MINUTES
BIBB COUNTY BOARD OF COMMISSIONERS

January 15, 2008

The regular meeting of the Bibb County Board of Commissioners was held in the Commission Boardroom on Tuesday, January 15, 2008 at 6:00 p.m.

Board Members present: Chairman Charles W. Bishop, Vice Chairman Bert Bivins, III, Commissioner Joe O. Allen, Commissioner Elmo A. Richardson, Jr. and Commissioner Lonzy Edwards.

Staff present: Mr. Virgil Adams, County Attorney; Mr. Steve Layson, Chief Administrative Officer; Ms. Deborah Martin, Finance Director; Mr. Doug Furney, Director of Lake Tobesofkee; Mr. Tony Rousey, Director of Information & Technology Services; Mr. Ken Sheets, County Engineer; Mr. Sam Kitchens, Director of Buildings & Properties; Mrs. Shelia Thurmond, Clerk of the Board; Mrs. Janice Ross, Board of Commissioners; Mrs. Barbara Wood, Public Affairs Officer.

PRAYER FOR THE DAY

Reverend Willie L. Finney, Sr., St. Peter Baptist Church, rendered the prayer.

PLEDGE OF ALLEGIANCE TO THE FLAG

APPROVAL OF MINUTES

On motion of Commissioner Richardson, seconded by Commissioner Edwards and carried, the Minutes of the Called meeting of January 3, 2008 were approved as written.

RECOGNITION OF VISITORS

Chairman Bishop recognized and welcomed the following visitors:

Hazel Giddens	Colleen Giffin	Nettie Thomas
Jennifer Peterson	Mary A. Reed	Verdell Smith
Sandi Pace	Alvin Pace	Randy Bishop
Sheriff Jerry Modena		

ANNOUNCEMENTS - NONE.

Chairman Bishop presented the following retirees as of December 31, 2007 with a resolution and watch:

Sr. Lt. Jimmy Barber, Sheriff's Department, 35 years and 3 months
Captain Wayne Ennis, Sheriff's Department, 31 years and 10 months
Deputy Roland Reed, Sheriff's Department, 16 years and 4 months
Mr. Stephen Pace, Clerk of the Juvenile Court, 24 years and 7 months
Ms. Ella Jackson, Purchasing Department, 20 years and 2 months
Mr. Graham Thorpe, District Attorney's Office, 31 years and 9 months

Chairman Bishop also recognized the following retirees who were unable to attend:

Major Mickey Pearce, Sheriff's Department, 37 years and 9 months
Captain Don Waller, Sheriff's Department, 28 years and 8 months
Mr. Varghese Ninan, Information & Technology Services, 10 years and 5 months
Ms. Susan Collins, Sheriff's Department, 21 years and 7 months

REFERRALS:

The following items were referred to **Engineering/Public Works:**

1. Correspondence from Zan Thompson, President, ZT3 Placemaker Studio, requesting the support of the Board of Commissioners for a gated private road in the Blue Branch Cove Subdivision on Dobson Drive.

2. Correspondence from Jim Huffstetler, SPP Commercial Group, LLC requesting that this year's assessment, and future assessments for street lighting for three parcels of property *(497 Thomaston Overlook Drive, 335 Scarlet Oaks Drive and 336 Scarlet Oaks Drive)* be discontinued and money be refunded for the prior year's payments.

RECORD AND INFORMATION:

1. Monthly departmental reports and agency activities received for record: Clerk of State Court.

ACTION: NONE.

COMMITTEE REPORTS:

COMMITTEE OF THE WHOLE – No Report.

ENGINEERING/PUBLIC WORKS COMMITTEE – Committee Chairman Bivins reported the following:

1. The Committee recommends approval of the request from the Department of Transportation for assistance in the removal of a portion of the Zebulon Road median utilizing Bibb County Public Works crews and equipment.

   On motion of Commissioner Bivins and carried, the before mentioned recommendation was approved as presented.

2. The Committee recommends that the County Attorney draw up the necessary documents to quit claim to Benjamin Griffith, III, whatever interest the County may have in the unused portion of right-of-way in the Barrington Hall Drive Extension as it was originally platted.
   On motion of Commissioner Bivins and carried, the before mentioned recommendation was approved as presented.

LICENSE & TAX COMMITTEE – No Report.

MACON WATER AUTHORITY – No Report.

HEALTH DEPARTMENT – No Report.

LAND BANK AUTHORITY – No Report.

FINANCE, TAX AND REVENUE COMMITTEE – Committee Chairman Richardson reported the following:

1. The Finance Committee recommends approval of the qualifying fees for the 2008 elections as presented and attached.

   On motion of Commissioner Richardson and carried, the before mentioned recommendation was approved as presented.

2. The Finance Committee recommends approval of a change order in the amount of $2,161.00 to the contract for elevators at the DFACS Building.

   On motion of Commissioner Richardson and carried, the before mentioned recommendation was approved as presented.

3. The Finance Committee recommends awarding the bid for Fire Hose and Fittings to Vitco in the amount of $36,015.00.

   On motion of Commissioner Richardson and carried, the before mentioned recommendation was approved as presented.

4. The Finance Committee recommends awarding the bid for Self-contained Breathing Apparatus to Fisher Scientific in the amount of $31,119.60.

   On motion of Commissioner Richardson and carried, the before mentioned recommendation was approved as presented.

5. The Finance Committee recommends transferring a pick-up truck from County Surplus to the Macon-Bibb County Emergency Management Agency.

   On motion of Commissioner Richardson and carried, the before mentioned recommendation was approved as presented.

RISK MANAGEMENT/PUBLIC SAFETY – No Report.

PROPERTIES COMMITTEE – No Report.

ORDINANCES & RESOLUTIONS COMMITTEE – Committee Chairman Allen reported the following:

1. The Ordinance and Resolution Committee recommends approval of a resolution relating to State Cable and Video Services Franchises.

   On motion of Commissioner Allen and carried, the before mentioned recommendation was approved as presented.

2. The Ordinance and Resolution Committee recommends adopting an ordinance entitled "Prohibited Smoking in All County Owned Buildings." The ordinance reads by the following caption:

   AN ORDINANCE OF THE BOARD OF COMMISSIONERS OF BIBB COUNTY, GEORGIA, TO ADD SECTION 2.2 OF THE CODE OF BIBB COUNTY, GEORGIA ENTITLED "SMOKING PROHIBITED IN ALL COUNTY OWNED BUILDINGS:" TO PROVIDE AN EFFECTIVE DATE; TO REPEAL CONFLICTING ORDINANCES AND FOR OTHER PURPOSES.

   DISCUSSION

   Commissioner Edwards stated that he'd offer a motion to amend the ordinance to provide an effective date of February 1, 2008. The motion was seconded by Commissioner Richardson.

   Chairman Bishop called for a vote on the Amendment. The Amendment was approved unanimously.

   Next, Chairman Bishop called for the vote on the original ordinance.

   The original ordinance was adopted on a four-to-one (4-1) vote. Commissioner Allen cast the dissenting vote.

   Chairman Bishop restated that the ordinance will become effective February 1, 2008. He also stated that they will be looking at some incentives for a smoking cessation program for the employees.

HUMAN RESOURCES AND INFORMATION SERVICES COMMITTEE – Committee Chairman Edwards reported the following:

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1. The Human Resources and Information Services Committee approves the recommendation of the Human Resources Director on promotions and re-organization for the Human Resources/Risk Management Department at no cost to the County effective January 14, 2008.

   On motion of Commissioner Edwards and carried, the before mentioned recommendation was approved as presented.

TOBESOFKEE COMMITTEE – No Report.

COUNTY ATTORNEY – No Report.

UNFINISHED BUSINESS – None.

NEW BUSINESS

Commissioner Edwards offered a motion to discuss a matter involving the Macon-Bibb County Board of Tax Assessors. The motion was seconded by Commissioner Richardson and carried unanimously.

Commissioner Edwards:

Mr. Chairman, I think all of us read the news concerning the proposed deferment of action on the revaluation as been authorized and a commitment been made to expend some $2 million of taxpayers money. We are continuing to get mail every year with assessments from the Revenue Commissioner's office and unless we do something about that, it seems to me that we're going to have an ongoing problem here. To say nothing of the uniformity questions that I think continue to loom. While we cannot directly involve ourselves in the affairs of the Tax Assessors office, I believe we have an obligation to at least let it be known that we think something needs to be done to move that process forward. We cannot make decisions concerning the welfare of this county based on what might happen at some future date. I think time is of the essence if we want to have a Digest. My understanding of the most recent revisions of the ongoing GREAT plan is that it would apply to the cost of education. We have a lot of other functions in government that need funding and I think our citizens will be outraged and up in arms if we have no adequate means of making sure we deliver the essential services that they have a right to expect. I think, all said and done, we need to let it be known that we think something needs to be done.

Chairman Bishop:

I echo your sentiments and I think that it's not for us, locally, to second guess what the State Legislature might or might not enact. I think that any of the measures they have on board will be greatly affected by whether or not we have a proper Re-Val done. And I think that one of the functions of the Board of Tax Assessors is to deliver a good Re-Val, given the opportunity, the time, the information and the tools. And I think this commission has stated or went on record to say that we're willing to make sure that we get the people's business done and have provided the

funding. So, now, we just need to move ahead and get the job done and move on and we'll worry about the issues with the State as they come up. We've got local legislative members that we can talk to and express our concerns about those issues where we can't express concerns to the Board of Assessors. I think this is just in the spirit of telling them that we expect to get a good Re-Val.

Commissioner Allen:

Mr. Chairman, is it unreasonable for you as Chairman of this Board to be able to talk to the chairman of that Board to find out exactly what's going on?

Chairman Bishop responded that he would like for him to come and give a report to this Board.

Commissioner Allen:

We need some sort of assurance that something's going on because the only thing I'm hearing is that nothing's being done because they're waiting on the State. This comes back to us.

Commissioner Richardson:

Chairman, there is a suggestion that we invite Mr. Vaughn to attend our next Finance Committee meeting and bring us an update on exactly what the status of that Re-Val is, where they're going with it, what's been done, the progress that they're making, etc. Also, I had a lengthy conversation last week with Larry O'Neal. Larry is the Chairman of Ways and Means for the State House. He indicated that they are very much aware of the situation in Bibb County and the Re-Val that was supposedly taking place at this time and hopefully, they could take that information and enact some legislation that may evolve from the House.

Chairman Bishop:

I've expressed the same concerns, with members of the local Legislative Delegation, to see what impact any of the plans would have and that we make sure that our people, here in Bibb County, are not shortchanged by any revision in the tax code that unfairly burden Bibb County.

Commissioner Bivins:

I'd like to follow-up on what Commissioner Edwards said and Commissioner Richardson, because I agree with both. Other than wait until the next meeting, that's about three weeks, I'd like to see us --- if this Board votes that we want them to proceed --- authorize you to send a letter expressing the sentiment of the Board. I think we can at least do that.

Chairman Bishop:

If that's the consensus of the Board, I don't have any problem with that.

Commissioner Bivins added that he'd like to make that a motion. The motion was seconded by Commissioner Richardson.

Chairman Bishop then asked if he had unanimous consent to add this matter on tonight's agenda as an Action Item. He called for the vote. The consent to add was unanimous.

Chairman Bishop then called for a motion that a letter be generated to express the sentiment. He added that he'd like to have the County Attorney involved so that there's no conflict in the role that the commissioners play.

Commissioner Bivins stated that he'd like to go ahead and make that in the form of a motion --- to authorize the Chairman to send a letter to the Tax Assessors Board to let them know the commissioners sentiments and that they would like to see them proceed. Commissioner Richardson seconded the motion and it carried unanimously.

Chairman Bishop directed the County Attorney to prepare the document for his signature.

Next, Chairman Bishop entertained a motion to add another matter to the Agenda under **Unfinished Business.**

The motion was made by Commissioner Edwards and seconded by Commissioner Richardson and carried unanimously.

Commissioner Richardson:

Mr. Chairman, last meeting, we passed across the Board the requirement that all County departments would be required to perform zero-based budgeting for this next budget. In our committee meetings that same day, we discussed that we would modify that to a performance-based budget as opposed to a true zero-based budget I think that was the consensus during the discussion in the Finance Committee that morning but we didn't take any action. And what I'd like to propose is that we rescind the requirement for the County departments to have a zero-based budget process this year and offer a motion to require a performance-based budget. Commissioner Richardson's motion did not get a second.

Commissioner Edwards:

I'm not sure that Commissioner Richardson accurately stated what we agreed to do. I think there was a consensus that we needed to define some performance standards. I don't think we decided that we are going to do away with zero-based budgeting.

Chairman Bishop:

So, am I hearing you say we don't have unanimous consent to add this matter to the agenda.

Commissioner Edwards:

I would not if the intent of Commissioner Richardson's motion is to rescind the action that was previously taken.

Commissioner Allen:

I thought that was what we did.

Commissioner Edwards:

I would agree that we do need to look at performance. If I understand what your suggestion is --- that we use that as a way of helping evaluate the merits of zero-based budgeting.

Commissioner Richardson:

To go to a true zero-based budget, we've got to throw out all of the history and I don't think that's what we intended.

Commissioner Edwards:

Why? That is certainly not the intent. You certainly would need to have that.

Chairman Bishop:

I think just because you go to zero-based budget, you don't have to throw out all of the documentation. I think that would be a blind start. I think that you've got a yard mark there to go by. I think what you do is justify each position. Maybe we're talking about a hybrid and maybe we need to give Deborah some direction on that.

Ms. Martin:

Yes, sir, but we don't need to wait three week to do it because if y'all are going to zero-based budgeting, we need to know this week because it's going to change everything that we have done. And you have got to decide what you're going to do because if it's true zero-based budgeting, you do throw out all history. That is zero-based budgeting. What y'all need to do is explain to me what you really want.

Chairman Bishop:

I don't think that you have to do without any past document. That would be to say that you can't take that document and compare it to what the zero-based budget projections are to see where they were at and what they're justifying at this time.

Ms. Martin:

You can, but as you said, that's a hybrid. So, y'all need to tell me what you want.

Commissioner Edwards:

Ms. Martin, you're the expert in this area. I don't see that, in doing any kind of budgeting, you would necessarily throw away the history. I think it would be helpful to me to know, for example, what the previous experience has been in a particular department, but at the same time, I don't think we ought to be bound by that.

Ms. Martin:

I'm not disagreeing with you; I'm just telling you what the true definition of zero-based budgeting is. So, that's the reason I'm saying – if my definition is different from y'alls. I've got to know what y'alls definition is I'm going to try to work with you.

Commissioner Richardson:

What we passed acrossed the Board was the true zero-based budgeting requirement. If we want to do something different --- if we want to use the history, which we've always done --- we use that history if what we discussed in the meeting that day was to add the performance goals to that history. I think the consensus was to have a hybrid, using the history and the performance goals.

Ms. Martin:

That was what I understood. Even if you're going to keep the history, zero-based is still different. And I'm not saying you can't do it. I'm saying I've got to know what to tell the department heads. I don't want to tell them one thing and y'all expecting something else.

Commissioner Edwards:

I don't see the complexity in this. Zero budgeting is zero budgeting or it's not.

Ms. Martin:

That's what I thought but then y'all said it's going to be a hybrid. Zero based-budgeting does throw all history out of the door.

Chairman Bishop:

When you say it throws all history out the door, it doesn't mean you can't keep ---

Ms. Martin:

What you're supposed to do is act like that department is brand new and start from scratch.

Chairman Bishop:

I understand that and they justify all the positions they had on board last year.

Commissioner Bivins:

They justify everything --- pencils, paper. I think it would be a nightmare and I've kind of been against that all along.

Commissioner Edwards:

Having the history will simplify it.

Commissioner Bivins:

We always take the history into consideration and anybody who wants to can look at every item in the budget any time they get ready. We've always done that.

Commissioner Edwards:

If you're going to do it anyway and that's what you've done, what's the problem?

Commissioner Bivins:

It's a difference. It's going to be a huge difference.

Ms. Martin:

My only request is can we have a work session so that we don't get into budget hearings and y'all be expecting something you don't have and look at me and say why didn't you have it. And I'm saying that's not what I thought you wanted. That's all I'm asking is that I'm clear on exactly what y'all want.

Commissioner Edwards:

I'll share my resource with you.

Ms. Martin:

I've got some resources and that's what my resources are telling me. We're going to have to change figures because we're going to have to start a lot earlier. And I'm not saying we can't do it, but I'm saying that I can't go into it blind; I've got to have direction from y'all instead of getting in here in budget hearings and y'all look at me and say Deborah, why don't you have this and me say, well that wasn't my understanding. I need to have absolute clear understanding from y'all of what you are expecting. And I don't want to be put in the position of guessing that. That's all I'm asking for --- is that we have a work session and y'all outline exactly what you want.

Commissioner Richardson:

I don't see any problem with the way we've been doing it with the addition of those performance goals that we mentioned at our last meeting. You add the performance goals and what we've done in the past; I think we will arrive with a good budget. The Sheriff's budget is the largest part of our budget process and I would hate to start from scratch on his.

Sheriff Modena:

Y'all are trying to kill me! She's right --- zero-based budgeting is where you throw everything out the window.

Commissioner Bivins:

It's going to be a nightmare!

Sheriff Modena:

I thought you were going to do this for the outside agencies. I asked that question specifically.

Commissioner Edwards:

Mr. Chairman, I'd just like to say one final thing about this. If we're saying that the problem is the work that's necessary --- We've got folk out there who pay our bills and pay the cost of government and I just refuse to accept the fact that what we've been doing for the last whatever number of years is what we ought to keep on doing because, eventually, the cost of government is going to get so out of control --- those folk who are paying these bills are going to say enough and before they get to the point, we need to start looking to make sure what we're doing because we get lobbied all the time. People call us and say, well you know, certain departments can't get things done because some politician has gone out there and lobbied them and told them that I can't do my work because those commissioners won't give me what I need to do A, B or C. I frankly got a little tired of that. I want to know that the money that we are spending is getting what we are supposed to be getting for it. And if people aren't comfortable with that, I'm sorry, but the fact of the matter is we are going to have to tighten up. People out there who are paying their bills are having to do that. I have to do it and you have to do it, why shouldn't government do the same thing. We've got to get government off the backs of folk.

Commissioner Bivins:

We've done more tightening up than you realize.

Sheriff Modena:

I think you're right and I think we're all on the same page. We have not done zero-based budgeting, it's an arduous task. We've already starting on our budget and what you're saying is change and go to something brand new. We can do it, but the timeframe is very close. And what will happen if we come up on June or May and we don't have the budget finished. I think the folk is going to be more upset at us if we don't keep forming. I'm not against what you're saying --- I'm simply saying talk with some experts before we move into it. Don't take my word for it and don't take the Finance Director's. We're all in this game together and we're all trying to do the people's work and we're all trying to do it economically. I have a job to do; I have a staff to put some stuff together and I know what it takes to put a budget together. I've been doing it for 17-18 years. And I do know if you switch off like that, it can cost some incredible problems. We don't need any more tax assessors and we don't need anymore bad publicity. I'm not against zero-based budgeting. You want to do it, let's do it in a timely manner, next year, when we all can go into the classes it's going to take to get up where exactly what's going to be done. Right now, speaking for my organization, you putting me in a bad spot because I am the largest. And to come back in now and change it, we probably can get it done, but I can't promise you how effective it's going to be as far as handling our money.

Commissioner Richardson:

I think we need to give some guidance to the Finance Director so she'll know exactly what to do. And I don't have any problems with going forward with whatever the consensus of the Board is. We need to make a decision and stick by it.

Commissioner Edwards:

I thought we did make a decision.

Commissioner Richardson:

We did make a decision and then we had some discussion and I felt like we were looking at maybe the hybrid or a modified version but we didn't take any action.

Commissioner Edwards:

How would you propose we ---

Commissioner Richardson:

I think that you have expressed that you would like to see the history as well which is what they give us. They give us a book with all of that information in it and then we go from there. We cut it and paste it or whatever you want to call it. We have the department head and their staff and we question them about a lot of the items. A lot of the items are pretty much routine kind of things. I think they have not provided us the performance goals in the past, they were in the book but we never reviewed that with the department heads. I think that would work real well. I think we have held the line as tight as we can. I guess that's a hybrid.

Chairman Bishop:

Are the commissioners satisfied with the organizational charts? All we see is that budget document. The people come in for a very short period of time for their budget presentation and I've never really had many people come in here and say they had too many folks. Is what I'm hearing is that we don't have people capable of doing zero-based budget document?

Ms. Martin:

Not the budget document, no sir. The zero-based budget document won't be any different. You've got to have people within the individual departments able to put together a zero-based budget because I will be the first to admit, I don't have staff to go to every department in this courthouse and this whole county and do zero-based budgeting. I won't have any problem putting together a zero-based budget for the Finance Office or presenting y'all with the information they turn in, but it's a lot to think that I've got the staff in my office that can go to every department in this county, this year, and teach them how to do a zero-based budget.

Chairman Bishop:

If y'all came to me and said we want to throw away all of our budget documents that would scare me to death because I don't know how to plug in the salaries or anything else, but I don't think you do that in zero-based budgeting. You just have to justify it.

Ms. Martin:

Yes, sir, you do!

Chairman Bishop:

You'd have to justify each thing but you don't throw out all the knowledge. I mean, you can't wipe that out of your head in the first place. You got your document there and nobody is going to take that away and say you can't use this in order to start off and plot out your course.

Commissioner Allen:

Mr. Chairman, could we possibly, with Mr. Edwards' consent, wait and go through our budget process as we have for years and let Mr. Edwards see what we've done this year and let him critique it. Whereas, next year, if he feels like we need to do zero-based budgeting next year, that'll give the time for people to be trained.

Commissioner Edwards:

Rather than holding this up, Mr. Chairman, what I would suggest as a way of moving forward --- how much time will it take get department heads up to speed?

Ms. Martin:

I don't know because, first, I'll have to get with all of the departments and see they even have anybody who they think in their department is capable of it. That's the wrong word to use. Anybody is capable of it but it's just training, but first, I do need to meet with y'all because I'm sorry, I'm an accountant and I'm going by what – in my mind – and my knowledge is true zero-based budgeting. Y'all don't agree with that and that's fine, but I still have got to know exactly what, in y'alls mind is zero-based budgeting.

Commissioner Edwards:

If our Finance Director has a problem, it seems to me, Mr. Chairman, we're going to have to make some allowances for that. If she's telling us she has problems with it, we're going to have staff problems with it. We may very well have to make some temporary allowance for that and I would concede. I disagree strenuously with her suggestion of that true zero-based budgeting would require you to disregard all previous history. I think you need that in order to make the case. If you've got previous history --- for example, if you know that based on previous experience that had an inability to be efficient or get a job done based on previous experiences. It seems to me you would necessarily take that into account in justifying the new expenditures. So, I don't see the problem here. I really think we're making a mountain out of a mole hill. I think what the real issue is --- is Change --- Ms. Martin. And I think there's a reluctance to embrace something different and I think, again, just like the television camera issue creates the suspicion that maybe we have something to hide. And I think the reluctance to embrace a concept that might require closer scrutiny of the numbers also creates the negative inference and will do so that perhaps we're not doing what we ought to do and that maybe we're being a little disingenuous when it comes to the budgeting process, but in the interest of time and moving forward, I think that maybe the suggestion made by Mr. Richardson may be one that we may have to consider. If the consensus of this Board is that we can't do it or can't do it effectively, then we may have to modify it in order to be able to get something done. We certainly need to make sure we get a budget done in a timely fashion, but I have a problem with the suggestion that our trained staff, our highly qualified staff that can negotiate numbers in our pension program and all these other things can't do something as simple deciding whether or not an expenditure is or is not necessary based upon previous history.

Ms. Martin:

Commissioner Edwards, that's not what I'm saying. You've got people in some departments who are not trained in finance. I'm not saying my office can't do it. I happen to think my office does a good job. What I am saying is you've got a lot of departments who don't have a lot of financial background.

Chairman Bishop:

I'd entertain a motion that we want a performance budget that's measurable.

Commissioner Edwards:

Mr. Chairman, that's even worse than a zero-based budget. I'll accept the hybrid suggestion made by Mr. Richardson.

Commissioner Richardson:

Commissioner Edwards, I think, once you go through the budget process, you'll feel pretty comfortable with the way we do it and I think you'll find that we are holding departments accountable for their personnel and all of the expenditures.

Commissioner Edwards:

Well, if we're doing that, why are we continuing to get these adjustments and requests for more people all of the time? In the interest of time, I'd like to move forward.

Chairman Bishop:

The motion is that we continue on with the budget process as is but that we define the performance indicators where they're measurable and that we have detailed organizational charts.

Ms. Martin:

The Human Resources department provides the organizational charts and they are made a part of the budget document every year.

Commissioner Edwards:

I going to make that exception in the interest of moving forward, not that I agree, because I think the modified or "hybrid" language that was used will satisfy my purposes for this year or this cycle. I would hope that maybe there could be some continuing education for all of us. It was never my thought that we would do zero-based budgeting every year anyway, but I think periodically, it's good. In any event, Mr. Richardson, I'm prepared to accept the change---

Commissioner Richardson:

I'd like to move to rescind the previous motion to do zero-based budgeting. The motion was seconded by Commissioner Bivins and carried unanimously.

I'd like to propose a motion that we proceed with a hybrid type requirement for the budgeting process this year and that it consist of a performance based budget including performance goals and organizational charts. The motion was seconded by Commissioner Allen and carried unanimously.

There being no further business and on motion duly made and seconded, the meeting was adjourned at 6:58 p.m.

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Shelia Thurmond, Clerk of the Board