

THROUGH THESE DOORS WALK ONLY THE FINEST PEOPLE – THE CITIZENS OF ESCAMBIA COUNTY. DECISIONS ARE MADE IN THIS ROOM AFFECTING THE DAILY LIVES OF OUR PEOPLE. DIGNIFIED CONDUCT IS APPRECIATED.

CHAMBER RULES

1. IF YOU WISH TO SPEAK, YOU WILL BE HEARD.
2. YOU MUST SIGN UP TO SPEAK. SIGN-UP SHEETS ARE AVAILABLE AT THE BACK OF THE ROOM.
3. YOU ARE REQUESTED TO KEEP YOUR REMARKS BRIEF AND FACTUAL.
4. BOTH SIDES ON AN ISSUE WILL BE GRANTED UNIFORM/MAXIMUM TIME TO SPEAK.
5. DURING QUASI-JUDICIAL HEARINGS (I.E., REZONINGS), CONDUCT IS VERY FORMAL AND REGULATED BY SUPREME COURT DECISIONS.
6. SEE ORDERLY CONDUCT OF MEETINGS. POLICY.

PLEASE NOTE THAT THIS MEETING WILL BE RECORDED

AGENDA

Board of County Commissioners

Special Meeting - December 20, 2012 - 10:00 a.m.

Old County Courthouse - Second Floor

1. Call to Order.

(PLEASE TURN YOUR CELL PHONE TO THE VIBRATE, SILENCE, OR OFF SETTING)

2. Was the Meeting Properly Advertised?
3. Recommendation Concerning Supplemental Budget Amendment #065 and the Leave Buyback Program - Amy Lovoy, Management and Budget Services Department Director

That the Board take the following action concerning Supplemental Budget Amendment #065 and the Leave Buyback Program:

A. Waive the current Human Resources' Policy and allow employees of the Board to sell back a maximum of 80 hours of accrued annual leave/PTO (paid time off) or MOB (Management Option Benefits), as long as the employee maintains a combined balance of 100 hours of total accrued leave;

B. Extend this program to the offices of the Supervisor of Elections, Tax Collector, Property Appraiser, Sheriff, and the Santa Rosa Island Authority should they wish to participate; and

C. Adopt the Resolution approving Supplemental Budget Amendment #065, Internal Service Fund (501) in the amount of \$2,300,000, recognizing the estimated proceeds from a premium rebate on the Health Insurance Contract, and appropriating these funds for the leave buyback for all participating entities in an amount not to exceed \$1,400,000 and the remaining \$900,000 into a health insurance reserve.

4. Recommendation Concerning Reinstating a Floating Holiday - Tom Turner, Human Resources Department Director

That the Board reinstate a floating holiday to be added to the Annual Holiday Calendar for 2012 as well succeeding years, and approve that the floating holiday will be designated by the County Administrator. The designated floating holiday for 2012 is Monday, December 31, 2012, New Year's Eve.

5. Adjourn.



BOARD OF COUNTY COMMISSIONERS
Escambia County, Florida

Special BCC Meeting

3.

Meeting Date: 12/20/2012

Issue: Supplemental Budget Amendment #065, Leave Buyback Program

From: Amy Lovoy, Department Head

Organization: OMB

CAO Approval:

Information

RECOMMENDATION:

Recommendation Concerning Supplemental Budget Amendment #065 and the Leave Buyback Program - Amy Lovoy, Management and Budget Services Department Director

That the Board take the following action concerning Supplemental Budget Amendment #065 and the Leave Buyback Program:

A. Waive the current Human Resources' Policy and allow employees of the Board to sell back a maximum of 80 hours of accrued annual leave/PTO (paid time off) or MOB (Management Option Benefits), as long as the employee maintains a combined balance of 100 hours of total accrued leave;

B. Extend this program to the offices of the Supervisor of Elections, Tax Collector, Property Appraiser, Sheriff, and the Santa Rosa Island Authority should they wish to participate; and

C. Adopt the Resolution approving Supplemental Budget Amendment #065, Internal Service Fund (501) in the amount of \$2,300,000, recognizing the estimated proceeds from a premium rebate on the Health Insurance Contract, and appropriating these funds for the leave buyback for all participating entities in an amount not to exceed \$1,400,000 and the remaining \$900,000 into a health insurance reserve.

BACKGROUND:

At the Committee of the Whole meeting on December 12, 2012, the Board conceptually approved a leave buyback for County employees. This Recommendation waives current HR policy to allow the leave buyback for Board employees and extends the program to other Constitutional Officers and the Santa Rosa Island Authority with the exception of the Clerk's Office Authority.

Any employee of the participating entities may sell back up to a maximum of 80 hours of accrued annual/PTO or MOB at their current hourly wage as long as they maintain a balance of 100 total annual/PTO plus MOB after selling the leave.

BUDGETARY IMPACT:

The County will receive an estimated \$2,300,000 in rebates from its health insurance. A maximum of \$1,400,000 will be used to buy back leave for the Board, Property Appraiser, Tax Collector, Supervisor of Elections and Santa Rosa Island Authority. The remaining funds will be placed in a health insurance reserve.

The Sheriff's Office will be responsible for paying the costs associated with a leave buyback program for their employees.

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

N/A

IMPLEMENTATION/COORDINATION:

The Human Resources Department will be responsible for negotiating this leave buyback program with County bargaining units. It is the County's intent to have this leave paid out prior to the end of January, 2013.

Attachments

013sa065

**Board of County Commissioners
Escambia County
Supplemental Budget Amendment Resolution**

Resolution Number
R2013-

WHEREAS, the following revenues were unanticipated in the adopted budget for Escambia County and the Board of County Commissioners now desires to appropriate said funds within the budget.

WHEREAS, Escambia County is expected to receive rebates from its health insurance contract, and these funds must be recognized and appropriated into the current year's budget.

NOW, THEREFORE, be it resolved by the Board of County Commissioners of Escambia County, Florida, that in accordance with Florida Statutes, Section 129.06 (2d), it does hereby appropriate in the following funds and accounts in the budget of the fiscal year ending September 30, 2013:

Internal Service Fund Fund Name	501 Fund Number		
Revenue Title	Fund Number	Account Code	Amount
Blue Cross/Blue Shield Rebates	501	3xxxxx (New)	2,300,000
Total			\$2,300,000

Appropriations Title	Fund Number/Cost Center	Account Code/ Project Number	Amount
Other Salaries and Wages	501/150108	51301	1,400,000
Reserves	501/150108	59801	900,000
Total			\$2,300,000

NOW THEREFORE, be it resolved by the Board of County Commissioners of Escambia County, Florida, that the foregoing Supplemental Budget Amendment be made effective upon adoption of this Resolution.

ATTEST:
ERNIE LEE MAGAHA
CLERK OF THE CIRCUIT COURT

BOARD OF COUNTY COMMISSIONERS
OF ESCAMBIA, COUNTY, FLORIDA

Deputy Clerk

Gene M. Valentino, Chairman

Adopted

OMB Approved

Supplemental Budget Amendment
#065



BOARD OF COUNTY COMMISSIONERS
Escambia County, Florida

Special BCC Meeting

4.

Meeting Date: 12/20/2012
Issue: Reinstate Floating Holiday
From: Thomas Turner, Department Director
Organization: Human Resources
CAO Approval:

Information

RECOMMENDATION:

Recommendation Concerning Reinstating a Floating Holiday - Tom Turner, Human Resources Department Director

That the Board reinstate a floating holiday to be added to the Annual Holiday Calendar for 2012 as well succeeding years, and approve that the floating holiday will be designated by the County Administrator. The designated floating holiday for 2012 is Monday, December 31, 2012, New Year's Eve.

BACKGROUND:

N/A

BUDGETARY IMPACT:

Any additional costs associated with this holiday will be supported by the departmental budgets.

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL:

N/A

POLICY/REQUIREMENT FOR BOARD ACTION:

The Board will provide the County Administrator with the authorization to approve this holiday.

IMPLEMENTATION/COORDINATION:

N/A
