

COMMISSIONERS REGULAR MEETING

December 4, 2013

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 the Commissioners' Community Room in Alfred, within and for the County of York, being held on Wednesday, December 4, 2013 A. D. at 4:30 P. M.

COMMISSIONERS PRESENT:

Sallie Chandler
Daniel C. Cabral
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.

12-04-13 ITEM

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

**2 TO REVIEW AND APPROVE THE MINUTES OF THE COUNTY
COMMISSIONERS' REGULAR MEETING OF NOVEMBER 20, 2013**

Commissioner Sinden motioned to accept the minutes of the November 20, 2013 meeting. Commissioner Cabral seconded the motion. Vote 5-0.

3 TO HEAR ANY REPORTS OF THE COMMISSIONERS

None

4 TO HEAR ANY REPORTS OF THE COUNTY MANAGER

a. Request Commissioners review and vote on pay scale for elected officials

The County Manager circulated a draft pay scale developed for elected officials. He explained that this scale, if approved, would become effective January 1, 2014. (attached as record to the minutes)

Commissioner Dutremble asked if current elected officials who are re-elected would fall under this scale. The County Manager responded that they would not.

Commissioner Sinden motioned to approve the pay ranges for elected officials. Commissioner Dutremble seconded the motion. Vote 5-0.

b. Recommend Commissioners approve York County Human Resource Policy Manual

County Manager Zinser circulated copies of the compensation plan for non-union employees that was in the original draft of the policy given to the Commissioners along with a revised page (attached as record to the minutes). He explained that the Commissioners had a strong desire to review the compensation plan for non-union employees. The proposed, revised language “grandfathers” all current employees hired through December 31, 2013 to continue to receive the 2% increase each year. The new, proposed language moving forward is tied more to a merit based system.

Lt. Col. Michael Vitiello asked to speak before the Board. He voiced concerns regarding the dispute resolution article. He stated that the current policy does not allow non-union personnel the ability to bring a decision from the County Manager that they disagree with to the Commissioners. Mr. Vitiello referenced and circulated a copy of Maine Statute 30-A §501 (Employment and Dismissal of County Employees). He question why fifteen (non-union) employees were being treated differently than anyone else.

Commissioner Cote asked the County Manager if there was any reason why we wouldn't want the change made to include the Commissioners in the step.

County Manager Zinser responded that there are, in his opinion, two reasons. First, the employee already has the right to be heard before the Commissioners when there is a discipline or discharge issue. Secondly, he does not feel the department head has the right to go “over his head” and should be held to a higher standard.

Lt. Col. Vitiello responded that he appreciates the County Manager's view. He asked how many times does a non-union employee ask to be heard before the Commissioners.

Commissioner Cote questioned the County Manager and asked him if he feels adding the Commissioner step in the problem resolution function would impede his authority to manage. The County Manager responded that he did in some aspects.

Commissioner Sinden stated that he was torn on this issue. He said that while he tends to agree with the County Manager on this issue, the Commissioners are

responsible for the York County Human Resource Manual. Commissioner Sinden added that any complaints that come before them would be issues that were in the policy manual. He went on to state that they, by definition, run an open door policy and include public access sessions at every meeting whereby anyone can come before the Board and voice a concern.

Commissioner Sinden motioned to approve the York County Human Resource Manual as presented and discuss the problem resolution issue at the next meeting on December 18th. Commissioner Cabral seconded the motion. Vote 5-0.

c. Recognize Chief Deputy William King

The County Manager introduced Sheriff Ouellette to speak. Sheriff Ouellette informed all about a recent article that appeared in the Portland Press Herald titled, "10 People in Maine to Be Thankful For" in which Chief Deputy King appeared (article attached as record of minutes). The Sheriff added that Chief Deputy King has been recognized for the work he has done with the Jamaican telephone fraud scam and the Sovereign Citizen issue. He added that Chief Deputy King testified in Washington, D.C. and as a result, a bill was introduced and legislation passed.

d. Elect MCCA Director for ensuing year (not addressed at this meeting)

5 NEW BUSINESS

a. Tax abatement denial appeal- Bijan Etemad, Eliot, ME

Martine Painchaud was present for the Town of Eliot. Mr. Etemad was not present but documentation provided by him was reviewed by the Commissioners.

Ms. Painchaud stated to the Board that Mr. Etemad did not provide any evidence (comparable properties) but spoke to a realtor who told him what his property might sell for. She does have spreadsheets that show property is assessed comparably with other like properties in Eliot.

Commissioner Sinden stated that Ms. Painchaud is correct and that real estate professionals try to give clients guidance on how to list their properties. He added that absent an appraisal, he sees no evidence to challenge the Town's assessment of the properties' values.

Commissioner Sinden moved to deny Mr. Etemad's request for tax abatements on two of his properties in Eliot. Commissioner Cabral seconded the motion. Vote 5-0.

6 OLD BUSINESS

None

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

Tammy Wells from the Journal Tribune asked for more information on the change to the non-union compensation. County Manager Zinser explained that non-union employees have received a 2% raise on their anniversary each year and now anyone hired as a non-union employee from January 1, 2014 on will NOT receive an automatic 2% raise. There will be steps that go into place and the raises will be merit based.

Bill Burns (public audience) asked if there was a possibility that a non-union employee could receive a higher compensation. The County Manager responded that they could if their performance was exceptional and the Commissioners voted to do so.

8 ADJOURN

Commissioner Dutremble motioned to adjourn. Commissioner Cabral seconded the motion. Vote 5-0. Meeting adjourned at 5:00 p.m.