

The Board of County Commissioners convened in special workshop session on Wednesday, January 31, 2007, at Bushnell, Sumter County, Florida, with the following Members presents to wit: Dick Hoffman, District No. 1, Douglas Gilpin, District No. 2, Michael Francis, District No. 3, Garry Breeden, District No. 4, and Randy Mask, District No. 5. The following individuals were also present and acting in their respective official capacities: Sandra Howell, County Administrator, Melissa Elliott, Deputy Clerk, and Randall N. Thornton, Attorney for the Board.

The meeting was called to order at 9:00 a.m. by Chairman Francis.

Topics discussed included:

1. Solid Waste
2. County land in Webster
3. Roads
4. Budget
5. Fire MSTUs
6. Pay Plan

Solid Waste

Mitch Kessler, solid waste consultant for the County, was present.

Ms. Howell gave a Power Point presentation of the solid waste operations since 1988. She then discussed the Model Consent Order from the Department of Environmental Protection (DEP) and said the only item remaining to be completed is the ongoing groundwater monitoring. She listed the 2007 solid waste issues as: optimizing the transfer station operation, obtaining a permit from DEP to operate a transfer station, Florida Organics Recycling Center for Excellence (FORCE) operations, and a waste management plan.

Other matters discussed by Ms. Howell included disposal and operational costs, facility operations, collection by private haulers and cities, costs for 2006, and management tools.

Ms. Howell and Mr. Kessler suggested modifications to the building which is used to transfer solid waste to provide a more efficient operation. Commissioners wondered if it was worth spending \$250,000 for the modifications now that The Villages solid waste is now going to Marion County. Staff was directed to calculate the operating and capital costs of the current operation and with the \$250,000 modifications for future discussion.

County land in Webster

Ms. Howell handed out sketches prepared by Lita Hart, Parks and Recreation Superintendent, of possible soccer field locations on the 17 acres purchased by the County last October. Commissioner Hoffman suggested selling the northern portion of the property to the City of Webster for their use as a drainage retention area. Ms.

Howell was directed to contact the City of Webster to see if the City was interested. Commissioner Breeden thought a comprehensive evaluation of all County parks should be done. Commissioner Gilpin suggested leasing to the soccer league the 17 acres which is titled to the County and letting the soccer league develop the land. Ms. Howell was directed to contact the soccer league to see if they were interested.

Lita Hart will meet with an individual at the Southwest Florida Water Management District (SWFWMD) this afternoon and with a committee at SWFWMD on February 14th to review site plans and proposed uses of the 17 acres already purchased.

Roads

Tommy Hurst, Public Works Director, gave a Power Point presentation and discussed the special revenue funds and the uses of the revenues of these funds. He also listed the amounts of the current revenues available for roads. He talked about the costs of construction and showed that during the next five years that revenue would not meet the needed capital improvements in the County. He identified the third local option fuel tax, road assessments, and ad valorem taxes as other revenue options. Commissioner Breeden thought Staff needed to evaluate the roads by classification, establish priorities and provide the commissioners estimated costs of projects. Ms. Howell mentioned that the budget for the secondary trust fund for the next five years is pretty much devoted to the C-468 project. Mr. Hurst said that the local road needs have been prioritized. Commissioner Francis asked Mr. Hurst to provide cost estimates of the top ten priority road projects. Mr. Hoffman said he thought Morse Boulevard should be considered a collector road rather than a local road. Mr. Hurst said he is working on making Morse Boulevard, Buena Vista, and El Camino Real collector roads. Commissioner Francis thought that unimproved roads should be the first roads identified by ordinance to be improved with assessments.

The meeting was recessed for lunch at 12:00 p.m. and reconvened at 12:30 p.m.

Budget

Ms Howell introduced the budget staff and gave a Power Point presentation on the budget calendar, major revenue sources, a millage chart comparison for the last twelve years, the budget preparation process, some of the budget terms used, and budget goals. She identified the types of accounting funds used by the County and major revenue sources. She talked about how the loss of small county status affects revenue. Ms. Howell also provided all commissioners a binder containing the Power Point presentation, budget questions, budget policies, not for profit policy options, the adopted and amended budget for FY 2006-07, and copies of the Florida Statutes pertaining to budgeting.

Ms. Howell went through a proposed presentation to be made by staff to the cities on March 5th and 6th and asked the commissioners for suggestions and comments. Commissioner Hoffman wanted the cities to know that residents of The Villages pay additional fees to fund fire services and that is the reason that the net impact to a taxpayer in The Villages Fire District is more favorable than the impact to taxpayers in the Sumter Fire District. Commissioner Francis wanted Ms. Howell to inform the cities of the buildings and equipment that have been purchased recently. He also wanted Ms. Howell to convey the Board's commitment to lowering the general fund's millage rate to offset the proposed new MSTU millage rate.

Pay Plan

Ms. Howell described the three elements in the current pay plan: CPI increase, percentage increase set by BOCC annually to set the stage for pay for performance, and seniority. She said a survey is conducted ever three to four years to keep pay ranges current with the market and that the last survey was done in 2004.

Ms. Howell talked about the proposal from Evergreen Solutions, LLC for a pay plan study. She said the study would take approximately three months. Evergreen Solutions would review our current plan and provide a market study of public and private employers. They also could recommend different pay plans to the Board, recommend administrative and maintenance procedures, provide recommendations to pay employees who have reached the maximum of their pay range, and prioritize critical areas in various classifications to avoid an impact of potential employee turnover. Evergreen would provide a recommendation to implement a pay for performance program. The proposal cost is \$32,500.

Commissioner Breeden asked if the salary study could be done in-house. Commissioner Gilpin said he didn't like the concept of pay for performance and thought that more responsibility should be placed on the supervisors for performance of their employees. Commissioner Francis thought that if we were to do an in-house survey we should survey Sumter County businesses. Commissioner Hoffman mentioned that in the past the Economic Development Council looked at businesses within Sumter County and that government jobs paid more than private employers. Commissioner Gilpin thought that if a survey were conducted it would be found that County employees are very well paid and asked if the County was losing employees. Ms. Howell mentioned that in the late 1990s the County was losing employees to other counties. Ms. Howell said that surveying other counties our size didn't help. She said the County then started surveying in our area and this allowed the County to become competitive. Mr. Hoffman said that some pay for performance measures can be objective. Commissioner Breeden said that some government agencies are trying to measure the delivery of services and relating that to personnel. Commissioner Francis suggested commissioners

have a session at the next workshop meeting to consider if the Board wants to keep the three elements of the current pay plan, and if not, what suggestions Board members have for changing it. He asked Ms. Howell to provide a summary of what other counties are doing and see if the Economic Development Council and the Chamber of Commerce have done a wage survey recently. Commissioner Mask thought that the \$32,500 for the Evergreen Solutions proposal could be used for raises. He also wondered how important the \$.05/year of service for seniority pay was to employees. Commissioner Breeden thought the seniority pay recognized the added value of an employee because of the experience, knowledge, and abilities gained over a period of time. Commissioner Mask said that since he has been on the Board the County has given very good raises and he would be surprised if the County has not caught up to where we need to be at this point.

Ms. Howell reminded the Board that there would be a workshop tour of the complex by bus on February 13th at 3:30 p.m.

The meeting was adjourned at 2:25 p.m.

ATTEST:

BOARD OF COUNTY COMMISSIONERS
SUMTER COUNTY, FLORIDA

By _____

GLORIA R. HAYWARD
CLERK & AUDITOR

By _____

MICHAEL E. FRANCIS
CHAIRMAN