlay, retiring debt, and improving the County's long-term fiscal position. He stated that the tentative budget is conservative, aligns closely with the Board's top priorities, and insures the continued delivery of high-quality essential services to the community. County Administrator Long highlighted Item #2, which provides funding for anticipated expenditures, to offset future tax and fee increases.

Workshop Item #1: Fiscal Year 2020 Preliminary Budget Overview

Deputy County Administrator Rosenzweig provided an overview of the preliminary budget reiterating that the budget is tentatively balanced with no increase in the millage rate, a modest growth in sales taxes and other revenues, a reduced use of fund balance of \$2.0 million, and a \$1.0 million increase to Capital Improvement projects. He commented that the development of the budget reflects a continued focus on annual budget constraint and the continuous year-round internal efforts that produce efficiencies and realize cost savings and cost avoidances. He noted that the budgeting process is an ongoing multi-year process that reflects the Board's longer-term fiscal policies and priorities for the community. Mr. Rosenzweig mentioned that previous Board actions have provided the necessary resources to continue maintaining the County as a financially viable organization, as has been recognized by financial rating agencies such as Moody's and Fitch. He submitted that this strong financial condition, along with the Board's foresight to establish a Catastrophe Reserve account, positioned the County to readily address the impacts of three consecutive hurricanes. Mr. Rosenzweig then summarized areas such as:

- Cost Avoidance and Savings;
- FY 2020 Preliminary Budget;
- Expected Revenues and Expenditures, and
- Preliminary Staffing

He noted that the County was in the very early stages of the budget development process, as the Constitutional officers have not formally submitted their budgets and preliminary property values will not be provided by the Property Appraiser until June 1. Additionally, budget staff is still reviewing the Departmental operating and capital budget submissions. Lastly, staff will bring back at the Board's June 18, 2019 Budget Workshop a final recommendation on a balanced budget.

Commissioner Maddox moved, duly seconded by Commissioner Dozier, approval of Option 1: Accept staff's report on the preliminary budget.

Commissioner Proctor voiced a concern that the Board does not have an opportunity to review the budgets submitted by the Constitutional Officers prior to the final Board Workshop. He suggested that the Board consider reengaging this process so as to have an opportunity to discuss with the Constitutional Officers any questions it may have. County Administrator Long responded that a special meeting could be arranged that would allow Commissioners to dialogue with Constitutional Officers on their proposed budgets, if directed.

Commissioner Dozier commented that historically the Board has had an opportunity to meet with a Constitutional Officer if there was anything out of the ordinary that would be presented in their budget. She stated that she was comfortable with the current process and was confident that the Board would be kept informed of any unique requests.

Commissioner Minor suggested that the Board leave it at the County Administrator's discretion if the Constitutional Officers should be invited to attend the June 18th Budget Workshop.

Commissioner Maddox proposed that if any Commissioner has a concern or questions about the budget that was submitted by the Constitutional Officer, staff should ensure that the appropriate Constitutional is available at the Budget Workshop to provide clarification.

The motion carried 7-0.

Workshop Item #2: Multi-Year (FY2019-FY2021) Fiscal Plan

County Administrator Long introduced the item. He stated that the item recommends approval of a multi-year fiscal plan to address anticipated expenditures and avoid anticipated tax and fee increases. He mentioned that the Board's approval of this plan would provide budget certainty in the short-term and continued fiscal viability in the long term. It also builds upon smart and timely fiscal decisions made over the past few years, which include the establishment of the catastrophe fund, aggressively paying down debt, maintaining appropriate reserves, anticipating (and properly budgeting for) expected expenditures, and managing existing resources to avoid tax or fee increases.

Deputy County Administrator Rosenzweig provided more detailed analysis of the multi-year fiscal plan. He explained that \$7.4 million has been identified for reallocation/allocation from the following three revenue resources for tax and fee avoidances: 1) homestead reserve (\$2.093 million), 2) gas tax (\$1 million), and 3) debt service reduction (\$4.301 million). He remarked on how the funds would be utilized to offset taxpayer cost avoidances in the areas of 1) EMS (avoid millage increase), 2) solid waste (avoid non-ad valorem increase), and 3) fire services (avoid possible fire services fee increase). Mr. Rosenzweig then discussed four capital projects that could be addressed through the multi-year plan: 1) Faulk Drive sink hole, 2) detention facility cell locks, 3) transportation flood relief projects, and 4) Supervisor of Elections (presidential Election Year).

Commissioner Lindley thanked staff for the creativeness of the multi-year plan. She brought up the rural roll off sites and articulated her interest in eliminating the fee charged for utilization of these sites. County Administrator Long indicated that staff could bring more analysis on this proposal at the Board's June 18 workshop.

Commissioner Dozier voiced her interest in the agenda item and submitted that the roll off sites are utilized more frequently by residents of Districts 2 & 5. She maintained that the sites would be in high demand for a long time and asked that the forthcoming analysis include projections on increased use. She suggested that the roll off sites help reduce illegal dumping. Commissioner Dozier questioned the fairness of removing the fee for the roll off sites while continuing to charge residents who choose curb side service.

Commissioner Maddox expressed his support for more information on the roll off sites and asked if staff anticipates an increase in the usage of the sites if the fees are removed. Mr. Rosenzweig responded that typically this is a convenience that residents want or don't want, and cost is not an issue.

Commissioner Desloge noted that revenues collected from use of the roll off sites do not cover the cost of operation and non county-wide general revenue taxes are used to subsidize this program. He asked the Board to be mindful of this when considering changes.

Regarding the transportation flood relief projects, Commissioner Proctor requested that roads that are chronically flooded on the southside not be forgotten.

Commissioner Minor expressed concerns about some leaking issues at the Leon Detention Center and ascertained from Mr. Rosenzweig that the County has funding available in the General Capital Improvements Program (CIP) designated to address this issue. Commissioner Minor also asked about the timing to cap the sinkhole on Faulk Drive, to which Mr. Rosenzweig responded that timing of the project would be advanced with the Board's approval of the multi-year fiscal plan.

Commissioner Dozier mentioned Tropical Storm Faye, which hit in 2009, and the project list that was then created to alleviate future flooding from major storm events. She asked if a similar assessment has been done following the storms of the past three years to identify new roads or areas of concern. Deputy County Administrator Rosenzweig responded that the County conducts regular assessments. County Administrator Long injected that the County is working its way through those projects that have exposed themselves during heavy rains and that projects referenced in the multi-year plan would have an impact on this year's budget. Commissioner Dozier requested a list of capital projects within District 5.

Commissioner Dozier, along with Commissioner Minor, commented on the need for the County to be more involved in the fire services fee, i.e., better understanding of costs, structure, etc.

Commissioner Proctor moved, duly seconded by Commissioner Desloge, approval of Option # 1: Approve the Multi- Year (FY 2019-FY2021) Fiscal Plan. The motion carried 7-0.

Commissioner Maddox clarified with staff that the \$4.3 million in debt service reduction is realized revenue that could be reallocated in any number of ways.

Workshop Item #3: Proposed Resolution Amending the Leon County Health Department Fee Schedule

County Administrator Long provided an overview of the item. He stated that the item seeks Board approval of increases to the Health Department Fee Schedule to fund additional Health Department employees in order to address the increase in STDs in the community. He noted that Florida Statutes and County Code requires Board approval of Health Department fees. County Administrator Long advised that Claudia Blackburn, Health Officer, Leon County Health Department, was available to answer any questions.

Commissioner Proctor expressed his angst for the high number of sexually transmitted diseases in Leon County and established with Ms. Blackburn that the problem is more prevalent among the 20-30 year old age group. He asked for clarification on the role and responsibilities of the newly created Disease Intervention Specialists. Ms. Blackburn responded that individuals in these positions would, among other duties, provide contact investigation and partner notification. Commissioner Proctor submitted that the County has a responsibility to ensure the health, safety, and welfare of its citizens and voiced his support for the request.

Commissioner Desloge and Ms. Blackburn dialogued about some of the underlying issues that may contribute to the high number of STD's in the County. She added that partnering with faith-based organizations and better educating health care providers is important and would be a point of emphasis for her organization.

Chairman Jackson mentioned that the Health Department partners with Leon County Schools to offer in-school clinics for immunizations.

Commissioner Proctor offered that a public information campaign might be helpful and suggested that the County's Public Information Office might offer assistance. Ms. Blackburn responded that a social media campaign is contemplated; however, it would not be administered through the Health Department, but rather, their partners. She advised that social media, along with dating sites, would be the targeted audience. Commissioner Proctor established that dental services currently being provided at the Health Department's Railroad Avenue location would continue, but possibly may be relocated. County Administrator Long advised that any relocation would come before the Board. Commissioner Proctor also ascertained that the Health Department does not pursue repeat offenders of STD's, but rather, this is an issue dealt with by law enforcement.

Commissioner Dozier expressed her support for the request and commended Ms. Blackburn for the efforts to help reduce STDs in the community.

Ms. Blackburn articulated that while the two positions requested in the agenda item referenced Disease Intervention Specialists, it may be revealed that a nurse or another type position may be more appropriate and if the request was restricted to the noted positions. Deputy County Administrator Rosenzweig indicated that there was not a restriction on how the two positions could be used.

Commissioner Proctor moved, duly seconded by Commissioner Desloge, approval of Option # 1: Adopt the Resolution amending the Florida Department of Health in Leon County Fee Schedule. The motion carried 7-0.

Workshop Item #4: Integrated Sustainability Action Plan (ISAP)

County Administrator Long provided an overview of the item. He conveyed that the agenda item seeks Board approval of the Integrated Sustainability Action Plan (ISAP) and initial action steps to begin implementation. He remarked that the ISAP follows the successful implementation (in 2017) of the

County's initial Climate Action Plan. County Administrator Long advised that the ISAP will drive policies and operations, guide the County's sustainability actions through 2030 and includes 18 specific goals and 94 action items covering multiple topics from energy to waste to water to transportation. He noted that updates would be provided annually to the Board. County Administrator Long invited Maggie Theriot, Director, and Tessa Schreiner, Recycling and Sustainability Manager, Office of Resource Stewardship to help facilitate the Board's discussion.

Ms. Theriot summarized the ISAP. She mentioned that the Plan was developed after review of over 100 sustainability and climate action plans, community feedback (two input sessions and online survey), and input from a newly created forum to engage expert sustainability stakeholders. She provided that the premise of the newly created goals and actions are that they be actionable, measurable, and achievable. Highlights of the ISAP included: 1) increase renewables by 30%; 2) reduce water consumption by 30%; 3) increase commercial recycling accounts participation by 30%; 4) reduce fuel consumption in County fleet by 30%, and 5) reduce greenhouse gas emissions by 30%. She mentioned that the item also includes for the Board's consideration a resolution in endorsement of the City's 100% renewable energy goal by 2050.

Commissioner Maddox moved, duly seconded by Commissioner Dozier, approval of Options 1, 2, & 3: 1) Approve the Integrated Sustainability Action Plan; 2) Authorize staff to proceed with the release of a Request for Qualifications for an Updated Energy Services Contract, and 3) Approve the resolution supporting the City's 100% Renewable Energy Goal.

Commissioner Maddox asked about the costs associated with the goal to replace by 30% the County's light-duty vehicles to electric by 2030. Ms. Theriot clarified that the technology does not currently exist for electric light-duty vehicles and part of this goal will be to actively monitor this technology. To Commissioner Maddox's comment about the attainability of the goals, Ms. Theriot responded that while the goals are somewhat "lofty", they are deemed attainable.

Commissioner Minor commended staff for the agenda item and for establishing goals that are achievable yet continue to push the County forward in this important endeavor. He urged the Board to continue its move toward installation of solar panels on all County facilities.

Commissioner Proctor discussed the Capital Area Sustainability Compact (CASC) and noted the County's leadership in sustainability issues. He mentioned that the City has set a city-wide renewable energy goal of 100% by 2050 and submitted that the creation of a Tallahassee-Leon County Sustainability Council would enhance these efforts.

Commissioner Proctor officer a substitute motion, which was duly seconded by Commissioner Minor, to approve Options 1, 2, 3, & 4: 1) Approve the Integrated Sustainability Action Plan; 2) Authorize staff to proceed with the release of a Request for Qualifications for an Updated Energy Services Contract, ~~and~~ 3) Approve the resolution supporting the City's 100% Renewable Energy Goal, and 4) Direct staff to bring back an agenda item which explores the creation of a Tallahassee-Leon County Sustainability Council to further renewable energy efforts.

Commissioner Dozier opined that the creation of the CASC, done in partnership with Sustainable Tallahassee, responds to the intent of Commissioner Proctor's substitute motion. She submitted that time should be given to allow the CASC to have its desired effect.

Commissioner Lindley stated that she could not support the substitute motion. She referenced the various activities and organizations engaged in this issue and suggested that the proposed Council could be a duplication of effort.

Commissioner Minor indicated that his second of the substitute motion was to further the discussion. He echoed Commissioner Lindley's comments about duplication of effort and stated that he was hesitant to create another Council when there are already a number of organizations and individuals who are doing a lot of the work Commissioner Proctor referenced.

Commissioner Maddox commented that the CASC consists of individuals and organizations who are knowledgeable and reputable on this subject and also deemed the creation of a Sustainability Council repetitive. He ascertained from Ms. Theriot that citizen involvement is essential to the success of the CASC and that subgroups have been formed to help build relationships that haven't existed before. Commissioner Maddox commended Ms. Theriot for the progress that has been made through the CASC in a short period of time.

The substitute motion failed 1-6 (Commissioners Jackson, Desloge, Lindley, Maddox, Dozier and Minor in opposition).

The original motion offered by Commissioner Maddox and duly seconded by Commissioner Dozier for approval of Options 1, 2 & 3 carried 7-0.

Workshop Item #5: Contract Amendment with Marpan to Maintain the County's Recycling Program

County Administrator Long provided an overview of the item. He shared that the County's long-standing partnership with Marpan has been, and will continue to be, a key element in the success of the County's recycling efforts. However, recently the market for recyclables has drastically declined causing Marpan to request an increase in the payment from the County for the processing of recyclable materials. He noted that the tentatively negotiated cost increase is well below the average of what other Florida counties are paying.

Commissioner Lindley moved, duly seconded by Commissioner Maddox, approval of Option #1: Authorize the County Administrator to execute an amendment to the Agreement for Processing of Single-Stream Recycling Service with Marpan Recycling, in a form approved by the County Attorney.

Commissioner Maddox thanked staff for structuring and negotiating a great deal.

Commissioner Proctor mentioned that while the negotiated agreement is fiscally prudent, it also provides an environmentally vital need.

Commissioner Dozier discussed the change in the global market for recyclable material and how China's policy change has impacted the future of recycling programs. She also expressed appreciation for the focus on reuse and waste reduction, rather than simply recycling and recommended this as a topic for one of the workgroups within the Capital Area Sustainability Compact (CASC). Ms. Theriot agreed and shared that the waste reduction group has been established. Commissioner Dozier expressed her concerns regarding the disposal of pharmaceuticals and its impact on water ways. *Commissioner Dozier offered a friendly amendment to ask staff to bring back an agenda item that looks at pharmaceutical disposal, what is happening and options going forward to include the disposal of medical supplies. The friendly amendment was accepted by Commissioner Lindley.*

County Administrator Long advised that, based on the Board's approval of the Multi-Year Fiscal Plan (Item #2), a 70% increase in the solid waste fee had been avoided.

Commissioner Proctor purported that there was a lack of green recycling cans on the southside. Ms. Theriot responded that any Waste Pro subscriber receives both a waste and recycling can (at no additional charge) and offered that residents may be choosing not to participate in the recycling program.

The motion, as amended, carried 7-0.

Workshop Item #6: Consideration to Discontinue Construction of a Additional Ballfield at Daniel B. Chaires Park and Reallocate Funds for Other Park Improvements

County Administrator Long provided an overview of the item. He advised that revised cost estimates for the new Chaires ballfield have significantly exceeded the budgeted funds and evaluation has revealed that existing ballfield inventory meets the current demand. The agenda item contemplates the reallocation of existing budgeted funds to make significant improvements to Chaires' existing facilities with additional proposed improvements to other baseball fields in the County's inventory. County Administrator Long also stated that after the recommended community meeting, staff would provide the Board with final options and recommendations at the June 18, 2019 Budget Workshop.

Commissioner Dozier expressed her appreciation for the way this issue was handled by staff. She mentioned that while there is understanding from the Chaires community regarding the decline in usage of the ballfield, they expressed some trepidation about losing the funding and wanted some reassurance that there would be enhancements made to other areas of the park.

Commissioner Dozier moved, duly seconded by Commissioner Maddox, approval of Options 1, 2, & 3: 1) Accept the update on the Daniel B. Chaires Park ballfield construction project; 2) Direct staff to conduct a community feedback meeting regarding improvements to the Daniel B. Chaires Park prior to the June 18, 2019 Budget Workshop, and 3) Direct staff to provide options and recommendations for improvements to the Daniel B. Chaires Park and other possible park improvements for Board consideration at the June 18, 2019 Budget Workshop.

Commissioner Dozier added the caveat that much may be learned from the proposed community meeting and stated she looks forward to more refinement on the types of projects that could be considered in lieu of ballfields.

Commissioner Maddox pointed out that the vast majority of the \$1.2 million in funding are directed to enhancements at Chaires Park. He expressed his appreciation for staff's efforts in spreading out the funding to projects in other county parks; however, asked that consideration be given to the suggestions that may arise from the community meeting, even if it means the elimination of a proposed enhancement from another park.

Commissioner Proctor expressed his disappointment that the estimated cost of the project was underestimated, and the project as originally planned will not be realized.

Commissioner Dozier deemed the recommendations offered by staff reasonable and well thought out. She also articulated that should the residents of Chaires been insistent on the original project, she would have advocated on their behalf for the additional dollars to complete the project.

The motion carried 6-0 (Chairman Jackson out of Chambers).

Workshop Item #7: Pretrial Release Program Fees

County Administrator Long provided an overview of the item. He stated that the item provides an analysis on the impacts of eliminating pretrial release program fees.

Commissioner Lindley noted the numerous discussions between the Sheriff, Public Defender, State Attorney and County staff on this issue and was pleased that the court system has intervened to address a major concern of individuals being incarcerated simply because they cannot make bail.

Commissioner Lindley moved, duly seconded by Commissioner Maddox, approval of Option #1: Accept the status report on the Supervised Pretrial Release Program and take no further action. The motion carried 6-0 (Commissioner Dozier out of Chambers).

Workshop Item #8: Archaeological Preservation

County Administrator Long provided an overview of the item. He mentioned that the item seeks Board acceptance of a status report on the archaeological preservation elements associated with the land development process including plans to incorporate regular archaeological training opportunities for County employees in related fields and engage local builder associations for training opportunities in the preservation of archaeological resources. County Administrator Long shared that the item also provides an analysis on the need to employ a professional archeologist and on the purchase of predictive software. He advised that in both cases staff feels that there are adequate resources in place to address the current need. He added that staff will continue to look for opportunities to partner with other entities and seek grant funding for the purchase of predictive software.

Commissioner Lindley moved, duly seconded by Commission Minor, approval of Option 1, as amended: Accept the status report on the archeological preservation elements associated with the land development process and add an archeologist to the Advisory Committee on Quality Growth.

Commissioner Lindley stated that the addition of an archeologist to this Committee would provide a voice for the professional archeologist community.

Commissioner Dozier expressed support for the amended motion and suggested that the appointee be a representative from the local archeological community. She agreed that the timing may not be right to purchase GIS mapping; however, mentioned a state historic preservation grant that could be utilized for the GIC predictive software model. *Commissioner Dozier recommended that staff work with the Tallahassee Trust for Historic Preservation on the application for the grant funds. Commissioner Lindley agreed to add the recommendation to the motion.* Commissioner Dozier commended staff for taking advantage of the free training offered by the State's Bureau of Archeological Resources and remarked on the value it will have as new developments are being contemplated.

Commissioner Minor also commented on the importance of staff training on methods of identifying archeological resources on development sites and ascertained from staff that this training will be incorporated into the staff's training programs for employees and included in job descriptions.

The motion, as amended, carried 7-0.

Workshop Item #9: Land Use Element Update Consulting Services

County Administrator Long provided an overview of the item. He stated the item seeks Board approval to jointly fund, with the City of Tallahassee, consulting services to enhance the scope of the Land Use Element Update process, as requested during a Joint County-City Workshop on February 26, 2019.

Commissioner Minor moved, duly seconded by Commissioner Desloge, approval of Options 1 & 2: 1) Approve including \$150,000 in the tentative FY 2020 Budget to pay for the consulting services outlined in this item, contingent on the City funding a like amount, and 2) Schedule a Joint City/County Workshop to Review the Comprehensive Plan for October 15, 2019.

Commissioner Proctor stated that he could not support the motion. He expressed concerns regarding the City's annexation process and was frustrated by the City's unwillingness to annex areas along Woodville and Crawfordville Highways. He questioned the City's refusal to expand its boundaries on these highways at least to Capital Circle Southwest and deemed their decisions on expansion discriminatory.

Commissioner Desloge voiced support for an outside consultant and recommended that the scope of services include an analysis of areas where services are currently being provided outside of the Urban Services Area (USA) and if those areas may be appropriate for expansion of the USA.

Commissioner Dozier submitted that the hiring of an outside consultant could help the City and County make better informed decisions on expansion going forward. She affirmed with staff that the proposed study will assist in addressing other components of the Comprehensive Plan and clarified that the services would be procured through a competitive RFP process.

Commissioner Lindley echoed her support for the item and stated that it provides a good opportunity to evaluate areas such as school locations, affordable housing, and possible incorporation of conservation easements as passive public use areas.

Commissioner Minor submitted that the proposed study would address a number of issues such as infrastructure deficits, patterns of development, projected demographics of growth, and affordable housing and will provide him needed information to make good decisions on growth going forward.

Commissioner Proctor continued to express his angst over the lack of resources provided to the southside of the County.

Commissioner Maddox discussed the need for the historical data to drive any changes, noting that the County cannot make changes if the changes are not known, i.e. where are the gaps, how to continue to build a comprehensive community, and where to invest based on where growth has occurred. Regarding expansion of the USA, Commissioner Maddox asked how much growth is actually happening within the USA without moving the boundary and is the basis for moving because of a need for growth or because it makes sense as exterior areas are already being served.

Commissioner Proctor requested that the RFP be awarded to an entity that is representative of the minority population of the County.

County Administrator Long confirmed that the motion includes recommendations from Commissioners Desloge and Maddox that the scope of services for the RFP include an evaluation of areas for possible expansion of the USA and years of expected growth, respectively. The amendment was accepted by Commissioner Minor.

The motion, as amended, carried 6-1 (Commissioner Proctor in opposition).

Workshop Item #10: Retiree Post – Employment Health Care Benefit

County Administrator Long provided an overview of the item. He stated this item recommends the Board consider the establishment of a post-employment health care insurance contribution for eligible

Leon County Government and Constitutional Officer retirees to help cover the costs of health insurance in the “gap” between retirement and Medicare eligibility.

Commissioner Lindley moved, duly seconded by Commissioner Maddox, approval of Option #1: Direct staff to include a post – retirement health insurance benefit in the FY 2020 budget at \$5 per month for each year of eligible service with a minimum of 10 years employment with the County.

Commissioner Desloge expressed some concerns about the escalating cost of health care, and confirmed with Deputy County Administrator Rosenzweig responded that the benefit is subject to budget annually.

The motion carried 7-0.

Workshop Item #11: Revisions to Leon County’s Pay Plan to Update Compensation Ranges and Employee Classifications

County Administrator Long provided an overview of the item. He stated that the recommended revisions will update the compensation ranges for each pay grade to ensure that compensation for each position best aligns with the associated duties and required knowledge, skills, and abilities. The item also recommends reclassifying several Career Service positions to Senior Management to ensure continued alignment with federal Fair Labor Standards Act guidelines.

Commissioner Lindley indicated her support for staff’s recommendation; however, recommended that staff establish a paygrade for Commissioner Aides. She commented that the move would provide them a much more professional standing and protect the integrity of the position. Commissioner Lindley also mentioned her desire to have an agenda item brought back at a future date to contemplate raising the minimum pay for Leon County government employees to \$13 an hour. County Attorney Thiele advised that this would need to be offered as a separate motion.

Commissioner Lindley moved, duly seconded by Commissioner Desloge, approval of Option 1, as amended: Approve the proposed revisions to Leon County’s pay plan by establishing a range spread of 65% for all pay grades within the organization and eliminating the Career Service Exempt category, and direct staff to establish a pay grade for Commissioner Aides.

Commissioner Proctor confirmed that the hiring process for Commission Aides would not change. He then opined that the salary of Commissioners is not reflective of the work that is required for the position. He compared the salaries of Commissioners and Constitutional Officers and submitted that Commissioner salaries should be increased to 85% of the median Constitutional Officer salary.

Commissioner Lindley conveyed that she could not agree with the comments offered by Commissioner Proctor and submitted that County Commission salaries are twice as much as the School Board and City Commissioners.

Commissioner Dozier also did not support a pay increase. She did express her support for the motion on the table as amended, not because there are problems, but because the Commission Aide position is a unique role and consistency is needed. Commissioner Dozier expressed her support for an increase in the minimum wage and asked staff to track any legislative action on this issue.

The motion, as amended, carried 7-0.

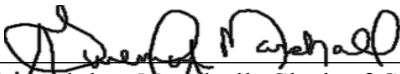
Commissioner Lindley moved, duly seconded by Commissioner Dozier, to direct staff to review establishing a \$13 per hour living wage for County employees after the FY 2020 budget cycle ins concluded. The motion carried 6-1 (Commissioner Desloge in opposition).

Chairman Jackson adjourned the workshop at 12:51 p.m.

LEON COUNTY, FLORIDA

ATTEST:



BY: 
Gwendolyn Marshall, Clerk of Court
& Comptroller, Leon County, Florida

BY: 
Jimbo Jackson, Chairman
Board of County Commissioners