

AGENDA

FY 2010-2011 BUDGET WORKSHOP

AUGUST 17, 2010

COLUMBIA COUNTY BOARD OF COUNTY COMMISSIONERS

9:00 A.M. Dale Williams, County Manager -
Presentation of FY 2010 - 2011 Floor Budget

- | Requests In Excess of Floor Budget | (Attachment) |
|------------------------------------|--------------|
| • Constitutional Officers | A |
| • County Departments | A-B |

Budget Comments/Funding Requests:

- | | |
|---|---|
| • Mark Hunter, Sheriff
(Operating Expenses - \$79,816)
(Floor Budget Reduction - \$598,437) | C |
| • Doyle Crews, Property Appraiser
(Floor Budget Reduction - \$11,324) | |
| • Elizabeth Horne, Supervisor of Elections
(Floor Budget Reduction - \$6,106) | |
| • DeWitt Cason, Clerk of Courts
(Personal Services - \$83,106)
(Floor Budget Reduction - \$3,084) | D |
| • Rita Dopp, Executive Director, United Way
(2-1-1 Funding - \$7,620) | E |
| • Sheryll Walker, Executive Director, Happy House, Inc.
(Restore Funding - \$10,000) | F |
| • Donna Fagan, Executive Director, Another Way
(Restore Funding - \$8,000) | G |

- Michele Ward, Executive Director, SV4C's
(Restore Funding - \$10,000) H
- Deborah Freeman, Executive Director, CCSS
(Request For Year End Fund Balance -
Not Specified) I

August 9, 2010 Budget Workshop - Requested Information

- Fire/EMS Merger - Impact on Overtime Expenses J
- Veterans Service Impact Letter K
- Additional Expenditure Options -
Zero Impact - Personal Services L

Requested Motions

- To adopt floor budget amendments, if any
- Adopt the FY 2010-2011 floor budget
- Establish first FY 2010-2011 Budget Hearing (September 9,
2010 - 7:00 P.M. - School Board Administrative Complex)

**CURRENT STATUS
FY 2010 -2011 BUDGET**

• Total Revenue Shortfall	\$2,129,789
• Expenditure Reductions	
1.) changes in employee health plan	330,000
2.) communications	100,000
3.) contractual services	5,160
4.) other charges	42,800
5.) repair and maintenance	26,488
6.) copy machines	1,450
7.) utilities	6,500
8.) office supplies	1,500
9.) travel	7,805
10.) rentals/leases	36,800
11.) operating supplies	56,320
12.) postage	1,700
13.) road materials/supplies	135,000
14.) employee reductions	
a.) Code Enforcement (vacant)	38,408
b.) Emergency Management (1)	43,517
c.) Addressing (1)	41,627
d.) Court Services	36,388
e.) Building and Zoning (1)	40,572
f.) Veteran Services (2)	79,227
15.) mosquito control	10,286
16.) veteran services	8,226
17.) emergency management	37,160
18.) optional court costs	8,500
19.) emergency medical services	30,425
20.) miscellaneous line items	55,630
21.) Constitutional Officers	
a.) Clerk to BCC – 1%	3,084
b.) Property Appraiser – 1%	11,324
c.) Supervisor of Elections – 1%	6,106
d.) Sheriff –	
Law Enforcement – 5%	322,539
Judicial - 5%	67,971
Detention Center – 5%	207,927
	<u>\$1,800,440</u>
• Revenue Increases	
1.) Landfill Administrative Fees	20,000
2.) Library Enhancement – Administrative Fees	10,000
3.) Library Enhancement Reserves	300,000
	<u>330,000</u>
	<u>\$2,130,440</u>
• Excess Revenue (8/17/10)	<u>\$651</u>

REQUEST IN EXCESS OF FLOOR BUDGET

CONSTITUTIONAL OFFICERS

- Columbia County Sheriffs Office
Operating Expenses \$ 79,816

COUNTY DEPARTMENTS

- Information Technology
E-Mail Server 7,303
- Mason City Community Center
Tables/Chairs TBD
- Building and Zoning
Replacement Vehicle 30,000
- Columbia County Fire Department
 - 1.) extraction equipment 20,000
 - 2.) fire hose 10,000
 - 3.) fire nozzles 5,000
 - 4.) Class I Pumper 200,000
- Addressing
Computer 5,715
- Public Works Department
 - 1.) 6 New Positions – EOII's TBD
 - 2.) 2 Positions Reclassifications
 - a.) EOIII – Crew Leader TBD
 - b.) EOII – EOIII TBD
- County Recreation Department
 - 1.) Electronic Sign Board 15,000
 - 2.) Portable Bleachers 16,000
 - 3.) Fertilizer/Pesticide/Herbicide 2,500
 - 4.) Building Canopies 9,000
 - 5.) Classroom Renovation 300,000
- Columbia County Public Library
 - 1.) 1 Employee (Wage Increase) 6,550
 - 2.) 1 Employee (Bonus) 2,000

A

- Landscape and Parks Department
Springville CC – Replace Playground Equipment 41,000
- Facilities Management
2 New Employees TBD

NOTE All Non-Reoccurring Capital Projects listed above are eligible for funding through FY 09-10 fund balance.

**AMENDED DUE TO FRS CONTRIBUTION RATE CHANGE EFFECTIVE 07/01/10

Projected Budgetary Needs for FYE 9/30/11

Comparison of the 2010-2011 Budget Request to
Columbia County Sheriff's Office
the 2009-2010 Floor Budget.

Options

	FY2009-2010 Floor Budget	FY2010-2011 Proposed Budget	Change \$	Change %
	LAW ENFORCEMENT	LAW ENFORCEMENT	LAW ENFORCEMENT	LAW ENFORCEMENT
PERSONAL SERVICES	4,984,172	5,057,653	73,481	1.5%
OPERATING EXPENSES	1,258,125	1,317,077	58,952	4.7%
CAPITAL OUTLAY	125,000	125,000	0	0.0%
CONTINGENCY	10,000	10,000	0	0.0%
TOTAL LAW ENFORCEMENT	6,377,297	6,509,729	132,432	2.1%
	COURTHOUSE SECURITY	COURTHOUSE SECURITY	COURTHOUSE SECURITY	COURTHOUSE SECURITY
PERSONAL SERVICES	1,151,943	1,169,666	17,723	1.5%
OPERATING EXPENSES	189,746	198,455	8,709	4.6%
CAPITAL OUTLAY	0	0	0	0.0%
CONTINGENCY	10,000	10,000	0	0.0%
TOTAL COURTHOUSE SECURITY	1,351,689	1,378,121	26,432	2.0%
	CORRECTIONS	CORRECTIONS	CORRECTIONS	CORRECTIONS
PERSONAL SERVICES	2,931,597	2,974,352	42,755	1.5%
OPERATING EXPENSES	1,144,179	1,156,333	12,155	1.1%
CAPITAL OUTLAY	30,000	30,000	0	0.0%
CONTINGENCY	10,000	10,000	0	0.0%
TOTAL CORRECTIONS	4,115,776	4,170,685	54,910	1.3%
TOTAL BUDGET	\$11,844,762	\$12,058,536	\$213,774	1.8%

C

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D

COLUMBIA COUNTY CLERK OF COURT
BUDGET PROPOSAL
FY 2010-2011

Clerk to the Board of County Commissioners

	FY 2009-2010 BUDGET			PROPOSED FY 10-11	APPROVED 10-11
Appropriations:					
Personal Services	313,808			307,526	OK
Operating Expenses	1,800			1,800	OK
Other Personal Services - Court Services Fund	83,016			83,016	NO - (OPTION)
Total	398,624			392,342	
Funding:					
Intergovernmental				407,326	
Total	0			407,326	

**United Way
of Suwannee Valley**

325 NE Hernando Ave.
Lake City, FL 32055-4015
Phone: (386) 752-5604
Fax: (386) 752-0105
email: unitedway@bellsouth.net

*FX 10-11
Budget
5/24/10*



Board of County Commissioners
Columbia County

May 20, 2010

Dale Williams, County Manager
P.O. Box 1529
Lake City, FL 32056-1529

Re: Request for Funding for 2-1-1 in Columbia County

Dear Mr. *Dale* Williams:

As reported at previous presentations made before the Columbia County Board of County Commissioners, the opportunity to implement 2-1-1 cost effectively for our counties rests in our ability to partner efficiently with United Way of Northeast Florida in a regional call center. A local 2-1-1 coordinator in the United Way of Suwannee Valley office works to ensure all information which may be of assistance to our residents is included in the system.

United Way of Northeast Florida continues to offer the original minimum contract in the amount of \$7,620. This is a highly discounted contractual amount. For other counties of this size and with all new United Way of Northeast Florida 2-1-1 contracts, UWNEF is providing 2-1-1 services at a minimum of \$500 per month or \$5 per call, whichever is greater. The contract is based on an estimated 1,524 calls annually. The United Way of Northeast Florida 2-1-1 Call Center received 1,439 calls from Columbia County residents during 2009 without promotion of the availability of the service.

The State of Florida paid for activation fees when United Way of Northeast Florida implemented SB 1276. These included the one-time charge of \$782 to activate the central offices, the one-time charge of \$778 for the 1-800 phone activation and the one-time service establishment fee of \$1,200. Should the already paid for infrastructure be disconnected, Columbia County would incur the start-up charges to re-institute 2-1-1 service to the county. Additionally, United Way of Northeast Florida is also not charging for 1-800 minutes. The re-establishment of these activation costs would cost the county an additional \$3,370 or more.

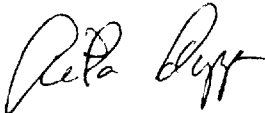
Again, United Way of Northeast Florida is looking forward to contracting with Columbia County at an annual rate of \$7,620 that has been offered the past eight years. United Way of Suwannee Valley will continue to fund a part-time position as a local representative to support the regional call center in providing current and accurate information. And all of the fixed costs have been paid by a state grant, reducing the amount needed at the local level to only the amount needed for the incremental increase in staffing necessary for the additional call volume resulting from Columbia County's inclusion in the service area.

E

This constitutes a budget request to Columbia County Board of County Commissioners. I would be happy to provide further information for the consideration of the Board of County Commissioners or provide a presentation at a budget workshop.

Thank you for the support of the County Commission in providing services to the residents of Columbia County.

Sincerely,

A handwritten signature in black ink, appearing to read "Rita Dopp", written in a cursive style.

Rita Dopp
Executive Director

Cc: Bob Arnold, United Way of Northeast Florida 2-1-1
Karen Mizer, President, Board of Directors, United Way of Suwannee Valley

HAPPY HOUSE, INC.

Lake City, Florida 32056

386/752-4736

June 9, 2010

Dale Williams, County Manager
Board of County Commissioners - Columbia County
P.O. Box 1529
Lake City, FL 32056-1529

RECEIVED
JUN 15 2010

Board of County Commissioners
Columbia County

Dear Mr. Williams and Board,

Happy House, Inc is a non-profit childcare center that has been serving the children of our community for almost 40 years. It is our goal to offer all children regardless of race, religion, disability or economic status the right to receive quality care and the preparation necessary to be ready for school.

On behalf of the Happy House board members, I respectfully request an allocation of \$10,000 for the FY 2010-2011. This amount remains the same as requested in previous years. The funding received each year from the County Commission is used for our scholarship program. This program has, for over 40 years, assisted parents whose income may be just over the 150% poverty level for state assistance, or on the waiting list for assistance. Our scholarship program may also enable parents to attend college and help families with extenuating circumstances.

Attached is the current list of our Board of Directors, 2009 Audit and a copy of our 501C3. Please feel free to call if you have any questions regarding our request.

Thank you for your support and dedication to Happy House and the children of our community. Your generosity is appreciated.

Respectfully,


Sheryll Walker, Executive Director
Happy House, Inc.

F

Another Way, Inc.

Domestic Violence and Rape Crisis Center

P. O. Box 1028 • Lake City, FL 32056-1028
386-719-2700 • Fax 386-719-2758
adm@anotherwayinc.net

Domestic Violence Hotline 1-800-500-1119

Sexual Violence Hotline 1-866-875-7983

10-11 Budget
June 18, 2010

Columbia County Board of County Commissioners
135 N.E. Hernando Avenue, Suite 203
Lake City, Florida 32055

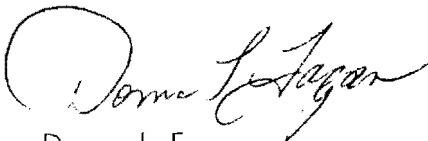
Dear Commissioners,

Another Way, Inc. deeply appreciates the funding of \$8,000 the county has funded us over an extended period of time. There was a significant negative impact last year to lose this local funding from Columbia County. The funding is used for our State & Federal Grants and resulted in a loss of \$32,000 we could have used in many areas of special needs.

All of us at Another Way, Inc. would like to thank you for your kindness and support throughout the years. Your funding make it possible for us to continue to provide preventative and supportive services to survivors, and their children, of domestic violence and rape, whether in Another Way's shelter or in our community.

We realize the county is under budget constraints and Another Way, Inc. is not asking for an increase but to be reinstated for the funding of \$8,000.

Sincerely,



Donna L. Fagan

Executive Director

386.719.2700 x3

donnaefagan@anotherwayinc.net

RECEIVED
JUN 18 2010

Board of County Commissioners
Columbia County.

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FY10-11
Budget

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Suwannee Valley Community Coordinated Child Care, Inc.

P. O. Box 2637 • Lake City, FL 32056-2637

(386) 754-2222 • Fax (386) 754-2220

Michele Ward, Executive Director

June 7, 2010

Dale Williams, County Manager
Columbia County Board of Commissioners
P. O. Box 1529
Lake City FL 32056-1529

RECEIVED

JUN 10 2010

Board of County Commissioners
Columbia County

Dear Mr. Williams:

On behalf of Suwannee Valley 4Cs Head Start and Early Head Start programs, I would like request a donation for the upcoming 2010-2011 fiscal year in the amount of \$10,000.

Suwannee Valley 4Cs proudly serves 208 Columbia County children from low-income families and pregnant women through our Head Start programs at our Lake City and Ft. White Learning Centers and our Early Head Start program at the Lawton's Place Learning Center. Through an Early Head Start expansion grant received this year, we are excited to bring Early Head Start services to an additional 24 children and their families this coming fall in Lake City at our Lawton's Place Center.

Our Head Start program serves families with children 3 to 5 years old and Early Head Start serves families with children from birth to 3 years old and pregnant women. The program provides a quality early childhood experience and comprehensive services with components addressing Education, Health, Nutrition, Mental Health, Disabilities, Social Services and Parent Involvement. Both programs are child-focused programs and have the overall goal of increasing the school readiness of young children in low-income families.

Research shows that for every \$1 invested now in quality early childhood development programs like Head Start/Early Head Start, communities save at least \$7 later in unemployment, criminal justice and child welfare programs. Programs like Head Start / Early Head Start are the most effective ways to reduce juvenile delinquency, childhood anti-social behavior, low cognitive abilities and poor parenting. A family must meet certain income and child age eligibility requirements. Our program also provides inclusive services to children with disabilities (regardless of family income). The agency does not charge any fees for services related to the Head Start or Early Head Start Programs.

Your contribution would go a long way to ensure our agency generates the required match of over \$900,000 for next fiscal year. (In order to receive the grant dollars, we must generate matching dollars from the local community.) We greatly appreciate your continued support in helping Suwannee Valley 4Cs provide quality early childhood development programs for our disadvantaged families.

Should you need further information regarding this request, please feel free to contact me at (386) 754.2222 x 106.

Sincerely,

Michele Ward
Executive Director

Funded by the Federal Department of Health and Human Services
and the local communities.



H



Option DISCOUNT

P.O. Box 1772 ♦ Lake City, Florida 32056-1772 ♦ Tel. (386) 766-0235

June 3, 2010

FY 10-11
Budget
6/7/10 cm
Mr. Dale Williams, County Manager
Columbia County Board of County Commissioners
P.O. Box 1529
Lake City, FL 32056-1529

Dear Mr. Williams,

The Board and Staff of Columbia County Senior Services, Inc. would like to thank the Board of County Commissioners for the stable support which we have enjoyed from Columbia County. We realize this funding is not guaranteed, however, if we can plan on staying at the same level of funding, we will know how to plan as we develop our next set of grant applications. As I am sure that you are aware, we use our community funding (County, City and United Way) to make the required match for all of our State and Federal grants, as well as, the non-match which allows senior adults in Columbia County to have more services than some of our neighbors in surrounding counties. Our ability to provide match and non-match determines whether we can bring down 100% of available funding from grants.

The City of Lake City has essentially let us know that their intent is to pull the rest of the funding which we receive from them in the next fiscal year. Last year we lost \$22,500 from the City allocation. This cut resulted in our closing the LifeStyle Enrichment Center on Mondays in FY 2010. It also resulted in placing a number of long term fulltime staff on part-time status. The remainder of the allotment from the City of Lake City is \$40,000. This substantial loss will be difficult to absorb. In light of this major loss of funding, I would like to request consideration for non-recurring end of the year funding to help the organization to continue its programs to our Columbia County seniors.

Thank you for the support which we have received in helping CCSS, Inc. provide for the needs of senior adults.

Best regards,

Deborah B. Freeman

Deborah B. Freeman
Executive Director

I

District No. 1 - Ronald Williams
District No. 2 - Dewey Weaver
District No. 3 - Jody DuPree
District No. 4 - Stephen E. Bailey
District No. 5 - Scarlet P. Frisina



BOARD OF COUNTY COMMISSIONERS • COLUMBIA COUNTY

August 16, 2010

M E M O

TO: Board of County Commissioners

FR: Dale Williams, County Manager

RE: Fire/EMS Merger – Overtime Impact Statement

The Board of County Commissioners requested in the August 9, 2010 Budget Workshop that a statement relative to whether merging fire and EMS will or will not decrease department overtime expenditures.

According to the Fire/EMS merger consultant, “Skip” Starling, National Fire Services the primary objectives for the merger are:

- 1.) to increase the number of personnel that qualify as firemen for the benefit of ISO scoring, and
- 2.) increase the pool of qualified EMT/Paramedics to provide shift coverage.

These objective are met through cross training personnel. The consultant specifically stated that a merger would not result in any significant savings other than possible management reductions.

It is the intent of the county, upon the completion of cross training by all personnel, to place most personnel on a 53 hour work week under fire service rules. Fire service wage and hour rules allow for a 53 hour work week as opposed to a current 40 hour work week for EMS employees. This will affect when overtime pay begins (54th hour in lieu of the 41st hour). This proposed plan has not been reviewed by legal for wage and hour compliance. The number of variables makes it impossible to compute the monetary impact; however, it is not expected to be overly significant.

A significant reduction in overtime could be achieved by changing the current level of service. This would be achieved by reducing the number of EMS stations from 4 to 3 or the number of fire stations from 5 to 4. Due to secondary impacts (response times, ISO ratings, etc.) this is not recommended.

The benefit of merging the departments is reflected in the primary objectives. Reductions in overtime expenditures will require changes that can be made whether the merger occurs or not.

BOARD MEETS FIRST THURSDAY AT 7:00 P.M.
AND THIRD THURSDAY AT 7:00 P.M.

DW/cnb

P. O. BOX 1529



LAKE CITY, FLORIDA 32056-1529



PHONE (386) 755-4100



State of Florida
DEPARTMENT OF VETERANS' AFFAIRS

Division of Benefits and Assistance

Post Office Box 31003
St. Petersburg, Florida 33731
(727) 319-7440/ Fax: (727) 319-7780
www.FloridaVets.org

Charlie Crist
Governor
Bill McCollum
Attorney General
Alex Sink
Chief Financial Officer
Charles Bronson
Commissioner of Agriculture

August 13, 2010

Dear Ms. Roberts,

Per your request, the following information may be useful for presentation to the county commissioners in Columbia County regarding the services performed your office.

The Florida Department of Veterans' Affairs Veterans' Field Service Offices are located in VA Medical Center's and VA Outpatient Clinics statewide to assist walk-in clients with fee basis issues, prosthetics, hearing aids, and other devices. However, they predominantly assist inpatient veterans and their families who visit those facilities.

County Veteran Service Officer's (VSO) assist and advise citizens and veterans from Columbia County when applying for VA benefits. These benefits include; requests for compensation for service connected injuries or disease, assist indigent veteran's, widows and families in applying for pension benefits or Dependency Indemnity Compensation (DIC). Additionally, VSO's assist homeless veterans' in obtaining VA healthcare benefits and other services which provides these veterans a safe and viable alternative to living on the streets. VSO's also assist veterans in enrolling in educational programs through the various VA educational programs, vocational rehabilitation programs, VA healthcare enrollment, and a variety of other actions.

County VSO's enjoy a close working relationship with the private service organizations i.e. American Legion, DAV, VFW, etc. and serve as the local expert in VA programs and services county wide when advising these private service organization.

The county VSO bridges the gap between the local community and county management by providing the following assistance.

- 1) Visit private nursing homes and provide services
- 2) Provide claims assistance in local community hospitals
- 3) Provide assistance in placement of homeless veterans into the VA program and provide outreach in their local area
- 4) Outreach to veterans at local community colleges and universities
- 5) Serve as the law enforcement liaison in matters involving veterans and offering assistance as appropriate in accessing VA healthcare and diversion programs
- 6) Write newspaper articles for the local community newspaper
- 7) Organize community events
- 8) Serve on the memorial committees for the county
- 9) Visit and assist veterans who are homebound due to disabilities

The Florida Department of Veterans' Affairs offices often work with the county VSO's when a call is received for assistance to a veteran residing in a nursing home, assisted living facility or at home. This is an extremely important function that we cannot perform, and is particularly important to blinded, severely disabled and elderly veterans who can no longer drive and have no family locally.

A relatively small county, Columbia County has a veteran's population of 7,835. Last year, advocacy efforts by the County Veterans' Service Officers yielded new US Department of Veterans Affairs (USDVA) new disability benefits in the amount of \$4,232,730. Recurring US Department of Veterans Affairs compensation and pension disability benefits for Columbia County veterans was \$22,313,000 annually for fiscal year 2009/2010. When combined with the newly generated revenues annotated above, the total for Columbia County for the year is \$26,545,730 in annual VA benefits.

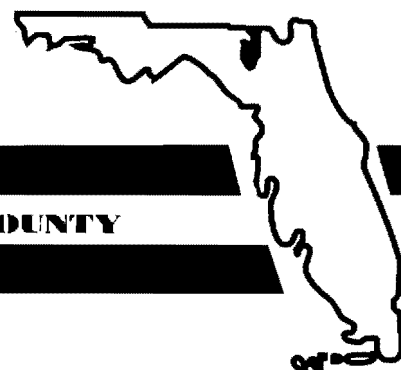
Every dollar of the newly generated \$4,232,730 for the past fiscal year paid to veterans, their families, or survivors, as a disability, education or other benefits is a dollar spent in Columbia County's economy and generated in lieu of community assistance from the county or state. When you take into account the amount of money spent on salaries and expenses for the county office, you can easily see that the return on investment of your service officers is relatively inexpensive as well as invaluable.

Thank you for your request for information regarding the Columbia County Veterans' Service Office and we sincerely hope you make the correct decision in keeping the service officers who assist our deserving veterans on a daily basis.



Alene Tarter
Director, Benefits and Assistance
Florida Department of Veterans' Affairs
Phone: (727) 319-7421
Email: tartera@fdva.state.fl.us

District No. 1 - Ronald Williams
District No. 2 - Dewey Weaver
District No. 3 - Jody DuPree
District No. 4 - Stephen E. Bailey
District No. 5 - Scarlet P. Frisina



BOARD OF COUNTY COMMISSIONERS • COLUMBIA COUNTY

MEMO

TO: Board of County Commissioners

FR: Dale Williams, County Manager

RE: Additional Expenditure Options

The Board of County Commissioners requested that additional expenditure reduction options be identified for the purpose of avoiding employee layoffs. The following positions have been eliminated in the proposed floor budget for FY 2010-2011:

Code Enforcement (1) (Vacant)	\$38,408
Emergency Management (1)	43,517
Addressing (1)	41,627
Court Services (1)	36,388
Building and Zoning (1)	40,572
Veterans Services (2)	79,227

As the Code Enforcement position is vacant, I have made the assumption that it remains as an eliminated position. Also, it must be remembered that if some of these positions are restored, the operating expense that was eliminated in these departments must be restored also. Excluding Code Enforcement, the amount of operating expense to be restored is \$45,386. This will bring the total employee restoration expense to \$286,717.

Additional expenditures options are as follows. They may be used singularly or in combination. The county currently has one (1) vacant secretarial position at the Winfield Solid Waste Facility and three (3) vacant 9-1-1 Dispatch positions. These positions are fully funded in the proposed FY 2010-2011 budget.

Option 1 – (\$125,716)

Approve the following employee transfers:

Emergency Management (1) ----- 911 Dispatcher (1)
Addressing (1) ----- 911 Dispatcher (1)
Building and Zoning (1) ----- Solid Waste Secretary (1)

BOARD MEETS FIRST THURSDAY AT 7:00 P.M.
AND THIRD THURSDAY AT 7:00 P.M.

M E M O
Page 2
August 16, 2010

The above transfers will result in salary decreases for all three (3) employees to be transferred. The current personnel in emergency management and addressing both have 911 experience and both formally worked within the department.

Option 2 – (130,000)

The annualized difference between the countys current employee health insurance premium and the renewal at an increased deductible and reduced benefit is approximately \$130,000. The insurance committee recommended this “savings” be used to assist employees start a Health Savings Account. After year one, the difference would remain in the budget to hedge against future inflationary costs.

Option 3 – (71,598 per day)

Implement Furlough day(s). Furlough days were not used to balance the FY 2010-2011 floor budget to date. The option is still available.

Option 4 – (\$200,000)

It is possible to merge Fire/EMS without providing salary adjustments for dual certifications. The county paid the employee (and continues to do so) to attend classes and paid for the cost of the class. The concern here is that dual certified personnel will leave service with the county for higher wages in adjoining cities and counties.

DW/pds

XC: Outgoing Correspondence

Holidays observed by the BOCC

New Year's Day

Martin Luther King Jr. Day

Good Friday

Memorial Day

Independence Day

Labor Day

Veterans Day

Thanksgiving Holidays (Thursday & Friday)

Christmas Eve

Christmas Day

Personal Holiday - 8 hours to be used during fiscal year