

PORT ST. JOE, FLORIDA

SEPTEMBER 25, 2007

SPECIAL MEETING

The Gulf County Board of County Commissioners met this date in special session with the following members present: Acting Chairman Jerry W. Barnes, and Commissioners Carmen L. McLemore, Billy E. Traylor and Nathan Peters, Jr. <Chairman Bill Williams was absent>.

Others present were: County Attorney Timothy McFarland, Clerk Executive Administrator Towan Kopinsky, Chief Administrator Don Butler, Deputy Administrator Lynn Lanier, Grant Writer Loretta Costin, Human Resources Director Denise Manuel, Mosquito Control Director Mark Cothran, Road Department Superintendent Bobby Knee, Solid Waste Director Joe Danford, Union Steward Doug Kelly, Various County Union Employees, Sheriff's Office Major Bobby Plair, and Sheriff's Office Captain Ricky Tolbert.

Acting Chairman Barnes called the meeting to order at 4:30 p.m., E.T.

UNION ISSUES

Chief Administrator Butler discussed that a grievance was filed by the Union regarding the lay-offs resulting from the 2007-08 budget cuts, and they are now in Step 5 of the grievance process (The 6th and final step is arbitration). He stated that Union Representative Larry Fincher requested this meeting.

Larry Fincher, Union Business Manager, appeared before the Board to discuss the lay-off policy in the Union contract. He stated that he signed the grievance on behalf of the Union employees due to a contract violation because the lay-offs should have been based on seniority (last to be hired, first to leave). Commissioner McLemore discussed that the Board exercised their management rights because they would be losing a key position. Mr. Fincher discussed that the Union employees had also at one point agreed to forego their raises for 2007-08 in order to save one of the jobs.

Attorney Leonard Dietzen spoke on behalf of the Board, stating that the Board exercised the management rights allowed them in Section 3.1 of the contract, and they tried to work this out with the Union.

Mr. Fincher discussed Section 3.1 of the contract, and stated that this does not change the lay-off procedures.

Commissioner Peters discussed that he has been a member of a union, and he supports the Union's request to go by seniority.

Chief Administrator Butler reported that the Board must submit a response to the Union within 10 days. Acting Chairman Barnes stated that Chairman Williams is attending an F.A.C. Meeting, and he is not sure when he will return. Chief Administrator Butler stated that he will make contact with the Board regarding their response to the Union grievance.

Upon inquiry by Road Department Superintendent Knee regarding who comes to work October 1st, Chief Administrator Butler reported that Friday will be the last day of employment for those on the list right now.

There being no further business and upon motion by Commissioner McLemore, the meeting did then adjourn at 4:50 p.m., E.T.

**JERRY W. BARNES
ACTING CHAIRMAN**

ATTEST:

**REBECCA L. NORRIS
CLERK**