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## APPENDIX

LAWRENCE COUNTY COMMISSION MEETING  
MONDAY, SEPTEMBER 30, 2013

(TRACK TWO, 0:17)

5 MR. DAVIS: All right. Welcome,  
6 everybody. Thanks for coming out this Monday morning.

7 Is there any public comments at this time before we  
8 open the meeting? Yes? Go ahead and --

9 MS. MORGAN: Should I (inaudible) speak  
10 for the budget. I just want to make sure.

11 MR. DAVIS: We can -- we can allow you to  
12 talk for the budget.

13 MS. MORGAN: Okay. Thank you.

14 MR. DAVIS: Is that okay? Wait until the  
15 budget?

16 MR. BURCH: Mr. Chairman, I think you said  
17 any public comment, but I think -- can you all hear?

18 Okay. And the chairman asked that any public  
19 comment, so if you have any public comment you need come  
20 forward now.

21 MS. MORGAN: Does the same apply to me,  
22 Mr. Davis, to wait to budget, or do I need to speak now?

23 MR. DAVIS: If you're speaking on the  
24 budget, you can wait and speak on that during the meeting.

25 MS. MORGAN: Well, it's about the

1 (inaudible) --

2 MR. DAVIS: It will be about the budget.

3 Okay.

4 MS. PEGGY KING: Most everybody knows I'm  
5 Peggy King. I just wanted to let y'all know that at the  
6 previous meeting I asked to ask a question of Mr. Allen as he  
7 was finishing his conversation. And, Mr. Davis, you said I  
8 could ask him later.

9 MR. DAVIS: I said you could ask him right  
10 there, Peggy.

11 MS. KING: Okay. Well, I was -- first of  
12 all, it was offensive to me, but I wanted to make sure that  
13 if anybody has a question -- I should have said I really  
14 would like to make it public, which was my whole idea, to ask  
15 a question publicly. And I'd like to ask that everybody ask  
16 to make your questions public so that everybody knows what's  
17 being said.

18 Thank you.

19 MR. DAVIS: Anybody else for public  
20 comments?

21 All right. I'd like to call this meeting to order  
22 now. This is a special meeting. The only thing we can vote  
23 on today is what's on the agenda. This agenda was published  
24 a week ago. And it's -- and mainly to approve the budget, do  
25 the sheriff's fees, resolution, and facility purchase.

1 I'd like to ask everybody now to please stand. I  
2 will ask Mr. Jones to lead us in our prayer and pledge.

3 (Prayer and pledge.)

4 MR. DAVIS: Can we go ahead and call roll  
5 to establish a quorum?

6 (Roll call.)

7 MR. DAVIS: This meeting is in order now.  
8 The first item on the agenda is to approve the  
9 budget. Commissioners, I believe you have a packet in front  
10 of you. I believe we have a couple of people here to speak  
11 on behalf of our recent budget proposals.

12 Who's first? Brenda?

13 MS. MORGAN: I'm also recording just in  
14 case your recorder doesn't work.

15 And, first off, I want to ask you, Mr. Davis, are  
16 you aware of a conversation that you and I had last Wednesday  
17 that I talked about Budget A, B, and C?

18 MR. JONES: Could you talk in the mic,  
19 please? Just talk in there.

20 MS. MORGAN: Budget A being the proposal  
21 that was submitted at the first hearing that I did, being no  
22 new hire and me as Director. Do you remember A being as that  
23 per our conversation the other day? Do you remember me  
24 talking about three different budgets?

25 MR. DAVIS: Yes. You said you was going

1 to come bring A, B, and C.

2 MS. MORGAN: No. Do you remember me  
3 saying I had a letter that proved about those salary raise  
4 and the --

5 MR. DAVIS: Yes. You brought that to the  
6 office.

7 MS. MORGAN: I brought it.

8 But I asked you to come to the office to get the  
9 budgets, right?

10 MR. DAVIS: Yes.

11 **(TRACK 3 BEGINS)**

12 MS. MORGAN: You did. Did you come to the  
13 office --

14 MR. DAVIS: No.

15 MS. MORGAN: -- to get Budgets A, B, and  
16 C?

17 MR. DAVIS: No. I was under the  
18 understanding you were going to bring them up here after I  
19 got back from an (inaudible) meeting.

20 MS. MORGAN: Can I address that fact now  
21 at this time?

22 MR. DAVIS: Sure.

23 MS. MORGAN: When I come here and brought  
24 the letter that was signed to show why we were changed on a  
25 different grade, Tricia was there. She took that, plus the

1 job description.

2 MS. GALBREATH: I did give that to you,  
3 Prentis. I was back there.

4 MR. DAVIS: We have that.

5 (Inaudible.)

6 MS. MORGAN: Correct. Okay. Also --

7 MS. GALBREATH: Prentis was in the office.

8 UNIDENTIFIED COMMISSIONER: You were going  
9 to go up there and get it.

10 MS. GALBREATH: I did. And I did carry it  
11 back to the office. Bobby, Prentis, Donna and I was all back  
12 there when I give it to Prentis.

13 MS. MORGAN: Again, Mr. Davis, you are  
14 aware that there were two other budgets to be presented,  
15 correct?

16 MR. DAVIS: Yes.

17 MS. MORGAN: Okay. As stated, when I got  
18 to the office, Ms. Tricia -- can I call you that, or do you  
19 want me to call you Ms. --

20 MS. GALBREATH: Ever what you want to call  
21 me is fine with me.

22 MS. MORGAN: Ms. Tricia.

23 I had those budgets with me and she said -- I said  
24 -- I did not tell her I had them. I said, I need to see  
25 Mr. Davis. And she said, and why? I said, I have budgets to

1 present to him. She said, you already have. I said, no, he  
2 and I talked, and I have two more to present. And she said,  
3 let me see.

4 She looked at them and said, this is not going -- is  
5 this still talking? This is not going to happen. And, so,  
6 therefore, you're wasting your time. Was that a correct  
7 statement?

8 MS. GALBREATH: We need to get Karen in on  
9 this. Karen was standing there.

10 That's right.

11 MR. DAVIS: You still have them today?

12 MS. MORGAN: Yes, sir, I do.

13 MR. DAVIS: Could we get those?

14 MS. MORGAN: Yes. Thank you.

15 MS. GALBREATH: I've got a witness to  
16 everything that was said, too. I just want that clear.

17 MS. MORGAN: Can I say one more thing  
18 while we're on this subject?

19 Also, the reason why I wasn't at the meeting, does  
20 Ms. Tricia know why?

21 MS. GALBREATH: Yes. Because I told you  
22 if the Commissioners needed you they would call you. They  
23 did not ask me to call you the next day. That's why you were  
24 not here.

25 I told you I would present what was there. I told

1 you we would look up in the minutes while you were here about  
2 the raises. We looked through the minute book together, me,  
3 you and I and Karen. We seen that things wasn't passed in  
4 2008, that the budget was not passed in 2008.

5 I walked back there and presented what you presented  
6 to me. And I presented them the letter from Hillard. I  
7 presented them the budget you give me. We went over the  
8 budget you give me.

9 And I was done exactly what I was told to do. So  
10 that's what I did, Brenda.

11 MS. MORGAN: But you did not let me  
12 present -- or you did not accept those other two. I did say  
13 that.

14 MS. GALBREATH: I had already got them,  
15 and we had already given to them. I didn't mean you  
16 didn't --

17 MS. MORGAN: Okay. I have them and he  
18 asked for them.

19 MS. GALBREATH: Brenda, were there any  
20 changes in what you had already previously give me?

21 MS. MORGAN: There was Budget B and C.

22 MS. GALBREATH: We had B and C. We had  
23 already put it in the budget when we sent the -- okay.

24 MS. MORGAN: Has anyone seen but one  
25 budget from me in May?

1 MS. GALBREATH: We put in exactly what you  
2 give me. And I broke down the salaries.

3 MS. MORGAN: I did --

4 MS. GALBREATH: And I had broke down the  
5 salaries and the revenues and the social security in it just  
6 like -- okay, Brenda.

7 First you give me a budget with just salaries with  
8 everything lumped together as fringes. Then you come back  
9 and me and you went over it on the telephone. I broke down  
10 social security, insurance, and retirement. What else  
11 changed?

12 MS. MORGAN: I will show the budgets that  
13 I have.

14 MS. GALBREATH: Okay.

15 MS. MORGAN: And at this time did I call  
16 the office on Thursday and ask should I be at the meeting?  
17 Yes or no.

18 MS. GALBREATH: You can come to any  
19 meeting you want to. It's not my --

20 MS. MORGAN: Did I call the office and ask  
21 Karen should I be at the meeting?

22 MS. GALBREATH: I don't know what you  
23 asked Karen, because we were in here.

24 MS. MORGAN: Okay. I have a recording.  
25 May I present it at this time?



1 MR. DAVIS: I would rather you just give  
2 us --

3 MR. BURCH: We're not -- who's on trial  
4 here?

5 MS. MORGAN: Myself.

6 Thank you.

7 MR. DAVIS: Can we just get the budgets  
8 and then take care of this later?

9 MS. MORGAN: But she said she wasn't aware  
10 of it. I had asked to come to the meeting.

11 MS. GALBREATH: Thursday, Brenda?

12 MS. MORGAN: Yes, ma'am.

13 MS. GALBREATH: During the budget hearing?

14 MS. MORGAN: Before the budget hearing,  
15 yes, ma'am.

16 MS. GALBREATH: Did you talk to me?

17 MS. MORGAN: No. Karen.

18 MS. GALBREATH: That's right.

19 Well, I was not the --

20 MS. MORGAN: The media even heard, EMA is  
21 on the phone and would like to know if they need to go to  
22 the --

23 MS. GALBREATH: Well, we asked the  
24 Commissioners and if they told me no, we told you no. We did  
25 not. They were discussing it.

1 MS. MORGAN: I am serious. I called and  
2 it was heard by the media that EMA is on the phone and would  
3 like to know if they need to be at this meeting. No.

4 And they -- it was told -- I would love to tell  
5 you -- I'll go ahead and tell you what it said. If they need  
6 you they said they would call.

7 MS. GALBREATH: Well, that is what we  
8 said.

9 MS. MORGAN: I would like you to hear word  
10 for word what I said. And it is saying that if there's  
11 anything major

12 (TRACK 4 BEGINS)

13 being done on EMA, anything at all being said, that I would  
14 like to be at the meeting. And it was told on the recording  
15 by the one I was talking to, which was Karen, that there --  
16 all I know is that the budgets will be discussed, but nothing  
17 will be voted on until Monday.

18 I said, well, you make sure you tell Tricia that I  
19 would like to be there if anything is done. What's in the  
20 paper is major.

21 When you're told no, no need, you don't know what to  
22 do. But you wouldn't even admit that you knew that I called  
23 and it was -- it was --

24 MS. GALBREATH: We had a meeting going. I  
25 don't know what all went on that day. The --

1 MS. MORGAN: I'm sure you don't.

2 MS. GALBREATH: The Commissioners were  
3 discussing it, that's right.

4 MS. MORGAN: I'm sure you don't.

5 MS. GALBREATH: That's fine.

6 MR. JONES: Mr. Chairman, point of order.

7 MR. DAVIS: Point of order.

8 MR. JONES: This debate can go on a long  
9 time. Ms. Morgan, get your budget and present it to us. And  
10 anytime that anybody want to come to this County Commission  
11 meeting they have a right to. And anybody that is a  
12 department head should come to the budget request just in  
13 case we want to ask questions.

14 So we don't need to have this debate here. Just  
15 pass your budget out, we'll look at it, we'll go from there.

16 Thank you, Mr. Chairman.

17 MS. MORGAN: By the way, due to the budget  
18 request, before we get to these budgets can I address what's  
19 in the newspaper to do some rumor control, because it is  
20 concerning the budget. Everything that I am saying is  
21 concerning the budget.

22 MR. JONES: Mr. Chairman?

23 MR. DAVIS: Commissioner?

24 MR. JONES: Brenda, is there anything in  
25 the newspaper that's incorrect?

1 MS. MORGAN: Yes, sir.

2 MR. JONES: Well, then, we need to correct  
3 it.

4 MS. MORGAN: Thank you.

5 This is the article in the newspaper, and I have  
6 numbers on them, so everything that I am going to discuss,  
7 when you look at the numbers -- if you will pass these around  
8 to them -- if you look at the numbers, you'll know exactly  
9 what I'm talking about.

10 Number 1. Does everyone see Number 1 on that? The  
11 Lawrence County Emergency Management employees receive raises  
12 that never approved county officials -- was never approved by  
13 county officials. Do you see this?

14 MR. JONES: Okay.

15 MS. MORGAN: I presented a job  
16 description, a letter, and a salary, '08-'09 salary chart.

17 I am assuming that several things have not been  
18 given to Commissioners. I have one for each of you at this  
19 time.

20 The EMA budget, who has approved the EMA budget for  
21 the last two years? Is it this set of Commissioners?

22 I have presented those budgets with these salaries  
23 on it and during the budgets also was to let you know that we  
24 were still not at -- we were still getting step raises  
25 because we were not topped out at our salary.

1           Is this correct at this time? Did y'all approve the  
2 last two years' budget?

3           MR. JONES: That's correct.

4           MS. MORGAN: Thank you.

5           At each of these budgets, I, for the last two years,  
6 Brenda Morgan, Deputy Director, have stood in for the  
7 Director, Hillard Frost, due to his absence, and presented  
8 these personally to you. That on the budget -- and I will  
9 give you a copy of that -- where it will be no discrepancies,  
10 30 percent TVA salaries, 70 percent EMA -- 30 percent of the  
11 TVA budget, salaries, was from TVA; 70 was from EMA.

12           Did -- and did you approve these budgets, correct?

13           MR. JONES: Yes.

14           MS. MORGAN: I have a copy of each of  
15 the -- of each of these, but I would like to present how they  
16 were presented.

17           I will tell you what I am passing around, and then  
18 each of you will have a copy and I won't waste time on this.

19           2011 budget. I did not make enough copies, so you  
20 will have to pass this around. It's only two copies. Sorry  
21 about that. Our copy machine broke.

22           I also have a copy of our budget in 2010

23           **(TRACK 5 BEGINS)**

24           before you Commissioners come in where you will know that I  
25 am not trying to put something over y'all. Presenting to

1 each Commissioner.

2 I also have -- oh, can I have a copy of each of  
3 those, please? I want to make sure that I have one of each  
4 of everything where if you have any questions I'll have one.

5 MR. JONES: Mr. Chairman?

6 MR. DAVIS: Commissioner.

7 MR. JONES: Ms. Morgan, would you just  
8 read out the totals of the 2011 budget? Just read this out  
9 and then pass around how much we funded in the 2011 budget,  
10 and then do each one of the same way.

11 MS. MORGAN: I am going to pass around now  
12 at this time a 2013 pay scale, which shows the Planner at  
13 \$59,030.40. That is \$28.38 per hour.

14 Deputy Director was \$31.08. Salary 64,646.40.

15 Director, per hour, \$33.62. His annual, 69,929.60.

16 It took us five years to top out on this. I'm going  
17 to pass this around. Then I'm going to show you the 2008-'9,  
18 and tell you where the beginning salaries were. And there is  
19 already some Commissioners, and Ms. Tricia received this, but  
20 other Commissioners have not.

21 The one coming around next I am going to read the  
22 figures where everyone will know. This is the beginning  
23 salaries after we got our raise.

24 The Planner salary annually 41,579.20. That was on  
25 the first level. This was presented to -- to a Commissioner

1 and Mr. -- Ms. Tricia.

2           Would y'all like to know what Commissioner received  
3 it if y'all did not receive it at this time? Would you like  
4 to know what Commissioners received it?

5                   MR. JONES: (Inaudible.)

6                   MS. MORGAN: Mr. Burch is one of them,  
7 Tricia is the other one.

8           The Deputy Director salary, 45,572.80. That was  
9 after -- that was the very first year the salary was given.

10           The Director's salary, 49,233.60. This is the  
11 salary that we began at our pay scale. It took five years to  
12 top out again.

13                   MR. JONES: Mr. Chairman?

14                   MR. DAVIS: Commissioner.

15                   MR. JONES: Ms. Morgan, is this salary  
16 county bonds -- is this county bonds for the --

17                   MS. MORGAN: This is the full salary.

18           30 percent of these salaries have always, not just  
19 these years, but always 30 percent of the Director and Deputy  
20 Director was paid by TVA, Browns Ferry funds.

21           Part of those salaries on there we received funds  
22 from federal and state. On the budgets that you will receive  
23 that has been given to y'all breaks down some of that that  
24 we -- it's always an estimate because we never know until  
25 that is approved.

1 I know some of you probably do not receive this.  
2 Ms. Tricia, Prentis, and Bobby was here when this was turned  
3 in.

4 Job descriptions given.

5 MS. GALBREATH: They did all get a copy of  
6 that.

7 MS. MORGAN: You don't have to speak. I'm  
8 passing it around.

9 MS. GALBREATH: And they did get a copy of  
10 (inaudible).

11 MR. JONES: Do all this go together?

12 MS. MORGAN: Each of you need a copy.

13 Okay? The first budget that was presented by me the  
14 only one that so far has got to be presented is what I am  
15 going to call A.

16 The second one is B, and that is with a Director and  
17 a Deputy Director never been presented.

18 **(TRACK 6 BEGINS)**

19 The other one is what I highly recommend for the EMA  
20 office. It is a Director and a new hire at Grade 5 starting  
21 out like all other employees at the EMA office has at a grade  
22 lower than the employees at the time.

23 The salary for this Grade 5 employee that I am  
24 requesting is \$11.89 starting pay.

25 Due to the 24 years that Tammy and I both have and



1 in with the County, it is my recommendations for you to  
2 seriously look at C, to have an employee to learn to know how  
3 to run the office in the case of Tammy and I coming up for  
4 retirement. And this is very highly recommended.

5 So I will pass this out at this time. Highly  
6 recommended C is passing around.

7 Budget A, as I talked about, was the budget that I  
8 presented which under the request the letter that was -- I  
9 thought the County was not going to have enough money, but  
10 due to the raises that some of the new hires have got I  
11 realize that I -- we probably had -- y'all probably had  
12 enough money to do Budget C.

13 Budget A was only submitted because I thought the  
14 County needed to have less money in the budget, but we do  
15 not -- I do not recommend A as the budget as much as C.

16 Budget B, please look at this closely. If you hire  
17 a new Director, or I am the Director and you hire a full  
18 Deputy Director Budget B is going to be very expensive to the  
19 County. And this person is not starting low like most  
20 employees do to start out.

21 I will address any questions you have concerning  
22 those budgets any time you want to ask them.

23 MR. JONES: Mr. Chairman.

24 MR. DAVIS: Commissioner.

25 MR. JONES: Ms. Morgan, it was said and it

1 was in the newspaper that 81,000-dollar salary was  
2 Mr. Hillard Frost. Is that Mr. Hillard Frost; is that  
3 correct?

4 MS. MORGAN: Can we start -- if that's the  
5 subject we want to start on, each of you, if you will get  
6 your daily copy that I give you, I will start with Number 1,  
7 and we will -- I will pause for any questions on Number 1  
8 that you have after I read what is correct.

9 Okay. The Lawrence County, we have just read that.  
10 On this, one of the items it has, it says two employees. If  
11 you look at the job descriptions and that letter, it has all  
12 three employees on it: Planner, Deputy Director and  
13 Director.

14 I presented the job descriptions as what y'all were  
15 looking for. I presented the letter that was presented as  
16 requested per our personnel thing. This was in '08-'09 and  
17 the salary chart. I still had a copy there. I have  
18 presented this to -- you know who I presented it to,  
19 Mr. Burch and Ms. Tricia.

20 And I explained -- we have explained over and over  
21 to this Commissioner, and it is on the budgets, plus the  
22 prior Commissioners always that 30 percent TVA funds support  
23 the salaries for Deputy Director and Director, and a hundred  
24 percent of the Planner's salary is paid out of that.

25 If you will look at your budgets, always it says

1 estimate funds from state and federal. That's an estimate.

2 We do get money from them and it comes back to the

3 (TRACK 7 BEGINS)

4 County. You can see that it is not that much that the --

5 that the Commission has ever paid for EMA. That's on 1.

6 Has anyone got any questions concerning the daily  
7 with Number 1?

8 MR. JONES: So you're saying that  
9 Mr. Frost did not get paid \$80,000?

10 MS. MORGAN: No, sir. That is on down  
11 here further. That's not showing the 80 -- I've got them  
12 numbered. If you will stay in number I won't have to flip  
13 back and forth.

14 MR. JONES: Okay.

15 MS. MORGAN: No, he did not.

16 MR. JONES: And you are getting paid 17  
17 64,000.

18 MS. MORGAN: Yes, sir. That was on that  
19 that I passed around. I've already said that. Yes.

20 It's already -- let me look at that. Where is one  
21 of the things that I first passed around with the 2013  
22 budget?

23 MR. DAVIS: Got three of them right here.

24 MR. BURCH: We can shorten this up. Let  
25 me ask you this: How much county fund was paid out of this?

1 MS. MORGAN: It shows on that every year  
2 approximately -- this right here -- no, this is not what I  
3 was going to -- this is not the one I'm looking for.

4 MR. DAVIS: I've got two more here if that  
5 helps. I'm sorry. Pay scale.

6 MS. MORGAN: Pay scale. 2012.

7 MR. DAVIS: There's 8.

8 (Inaudible.)

9 MR. DAVIS: Bobby should have a copy in  
10 the drawer.

11 (Inaudible.)

12 MS. MORGAN: Well, it's right there. You  
13 all have it. You have it. There it is. Here it is.

14 (Inaudible.)

15 MS. MORGAN: Here it is. You don't have  
16 to look. I know exactly what it is.

17 Again, Mr. Frost EMA salary 69,929.60.

18 MS. GALBREATH: Expense allowance of TVA  
19 is how much? Makes it how much?

20 MS. MORGAN: This is the total salary.

21 MS. GALBREATH: Plus expense allowance.

22 MS. MORGAN: No, ma'am.

23 MS. GALBREATH: The expense allowance is  
24 called a salary. I can show you where he makes \$82,000 when  
25 he retired. Let me pull the papers.

1 MS. MORGAN: That is 911 salaries  
2 included.

3 MS. GALBREATH: That is his salary, plus  
4 911. All right.

5 MS. MORGAN: But does the paper say 911  
6 salary? It reflects EMA only.

7 MS. GALBREATH: Yeah. It's his total  
8 salary together.

9 MS. MORGAN: I am addressing EMA; is that  
10 not correct?

11 MS. GALBREATH: Okay.

12 MS. MORGAN: Is that correct,  
13 Commissioners? I am not talking for 911. I am not a 911  
14 employee, am I? Is everybody aware that I am not 911?

15 MS. GALBREATH: That's probably where the  
16 discrepancy comes out.

17 MS. MORGAN: You are the County  
18 Administrator -- acting. You should have known the  
19 difference.

20 MS. GALBREATH: I did.

21 MR. BURCH: Brenda, we told -- it was two  
22 jobs combined was that salary.

23 MS. MORGAN: EMA I'm addressing. 24  
69,929.60.

25 MS. GALBREATH: But it was both salaries

1 when we were discussing it with the newspapers.

2 MS. MORGAN: Okay. Point taken.

3 MS. GALBREATH: That is what he makes,  
4 Mr. Mose. You asked the question. I answered.

5 MS. MORGAN: Number Two. Interim County  
6 Administrator, Tricia Galbreath, said, for some reason, 30  
7 percent of the money the County received from TVA Valley  
8 Authority went to salaries EMA Director Hillard Frost and  
9 Assistant Director Brenda Morgan.

10 That has always been.

11 MS. GALBREATH: Well, I thought I --

12 MS. MORGAN: Mr. Frost has been EMA  
13 Director -- I mean in the EMA office for 24 years. I have  
14 been there ten years. And it has always been that way. Any  
15 questions on that?

16 Item Number 3 in the paper. The move increased pay  
17 to more than 80,000 annual and put Morgan's salary at more  
18 than 64,000 per year. Morgan County is more than twice the  
19 size of Lawrence County, and EMA Director makes just more  
20 than 60,000 annual.

21 Address first part of that 80,000, we have that  
22 correct now, that it was 911 funds included in that. He was  
23 the Director of 911. Is everyone clear on that?

24 MR. JONES: Yes.

25 MS. MORGAN: Any questions?

1           The second part, concerning Morgan County. They  
2 have more people in Morgan County in the EMA office.  
3 Therefore, they do not have to do as many 24/7 days on call  
4 that we do. They have more people to rotate it with.

5           I do not know what they make and have never  
6 questioned it. But they have more people to rotate 24/7.

7           Any questions on Number 3?

8           MR. BURCH: My question is this, Brenda:  
9 I mean, as the Deputy Director you're making close to what  
10 Morgan County does. And you're talking about minutes,

11                           **(TRACK 8 BEGINS)**

12 whether it was approved or not, or how 30 percent or 70  
13 percent.

14           We have a responsibility to the taxpayers. I don't  
15 know any other way to compare what your pay, whether it be  
16 high or low, is to look at other counties.

17           MS. MORGAN: They will --

18           MR. BURCH: Let me finish.

19           We are one of the highest paid EMA offices in the  
20 state. Period. Now, that doesn't mean -- we're not saying  
21 that -- we're not talking about the quality of the job that  
22 you're doing. Nobody's ever questioned that.

23           We're in a situation where, by your own admission,  
24 we are making cuts. We have to make cuts.

25           Number two, we have a new Director. It is the time

1 to do it. We have a fiscal budget. It's the time to do it.

2 So all of this, to me, whether you're talking about  
3 30 or 70, or whether the minutes were approved or not  
4 approved, you're looking at the bottom line and what we are  
5 using the taxpayers' money to spend, are we doing it wisely.

6 MS. MORGAN: I'll address that again.

7 24 years in, it took me five -- it took all of us  
8 five years to top out. I cannot -- if you are cutting  
9 everyone, but just say because we are topped out and you  
10 don't like our salary, you hired someone with a  
11 50,000-dollar -- and I do not begrudge that at all because it  
12 is deserved -- 50,000-dollar a year raise. That is more than  
13 what we started out on that pay scale. Not even the Director  
14 of EMA was making that when we started out on that pay scale.  
15 We have topped out.

16 You may not like it, but that's where it's at. And  
17 you have approved it for the last two years. Why is it now a  
18 (sic) issue, Mr. Burch? Just because the Director --

19 MR. BURCH: Because of the issue --

20 MS. MORGAN: -- retired now you want to  
21 cut my salary? That is a question. He retired and now you  
22 want to cut my salary. And you approved the budget for the  
23 last two years.

24 MR. BURCH: My question is how can we  
25 justify paying a Deputy Director? Is it true that a lot of



1 counties don't even have a Deputy Director?

2 MS. MORGAN: I'm going to address the  
3 other counties that was mentioned here if y'all are ready.

4 When we get to that if you'd like me to, or do you  
5 want me to skip on down there?

6 Line item 6. And you'll have to look on your second  
7 page. We'll go ahead and address that.

8 The Commission is proposing to cut the Director's  
9 pay to 48,951, which is still more than what Colbert and  
10 Winston County pays their Director.

11 Okay. Let me go to my 6.

12 Colbert and Winston County does not have the Browns  
13 Ferry Nuclear Power Plant 2, 5, and 10 EPZ, and are not  
14 responsible for the planning and the -- all the work that  
15 goes into the Browns Ferry. We have to do extreme exercises,  
16 extreme planning at everything.

17 You used two counties that does not compare to our  
18 county. Is there another county you would like to address at  
19 this time, Mr. Burch, that does compare with us?

20 MR. BURCH: No. I mean, we're under  
21 extreme crisis, too.

22 MS. MORGAN: It was under extreme crisis.  
23 Can I go off just a little bit here?

24 MR. BURCH: Brenda, when you're talking  
25 about doing these extra jobs and everything, are you going

1 over 40 hours, or are you doing your job?

2 You're talking about Ben over here who's qualified  
3 who has a designation -- and I'm serious. When you're  
4 talking about going above and beyond and doing this extra  
5 work, it's still within that 40-hour frame.

6 MS. MORGAN: Never 40 hours if it's a  
7 disaster with Browns Ferry or any storms. It's 24/7.

8 MR. BURCH: If it is going above 40 we pay  
9 you, correct?

10 MS. MORGAN: No, sir.

11 MR. BURCH: We don't pay you any  
12 overtime --

13 MS. MORGAN: The only time that we have  
14 ever got overtime was during the '08 tornado.

15 MR. BURCH: Which is extreme time.

16 MS. MORGAN: And 2011 because that was  
17 extreme times. We do get comp time, but I will address  
18 something else.

19 You keep saying y'all having hard times. I was at  
20 the last meeting. You wanted to promote an employee that  
21 only -- I'm not begrudging this by no means.

22 I do not care what anyone else makes, but everybody  
23 seems to care what I make, so I'm addressing that you wanted  
24 to give an employee of 18 months under the -- at the Road  
25 Department \$78,000, which was 8,000, if I'm correct --

1 (TRACK 9 BEGINS)

2 is that correct, Ben, more than you were making with eight  
3 years?

4 MR. DUNCAN: Roughly.

5 MS. MORGAN: Thank you. And you -- if  
6 you're having hard times, an employee that's only been in the  
7 for 18 months --

8 MR. BURCH: (Inaudible) where we were  
9 going to get half, we were actually saving money.

10 MS. MORGAN: What is their 30 percent?

11 MR. BURCH: Brenda, let's stay on your  
12 budget. Let's not begrudge it.

13 MS. MORGAN: You started it.

14 You're begrudging.

15 Let's get back on this, please.

16 Where are we at on this? Number 4, we've already  
17 discussed.

18 MR. DAVIS: I think we're on Number 7.

19 MS. MORGAN: We're on Number 5.

20 Okay. Number 5. I was not aware of what took  
21 place, but I did ask to come out to the meeting. I did want  
22 that to be presented.

23 Number 6. We went over that. Colbert and Winston  
24 Counties, why they are paid less. Does everybody understand  
25 that, or is there any questions why ours is more? Any

1 questions?

2           Number 7. Morgan's pay will be trimmed from \$64,640  
3 to 41,922 annually. Is any Commissioners aware of why we are  
4 more -- do I need to address anything else on this matter?

5           MR. JONES: Mr. Chairman?

6           MR. DAVIS: Mr. Jones.

7           MR. JONES: So, Brenda, your pay is  
8 \$64,640 and the Commission said they're going to cut your pay  
9 of around by, what, \$20,000?

10          MS. MORGAN: Yes, sir.

11          MR. JONES: And how many years in the  
12 County?

13          MS. MORGAN: 24 years.

14          MR. JONES: Now, I have got a serious  
15 problem here, no matter what anybody says. And it's nothing  
16 against Ben, again.

17          MS. MORGAN: It isn't with me, either.

18          MR. JONES: (Inaudible).

19                 Now, Mr. Rushing, I recall, and even Mac Rushing  
20 told me (inaudible) that you told him that his salary was too  
21 high. And Mr. Rushing has been a salary county engineer for  
22 around about 30-something years, which left him making about  
23 136,000.

24                 And I have no problem with Ben, but if one is going  
25 to sacrifice, then all need to sacrifice. You don't give

1 some and not give others. If we going to make everybody cut,  
2 then cut in all (inaudible) not give some more than you do  
3 others. That's how I feel about that.

4 But when you got an employee been here 24 years, and  
5 then you going to cut her pay? That's a slap in that  
6 employee's face, in my opinion.

7 Thank you.

8 MS. MORGAN: Thank you, Mr. Jones.

9 MR. DAVIS: Brenda, I hate to cut you  
10 short. We have got other departments.

11 I understand where you're coming from about the  
12 paper. It does look bad.

13 MS. MORGAN: I have one more question. I  
14 need to discuss Line Item 8.

15 The Commissioner also agreed to re-advertise for a  
16 permanent Director and post the new salary. I -- were you  
17 aware per our conversation that I have got something I've got  
18 to send in to the State concerning the budget as of today?

19 MR. DAVIS: I wasn't aware of that, but we  
20 -- we still have to vote on that before we do that.

21 MR. BURCH: That was misinformation. We  
22 cannot vote. We never did vote to do that.

23 MS. MORGAN: I know. That's why I'm here  
24 today.

25 MR. BURCH: Just because the paper said

1 it, it was in error. It does say in there that we voted to  
2 re-advertise. That's not -- we couldn't vote the other day.

3 MS. MORGAN: Okay. If you hire a new  
4 Director, you sincerely need to look at Budget B that  
5 includes a Director and Deputy Director.

6 Any questions on Budget B?

7 MR. JONES: Well, let me make this  
8 statement here. And, Mr. Burch, you have said this, that I  
9 didn't have no problem with it. When Mac left you wanted to  
10 put Ben in his position, and I told him we need to advertise  
11 that. And then --

12 MR. DAVIS: We did advertise that,  
13 Mr. Jones.

14 MR. JONES: Yes, sir, we did. I'm trying  
15 to make a point, Mr. Chairman.

16 She is the Assistant Director, then why didn't we  
17 move her up? She the Assistant Director, and been doing it  
18 for 24 years. And nobody made a motion to move her in that  
19 position.

20 And we did -- we did have the screening and what  
21 have you. And I'm going to say this in here --

22 MR. BURCH: We voted, too.

23 MR. DAVIS: We brought it up for a vote  
24 and it got tabled, commissioner. It's still on the table.

25 MR. JONES: It's on the table, but --

1 MR. BURCH: He's talking about why we  
2 advertised.

3 MR. JONES: Well, that's right. But no  
4 one brought up to move her up like we did Ben.

5 MR. DAVIS: We did advertise it.

6 MR. BURCH: Well, why didn't you?

7 MR. JONES: My point is this: You know as  
8 well as I know since she's been here in this county for 24  
9 years she

10 (TRACK 10 BEGINS)

11 is more qualified to be the head than anybody you can  
12 advertise for. That's my opinion on it.

13 MS. GALBREATH: Weren't we told in the  
14 handbook that we have to advertise and we can't promote  
15 within?

16 MS. MORGAN: Thank you for that comment.

17 MR. JONES: Yes, ma'am.

18 MS. GALBREATH: I think that's what was  
19 said --

20 MS. MORGAN: Thank you for that comment.

21 MS. GALBREATH: -- that we advertise for  
22 that job. It was in the handbook.

23 MR. JONES: Correct.

24 MS. GALBREATH: It was brought up --  
25 somebody raised their hand in this board meeting when we

1 asked to promote within and clarified that we had to  
2 advertise, that you couldn't promote within.

3 MS. MORGAN: Thank you for that. That's  
4 what I was told. Thank you for the clarification.

5 Last week at the meeting on Tuesday, Mr. Burch,  
6 after we all -- and you verified it. Thank you very much.  
7 He asked to promote the -- instead of advertising -- the Road  
8 Department employee. Is this true?

9 MR. DAVIS: When -- that was all on me,  
10 Brenda. I brought that up. I wasn't aware about the  
11 promoting somebody within. That's all on me.

12 MS. MORGAN: I know, but Bobby Burch was  
13 aware and he made a motion; is that correct, Commissioners?

14 MS. GALBREATH: We have not -- we've got a  
15 classification.

16 MS. MORGAN: No, but is this correct?

17 MR. JONES: What is correct is that --

18 MS. MORGAN: Is that correct?

19 MR. JONES: What is correct that Mr. Burch  
20 did want to move him up. And I asked to advertise, me and  
21 John Barclay. And then the same on that, that is correct.

22 MS. MORGAN: And he did make a motion on  
23 the floor. And did Prentis take the -- you took his chair,  
24 and Prentis sat down, and they voted on it, but it was not  
25 enough majority; is that correct at this time?



1 MR. BURCH: That is correct.

2 MS. MORGAN: Thank you, Tricia, for  
3 verifying that it was supposed to be and Bobby showed that it  
4 was different, and Prentis Davis sat down and he showed that  
5 it was also different. Thank you, Tricia.

6 Because what's right for one is right for all.

7 On Number 10, Burch said the County could have used  
8 part of the TVA money to buy public storm shelters and  
9 weather sirens.

10 Okay. I asked was the last meeting recorded that I  
11 come to concerning the budget, and it was after an interview  
12 and everything. This was brought up, I think Mose Jones  
13 said, can we buy sirens? I hope that meeting was recorded.  
14 Tricia thinks it wasn't, but I hope it was. I know some in  
15 the audience had --

16 No sirens can ever be purchased with Browns Ferry  
17 money. Mr. Burch was tried to -- been explained this several  
18 times.

19 Browns Ferry has their own sirens. As a matter of  
20 fact, they have 35 that's free in the 2, 5 and 10 Browns  
21 Ferry EPZ. This was brought up. And Burch was at the  
22 meeting.

23 No money can -- of this can be used for sirens. No  
24 money of this can be used for storm shelters. You need to  
25 know that this money is for the planning, preparing of the

1 Browns Ferry Nuclear Power Plant.

2 We have exercises, extreme planning, extreme work  
3 with this money that is given to the County on this  
4 particular item. It does supplement those salaries, as  
5 already mentioned.

6 Is there any questions whatsoever about that Browns  
7 Ferry Nuclear Power Plant money TVA funds at this time? I  
8 will address them.

9 MR. JONES: So we cannot use this money to  
10 buy storm shelters and what (inaudible), we cannot use this  
11 money?

12 MS. MORGAN: No, sir.

13 MR. DAVIS: But we can give it for raises.

14 MS. MORGAN: Yes, sir. EMA employees is  
15 part of the planning process of this. All of this exercises  
16 and everything is done out of the EMA office.

17 MR. DAVIS: Okay.

18 MR. JONES: Brenda, on this 911 money,  
19 where is that money coming from?

20 MS. MORGAN: I am not a 911 employee, but  
21 it comes from funds from the phones, the phone charges that  
22 each -- everybody has.

23 And that budget costs the County zero. The Browns  
24 Ferry Nuclear Power Plant budget costs the County zero.

25 The only budget out there is the EMA. The County

1 does supplement part of that. You have got Budget A, B, and  
2 C with the EMA. And, like I said, this was supposed to be  
3 given, but I was told that this could never happen.

4 Like I say again, I highly recommend Mr. Jones --  
5 Mr. -- excuse me -- can I address Mr. Davis again?

6 You were aware that you did not receive Budget B and  
7 C; is that correct?

8 MR. DAVIS: Not yet. I did today.

9 MS. MORGAN: Thank you very much. But you  
10 was aware that I did have it, correct?

11 MR. DAVIS: I was aware that you were -- I  
12 was going to see.

13 MS. MORGAN: Did she tell you that I  
14 wanted to see you and submit those?

15 MR. DAVIS: I believe I left when you were  
16 here.

17 MS. MORGAN: Okay. But you're still aware  
18 that you did not get those budgets, correct?

19 MR. DAVIS: I'm sorry?

20 MS. MORGAN: You know that you didn't get  
21 them and they was --

22 MS. GALBREATH: I handed the budgets to  
23 him and Bobby in Donna's office before he left. He was going  
24 out the door to go to work.

25 MS. MORGAN: Oh, you handed them to him.

1 So did you get B and C?

2 (TRACK 11 BEGINS)

3 MS. GALBREATH: I gave them a copy.

4 MR. DAVIS: I did see a copy, yeah.

5 MS. GALBREATH: And the job description  
6 and the budget was all handed to you as you were walking out  
7 the door.

8 MR. JONES: Mr. Chairman?

9 MR. DAVIS: Mr. Jones, we have got a point  
10 of order.

11 MR. JONES: Mr. Chairman, only this -- let  
12 me clear some things up here.

13 Lawrence County Commissioners are part-time  
14 Commissioners. We don't meet here every day.

15 We hired a (sic) engineer to run the Engineering  
16 Department. We hire Dave Martin to take care of the legal  
17 things. And your County Administrator take care of the daily  
18 operation.

19 You don't have to present me a budget. You can if  
20 you want to. Just go to the Administrator. And the  
21 Administrator makes sure that the Commission gets it.

22 Now, play this up again. Any department head have a  
23 right to come to this Commission meeting and present their  
24 budget. Don't nobody have to tell you to come. It's a  
25 public meeting. I would like for you to be here just in case

1 we need to have some questions concerning your budget.

2 If you had been in the last meeting we could have  
3 asked these questions, and we will not be going through all  
4 this time.

5 MS. MORGAN: Correct.

6 Can I present that tape saying how I asked to come  
7 out here? May I present that?

8 MR. DAVIS: I'd rather you do it outside  
9 of a meeting, if you don't mind. We have --

10 MS. MORGAN: Can we go in executive  
11 session before, and let you listen to this tape? Because  
12 I --

13 MR. JONES: Point of order again, Brenda.

14 Ms. Morgan, and I don't think it will be appropriate  
15 for the tape to be run right now, Dave, because we're not on  
16 trial. What do you think?

17 MR. DAVIS: We're not -- executive session  
18 is not even on the agenda, and we can't have that.

19 MR. JONES: Yeah. I just want to ask what  
20 do you think? And give a legal opinion. What do you think,  
21 Mr. Martin?

22 MR. MARTIN: Well, I think it's up to the  
23 body to hear it or not. I don't know, you know, what  
24 difference it would make in the grand scheme of things.

25 MR. BURCH: Just assume that what your

1 tape is saying is correct. Let's just fix it from here.

2 MS. MORGAN: Thank you. I did -- I called  
3 that morning and asked to come out here and was told no.

4 MR. BURCH: Which is your Budget B, and A,  
5 and C because I don't know if you have had enough papers that  
6 made it around to us.

7 MS. MORGAN: I did, but I think some -- I  
8 don't even know if I kept a copy.

9 At the bottom, if you'll look at it, it has me as  
10 Director and a -- an employee hired at Grade 5. Does  
11 everybody have a copy of that?

12 (Inaudible.)

13 MS. MORGAN: Yes. C is what I highly  
14 recommend. That is what I am presenting.

15 MR. JONES: This is C here, \$57,618,  
16 that's C? That's what you're talking about?

17 (Inaudible.)

18 MR. JONES: Oh, I'm sorry. They going to  
19 put me in jail.

20 (Inaudible.)

21 MS. MORGAN: Yes. There it is.

22 Everybody look at that one on the back. Have you  
23 got that one?

24 MR. DAVIS: Got A and B, but --

25 MS. MORGAN: Well, I passed every one of

1       them around. They must have got --

2                       (Inaudible.)

3               MR. DAVIS: This is 57,000. These two.

4               MS. MORGAN: Okay. I'll give yours right  
5 back if you'll look on with him.

6               MS. GALBREATH: Brenda? Which one --  
7 which one of your budgets reflects 48,951 for the Director of  
8 the EMA? That's what we've got figured -- this is mine.

9               MS. MORGAN: Oh, you never did get this  
10 one I'm sure.

11              MS. GALBREATH: This is the one we put in  
12 the budget. We need a copy.

13              MS. MORGAN: That is one that per one of  
14 the Commissioners -- if y'all would like me to say --  
15 requested us to do a letter. Would you like me to present  
16 that letter, or y'all have already seen that?

17              MR. BURCH: Yeah. And I -- Brenda, I  
18 brought up that letter. We brought -- we mentioned -- I  
19 mentioned in August. Nobody was interested.

20              MS. MORGAN: Okay. On the budget that the  
21 very front of it has -- just look at page B, the second page.  
22 It says the estimate County expenses of \$53,271. Does  
23 everyone have that one turned over?

24              MR. JONES: I have it.

25              MR. DAVIS: I don't have it, Brenda. I

1 think I gave mine back to you.

2 MS. MORGAN: I don't have it. Everybody's  
3 got them passed around.

4 MS. GALBREATH: Let me see that. We can  
5 make them a copy of it.

6 MS. MORGAN: There was at least eight of  
7 these.

8 MR. BURCH: That's an e-mail where she --  
9 (Inaudible.)

10 MR. JONES: Let her make a copy.

11 **(TRACK 12 BEGINS)**

12 (Inaudible.)

13 MS. GALBREATH: Well, we've have got to  
14 present what we got. We've got to make a balanced budget.

15 (Inaudible.)

16 MS. GALBREATH: I'm sorry, but I need --  
17 we have got to figure out the differences.

18 (Inaudible.)

19 MR. JONES: Mr. Chairman?

20 MR. DAVIS: Commissioner Jones.

21 MR. JONES: I make a motion for a recess.  
22 15-minute break.

23 MR. DAVIS: I've got a motion here on the  
24 floor for a break. Do I hear a second?

25 MR. BURCH: Second.



1 MR. DAVIS: All in favor say aye.

2 (Vote.)

3 MR. DAVIS: Motion passes. We'll leave  
4 for ten minutes.

5 (Recess.)

6 **(TRACK 13 BEGINS)**

7 **(TRACK 14 BEGINS, 2:25)**

8 MR. JONES: Motion to come back in  
9 session.

10 MR. DAVIS: Got a motion to come back in  
11 session by Commissioner Jones. Do I hear a second?

12 MR. BURCH: Second.

13 MR. DAVIS: All in favor?

14 (Vote.)

15 MR. DAVIS: Back in session.

16 **(TRACK 15 BEGINS)**

17 MR. DAVIS: Back to your budget, Brenda.

18 MS. MORGAN: Yes. This is the one that I  
19 would like to present today.

20 MR. DAVIS: A, B, is this C?

21 MS. MORGAN: This is C.

22 On the very top of it, it shows the EMA salary,  
23 \$57,618. This does not include the 30 percent TVA salary.

24 If you will look on the back, it shows -- the very  
25 back page, the total budget that I am presenting is \$89,750.

1 This salary -- this is only showing the Director at 70  
2 percent. The salary pay is only 50 percent of a new hire.  
3 Planner Assistant at Grade 5 at \$11.89.

4 You see the estimate funds that we possibly will get  
5 back from FEMA and State. We never know until the agreement  
6 comes. The estimate cost to the County is \$53,271.

7 The TVA budget that was presented, you will have  
8 to -- it will have to have a little tweaking because it would  
9 include instead of a part-time person that was on that, it  
10 would include the step grade at 5 and 11.89. So the salary  
11 would be a little bit different on the TVA budget.  
12 Everything else will be the same.

13 And we can get with you, if this is the one that is  
14 approved, we can get with you and give you the exact figures  
15 on that. But it will -- the TVA will cost the County  
16 nothing.

17 So if this one is approved, and y'all agree to hire  
18 that one -- and I highly recommend because you have two  
19 employees at this office with 24 years. And if we don't get  
20 someone trained that it can be an office that is not prepared  
21 for any disasters in a few years from now.

22 Again, estimate County expenses \$53,271.

23 MR. DAVIS: Thank you.

24 MS. MORGAN: Any questions?

25 MR. BURCH: What is the difference between

1 the C and the A? Back in late August you gave us the first  
2 budget. Was that A?

3 MS. MORGAN: A.

4 MS. GALBREATH: (Inaudible.)

5 MS. MORGAN: Well, look at the full  
6 budget.

7 MS. GALBREATH: Right here, \$75,331.

8 MS. MORGAN: But how much is it going to  
9 cost the County?

10 MS. GALBREATH: \$38,852. But we have to  
11 do it on how much the expenditures are. And we'd have to  
12 change the revenues. And -- but the difference between the  
13 two budgets is \$14,419.

14 MS. MORGAN: Yes. And this is a full-time  
15 employee. And that is --

16 MS. GALBREATH: A full-time employee?

17 MR. DAVIS: Brenda, let me just make a  
18 statement right quick.

19 MS. MORGAN: You're probably looking at  
20 the wrong thing.

21 MR. DAVIS: Order.

22 Just because we don't pass a budget don't mean we're  
23 passing a vote to hire somebody. That's got to be separate.  
24 I think that's where the misconception was in the past. I  
25 think just because you pass a budget means you still have to

1 pass for raises, or cuts, or anything.

2 So what we need to do today is pass a budget as it  
3 is now. And then if we hire, or if we cut, we can amend this  
4 budget.

5 That's not what we've had in the past. We've had  
6 this budget that passed at the first of the year and you  
7 never really hear anything about it for 11 more months.

8 And what this Commission is trying to do is to make  
9 a budget, make it a living budget that you look at every  
10 month and you stick to. You bob and weave. If you see an  
11 expense, you take that out of your budget. If you see  
12 somewhere you can save, you put that back in the budget.

13 So that's what we need to do today.

14 MS. MORGAN: Can I address what you just  
15 said?

16 MR. DAVIS: You can. You may.

17 MS. MORGAN: EMA has never, to my  
18 knowledge, ever went over their budget. I do a budget that  
19 has to be prepared to go to the State of Alabama that must be  
20 sent by the 30th of each month.

21 EMA has, to my knowledge, since I've been in there  
22 for ten years, has stayed within our budget that was approved  
23 by the County Commission each and every year, because I --  
24 the expenditures comes from the County. Unless they fail to  
25 give me some of the expenditures, I have stayed within the

1 budgets. I am the one that has prepared these monthly  
2 reports monthly for ten years.

3 MR. JONES: Mr. Chairman, let me  
4 (inaudible). Because you said it hadn't been done in the  
5 past. I've been here 27 years. And when we passed a budget  
6 most of the department head has stayed in their budget.

7 Now, this year, or during this administration we  
8 spent out of our budget because we spent money that we did  
9 not have in the general fund. So that's what's causing  
10 problems. And we never did amend the budget.

11 But, now, since I've been here, we have passed a  
12 budget

13 (TRACK 16 BEGINS)

14 and most of the department heads know what they have.

15 Now, the only problem is when you spend, and you  
16 don't never come back and amend the budget -- and we didn't  
17 come back and amend this budget. And that's the reason why  
18 you had the shortfall in the general fund.

19 MS. GALBREATH: Well, the general fund has  
20 to catch all of the -- all of the slack that is left over.  
21 Any of the grants, anything that comes into the fund, we have  
22 to make up funds in the general fund. So that's where your  
23 shortfalls comes.

24 Even -- that's the -- I mean, the bills get paid and  
25 everything is there. But all of the grants, when we get our

1 grants, sometimes these salaries is based on grants. And  
2 then when the grants gets caught -- when the grant goes away  
3 the general fund are making them up.

4 And that has happened with quite a few things. That  
5 goes for -- that's happened in Transportation, that's  
6 happened in Aging, that's happened with the Drug Task Force.  
7 And when you base salaries on grants, that's what you get  
8 into when the grants run out. The general fund has to make  
9 it up.

10 MS. MORGAN: That is correct. I agree  
11 with her. And --

12 MR. JONES: Tricia, on that, if we could  
13 have said that we're going to have 80 percent of a 20 percent  
14 match, we need to make sure that that 20 percent match is in  
15 the general fund is in that grant. And if it's not in there,  
16 then we don't need to deal with the grant.

17 MS. GALBREATH: And we have done that in  
18 this budget. That is what we have tried to do in this  
19 budget. That is in your transfers. We have put in this  
20 general fund what you are going to put out of the general  
21 fund for EMA, what your grants are going to have to match for  
22 Community, Transportation, Aging, Drug Task Force, Mental  
23 Health, Narcotics. You've got quite a few things (inaudible)  
24 have to match.

25 MR. JONES: And, Tricia, again, we did

1 that in the past --

2 MS. GALBREATH: Make sure that everybody  
3 understands that.

4 MR. JONES: (Inaudible.)

5 MR. DAVIS: Order.

6 MR. JONES: The Commission voted to pay  
7 certain things out of the general fund that we didn't budget  
8 for.

9 MS. GALBREATH: That's right.

10 MR. JONES: And that's what's causing  
11 problems.

12 Now, if we had went back and amended the budget, we  
13 would have been okay. I want to clear that up.

14 MS. MORGAN: EMA has never asked for an  
15 amended budget, because we have stayed within our budget.

16 And, again, as Tricia did recall, if grants did not  
17 come in I have a total budget of \$89,750 that this would cost  
18 the County.

19 I do want you to be aware that if the funding did  
20 not come, that it would cost the County only \$89,750 for the  
21 new hire and me as Director if that is what happens.

22 So she's correct. If something were to happen -- so  
23 far we've been pretty blessed. But the TVA funds is  
24 guaranteed. There is a contract and this year -- through  
25 this year. And, hopefully, it will be a better one when we

1 submit for the next one.

2 Is there any more questions for EMA?

3 MR. DAVIS: Thank you, Brenda.

4 MS. MORGAN: Thank you.

5 MR. DAVIS: One last thing on that. I  
6 believe what happened back in '08-'09 was not a reflection on  
7 our past EMA Director or Assistant Director. I think our  
8 Director went by the book, the handbook, his guidelines, done  
9 what he's supposed to, and received a raise.

10 Now, what happened behind the scenes on that is not  
11 exactly clear. It's not in the books. There never was a  
12 motion made that I can find. And I think that's where the  
13 hiccup is.

14 On that, that's all we -- all I have to say, if  
15 anybody would like to add to that.

16 (END OF TRACK 16, 3:48)

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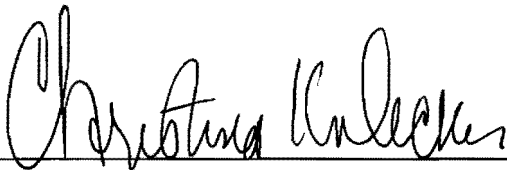
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I certify that the foregoing is a correct transcript from the audio recording in the above-entitled matter.

  
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04-16-16

Christina K. Decker, RMR, CRR  
Federal Official Court Reporter  
ACCR#: 255

Date