

*The Russell County Commission
Proposed Budget Meeting Minutes
September 17, 2012
10:00 A.M. EDT*

The Russell County Commission Proposed Budget Meeting was called to order. Members present were: Chair Peggy Martin, Vice Chair Cattie Epps, Gentry Lee, Tillman Pugh, Ronnie Reed, and Larry Screws. Mervin Dudley was late. Also present were the County Administrator LeAnn Horne and Assistant Administrator Vickie Perry.

A quorum was established.

Administrator Horne gave an overview:

Russell County's economic development outlook is positive. Out of the 67 Counties in the State of Alabama, Russell County is one of the top 5 counties whose revenues have remained stable and been blessed with growth. The County is in a strong financial position compared to many-many other counties. That is in part due to geographic location along with regional business growth, military expansion, and tourism development. Positive market indicators such as; new local businesses, increased population, retail spending is up, new home construction, and increase in new car sales – these are factors providing for stable county revenues.

The County's population reported by the Census is 52,947 a 6.4% increase. The unemployment rate in 2008 was reported at 12.9% and in 2012 is being reported between 8 – 8.5% which is a strong economic indicator. Last report reflected 1,403 homes that have been constructed mainly in the Fort Mitchell area. The average price is \$125K to \$150K and further rural you go average home is \$95K to \$125K. There have been approved by the Planning Commission a total of 4,235 lots approved for construction in the County jurisdiction.

The County Government is in prime position to benefit from the Downtown Riverfront Development (a \$23M investment) in the Whitewater river project once completed will have a \$42M projected financial impact to our area.

The Riverfront Development initiated by the City of Phenix City is enhancing development in our downtown in which the Russell County Courthouse and Russell County Judicial Center is located. The County Commission completed (under budget) a \$6.3M renovation project and addition to the former Russell County Courthouse now known as the Judicial Center in this fiscal year.

The Commission placed a high priority on safety for citizens, community and for law enforcement personnel and approved a \$3.2M jail expansion project which is 98% complete and under budget. The new jail addition will house 130 inmates (projected). In this construction upgrades in electronics, computer systems (all

technology), locking systems to include a complete kitchen remodel. This new addition will aid in reducing overcrowding issues which in turn will assist reduction of medical costs; the new kitchen will provide for better menu flexibility to provide for inmates with medical issues such as diabetes—the goal is to reduce food expenses over the long term. The current jail facility inmate count runs 395 to 400 inmates a day which places inmates in overcrowding situation and officers in a potential dangerous situation trying to manage the inmate population. With this new jail addition it is the goal to provide a safer, more cost effective environment. The usual deputy vehicles are included in this proposed budget.

The Commission approved a \$250,000 new ball field which has been completed this year. This was done with grant funds matched by the Commission. The new field was constructed at the Russell County Sports Complex in Seale. This makes 5 fields for our youth and families to “play ball”.

The Commission funded Engineering operations, commission and paving projects this year (2011-2012) \$860,000—and the County Engineer will be presenting these details to you.

The County Government’s financial position is solid; maintaining strong reserves and below average debt burden. The County has met budgeted revenues for this fiscal year 2011-2012 and expenditures are under budgeted revenue.

The County Commission/Government went through another rating review with Standard and Poor’s. I am proud to say again this year that we received another A+ credit rating—which is very good given the National economy.

There are many factors we cannot control; however my goal has been to focus on those expenses that we all can control within county government operations.

An example is:

As you know I instituted a Safety Committee which is made up of county officials / department heads and we are in our second full year. Working with committee members and implementing safety initiatives resulted in a reduction of accidents, which means our employees are working safer, and a reduction in workers compensation claims. This means a savings to the county commission in premiums. These are funds that can be used on citizen programs rather than paying insurance premiums.

Our workman’s compensation audit representative was very impressed with our program and with the County’s overall results. A good example is with the Utilities (garbage) department that the Commission took over operation in this fiscal year. There have been no injuries reported since May 1, 2012 which as you know this was one of the departments that had the most claims. Thank you to all members and departments who are working daily to promote safety in the work

place. This year the County Commission will net \$100,000 in savings as a result of our safety initiatives.

The proposed general fund budget is \$13,696,093. A \$265,317 difference from last year's budget of \$13,430,776. Less than a 1% difference.

There are no changes in health insurance premiums. I want to encourage all employees to make every effort to attend the health fairs which help to keep health insurance premiums down and no rate increases. This is the second year that the county health insurance rates have remained the same.

The proposed budget includes funding for 250 p/r slots and 47 retirees. The retiree's representative Mr. Ivey spoke with me regarding a cost of living adjustment for retirees. However, to-date the State of Alabama has not provided a way for the County Commission to provide that by law unless there is State participation in the COLA. The County laws are not flexible compared to a municipality. Rates are: County pays \$378.00 per employee; \$376.00 over 65 and \$779.00 for retirees under 65 years of age.

There is a new requirement for new hires in County Government effective Jan 1, 2013---only for new employees and those never participated in the State Retirement System. The county's participation with RSA will be 4.97% a 2.30% decrease for the County; and the new employees participation will increase. The current employee pays into retirement 5%; the new rate for regular employees will be 6% and law enforcement will be 7% (a 1% increase). This new RSA requirement approved by legislature and will come into effect Jan 1, 2013 for all new hires.

In the proposed budget is a 3% proposed salary adjustment proposed. I am recommending to the Commission to freeze / suspend the current county pay chart; only current employees receive the proposed 3%--no vacant positions will be adjusted; and any position approved for a one-time adjustment will not receive the 3%.The proposed budget reflects 12 new correctional officers and one Sgt.; 2 dispatcher positions.

Funding transfer to County Engineering from General Fund for operations, staffing and commission projects; \$715,000.

Proposal for County Sports Complex projects / improvements: scoreboards, bleachers, lighting for ball fields, paving parking areas and park areas; additional funding for walking trail maintenance and lighting improvements, funding for Ladonia Sport Complex; \$10,500 for improvements over their normal appropriation of \$15,000 a year to off-set maintenance expenses; and other recreation appropriations. Fort Mitchell Sr. Center walking trail lights and sign lighting new roof(s) for county annex building(s). \$75,000 for Volunteer Fire Departments

The proposed budget reflects \$608,000 in appropriations which is funding to area civic and social agencies. These have been level funded except for one request the Commission asked special consideration. The Russell County Historic Commission is receiving a proposed \$25,000 appropriation, if approved, and is to be matched by the City of Phenix City.

Funded in this proposed budget is a new Investigative Bureau is serving the jail, county misdemeanor and felony crimes of \$250,000

Chair Martin: This body of Commission has done a lot in a progressive way and we want to continue that. Although, we have had restraints most of the time on the budget because of revenue slowly coming in, we want to be fair to our employees who are our team members and working together. I appreciate all department heads; you are doing your best to be good stewards of the taxpayers' money. We have plenty to face concerning expenses, but we must be aware of what our restraints are and to stay within that.

Commissioner Lee opened discussion by stating though it may not yet still waiting cost \$25,000 to \$50,000 more as far as an increase in salaries, he favors instead of a 3% salary increase he prefers that there be a dollar amount across the board example: \$1,200 per employee. We keep approving percent but this increases the distance between the top paid employees and the lower paid employees.

Commissioner Screws stated: That would not change the distance between salaries.

Commissioner Epps asked if Commissioner Lee was proposeing that for this budget year or next?

Commissioner Lee proposed that for the 2012-2013 budget in an effort to close the gap.

Commissioner Pugh also was in favor of giving the lower paid employees a little more and giving the top employees a set amount.

Administrator Horne stated she recognizes the percentage issue. That is the reason I am requesting freezing the salary chart, because at this time entry level are starting out \$1.00 more than minium wage. I want the pay chart not to be inflated any more than necessary. I am open to ideas on salary structures. We will figure it any way you want it just provide guidance.

Administrator Horne states the department heads' main issue is there are employees who have been working in a step and a grade; then when the county does a cost of living increase and not suspend or freeze the pay plan; that

inflates the salary chart whatever percentage the Commission approves. When an entry level position is filled, they make close to what existing employees in same grade is a concern. This year as a measure to address the pay chart, I am recommending to freeze the pay plan and new hires (entry level) will come in at the present rate instead of the 3% adjustment.

Commissioner Screws: I think the personnel changes are already done. Let's look at the budget as it is. And then we know what the request is for next year. If there is a pay raise, then we can look at that part next year rather than undoing everything that you have already done.

Commissioner Reed: I go along with Commissioner Screws. Ms. Horne has worked hard at getting this budget prepared. It will take a while to refigure everything. Leave everything as is at this time.

Commissioner Lee: There are 12 or 13 who will get more than the 3%. How will that work with the elected officials pay?

Administrator Horne: It's the majority of the percentage of the employees that receive the 3%. If the 3% adjustment is approved and the majority of the employees receive that; the elected officials will kick in automatically due to the Ominous Act.

Commissioner Lee: It use to not. Every employee except department heads and they were taken individually to keep elected officials from getting a pay raise.

Administrator Horne: You can do that. All elected officials and department heads can be removed from the list.

Commissioner Lee: No that is not what I'm saying. We don't have a choice. If the law is followed then that is automatic. The law states it has to be a uniformed pay increase. If you pick those out and do different then it's not uniformed.

Administrator Horne: Yes, that has changed over the years. I will re-verify that with the Association. We thought that was the case but the Association of County Commissioners said uniform meant the majority of increase. I will re-verify that with the Association before approval of the salaries.

Commissioner Lee: I was told by Montgomery, if we did not give the same percentage or dollar amount to every employee, and then the Ominous Bill did not kick in. That did happen one year when one salary was held without an increase.

Administrator Horne: I will re-check with the Association. I realize some elected officials have requested to not receive an increase and some have declined the

increase. It gives the elected body no choice other than an individual choice, the way the Ominous Bill is written as I understand it.

The Engineer Department gave an update on projects that are being completed in this fiscal year and projects he has included in the 2012-2013 budget. He also discussed the 3% salary raises and additional adjustments for two positions in his department (assistant engineer positions) based on their qualifications and professional license. Total budget increase is \$340, 576. most of the increase is due to the ATRIP projected that is included in the proposed budget. The impending sale of 3 Mack trucks and a backhoe will increase the engineering revenue by \$234,000.

Pugh: Under improvements other than budgeted (RRR Fund) was \$415,000, proposed is \$532,500.

Mr. Kite: The \$532,000 is for Matches for Federal Aid jobs. Attachment B breaks the matches down.

Commissioner Screws: Mr. Kite please explain the additional salary for the assistant engineers.

Mr. Kite: Basically that is to get their salaries in-line since they have both have obtained their professional engineers license this year. There has only been one assistant county engineer for years. We deleted the maintenance superintend position. One assistant is handling the job of the maintenance superintendent and handling all the construction activities. The other assistant is handling Federal Aid, preliminary engineering, planning, Planning Commission, GIS, and other jobs. One of the Assistant Engineers will receive 50% State salary reimbursement. I did a study of Assistant County Engineers with Professional Engineering License salaries in the State. These amounts will bring their salaries closer to the average for the Assistant that the State pays the reimbursement on. The other Assistant is a fair amount less, but the proposed amount will bring his salary up to the minimum for a P.E. would earn in this area. The increases are to be able to retain them in our Engineering Department.

Commissioner Screws: I don't have anything against the assistants, but the amounts of the increases do concern me. There are employees who have been here a long time that should also have a substantial increase.

Mr. Kite: This goes for all our employees, they have a choice. If Lee County needs a motor-grader operator and they pay \$2.00 more they can go there or stay where they are comfortable. I'm trying to make it so there is a reasonable salary. If I go back and tell them the County can't do it or the County will pay you a comparable salary for that position to stay.

Commissioner Screws: I have two problems with this increase: Where are you pulling the money from and the amount?

Mr. Kite: I'm pulling it from salaries. We have been with a maintenance superintendent which was a \$50,000 a year, which the assistant engineer has been doing and he does it very well. I could not find anyone else who would do it for a below average salary.

Commissioner Epps: Once he receives this increase, will he receive a large increase each year until he has the amount until he receives the amount you say would be the average salary for his position.

Mr. Kite: The difference is getting the P.E. license is like getting out of medical school, you can ask for more money. It doesn't mean the County can afford that, the state does not dictate the increments of his raise. That is totally up to the Commission.

Commissioner Epps: I understand that he has a degree, but it will be hard to explain to other employees.

Commissioner Lee: The decision we are looking at is do we want to employ 2 engineers with degrees or go back to one County Engineer, one Assistant Engineer without a PE or go back to the foreman system. It's costing \$30,000 to keep two assistant engineers or go back to one in training and a foreman. I think it has worked smoothly to have engineers act as foreman and for projects.

Commissioner Screws: You have brought these increases to us before. Are you pulling the money for those salary increases from the same funds that you were last time.

Mr. Kite: It will be pulled from our total revenue. When it was brought before the Commission the money was excess salaries slots. When it was tabled; we then came back and requested the extra salary be used as paving.

Commissioner Screws: Then you are not pulling this from seasonal workers as you stated previously?

Mr. Kite: We deleted two seasonal workers and left two seasonal workers in the budget.

Commissioner Screws: I have a problem with that. You told us before you could not get work done. We gave you four seasonal workers to help get the work completed.

Mr. Kite: You have to look at the results. Complaints are at an all-time low amongst the crew enabling us to complete projects. That speaks for the two

Assistant Engineers. It's not what I'm doing, but what those Assistants are doing. We have two choices: no we are not going to have two PE slots and things will be as they always were or keep them by raising their salaries.

Commissioner Screws: My concern is not that you have two Engineers, but where the money will come from. At some point and time you will need seasonal people.

Commissioner Pugh: Mr. Kite said he did not use that money last year; obviously there was not a need for the employees. I don't think we should put employees on if there is not a need, but if there is a need put them back in the budget. If you are trying to cut salaries out just to give the Assistant Engineers a raise, then you should place the seasonal slots back into the budget and move on.

Mr. Kite: We have two retirees now that were foremen who are working 2/3 of what they retired at. They have combined 56 years' experience and they are on the job every day. That goes a long way when you have someone with 30 years of experience working for less than they are worth versus someone hired off the street.

Commissioner Pugh: The Commission specifically put in money for additional workers to get projects done. Do you not need them? If you do place them back into the budget don't cut a job slot just to give the Assistants a raise. We'll deal with it altogether.

Mr. Kite: I did not hire a seasonal worker that is why I cut those back to two.

Commissioner Pugh: You did not need them?

Mr. Kite: We were able to get jobs done without them.

Commissioner Epps: Were you able to do the job because you had the Assistant Engineers?

Mr. Kite: Those positions were placed in the budget before last. We hired four seasonal workers and hired two of the workers full time. We reorganized the crews and have not had to hire more seasonal workers. There are always two or three slots open due to retiring or people leaving the department.

Commissioner Epps: You need that money to stay there in case you need to hire.

Mr. Kite: Can we take two positions out? Yes.

Commissioner Lee: But two are in this budget?

Mr. Kite: Yes.

Commissioner Pugh: Commissioner Screws is asking if the two you took out are funding the salary increases. I heard you say, no. You were not going to use them even if they get the raise or not. You are only going to use two temporaries and they are funded properly in this budget.

Mr. Kite: Right, we did not take two positions away to fund those raises. We funded the entire salary with the revenue that we have. We are down \$180,000 from the General Fund this year and have increased our dirt road paving budget by \$78,000 and are still able to propose these salary increases. It's not pulling it from one isolated place, we have our total revenue that we have to look at and our fund balance, and work with it best we can.

Commissioner Screws: What I'm saying is we went to bat for you for seasonal workers because you said you could not get the job done. You needed additional help regardless of what year it was in. We have funded these every year, if you did not need those seasonal people that should have come back to us to reduce expenses.

Mr. Kite: That did come back this month for roads that we were paving a couple of meeting ago. We have salary saving and requested to use the money for paving.

Commissioner Lee: The Commission agreed to place those slots in there if needed, not that 4 people would be hired. Those slots are there if you need them then you would not have to come back to amend the budget. Looks like you only need two. That's good.

Commissioner Pugh: If you fund two of those slots, leave the other two unfunded, should the need arise those slots will still be there if you have the money in the budget. I prefer you leave those slots in the budget.

Mr. Kite: What would you have us do?

Commissioner Screws: I would have you place the 2 slots back in the budget and adjust the salary as we discussed.

Chair Martin: The foreman salary was used to fund one of the two Assistant Engineers?

Commissioner Pugh: Mr. Kite will you supply information from the State about salary ranges for engineers who have their degrees? So we will know what other P.E.s are making before we make the decision.

Commission Department budget: Administrator Horne stated plans are being made to return money to the reserve fund. Line 307 was reduced, the reason for

that was an amendment that was made to pay Dr. Ahmed; this line has been reverted to the amount prior to the budget amendment. Other than that the budget is basically level funded except some that were reduced for salaries. Commissioner Lee discussed the amount placed in the budget to cover the telephone service. Administrator Horne explained the amount budgeted was for the current service, but a new contract had been negotiated with AT&T and is expected to bring a \$40,000 savings annually overall other than changes in salary lines—basically level funded. There were no changes recommended by the Commission.

The Commissioners Request:

Commissioner Dudley discussed repairing and maintaining paved roads and bridges in all districts. The Dixie Walking Trail also needs trees cut, lights and maintenance. He also requested looking at creating an amphitheater at the Dixie Walking Trail site.

Commissioner Martin discussed the Cut Rate Road project, sewer infrastructure down Hwy 165 and a library annex or a book mobile for the rural areas.

Commissioner Pugh's request has been included in the budget. He requested more lights for the complex, some form of bumper system to keep cars off the walking trail and striping of the parking areas. Administrator Horne added she has reviewed the contract with until the Board of Education for the Ladonia Sports Complex which states the Board of Education is responsible for half of the maintenance at the complex which in the past years has not been honored.

Commissioner Pugh also discussed the lease for the Ladonia Sports complex. He stated he has extended his wishes and thought it would be best if they came under the Russell County Recreational Department. The League would still operate as always but Coach Parker manages the complex as he does the Seale Complex. The Board has discussed it but has failed to discuss it with the Commission. The Ladonia Sports Complex has built and owns all buildings on the complex. He feels that program needs to be under the guidance of our County Program. Coach Parker would set it up; the leagues would continue doing as they are now, but he would have control of scheduling of the fields. The County would do all maintenance on the outside of the fence; the parents would do maintenance inside the fence.

Administrator Horne informed Commissioner Pugh she has called the League and requested financial statements as is done for all appropriation requests, but they have not offered one for review at this time.

Commissioner Pugh stated it would be his move then when we appropriate money we receive a financial statement then the money should be held into the budget.

Commissioner Epps requested volunteers for the Senior Center to teach computer classes. She stated she has talked to a company who is working on a proposal for sewerage in the Fort Mitchell area. She has requested for Lee/Russell Council of Governments to search for grants for the sewer systems and the Commission to consider matches for these grants. Lighting for the Senior Center Walking Trail was also requested.

There were no changes to the Commissioner's request.

The Probate Judge's budget was presented most of his budget has also been level funded at his request, other than the 3% for his salaries. No changes; recommended by the Commission.

The Revenue Commissioner's budget was presented other than the salary changes requested it's the same as last year.

The Tag Office budget was level funded the only items changing are salary lines. There were no changes recommended by the Commission.

Administrator Horne explained the difference of the Maintenance Department salaries. The Special Enforcement Department and the Building Inspectors Office had been listed under the Maintenance Department. In order to tract the expense for each budget they were separated. There were no changes recommended.

The Board of Registrars budget was presented by Jimmy Adams. His department requested a salary increase of \$10.00 a day. 60% of their salary is reimbursed by the State. There are no changes to the budget as presented. No further discussion.

Coroner Sumbry presented his budget with a request to raise his salary \$48,900. His position should be listed as full-time. After much discussion concerning the listing of his position; there were no changes made to the proposed budget.

Commissioner Lee motioned to recess for lunch and return at 1:30 p.m. EDT.

The meeting was recessed.

*Continued
Proposed 2012-2013
Budget Meeting Minutes
1:30 P.M. EDT.*

Chair Martin reconvened the meeting.

Administrator Horne presented the Building Inspections budget reminding the Commission three salaries (2 Special Enforcement and a Building Inspector)

were deleted from this budget creating the difference in the budget. There were no changes to the budget recommended by the Commission.

Administrator Horne stated she has met with Special Enforcement Officer Bill Friend several times and he agreed his budget met his department's needs as she understands it. Administrator Horne stated if the Commission has any questions she would be glad to relay them to Mr. Friend.

Recreational Director Coach Parker was questioned about the line item 219 miscellaneous other, which is any type of fertilizer, grass seed, marking paint, etc. Commissioner Lee asked why the budget was increased \$20,000. The increase was the original budget with funds for a new field that was being built. There were no changes recommended.

Interim Director Bob Franklin stated there were several lines in the Homeland Security / EMA budget which were decreased. Commissioner Pugh asked why one of the employee's salary was increased above other employees. Mr. Franklin explained due to her completion of educational requirement and certifications; the increase was to keep her salary in-line with her position change from Administrative Assistant to Planner. Also the salary lines include overtime and Director's salary was set back to \$60,000. No changes recommended by the Commission.

The Sheriff's Department presented by Sheriff Taylor stated his budget was balanced and after several meetings with the Administrator he felt the budget had what his department needed to operate. The budget is level funded except for the hiring of 13 new employees for the new addition to the Jail and 2 additional full time dispatchers and the 3% salary raises. He also discussed how he plans to drastically reduce the jail food expense by offering a different way to bid food and supplies to vendors which should open the way for more bids. The food bill is the largest item in his budget. Sheriff Taylor is also looking at how to lower the jail's medical cost outside the jail walls. He is looking at catastrophic insurance which should help. Savings from the jail construction along with upgrades the city has agreed to pay a portion of will go toward building a Investigative Office without being funded by the General fund.

Commissioner Pugh asked about the Sheriff's salary which is listed as a \$10,000 expense. He understood by law he could not take a salary, but can take \$10,000 as expense, but asked for explanation of the other lines he is able to use and how much those lines items generate.

Sheriff Taylor stated Representative Leslie Vance's let it be known to him in 2010 the Sheriff's position had not had a raise in at that time for six years and that he had plans of increasing the Sheriff's salary in a year. Mr. Vance contacted him again and requested for him to talk to the Commission to see if they approved of his plan. Sheriff Taylor stated he did discuss the salary with 5 of the 7

Commissioner and they were in agreement; therefore, Representative Vance he would begin to advertize the bill which passed. There was an issue concerning upping the salary in the middle of a term, therefore had to taken as an expense account. At the end of the Sheriffs term it would then become a salary. Retired Sheriff Boswell will also not get the raise until the end of Sheriff Taylor's term when the expense becomes a salary.

There are no items at the Sheriff's office that the Sheriff personally collects revenue, there are accounts that he has discretionary decision on outlined by State Auditors as for its use:

- The Jail Commissary, where the inmates spend money their families give them, profits made are spent for the Jail only.*
- Work Release, inmates that are in this program give a percent of their salary and have to be spent for the jail only.*
- Funds from the phone system the inmates use must also go to the jail only.*
- The Pistol Permits, which cost \$20.00, are divided with the County receiving \$5.00, the Sheriff's Department receives \$5.00 and \$10.00 goes to training.*

Commissioner Pugh asked about the Chief Deputy's pay which is shown at \$73,086. When he was with Homeland Security / EMA the Chief Deputy's salary was not this amount. The additional money added to the Chief's money was taken from the EMA Director's salary and brought over to the Chief Deputy's salary.

After discussion about the Animal control budget and jail budget; no changes were recommended by the Commission.

Chief Mapper /Appraisal Heath Crowe announced there is a small decrease in the 2012-2013 budget and discussed some changes he thought would benefit his department. The major change is line 550 Motor Vehicles, which has been budgeted for two vehicles. Mr. Crowe believes the use of official county trucks they would have instant credibility, while they are out appraising property. That would make it safer for them to do their job because they would be identifiable to the citizens and also give citizens peace of mind who may misconstrue their presence in their area. There is an increase in Line 199 Miscellaneous Service Provided by Others which is for a company called Income Works. Mr. Crowe and the Lee County Appraiser can save 15% if they go in together to use this company, which appraises commercial income producing properties equitably. He states as of now we have 90% on cost / 10% on income. This service will eventually allow them to place them all on income, which is the best way to appraise income producing properties. The service gathers data and places it into a web site, which will give the county the ability to multiple office data into Russell's County's account and appraise them on income and keep a yearly record of this. Mr. Crowe stated that he will bring back the contract at a later date

for the Commission's approval. This budget has been sent to the State for their approval without these changes. If the Commission approves this budget with the changes it will be resubmitted to the State for their approval.

Administrator Horne presented the Juvenile budget with the request of re-budget possible grant funds they may receive to accommodate. A discussion took place concerning a facility or cells for holding juvenile who have been arrested and ankle bracelets. There were no changes recommended.

Appropriations:

Suzanne Burdette representative of Lee-Russell Council of Government requested additional funds to continue services provided to residents by Lee-Russell. The additional funds are requested equally of all agencies that are members of Lee/Russell. Phenix City and the City of Auburn have approved the additional amount. Lee County and the City of Opelika do have the amount in their budget, leaving only Russell County to approve the request. After much discussion of programs that will be funded by additional appropriations \$20,000. Commissioner Epps motioned to accept the recommendation of Lee/Russell Council of Government and add an additional \$20,000 to their 2012-2013 appropriations for a total of \$142,775.00. Seconded by Commissioner Reed. The vote was unanimous.

Commissioner Lee asked where the appropriations for recreation go since there is a recreational department.

Administrator Horne explained those funds are sent to the different athletic leagues every year and requested recreational projects.

Commissioner Pugh motioned to change the line item 59226 (the Russell County Historical Commission) from \$40,000 to \$65,000. That will be a one-time \$50,000 addition to the annual \$15,000 appropriation. That will be matched by the City of Phenix City, if the City does not match what the County does, it will be brought back to the table to be adjusted or discussed. Seconded by Commissioner Lee. District 1 (Lee) voted, yes; District 2 (Pugh) voted, yes; District 3 (Martin) voted, yes; District 4 (Reed) voted, yes; District 5 (Epps) voted, yes; District 6 (Dudley) voted, yes; District 7 (Screws) voted, no. 6 yes votes and 1 vote no; the motioned passed.

Commissioner Dudley discussed the importance of the County's volunteer Fire Departments. He motioned to increase the Russell County Volunteer Fire Department Association appropriation an additional \$10,000 to help cover insurance expenses. Seconded by Commissioner Screws. The vote was unanimous, for a total of \$85,000.

The Salary Schedule was discussed. Administrator Horne pointed out new revenue was not used for the salary increases, money proposed for salary changes have come from savings from all departments. She distributed packets to the Commission for their review of the salary changes. Requested if the Commission has questions before the next meeting she would be glad to provide information.

Commissioner Epps motioned to recess until the September 24th work session. Seconded by Commissioner Reed. The vote was unanimous.

The meeting was recessed.