

DESOTO COUNTY BOARD OF SUPERVISORS

BOARD MEETING MINUTES

TOMMY LEWIS, PRESIDENT 2001, PRESIDING

January 29, 2001

A. CALL TO ORDER

The January 29, 2001, meeting of the DeSoto County Board of Supervisors was called to order by Supervisor Tommy Lewis, Board President.

Sheriff James Albert Riley the DeSoto County Sheriff was present and did open the DeSoto County Board of Supervisors meeting in a regular session to hear any and all business to come before the Board. The following were present:

- Jessie Medlin-----District 1
- Eugene C. Thach-----District 2
- Gerald Clifton-----District 3
- John Caldwell-----District 4
- Tommy Lewis-----District 5
- W. E. ASluggo@ Davis-----Chancery Clerk
- James Albert Riley-----Sheriff
- David Armstrong-----County Administrator
- William H. Austin, Jr.-----Board Attorney

B. INVOCATION

Supervisor Eugene Thach presented the invocation.

C. OLD BUSINESS

1. Insurance Health

County Administrator David Armstrong reported that the County had requested proposals for health insurance and had received several including MAS, Fox-Everett, L. S. and Associates, Bottrell Agency, Mississippi Public Entity Employment Benefit, and a fully funded proposal from L. S. and Associates, Morgan White and Brian Shaver in Southaven, which was withdrawn by Rex Haynes. Mr. Armstrong said that they have narrowed it down to three proposals – the self-funded program with MAS, the pool program with Pittman and Associates and the fully funded program from United Healthcare.

Mr. Armstrong said he understood that the Board of Supervisors would like to have a local agent and he saw many benefits in using a local agency to manage the health insurance. Charlie Gordon of Cook Insurance and Les Smith and Ed Couch of L. S. and Associates were in attendance at the meeting as the recommended agents to manage the County’s health insurance. Charles Gordon explained that if the County chose to stay with MAS under this scenario Cook Insurance would be the agent and L. S. and Associates would be the administrators. After reviewing the proposal, Supervisor John Caldwell asked if the current administrator charges the County 2%. David Armstrong said no. Mr. Armstrong said MAS would not disclose those fees to the County along with other fees and information to aid in the

ITEM C.1, CONTINUED,

negotiations of the health insurance. Les Smith said that during the negotiations their objective was to do their best for the County and its employees. Mr. Smith said it was their opinion that Plan C, the fully funded program, was not in the best interest of the County and was included for reference only so the Board could see how the plan compared to a fully funded program. The Board and the insurance representatives discussed the different scenarios offered including changes in deductibles. Under the MAS program the County employee would pay a \$200 deductible and families would be subjected to three deductibles maximum. Under the pool program the deductible would increase to \$250 per employee but would cap out at two deductibles for a total of \$500 per year.

Supervisor Tommy Lewis clarified that emergency room visits would be picked up at 90% no matter what hospital they use. Les Smith said that was true. The Board discussed that the County has 233 employees only who are participating in the insurance program, 45 employee spouses who are participating in the program, 22 employee and child and 62 employees with family coverage participating in the program.

The Board of Supervisors discussed going to a \$15 co-pay. Les Smith explained that under the current plan, any extra procedures that are performed in the doctor's office are subject to the deductible even after the employee has paid the \$10 co-pay. Vickie Richmann agreed that she has received complaints from employees who have had to pay for the extra charges through their deductible. Supervisor Caldwell asked why they recommend changing the co-pay for specialists. Ed Couch said there are many problems currently handled by specialists that could be handled by general practitioners and the increase in co-pay for specialists may encourage people to use general practitioners when possible. Supervisor John Caldwell asked what is included as an in house procedure that would not be subjected to fees from deductible. Ed Couch said if your procedure is billed by your doctor's office it would fall under the co-pay.

Les Smith said the County is not in a good situation to negotiate for insurance. Because of that, it was hard to get proposals. For that reason, the insurance representatives recommend the County join in a larger pool. If the County continues at the current rate, their chances of getting other proposals next year are even less.

Supervisor Eugene Thach clarified that the Pittman and Associates plan is a pool program. Les Smith confirmed that it is. Supervisor Thach said that in the past the County had concerns about joining a pool program because, due to the size of the County, we would be taking up the slack for the other counties. Supervisor Thach asked if Pittman and Associates would pick up the current claims. Les Smith said they will not. Mr. Smith said the County insurance pool would pay the charges that are outstanding at the end of this contract period. Mr. Smith said MAS currently has in their program where the County has to pay run-out claims. Supervisor Caldwell asked about the point where MAS refuses to look at claims and speculated that at some point an employee will get a doctor bill that was billed late. Ed Couch said that in those cases the County would pay the claims from the insurance reserve. The insurance representatives said that their firm would be glad to handle the payment of the claims and then be reimbursed from the County pool. David Armstrong asked what the fee is that will be charged for the handling of the over run claims. Ed Couch said L. S. and Associates would charge 7% for the handling of those claims. David Armstrong said the County currently has about \$1,000,000 in the pool.

Supervisor John Caldwell asked what the family cost for out of network payments would be. Les Smith said that cost is going to be high because you have to steer people away from out of network physicians. Ed Couch said the problem with the depleting pool is that employees only pay \$1000 whether they are going to network or non-network providers. Mr. Couch said that they are suggesting that the insurance program give employees incentives to make them use network providers. Supervisor Caldwell said there could be good reason employees go outside the network for health care providers. Supervisor Caldwell asked if this is the same

network the County uses now. Les Smith said it is.

ITEM C.1, CONTINUED

Supervisor Tommy Lewis asked how many doctors are in the network that are located in the County. Les Smith said the physicians will be the same that the County currently has. Vickie Richmann said most employees do stay within the network. Les Smith said if you do not encourage people to stay within the network the County will continue to lose money and next year the County will not be able to get proposals for insurance.

Supervisors Caldwell said he had a problem with telling employees they had to pay a higher deductible when the plan shows that the County will end up saving money. Supervisor Caldwell suggested that part B of the plan simply passes the extra cost onto the employees. Les Smith agreed that to some extent that is true, but because of savings that are available within the pool, their plan brings down the cost of health care.

Supervisor Thach said the federal government increases their insurance rates every year. Supervisor Thach asked what is pushing the County's insurance rates up. Vickie Richmann responded that a few really big claims have occurred this year. Supervisor Thach said that occurrence will not change no matter which plan the County chooses. Supervisor Thach said at some point the County may have to give the employees a good insurance and not the best insurance in order to keep the program manageable. Supervisor Thach said the County should not have to subsidize dependent insurance.

Supervisor John Caldwell said that under these scenarios it looks almost impossible to determine what the County has. Supervisor Caldwell asked why we are not discussing the fully insured program. Les Smith said through the pool program the County has the best of both pool insured and self-funded. Mr. Smith said the County has a good program and the pool will allow them to manage the costs better.

David Armstrong asked the insurance representatives for their recommendations for what should happen to the pool. Ed Couch said the County would keep the pool and those funds would be used to pay run-out claims. David Armstrong said after the over run claims are paid, the rest of the money could go back to the general fund. Supervisor Caldwell said the money collected now goes into the pool and asked what would happen if the County decides to get out of the pool at the end of the year. Les Smith said that if the County chose to get out of the pool they would simply leave the program and would do so without any run out. Ed Couch agreed with Supervisor Thach that there is no free money but they think the County has a better chance in a large pool.

David Armstrong said the current stop re-insurance is at the \$30,000 with AIG. Mr. Armstrong asked what the re-insurance would be under the pool program. Ed Couch said the stop loss is built into the premium. The cost is figured into the premium. Supervisor Caldwell asked what the County budgets for insurance. David Armstrong said currently \$460,000. Supervisor Caldwell asked what will this cost us next year. David Armstrong said he could not answer that because he does not have the numbers on dental and live insurance. Supervisor Lewis asked what the County is paying for family coverage. Les Smith said family costs with MAS would be bigger than the pool program because MAS has a two tier rating and their proposal has a four tier rating. Supervisor Lewis asked what we are charging the employees. Les Smith said that could be changed however the County cannot change it this year. Next Year the County could review it to see if it needs to go up. Supervisor Caldwell said if there needs to be an increase he would rather do it in the monthly premiums instead of the deductible. Charlie Gordon pointed out that not everyone is going to use insurance. Some people simply do not go to the doctor and they would be penalized for people who do go to the doctor regularly.

Supervisor Thach said no other insurance plan does what the County does on prescriptions and asked if many employees used the generic option for prescriptions. Vickie Richmann said she could not answer that but she felt that employees were using generics whenever possible.

ITEM C.1, CONTINUED,

Supervisor Thach asked how we could pay less for insurance when the County is currently losing money. Charlie Gordon said there are greater savings because the County would be in a larger pool. Mr. Gordon said the normal increase in medical costs on a year to year basis is 8-12% but this particular pool has not seen that. Supervisor Thach said he was concerned that MAS and the current administrator have not had a chance to talk to the Board. David Armstrong said they have been invited twice and opted not to attend the meetings. Supervisor Thach said he has had good results with MAS and the current administrator and he understands employees are happy with them as well. Supervisor Thach said some administrators do not pay claims as effectively as the current administrators do and often you have to negotiate on claims for quite awhile. Charlie Gordon said the insurance representatives think the County will have a better relationship than the County currently has because as providers they will be local agents. Supervisor Thach said this would be providing jobs for people in Memphis rather than Mississippi. Les Smith said because of their locality the County will definitely not be going to an inferior service.

Supervisor John Caldwell asked why the preventive wellness benefits went up. Les Smith said their plan wants to give the employees the benefit and incentive to get preventive healthcare in an effort to keep health insurance costs down. Supervisor Gerald Clifton asked if there are any penalties to get out of this program after a year. Les Smith said the County should be in a better position next year to negotiate a contract and not have to pay for the over run liability.

Supervisor John Caldwell said if the current plan is better for employees we should just keep the current plan and save money. Les Smith said the current proposals represent many weeks of work and are their recommendations based on the information received on the County's history, but pointed out that they were unable to get all the necessary information from MAS. Supervisor John Caldwell asked if the County will have a problem getting the information from their firm's next year. Les Smith said absolutely not.

Supervisor Jessie Medlin asked the opinion of Vickie Richmann and Joyce Riales. Vickie Richmann said plans A and B are the best plans for the County. Vickie said the biggest problem with plan B is that there is no over run account coverage. Charlie Gordon and David Armstrong agreed that using the three worst months of claims, they speculate the County to be looking at a maximum exposure from over run claims of \$325,000 to \$350,000.

Supervisor Thach said if the County had gone up on some of these costs last year our current pool level would not look so bad. Les Smith said plan B picks up some additional coverages to offset the changes in coverage.

Supervisor Thach asked what the administrators are going to charge. Les Smith said if the County stays with MAS they would charge a 2% fee. Under the pool program their costs are built into the program. Supervisor Thach made the motion and Supervisor Jessie Medlin seconded the motion to hold this item over until February 2nd. The motion passed by a unanimous vote. Les Smith pointed out that the County has 400 employees to enroll and that will take time so the County should plan to act as soon as possible to be ready for the March 1st contract to start.

Supervisor Thach said he would like the MAS representative to attend a meeting with the Board and he requested that Supervisor Tommy Lewis, as president of the Board of Supervisors, contact the MAS representative and a representative of the current agent. Supervisor Thach further stated that he wanted to meet with an MAS representative and Sam Makamson. A meeting was set for February 2 at 9:00 to discuss the insurance plans further.

2. Adopt Four Year Road Plan

County Road Manager Kenny Gunn presented a copy of the updated four year road plan
ITEM C.2, CONTINUED,

proposal to the Board of Supervisors. Supervisor John Caldwell asked what had changed on the report. Kenny Gunn stated that he had added projects, Starlanding Road, Craft Road and Tulane. Supervisor Tommy Lewis stated that he wanted the two bridges on Hwy 51 added to list and the bridge on Magnolia Street.

Supervisor John Caldwell made to motion and Supervisor Eugene Thach seconded the motion to approve the four year road plan with the addition of the two bridges on Hwy 51 and the one bridge on Magnolia Street. The motion passed by a unanimous vote. ****See Exhibit C.2****

3. 2001 Paving Contract

County Road Manager Kenny Gunn gave a copy of the 2001 Paving Contract to the Board of Supervisors. Supervisor John Caldwell asked what was the amount of miles the road paving would cover. Kenny Gunn stated that there would be approximately 38.7 miles of roads to be paved under this plan. Kenny Gunn stated that this would be a cost of approximately two million dollars to the County with the cost of gas increasing. Supervisor John Caldwell asked if Kenny had talked with Daniel Murphy in regards to Fogg Road to see when the State Aid portion of the road would be worked. Kenny Gunn stated that he had not, but would talk with Daniel Murphy about the Fogg Road project. Supervisor Jessie Medlin asked Kenny Gunn about the four tenths of a mile stretch of Thompson Lane Road, why it was not on the paving list. Kenny Gunn said that he would add to the list. Supervisor Tommy Lewis made the motion and Supervisor Gerald Clifton seconded the motion to carry this item over until Monday February 5, 2001 to give each Supervisor a change to look over the list before voting. The motion passed by a unanimous vote. ****See Exhibit C.3****

4. Request for Funding for Hernando Civic Center from the District 5 Park Fund

After discussing the economic opportunities that the Hernando Civic Center offers DeSoto County, and in Accordance with Section 19-9-103 of the Mississippi Code, the Board of Supervisors of all counties in the State of Mississippi situated wholly or partially in a levee district may, within their discretion, set aside, appropriate and expend moneys from the general fund for the purpose of deriving funds for advertising and bringing into favorable notice the opportunities, possibilities and resources of such counties.

Supervisor Jessie Medlin made the motion and Supervisor Gerald Clifton seconded the motion to approve funds in the amount of \$15,000 to the Hernando Civic Center to advertise County resources and to approve a budget amendment as follows:

Transfer From Fund 001-525-913	District 5 Park Fund	\$15,000
Transfer To Fund 001-675-522	Advertising County Resources	\$15,000

The motion passed by a unanimous vote. ****See Exhibit C.4****

D. NEW BUSINESS

1. First Regional Library

a. Asbestos Report

County Administrator David Armstrong said that Marvin Johnson had sent a copy of the asbestos report from Fisher, Phillips, Arnold, Inc. which was done in October 1992 on the Hernando, Olive Branch, Horn Lake and Southaven libraries. Mr. Armstrong stated that this report was required by the state to accompany the request for grant money for the

libraries and felt like this would satisfy the state grant requirements. ****See Exhibit D.1.a****

ITEM D.1.b, CONTINUED,

b. Lead Paint Analysis

County Administrator David Armstrong said that Marvin Johnson had received the quotes, the low one from Pickering Environmental Consultants, Inc. in Memphis, TN to do the lead paints analysis on the Hernando and Olive Branch libraries. The cost for the two libraries would be \$4,500. Mr. Armstrong stated that this report must also accompany the request by the state for the library grants. Mr. Marvin Johnson, architect for the project, stated that he would review the proposals to assure the grant requirements are met as expense on his contract. ****See Exhibit D.1.b****

c. Architect Contract

County Administrator David Armstrong stated that the contract agreement for the architect for the libraries had been review by the Board Attorney. Mr. Armstrong stated that the negotiated architect fee would be 5.5% of the cost. Mr. Armstrong stated the Marvin Johnson has been working on the asbestos and lead paint reports already that are required by the state to accompany the request for the library grant funds. Supervisor Tommy Lewis reminded Marvin Johnson that when he starts work on the designs for the libraries he wants him to keep in mind what the County can fund may not necessarily be what the libraries want. Supervisor Jessie Medlin asked if the contract was for all three libraries and would the Board of Supervisors want a committee formed to work with Marvin Johnson. Supervisor Gerald Clifton said that the County Administrator should work with Marvin Johnson on the library projects and then he could update the Board of Supervisors on this project.

Supervisor John Caldwell made the motion and Supervisor Gerald Clifton seconded the motion to hire Marvin Johnson as architect for the Hernando, Olive Branch and the new Southaven Libraries and to pay Marvin Johnson at 5.5% of the cost of libraries, plus expenses. The motion passed by a unanimous vote. ****See Exhibit D.1.c****

2. EMS – Centralized Billing Report

EMS Director Bobby Storey appeared before the Board of Supervisors to report to the Board on the progress of the Centralized Billing. Bobby Storey stated that there was \$298,000 collected last year. Supervisor John Caldwell asked what the collection rate was. Mr. Storey said he does not have those statistics. Mr. Storey stated that they lost a lot due to the untimely billing for some accounts that was left over from when the services did their own billing. Mr. Storey commended his staff, Mitzi Fuller and Deanna Davis for their work in Centralized billing.

3. EMS Approval to Write Off Bill for Mileage

EMS Director Bobby Storey stated that on May 14, 2000 an EMS ambulance transported a father and two children from a car accident to the hospital. Bobby Storey stated that one ambulance transported all three people and that the amount of \$40.70 was charged separately for mileage for each person in the ambulance in accordance with the guidelines for inclusive billing. Mr. Williams, the father, has paid the mileage for two people but, since all three people were in the same ambulance, he feels that he should not have been charged for the third person.

Board Attorney Bill Austin asked if the billing consisted of a list of things that the claimants were billed for. Bobby Storey stated that it was an all-inclusive fee on the billing. County Administrator David Armstrong asked Bobby Storey what his recommendation was. Bobby Storey stated that he would like to work with the individual since all charges had been paid

but this small amount. Board Attorney Bill Austin said that people ought to share in mileage if more than one person is transported. The standard the fee of \$3.00 per mile per person is what

ITEM D.3, CONTINUED,

the EMS now charge. County Administrator David Armstrong said that if Mr. Williams does not want to pay, to put the amount into an inactive account file. Board Attorney Bill Austin stated that a motion was required for this process. Supervisor Jessie Medlin made the motion and Supervisor John Caldwell seconded the motion to put the account of Mr. Williams, in the amount of \$40.70, into an inactive account file. The motion passed by a vote as follows:

Supervisor Jessie Medlin	YES
Supervisor Eugene Thach	NO
Supervisor Gerald Clifton	YES
Supervisor John Caldwell	YES
Supervisor Tommy Lewis	YES

Board Attorney Bill Austin recommended that the EMS bring a recommendation to the Board of Supervisors for a new policy for the mileage fees.

4. EMS – Request for Open Policy from BOS to Inactivate Medicare/Medicaid Accounts

Director of EMS Bobby Storey asked the Board of Supervisors for approval to take the uncollected Medicare / Medicaid accounts that have been declared untimely billing and payment differences to be declared as inactive accounts. Board Attorney Bill Austin stated that the Audit Department states that the accounts have to be put on an inactive status since Medicare and Medicaid will only pay certain amounts and that the balance will have to be written off or go into an inactive file to be eventually written off. Supervisor Jessie Medlin asked what is untimely billing and did it relate to Medicare and Medicaid. Bobby Storey stated that once an account is billed with reason codes, on occasion these reason codes have been denied for a claim and that once the bill is over a year old, they consider it to be untimely billing and won't pay the account. Bobby Storey said that this is the case in a lot of the Medicare and Medicaid claims and that he has talked with the Audit department about the claims and was told that he had to present them to the Board of Supervisors so they could be put the accounts into an inactive statuses.

Board Attorney Bill Austin stated that accounts cannot be arbitrarily be written off as bad debt, but if persons are deceased and cannot collect, they must be put in inactive file. Bobby Storey stated that the Medicare claims were not as bad as the Medicaid claims and that this may be a training issue that they will be working on. Supervisor John Caldwell asked if all the Medicaid claims were returned. Bobby stated that they have a some returned but could not stated numbers. Bobby said that when EMS gets a call, they don't question how payment will be made and that sometimes, if a patient has to be transport again in a small time frame, Medicaid doesn't want to pay.

County Attorney Bill Austin said that if there is a difference in the amount billed and the amount that Medicare or Medicaid pays, this difference can be considered to be inactive since you can't collect over what they will pay.

Supervisor John Caldwell made the motion and Supervisor Jessie Medlin seconded the motion for the Board of Supervisors to accept whatever Medicare / Medicaid pays as final payment on account when determined by the EMS Director that other insurance coverage does not exists and/or the patient can't pay. The motion passed by a vote as follows:

Supervisor Jessie Medlin	YES
Supervisor Eugene Thach	YES
Supervisor Gerald Clifton	YES

Supervisor John Caldwell YES
Supervisor Tommy Lewis NO

ITEM D.4, CONTINUED,

Mr. Austin said that the accounts have to be given to the Board of Supervisors for review of accounts for the write off. Supervisor John Caldwell made the motion and Supervisor Jessie Medlin seconded the motion to authorize the EMS Director to place accounts in an inactive file and to put the accounts on an annual report for the Board of Supervisors review. The motion passed by a unanimous vote.

5. Centralized Dispatch

Supervisor Tommy Lewis asked for Bobby Storey to represent the Centralized Dispatch committee and give the Board of Supervisors a report on the committee's findings. Bobby Storey stated that the group decided to recommend forming a committee consisted of five people from the three branches of the County, Sheriff, Fire and EMS. The representative for the Sheriff's Department is Frank Herring and Chief Deputy Charlie Brown, the representative for the Fire Department is Tim Kelley and Tim Roland is the EMS representative and Bobby Storey. The committee would oversee the dispatchers. Bobby Storey stated that the recommendations from the committee were that there be three dispatchers on duty at all times and one would be the primary dispatcher who will give the calls to Fire, EMS or Law Enforcement, also that the dispatchers should have a unique uniform designating the group for separate identity from other departments. It is necessary that the dispatchers continue to have continued education and must be re-certified every two (2) years. Supervisor John Caldwell asked whose payroll the dispatchers fall under. Bobby Storey stated that the personnel and policies would fall under the Sheriff's jurisdiction. Supervisor John Caldwell asked that if someone doesn't show up who would be called to replace them. Bobby Storey stated that the Sergeant that works for the Sheriff and answers to the Board would handle such situations. Supervisor Eugene Thach stated that the appointed five member committee could only make recommendations and that the Sheriff has the final decision for the dispatchers. Supervisor John Caldwell asked how many employees would be in the dispatchers. Mr. Storey said that EMS now has seven dispatchers and the Sheriff has ten dispatchers, these would be combined together and that they could probably reassign two people.

Bobby stated that some of the problems from past experiences when the County combined the dispatchers was due to the County having more than one frequency that required a dispatcher to flip channels to find out what was going on. Bobby said, with the new system, one channel could handle the system. Supervisor Eugene Thach asked that when everything was put together with consolidated calls how many people would be required. Sheriff Riley said that there should be two dispatchers on a shift for Law Enforcement and one for Fire and EMS. The positions would be cross trained.

Supervisor Tommy Lewis asked Bobby how many people worked in his office. Bobby said that Mitze Fuller does the centralized billing, DeeAnna Davis was doing dispatch until he moved her in to help with the centralized billing, Sue Caldwell was the secretary and then there was the assistant EMS director Mike Hancock and him, which makes five people. Supervisor Lewis said that the centralized billing people could be moved into the Administration Building.

Supervisor Eugene Thach asked what the salary was for the dispatchers now. Bobby said that the EMS and Fire dispatchers receive from \$19,000 to \$24,000. Sheriff Riley said that his dispatchers receive \$25,200 in salary. Bobby Storey said that this needs to be looked at as one entity. Supervisor Thach said that the dispatchers would need to be trained on the Law Enforcement side, the EMS side and the Fire side. Bobby Storey said that the insurance paperwork was handled by two different agencies.

Bobby said that the tentative date for the move is scheduled for March 1,2001 and the cost of

moving equipment would be about \$5,850 and it will take about six days to complete the move. Board Attorney Bill Austin said that the equipment belongs to E911 not EMS and that E911 should get the requisition to move equipment. Jessie Kennedy from E911 said that if he received a list of equipment needed and the date it was required, that he would schedule the

ITEM D.5, CONTINUED,

move and E911 would pay for the move.

Supervisor John Caldwell asked if the personnel side for vacation days had been discussed. Supervisor Eugene Thach stated that the dispatchers should be able to carry over any vacation time. Chancery Clerk W. E. Davis said that the County policy was that vacation can be carried over two years. Supervisor Eugene Thach said that since it would come under the Sheriff, that he could handle the schedule of vacations. The Board of Supervisors discussed levels of pay.

Sheriff Riley said that it would be good to have DeSoto County E911 Dispatchers with loyalty for Fire, EMS and Law Enforcement all working for the cause of people. All dispatcher's calls are taped and people will be cross trained. This should come under the Sheriff and they should report immediately to a committee to handle the dispatchers. Supervisor Eugene Thach said that if this works good that maybe in time it could be moved to the E911 location, but his only concern is the salary. Supervisor Tommy Lewis said that there are pros and cons to the plan but the County needs to consider this solution. Supervisor Thach said that there needs to be a gradual change on salary. Sheriff Riley said that if they would work together and do the same thing they deserve the same money. When you bring in new people, you could hire for less.

Supervisor Gerald Clifton made the motion and Supervisor Jessie Medlin second the motion to reorganize the current DeSoto County Central Dispatch for EMS, Fire, and Law Enforcement and move Fire and EMS to the Sheriff's office; the new dispatch system will be called "E911 County Dispatch"; to purchase approved dispatcher uniforms; to have a five member committee consisting of two Sheriff's appointee's, one Board of Supervisors appointee, one Fire Department appointee and one EMS appointee depicting their service (Bobby Storey (BOS), Tim Kelly (Fire), Tim Roland (EMS), Frank Herring (Sheriff), Chief Deputy Sheriff Charlie Brown (Sheriff) or successors); with the Sheriff being responsible; the salary will be adjusted under the Sheriff's guidance; the committee will be appointed for an indefinite time and will be at will and pleasure appointments. The motion passed by a vote as follows:

Supervisor Jessie Medlin	YES
Supervisor Eugene Thach	YES
Supervisor Gerald Clifton	YES
Supervisor John Caldwell	NO
Supervisor Tommy Lewis	YES

Sheriff Riley said the committee will review complaints and incidents and will lead the dispatchers under the leadership of the Sheriff. Supervisor John Caldwell said that there is the potential to improve service and he feels the best answer is to go under E911 and to centralize the dispatcher system. Supervisor Caldwell said he wants the system to be more efficient. Supervisor Thach said that this can't be done until we have a building and then he would like to have it centralized also.

6. Circuit Clerk – Approval of Service Agreement with Copy Plus, Inc.

County Administrator David Armstrong explained that the Circuit Clerk got a copy machine in July, but the company failed to submit a service contract and need to do so. At the recommendation of the Circuit Clerk Dale Thompson, Supervisor John Caldwell made a motion and Supervisor Gerald Clifton seconded the motion to approve a contract with Copy Plus for a full one year service contract on a Minolta DI520 digital copier for the Circuit

Clerk effective February 1, 2001 for a fee of \$105.00 per month. The motion passed by a unanimous vote.

7. Board of Education – School Bus Turnarounds

The DeSoto County Board of Supervisors received a letter dated January 17, 2001, from DeSoto County Superintendent Jerry Baird requesting the County to maintain the properties
ITEM D.7, CONTINUED,

which are used as school bus turnarounds. The properties are as follows:

Frank & Linda Cleek	9519 Newell Rd, Lake Cormorant	Bus #92
Juanita Evans	5487 Williams Rd, Olive Branch	Bus #164
Linda Hamilton	885 Lee Rd, Byhalia	Bus #98
Rhonda Bryant	2085 Hwy 301, Lake Cormorant	Bus #54
Kenneth Black	5695 Davis Lane, Hernando	Bus #113
Morris Slater	9385 Newell Rd, Hernando	Bus #147

In accordance with Section 19-3-42, Mississippi Code of 1972 as amended, stating that the school bus turnarounds will be built, maintained and improved, Supervisor Jessie Medlin made the motion to build, maintain, and improve the properties listed in the Superintendent’s letter dated January 17, 2001, and to direct the County Road Manager to carry out this order of this Board forthwith. Supervisor John Caldwell seconded the motion. The motion passed by a unanimous vote. ****See Exhibit D.7****

8. Sheriff’s Department – Approval of Sole Source Purchase

In accordance with Section 31-7-13 which outlines the provisions for obtaining a sole source purchase for equipment and in accordance with Section 31-7-115 which states that records must be kept of any sole source purchase and available to the auditor. County Administrator David Armstrong said that the Aviation Unit of the DeSoto County Sheriff’s Department need to purchase a SX5 Searchlight which required approval by the Board of Supervisors for sole source purchase. Mr. Armstrong said the cost of the searchlight was \$6,158.50 and that the funds were in the budget. Mr. Armstrong stated that the searchlights are not interchangeable. Supervisor John Caldwell made a motion and Supervisor Jessie Medlin seconded the motion to approve the sole source purchase of a SX5 Searchlight from Spectrolab, Inc., against PO#68354 for a cost of \$6,158.50. The motion passed by a unanimous vote. ****See Exhibit D.8****

9. Investment of Surplus Funds

In accordance with Section 19-2-29 of the Mississippi Code, which states that whenever any county shall have on hand any bond and interest funds, any funds derived from the sale of bonds, special funds, or any other funds in excess of the sums which will be required to meet the current needs and demands of no more than seven (7) business days, the Board of Supervisors of such county shall invest such excess funds.

At the recommendation of the Comptroller, Joyce Riales, Supervisor John Caldwell made the motion and Supervisor Jessie Medlin seconded the motion to approve the investment of surplus funds to Trustmark National Bank, who was the high bidder that placed their bid on time for funds as follows:

<u>Date of Investment</u>	<u>Bank</u>	<u>Amount</u>	<u>Maturity Date</u>	<u># of Days</u>	<u>Interest Rate</u>	<u>CD#</u>
01-23-01	Trustmark Nat’l.	\$3,333,000	03-23-01	59	5.51%	8611526

The motion passed by a unanimous vote. ****See Exhibit D.9****

10. Approval to Go Out for Bids for E911 for Digital Microwave Radio System

E911 Director Jessie Kennedy asked the Board of Supervisors for approval to go out for bids for a digital microwave radio system with bids to be opened on March 6, 2001 at 2:00 P.M., at the DeSoto County Chancery Court Clerks office. County Administrator David Armstrong stated that the system would be paid through the E911 budget. Jessie Kennedy said that this system would tie the four County systems together, which was part of the overall plan for a

ITEM D.10, CONTINUED,

centralized dispatch system for DeSoto County. Supervisor John Caldwell made a motion and Supervisor Eugene Thach seconded the motion for approval of E911 to go out for bids for a digital microwave radio system, with bids to be received on March 6, 2001 at 2:00 P.M. The motion passed by a unanimous vote. ****See Exhibit D.10****

Supervisor Jessie Medlin asked if equipment for tower would give better communication. Mr. Kennedy stated that a tower of 480 feet is not enough for coverage and that it may be necessary to build a tower on a bluff which would give a lot of extra help, especially if a tower went down.

11. Approval of Travel – Regional Utility Authority

County Administrator David Armstrong asked for the Board of Supervisors for approval of travel for the Board Attorney Bill Austin, the County Administrator David Armstrong, the Board of Supervisors President Tommy Lewis and Supervisor Gerald Clifton to travel to Washington DC to meet with Representative Roger Wicker and John Waits on Regional Utility Funding. Mr. Armstrong stated the cost of air travel for all four would be \$3,310.00. Mr. Armstrong stated that Representative Wicker is on the Appropriations Committee and it is important for the County to meet with these gentlemen to put in the County's request for appropriations for the coming year. Supervisor Tommy Lewis said that this trip was set up with Representative Wicker's office at his convenience and that because of the short notice the airfare tickets could not be purchased in advance to take advantage of any cost savings for airfare. County Administrator David Armstrong stated that County's who make their presents in Washington DC would be more likely to get funds that are requested. Supervisor Gerald Clifton made a motion and Supervisor Jessie Medlin seconded the motion to approve travel to Washington DC for the Board Attorney Bill Austin, the County Administrator David Armstrong, the Board of Supervisors President Tommy Lewis and Supervisor Gerald Clifton, to meet with Representative Roger Wicker and Mr. John Waits and for the airfare cost of \$3,310.00. The motion passed by a unanimous vote. ****See Exhibit D.11****

12. Merit Raises

Supervisor John Caldwell said that the Board of Supervisors had previously discussed that when we get into doing the budget for the coming year that all merit raises should be completed prior to budget. Supervisor Caldwell suggested that merit raises be looked at into the spring of the year and that adjustments to cost of living be done during the budget process. Supervisor Caldwell stated that department heads need time to conduct reviews of their personnel. Supervisor Jessie Medlin stated that he agreed but that department heads should also initiate what type of percentage an employee should get and not just give the County standard of five percent across the board. Supervisor Medlin said that some people could only deserve two percent and another may deserve seven percent. Supervisor Medlin said that he would like to make department heads be more responsible when doing raises. Supervisor John Caldwell said that the Board of Supervisor could give departments a certain amount of dollars for their department and then they could break these dollars for their employees accordingly. Supervisor Caldwell said that the Board would have to determine what a realistic dollar amount would be to give the departments. Supervisor Caldwell recommended doing merit raises in March and the cost of living raises in October. Supervisor Gerald Clifton asked if too much partiality could come into place with this method. Supervisor John Caldwell said that the recommendations have to come to the Board of Supervisors for approval. Supervisor John Caldwell said that the Board of Supervisors

never sticks to the standard percent because there are always exceptions and then you get a snowball effect. Supervisor Caldwell said that this needs to be done prior to budget. Supervisor Eugene Thach said that people with seniority should get better pay. Supervisor Tommy Lewis said that the Board should have a study done. Supervisor Caldwell said that he would like to work with the County Administrator to pursue this project. Supervisor Tommy Lewis agreed that Supervisor John Caldwell and County Administrator David Armstrong to work on this project and bring back a recommendation to

ITEM D.12, CONTINUED,

the Board of Supervisors. Supervisor Jessie Medlin stated that if this works out that the County needs to make sure that employees aren't looking for an additional five percent at the end of the fiscal year. County Administrator David Armstrong said that if the raises were out of the way by budget time it would make the budget easier to work on. Supervisor Eugene Thach said that to look at what others do and what their track records are would be good. No motions were made on this item.

13. Redistricting

County Administrator David Armstrong stated that the County would be doing redistricting plans related to the 2000 census plan. Mr. Armstrong stated that there were two companies that the County should talk with who could do the redistricting plans. Mr. Armstrong said that he had received a quote from Central Mississippi Planning and Development District for a range of \$12,000 to \$16,000 and a quote from Bridge & Slaughter for a range of \$20,000 to \$30,000. Mr. Armstrong said that he would like to bring these two firms before the Board of Supervisors so they could present their plans. Mr. Armstrong stated that the budget had allotted \$20,000 for the redistricting plans. Supervisor Eugene Thach said that these are the groups that are working with the cities. Supervisor Gerald Clifton and Supervisor Eugene Thach recommended that these groups come before the Board of Supervisors on February 5, 2001. Mr. Armstrong said that he would have them attend the Board meeting on February 5, 2001. No votes or motions were taken at this time.

14. Petition to Adopt Road from Highway 304 Past the Entrance of Camp Currier to Goodrum Memorial Cemetery.

Supervisor John Caldwell said that the County had received a petition asking to have the existing road, which runs from Highway 304 past the entrance of Camp Currier to Goodrum Memorial Cemetery and for it to be accepted as a county road. Supervisor John Caldwell requested a determination of whether the petition was legal since it only has the homeowners' name and not their addresses. Supervisor John Caldwell stated that the reason behind the petition, the Darby homeowner wants to sell a property lot and since this is not a County road they cannot grant access to the property. Supervisor Caldwell stated that there are two existing houses on lot and they have access thru right of way agreements. Supervisor Jessie Medlin asked if the cemetery was past the house lots. Supervisor Caldwell said yes. Supervisor Eugene Thach stated that a committee should go to look at the road. Supervisor Gerald Clifton volunteered to be a part of committee and Supervisor Eugene Thach volunteered also to be on the committee. Supervisor Jessie Medlin made a motion and Supervisor John Caldwell seconded the motion to appoint a committee, consisting of Supervisor Gerald Clifton and Supervisor Eugene Thach to look at the road that has been petitioned by homeowners that runs from Highway 304 past the entrance of Camp Currier to the Goodrum Memorial Cemetery and report back to the Board of Supervisors. The motion passed by a unanimous vote. ****See Exhibit D.14****

15. Approval to Transfer Industrial Revenue Bonds – Malone & Hyde

County Administrator David Armstrong stated that the Board of Supervisors of DeSoto County had received a letter asking for the approval of a resolution to transfer Industrial Development Revenue Bonds, dated August 1, 1973, Account #8000280 from First Tennessee Bank to Chase Manhattan Bank. Board Attorney Bill Austin stated that there were

no issues or changes to the bonds and everything was in order. Supervisor John Caldwell made a motion and Supervisor Gerald Clifton seconded the motion for the approval resolution to transfer the Industrial Development Revenue Bonds dated August 1, 1973, Account #8000280 from First Tennessee Bank to Chase Manhattan Bank. The motion passed by a vote as follows:

Supervisor Jessie Medlin	ABSENT
ITEM D.15, CONTINUED,	
Supervisor Eugene Thach	YES
Supervisor Gerald Clifton	YES
Supervisor John Caldwell	YES
Supervisor Tommy Lewis	YES

****See Exhibit D.15****

16. Countywide Litter

Supervisor John Caldwell stated that the County needs to hire someone to clean up County roads from litter. Supervisor Gerald Clifton asked if there was any area in mind. Supervisor Caldwell stated that this time of the year usually is the worst due to the weather and no grass to cover up litter and that all five districts need to be taken care of. Supervisor Eugene Thach stated that the trustee’s were doing the job so what justifies hiring someone else to do the job. Supervisor Caldwell stated that the job is not getting done. Supervisor Jessie Medlin stated that there is a personnel problem to supervise the trustee’s and that one person can only supervise four of five people. Supervisor John Caldwell asked if the welfare program could be utilized to get people in to clean up litter by offering jobs. Supervisor Jessie Medlin stated that the Board could talk with the Judges about assigning community service projects for litter clean up. Deputy Al Looney with the Sheriff’s Department said that the Sheriff had hired four or five new employees but they are in training for now and that the Federal Government has certain rules and regulations regarding prisoners. Deputy Looney stated that the only roads that the trustee’s had done litter clean up on was Highway 51, Highway 61 and Highway 78, that not work was done to other roads. Supervisor John Caldwell suggested to give a month for the trustee’s to clean up and then to look at the welfare program or maybe have an employee clean up day. Supervisor Jessie Medlin said that the main problem is that a lot of people don’t care about litter. Supervisor Tommy Lewis asked that Supervisor John Caldwell and County Administrator David Armstrong get together to look at different programs. No votes were taken on this item.

17. Authorize Metro Narcotics to Bid Vehicle

County Administrator David Armstrong said that the Metro Narcotics Department is seeking authorization from the Board of Supervisors to go out for a vehicle bid, with certain specifications for the vehicle, a copy of which was given to the Board. Mr. Armstrong stated that Metro Narcotics had budgeted \$16,000 for a vehicle in the grant budget. Supervisor John Caldwell made a motion and Supervisor Gerald Clifton seconded the motion to authorize the Metro Narcotics Department to bid a vehicle bid with the following specifications:

1. Full size 4X4 ext. cab truck
2. No older than 1998 and no more miles than 50,000
3. Short Wheelbase
4. High performance V8 engine
5. Bucket seats and console
6. Power package
7. Trailer / Tow package

The motion passed by a unanimous vote. ****See Exhibit D.17****

18. Approval to Transfer Vehicle Title to Horn Lake Interceptor Sewer to Correct Error

County Administrator David Armstrong said that the Board have received a letter from the Horn Lake Creek Basin Interceptor Sewer District regarding the purchase of a 2001 Dodge model 150 pickup truck, VIN #1B7HF16Z41S195748 which as been delivered to the district.

Mr. Armstrong stated that the title to this truck is in the name of DeSoto County and it should have been titled to the District as they paid for the truck. They have attached a copy of the

ITEM D.18, CONTINUED,

original title and asking for the County to transfer ownership to the District so that it can purchase a tag in its own name. Supervisor Gerald Clifton made a motion and Supervisor Jessie Medlin seconded the motion for the Board of Supervisors to authorize the County to transfer ownership of the 2001 Dodge model 150 pickup truck, VIN #1B7HF16Z41S195748, to the Horn Lake Creek Basin Interceptor Sewer District. The motion passed by a unanimous vote.

19. Approval to Refund Taxes to Rodell Milam

County Administrator David Armstrong stated that Board of Supervisors had received a letter from William Bryant stating that parcel number 1069 3201.0 00004.00, property owned by Rodell Milam, was double assessed on a house for the tax years of 1998 and 1999 due to split on subdivision lot. The correct parcel the house is on is parcel number 1069 3201.0 00004.01. Due to this error, the Tax Assessor is requesting a refund on taxes for the 1998 and 1999 tax year. Supervisor John Caldwell made a motion and Supervisor Gerald Clifton seconded the motion to approve the Tax Assessor’s request for refund of taxes to Rodell Milam for the 1998 and 1999 tax year as follows:

1998 Taxes were \$732.29	1998 Taxes S/B \$316.37	Refund difference \$437.89
Interest Paid 21.97		
1999 Taxes were \$732.29	1999 Taxes S/B \$316.37	Refund difference \$460.57
Interest Paid 43.94		

The motion passed by a unanimous vote. ****See Exhibit D.19****

20. Grant Modification Oil Recycling

County Administrator David Armstrong stated that the Mississippi Department of Environmental Quality was requesting grant modification to the recycling grant that had been awarded to DeSoto County. Supervisor John Caldwell made a motion and Supervisor Jessie Medlin seconded the motion to authorize the Board of Supervisor President to sign the grant agreement. The motion passed by a unanimous vote. ****See Exhibit D.20****

21. Approval to Hire Butler, Snow as Bonding Company

County Administrator David Armstrong stated that the Board of Supervisors had received a contract from Butler, Snow, O'mara, Stevens & Cannada, PLLC Attorneys at Law seeking approval to continue to serve as Bond Counsel in connection with the County bond issues. Mr. Armstrong stated that a listing of the bonds that the firms handled was attached for reference. Supervisor John Caldwell made a motion and Supervisor Gerald Clifton seconded the motion to approve the Firm of Butler, Snow, O’Mara, Stevens & Cannada, PLLC to serve as bond council for the following bonds:

- \$6,000,000 DeSoto County, Mississippi General Obligation Road and Bridge Bonds, Series 1996
- \$7,000,000 DeSoto County, Mississippi General Obligation Bonds, Series 1997
- \$27,825,000 Mississippi Development Bank Special Obligation Bonds Series 1997 (DeSoto County, MS Convention Center Project)
- \$2,775,000 DeSoto County, Mississippi General Obligation Building Bonds, Series 1998
- \$4,665,000 DeSoto County, Mississippi General Obligation Refunding Bonds, Series 1999
- \$3,500,000 DeSoto County, Mississippi General Obligation Bonds, Series 1999

\$7,175,000 Mississippi Development Bank Special Obligation Bonds, Series 2000 (DeSoto Count, Mississippi Convention Center Project)

The motion passed by a vote as follows:

ITEM D.21, CONTINUED,	Supervisor Jessie Medlin	YES
	Supervisor Eugene Thach	ABSENT
	Supervisor Gerald Clifton	YES
	Supervisor John Caldwell	YES
	Supervisor Tommy Lewis	YES

****See Exhibit D.21****

E. EXECUTIVE SESSION

The executive session portions of these minutes are recorded under the portion of the minutes called "Executive Session".

F. OTHER ISSUES

1. Chancery Clerk Allowances

On this date, the County Administrator, David Armstrong, presented on behalf of the Chancery Court Clerk, W. E. Davis, an order of Allowances to the Board of Supervisors for the January 2001, term in the amount of \$750.00. Supervisor John Caldwell made the motion and Supervisor Jessie Medlin seconded the motion to approve these payments, pursuant to Section 25-7-9 of the Mississippi Code of 1972, Annotated. The motion passed by a vote as follows:

Supervisor Jessie Medlin	YES
Supervisor Eugene Thach	ABSENT
Supervisor Gerald Clifton	YES
Supervisor John Caldwell	YES
Supervisor Tommy Lewis	YES

****See Exhibit F.1****

2. Mississippi Development Bank Pool Loan – Third Advance Amortization

County Administrator David Armstrong asked for the Board of Supervisor approval for the Board President to sign the Approval of Principal Amortization Schedule in connection with the \$10,000,000 Mississippi Development Bank Pool Loan Third Advance. Supervisor Jessie Medlin made a motion and Supervisor Gerald Clifton seconded the motion for approval of the Board of Supervisors President signature to the Principal Amortization Schedule in connection with the \$10,000,000 Mississippi Development Bank Pool Loan Third Advance. The motion passed by a unanimous vote. ****See Exhibit F.2****

3. Southaven Middle School Dance Team Donation Request

Supervisor Eugene Thach stated that had been approached by the Southaven Middle School Dance Team regarding a donation of \$250 from the County to help fund a trip to Orlando, FL to compete in the National Dance Contest. Supervisor Thach said that this would be a good opportunity to advertise County resource. Supervisor Eugene Thach made a motion and Supervisor Gerald Clifton seconded the motion that according to Section 17-3-1 concerning Counties advertising authority and Section 19-9-103 concerning Advertisement of economic opportunities, the Board of Supervisors of any county in Mississippi, may in their discretion, set aside, appropriate and expend moneys, not to exceed one mill of their respective valuation and assessment for the purpose of advertising and bringing into favorable notice the

opportunities, possibilities and resources of such county, and to authorize the clerk to write the check for \$250.00 to the Southaven Middle School Dance Team. The motion passed by a unanimous vote. ****See Exhibit F.3****

ITEM F, CONTINUED,

4. Road Stripping

County Road Manager Kenny Gunn asked the Board of Supervisors for clarification regarding paving city streets and stripping afterwards. Supervisor Eugene Thach stated that when the County does paving for the city, the city should do the stripping. Kenny Gunn stated that the city claims that where the county does overlays that they should also do the stripping. Supervisor Thach asked if there was a policy that stated that any paving done for the city required stripping. Supervisor Jessie Medlin stated that if the County does the job it should be a 50/50 split for the cost which is an agreement that the County has with the City of Olive Branch. Supervisor John Caldwell stated that the Board needs to check with the mayors of the cities and discuss the issue. Supervisor Eugene Thach asked County Administrator David Armstrong to discuss this item at the next Council of Governments meeting. Board Attorney Bill Austin stated that an agreement with the city needs to be put into place for overlay of streets and stripping. Kenny Gunn asked how this would affect paving in subdivisions, since these roads are not always stripped, what is the liability. Supervisor Tommy Lewis asked for the Board Attorney to look into the issue and bring back to the Board a recommendation. No motions were taken at this time on this item.

5. Nail Road

Supervisor John Caldwell asked about the paving contract for Nail Road and if the County would need an agreement with the City of Horn Lake and the City of Southaven. Kenny Gunn asked the wish of the Board of Supervisors. The Board of Supervisors discussed the issue. No motions were made nor notes taken on this issue.

6. County Mileage Rates.

County Administrator David Armstrong advised the Board of Supervisors of a state change to the mileage rate from 32 ½ cents per mile to 34 ½ cents per mile. Supervisor John Caldwell made a motion and Supervisor Jessie Medlin seconded the motion to accept the state mileage rate change from 32 ½ cents per mile to 34 ½ cents per mile into the Board Minutes. The motion passed by a vote as follows:

Supervisor Jessie Medlin	YES
Supervisor Eugene Thach	ABSENT
Supervisor Gerald Clifton	YES
Supervisor John Caldwell	YES
Supervisor Tommy Lewis	YES

Supervisor Eugene Thach made the motion and Supervisor Tommy Lewis seconded the motion to recess until Friday, February 2, 2001 at 9:00 a.m. The motion passed by a unanimous vote.

THIS the 29nd. day of January, 2001, these minutes have been read and approved by the DeSoto County Board of Supervisors.

Tommy Lewis, President
DeSoto County Board of Supervisors