

COMMISSIONERS REGULAR MEETING

November 4, 2015

YORK,ss

At a regular meeting of the County Commissioners of the County of York, begun and holden at the York County Government Building in Alfred, within and for the County of York, being held on Wednesday, November 4, 2015 A. D. at 4:30 P. M.

COMMISSIONERS PRESENT:

Sallie Chandler
Marston D. Lovell
Richard R. Dutremble
Michael J. Cote
Gary Sinden

County Manager Gregory Zinser was present at the meeting.

All present were invited to rise and salute the flag of the United States.

Call Meeting to Order

YOU ARE INVITED TO RISE AND SALUTE THE FLAG OF THE UNITED STATES

11-04-15

ITEM

1 PUBLIC COMMENT(S) ON ANY ITEM(S)

2 TO CONDUCT AN EXECUTIVE SESSION PURSUANT TO 1 M.R.S.A. § 405 (6) (E) CONSULTATION WITH LEGAL COUNSEL

Commissioner Dutremble motioned to enter into executive session pursuant to 1 M.R.S.A. §405(6) (A). Commissioner Cote seconded the motion. Vote 4-0 (Commissioner Lovell had not arrived yet but did so after the vote)

Commissioner Sinden motioned to come out of executive session. Commissioner Cote seconded the motion. Vote 5-0.

3 TO REVIEW AND APPROVE THE MINUTES OF THE COUNTY COMMISSIONERS MEETING OF OCTOBER 21, 2015

Commissioner Lovell motioned to approve the minutes of October 21st.
Commissioner Cote seconded the motion. Vote 5-0.

4 HEAR ANY REPORTS OF THE COMMISSIONERS

Commissioner Sinden commented on a recent television article about York County's Sheriff's office and stated that he is amazed at the low level of journalism. He added that these stories go around the Country (online) and are very harmful to the County. Commissioner Sinden referenced the misstatements mentioned in the news report: (1) Eleven (11) deputies covering 500 square miles, (2) officers are covering 48,000 people from Parsonsfield to Kittery and that sometimes there are only three (3) officers covering this vast area. Commissioner Sinden added that in his opinion these facts make it look like this is some backwards county. Every burglar and bank robber in the country is probably making vacation plans, stated the Commissioner.

Commissioner Sinden read the follow facts: (1) There are 286 sworn officers employed by the Towns. In addition, twenty-two (22) State Police Officers are in York County in addition to Sheriff's patrol. (2) The Sheriff's Office covers nine (9) towns with 281 square miles with the (twenty) 20+ officers. York County is well patrolled. The Commissioner continued that the towns with Police Departments through the leadership of their select boards, look at their own security and spend the millions of dollars they feel necessary to feel secure in their homes. They do not rely on the County for this. He referred to his district that has five (5) towns with five (5) police departments paid by the local property tax. The Sheriff is looking for \$300,000 next year, according to Commissioner Sinden. He stated that his district would pay 1/3 of that. The towns can contract a Sheriff's deputy to provide coverage and community policing. He urged that they consider that option as it's the best way to go for everyone.

5 TO HEAR ANY REPORTS OF THE COUNTY MANAGER

None

6 OLD BUSINESS

a. Continuation of discussion of findings regarding Probate Hearing-

The County Manager reminded the Commissioners that they did vote to sign the Findings as well as the addition of documents and there was some confusion. He continued that the document the Commissioners now have has been reviewed by our legal counsel and contains exhibits at the Hearing with some supplemental information. We were told by our counsel that we cannot add exhibits that were not presented at the Hearing.

Commissioner Sinden responded that he is not totally comfortable with adding things but if this looks okay, he has no problem with it. Commissioner Lovell responded that he does have a problem with it. He referenced Item 2 of the Findings Document and asked why the document written by Judge Nadeau should not be including as wouldn't that as a supplement be a more accurate way to make the statement? He added that he felt this would substantiate that was an action taken by

the Judge. County Attorney Gene Libby cautioned there is a limitation of adding documents. He strongly recommended supplements should be kept to an absolute minimum. Commissioner Lovell asked for clarification from Attorney Libby as to what reason he chose to not include this (document he referred to written by Judge Nadeau). Attorney Libby replied that the exhibits included were intended to support the facts as the Commissioners found them. He added that the Exhibit Commissioner Lovell was referring to is a document from Judge Nadeau that is eight (8) pages and that the only relevant information in his opinion was summarized in Paragraph Two of the Findings. Commissioner Sinden stated the statement (Nadeau asked for \$90,000.00) is not in dispute. He continued that he didn't see why it was being discussed as, in his opinion, it's not critical.

Commissioner Dutremble motioned to approve the Findings as presented. Commissioner Cote seconded the motion. Vote 5-0.

b. M.S.E.A. Grievance Hearing continuation-

Commissioner Chair Sallie Chandler requested that Register of Deeds, Debra Anderson, explain to her the differences between Class 4 and Class 5. Register of Deeds, Deb Anderson explained that each of her employees' job descriptions had definite functions on each one. Now everyone has been cross trained. Register Anderson distributed her budget as given to the Commissioners. Chair Chandler asked that is it true that even though all of your ladies are class 4, what they are cross trained in is still Class 4 type work. Register Anderson stated that she understood this but if she were to lose people (being sick, etc) and they are not crossed- trained, her department is done. She referenced the layoff when her department lost eight (8) people at once. She stated that she had to shut her department down for lunch. No one knew how to do everything and that especially during vacations; it was difficult if they were not cross trained. They are more valuable if they are cross trained, added Deb Anderson. Commissioner Chair Chandler again stated that they are all cross trained in Class 4. She added that Ms. Anderson hadn't given her anything to show they are Class 5. Deb Anderson responded that her employees have been in the same class since she's been here. She continued that now we have to deal with computers and that she believes her group deserves it. She also stated that they've worked hard to learn everything. Commissioner Cote asked Register Anderson if when she came before them during her budget request did she present this budget (same as the one you just gave us). Ms. Anderson responded, yes. The County Manager explained the first line depicts the old budget, second column the department request and then his recommendation. Commissioner Dutremble asked Register Anderson if when she came in front of them did she mention she wanted the budget higher? Ms. Anderson responded that she wasn't here for that. Commissioner Dutremble responded that if she wasn't there, it isn't anyone's fault but hers. Commissioner Dutremble clarified that just because the department head wants to increase the job, we still have to approve this. Commissioner Sinden stated that the work that's performed is valued through a process. He added that the work is 4 or 5 depending on a test of the nature of the work. He questioned if the work in its totality is really significantly different over the years. Deb Anderson replied that the work has gone from being done manually to a computer. Commissioner Sinden continued that the product of your work is the same and in fact, it becomes easier with a computer. He also stated that there has been a lot of discussion regarding the department head having the authority to reclassify and this is another area in dispute

that we will have to discuss with our attorney. Commissioner Dutremble stated that it's been his experience since 1970, that the only time one gets extra money is when they do a specific higher job. In this instance, everyone is the same class. They are not doing a job with anyone that's doing a higher job. Commissioner Cote clarified that Register Anderson did request a change to level 5 for her employees to the County Manager. Register Anderson replied that she did and that the Manager denied it. Commissioner Cote stated that this is part of his problem and that if we (Commissioners) had known, we would have had an opportunity to review it. He added that this is no reflection of the work done by the people in the Deeds office as they all do a good job. Ms. Anderson informed the Board that every half day, they (her employees) go to another station and do something different. There are no more injuries as they move, added Ms. Anderson. Donna Ring approached the Board and asked Debra Anderson is it accurate that she presented her request to the County Manager and what did he say? Ms. Anderson replied that he said no. Donna Ring explained to the Commissioners that the department heads are not allowed to put their requests on their budget. She added that it's the fact that these people have taken five different jobs and learned them all resulting in additional responsibility and additional tasks. Why wouldn't they be worth more, Ms. Ring asked. She stated to the Commissioners that this (reclassification) didn't happen as they were not provided that information. Ms. Ring stated that the Deeds department has had a 21% increase in revenues while the administration budget has gone up 50% in the last year. Commissioner Lovell stated that when he looks at the different grades (4 and 5), he sees a significant change in the type of tasks. He further clarified that he sees documents being prepared that must be used by outside parties (referring to grade 5). He wondered if the Deeds department employees ever prepare these types of documents. He agreed that he hadn't heard what Commissioner Chandler had pointed out in that there are five different jobs that are traded around which is good management but not a different level of skills. Commissioner Lovell recommended Deb Anderson sit with H.R. Director, Linda Corliss, to review Grade 4 and Grade 5. He stated that he felt the Department Head did not support her request.

Commissioner Sinden motioned to enter into executive session to consult with County Attorney, Tim O'Brien, pursuant to 1 M.R.S.A. § 405 (6) (E). Commissioner Dutremble seconded the motion. Vote 5-0.

Commissioner Cote motioned to come out of executive session. Commissioner Lovell seconded the motion. Vote 5-0.

Commissioner Sinden motioned to deny the grievance. Commissioner Dutremble seconded the motion. Vote 5-0.

c. Health insurance 2016 renewal update-

County Manager Zinser reported that the Insurance Committee had met recently and decided to add an HMO as a third option to the options required per Union contracts.

d. Lighting rod bid update- County Manager Greg Zinser reminded the Commissioners that at their October 21st meeting, they granted permission for the Tim Amoroso, Facilities Director, to go back to the only bidder to attempt to get the cost lowered. He introduced Mr. Amoroso who reported that he had

talked to Energize ME and that they are able to reduce the cost for the lightening rod by re-using parts that are still usable to \$34,075.00.

The Commissioners congratulated Mr. Amoroso on a job well done.

- e. National Adoption Day (Saturday, November 21st)

The County Manager informed all that the event would be held from 9:00 to noon in the Probate Court and encouraged the Commissioners to attend.

7 NEW BUSINESS

- a. Request from District Attorney's office to hire {Janelle Stewart} for vacant legal secretary position and {Denise Darcy} for vacant Victim Witness Advocate position.

The County Manager introduced H.R. Director, Linda Corliss, who informed the Commissioners about the applicants brought forward.

Commissioner Dutremble motioned to approve the hiring of Janelle Stewart for the legal secretary position and Denise Darcy for the Victim Witness Advocate position. Commissioner Cote seconded the motion. Vote 5-0.

- b. Review of information requested by Commissioners regarding UAV purchase by EMA

The County Manager introduced EMA Director, Art Cleaves. Commissioner Sinden stated that we now have a set of procedures to build on. Commissioner Cote also spoke in support of the UAV.

Facilities Director, Tim Amoroso asked to approach the Board to comment. Commissioner Chair Chandler consented. He spoke in approval of the UAV and on its benefits.

Commissioner Sinden motioned to approve the purchase. Commissioner Cote seconded the motion. Vote 5-0.

8 PUBLIC COMMENT(S) ON ANY ITEM(S)

Susan Wiswell asked if the Standard Operating Procedures for the drone would be available to the public. County Manager Zinser responded that they would be put on the County's website.

9 TO CONDUCT AN EXECUTIVE SESSION ON PERSONNEL ISSUES PURSUANT TO 1 M.R.S.A. §405 (6) (A), ACQUISITION OF REAL PROPERTY OR ECONOMIC DEVELOPMENT PURSUANT TO 1 M.R.S.A. § 405 (6) (C), LABOR NEGOTIATIONS PURSUANT TO 1

**M.R.S.A. § 405 (6) (D) AND CONSULTATION WITH LEGAL
COUNSEL PURSUANT TO 1 M.R.S.A. § 405 (6) (E).**

- a. Executive session pursuant to 1 M.R.S.A. § 405 (6) (D) labor negotiations

Commissioner Dutremble motioned to enter into executive session. Commissioner Lovell seconded the motion. Vote 5-0.

Commissioner Sinden motioned to come out of executive session. Commissioner Cote seconded the motion. Vote 5-0.

10

ADJOURN

Commissioner Dutremble motioned to adjourn. Commissioner Cote seconded the motion. Vote 5-0.