

COMMISSIONERS REGULAR MEETING

August 7, 2019

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, August 7, 2019 A. D. at 4:30 P. M.

COMMISSIONERS PRESENT:

Richard R. Dutremble-excused
Michael J. Cote
Richard Clark
Robert Andrews
Allen Sicard

County Manager Gregory Zinser was present at the meeting.

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

- 1 PUBLIC COMMENT(S) ON ANY ITEM(S)**
- 2 TO APPROVE THE MINUTES OF JULY 17, 2019 MEETING**
Commissioner Sicard motioned to approve the minutes of July 17, 2019. Commissioner Andrews seconded the motion. Vote 4-0.
- 3 TO APPROVE TREASURER'S WARRANTS**
 - a. Approve treasurer's warrant dated July 17, 2019 in the amount of \$614,043.46
Commissioner Clark motioned to approve the warrant. Commissioner Andrews seconded the motion. Vote 4-0.
 - b. Approve treasurer's warrant dated July 24, 2019 in the amount of \$372,106.96
Commissioner Clark motioned to approve the warrant. Commissioner Sicard seconded the motion. Vote 4-0.
 - c. Approve treasurer's warrant dated July 31, 2019 in the amount of \$225,685.45
Commissioner Clark motioned to approve the warrant. Vote 4-0.
- 4 EXECUTIVE SESSION PURSUANT TO 1 M.R.S.A. § 405 (6) (E)
CONSULTATION WITH LEGAL COUNSEL**
Commissioner Clark motioned to enter into executive session pursuant to the above statute. Commissioner Andrews seconded the motion. Vote 4-0.
Commissioner Clark motioned to come out of executive session. Commissioner Andrews seconded the motion. Vote 4-0.
No action taken.

5 TO HEAR ANY REPORTS FROM THE COUNTY COMMISSIONERS

a. Commissioner Cote's request for discussion and possible approval of MCCA budget for 2020- Commissioner Cote stated to the Board that this vote, if approved by all the counties, requires a three- year commitment. He asked the Board for direction. Commissioner Sicard asked if Commissioner Cote thought 15 or 16 counties will vote for this. Commissioner Cote replied that they all have to go to their Boards, too. He informed all that we now pay \$8,950 and that with the new assessment, if approved, we will pay \$16,538 starting in January 2020. Commissioner Cote informed all that he asked (MCCA Board) for an amendment allowing York County to get two votes. Commissioner Clark asked what happens to the Risk Pool if the MCCA goes away? Commissioner Cote replied that he has been told it would put the risk pool in a precarious situation. Commissioner Clark responded that the Risk Pool is of significant value to this county. He added that he is not happy with this and that he is disgusted that they spent their operating costs for expenses. Commissioner Clark continued that other than the risk pool, he could live without them but he thinks we "bite the bullet and move forward and see where we are next year". Commissioner Sicard commented regarding their lobbying effort in that if they can't help us, we may have to go along with Cumberland County or hire our own lobbyist. Commissioner Andrews stated that the new commissioner training was beneficial. He continued that he agrees with Commissioner Sicard that we need them for lobbying and the risk pool. He directed Commissioner Cote to try hard to get those two votes. Commissioner Clark motioned to support the proposal that Commissioner Cote brought forth to the Commissioners for MCCA funding. Commissioner Andrews seconded the motion. Vote 4-0.

6 TO HEAR ANY REPORTS FROM THE COUNTY MANAGER

The County Manager informed all that Former Commissioner Sinden's memorial service is this Saturday at Laudholm Farms from 2:00 p.m. to 4:00 p.m.

7 NEW BUSINESS

a. Introduce H.R. Director, Linda Corliss, to seek transfer approval of Mylinda Badger as civil process clerk in the Sheriff's Office with an effective date of August 19, 2019- Linda Corliss presented the information.

Commissioner Clark motioned to approve the hiring of Mylinda Badger as civil process clerk with a start date of August 19, 2019. Commissioner Sicard seconded the motion. Vote 4-0.

b. Review request from Registrar of Deeds regarding salary increase-

County Manager Zinser introduced Nancy Hammond and stated that he was happy to have her at the meeting. He added that she's been going in a positive direction.

Register of Deeds, Nancy Hammond, stated that she was newly elected and knew what the salary restraints were going to be (when the budget was created for this fiscal year). She continued and stated that she and Wendy learned the ropes themselves and that July was the busiest month perhaps ever. Nancy stated that the deeds department came through with no backlog. Register Hammond continued to explain improvements she has implemented. She added that the discrepancy between her salary and Cumberland's Register of Deeds doesn't make sense due to the amount of business and staff sizing. The County Manager added that she's made a lot of technological progress. He stated that her formal request to the Commissioners is to increase her salary by \$6,000 and her deputy by \$5,000.

Nancy Hammond added that the staff that she and Wendy are overseeing make close to or more than what they are currently making. She added that the Assistant Registrar is making equal or more than her. Commissioner Cote asked how many vacancies were there in the deeds department. Nancy replied that she had two unfilled positions that she is choosing to keep open and questioning the need as she is enhancing the use of technology that will continue to improve their productivity.

Commissioner Cote asked what the unfilled position salary is. County Manager Greg Zinser replied they are grade 4, step 1, around \$30,000 a piece-not including benefits. He added that benefits can add up to \$20,000.

Commissioner Cote commented that he is assuming that Nancy and her deputy have taken on a lot more responsibility and tasks than prior. He asked why Nancy didn't she request the salary increase during the budget season? Register of Deeds Hammond replied she discussed (the issue) with Greg and they felt that she didn't have enough time under her belt. She continued that now significant improvements have happened in that short period of time.

Commissioner Sicard motioned that given the previous register was given \$77,000 with more experience, he moved to increase the Register of Deed's salary by \$6,000 and her deputy by \$5,000. Commissioner Andrews seconded the motion.

Discussion- Commissioner Clark stated that while he believes she (Register of Deeds Hammond) is doing a good job, she knew what her salary was when she ran. Any salary increase should go through the budget committee in the spring. Having it brought to the Commissioners now is not the right way to go about it. If positions have been eliminated due to better technology, that benefits the flow to taxpayers in the County.

Commissioner Clark continued that with the exception of Cumberland who is close in volume (recording), she (Register Hammond) is doing better than every other county in the State (referring to salaries). For those reasons, he is not in favor, Commissioner Clark stated.

Commissioner Sicard replied that he sees where he's (Commissioner Clark) coming from but to have walked in and digitized records and not filling two vacant positions that would've made their lives easier as well as well as generating \$2.2 million is impressive. Commissioner Clark replied those fees are set by law and that she (Register Hammond) didn't bring them in.

Commissioner Cote added that he agrees with Commissioner Sicard that generally speaking we (Commissioners) do have the ability to adjust salaries.

Commissioner Andrews stated that he agreed that this is something that the budget committee does have to look at.

Vote 2-2 Commissioners Clark and Andrews opposed. Motion failed.

c Set date for poverty hearing (recommended date of September 18, 2019)-

Commissioner Clark moved to approve the date. Commissioner Andrews seconded the motion. Vote 4-0.

d. Set date for Spirit of America Awards ceremony (recommended date of November 6, 2019) – Commissioner Clark motioned to hold the SOAA awards on November 6, 2019. Commissioner Sicard seconded the motion. Vote 4-0.

e. Announcement of EMA Annual Open House on September 20, 2019 from 9:00 a.m. to 4:00 p.m. - Director Cleaves informed all that a lot of things had been added to the venue and continued that he had invited public officials such as representatives and senators. Commissioner Clark suggested Director Cleaves send Wells a slide and their public television station will put it up.

Commissioner Cote asked what the position in York County is as far as emergency management concerning homeland security. Director Cleaves replied that York County EMA coordinated six active shooter drills this year in schools. Police Chiefs are

engaged. He added that perhaps York County should change the name of their agency to EMA/Homeland Security. County Manager Zinser replied that is something we would want to review. Commissioner Cote agreed and stated that it could be discussed at the next meeting.

f. Seek approval on Limington contract deputy agreement- The County Manager explained that there are no changes to this contract. He added that the town has already approved the agreement.

Commissioner Clark motioned to approve the County Manager signing the agreement. Commissioner Sicard seconded the motion. Vote 4-0.

g. Introduce H.R. Director, Linda Corliss, to seek hiring approval for Keith Seymour as a full-time corrections officer with a start date of August 26, 2019.

H.R. Director, Linda Corliss explained that Mr. Seymour is currently a Cumberland County corrections officer and he lives in Hollis. He has been a corrections officer since 2010 therefore he will only need localized FTO training.

Commissioner Clark motioned to approve the hiring of Keith Seymour with a start date of August 26, 2019. Commissioner Sicard seconded the motion. Vote 4-0.

8 OLD BUSINESS

a. Continued discussion and possible vote on approval of updated hiring policy -County Manager Zinser explained that the policy was circulated to the Unions and that MSEA replied with three recommendations- H.R. Director Linda Corliss further explained that the recommendations were: the inclusion of CBA language, (she stated that page 5 of the H.R. policy manual already states that collectively), description of department manager, leader or elected title-, (Linda stated that they wanted that all as one title and that she didn't change that as different departments refer to their leaders differently and lastly, they had issue with the use of "may" in the policy. H.R. Director Corliss stated that their concern with the use of "may" is they feel it is too open. She added that she looked at each, individual case and by using "may" was trying to give department leaders some discretion and a little flexibility if need be. Therefore, stated Ms. Corliss, she didn't recommend that change but is more than willing to change whatever the Commissioners like.

Commissioner Clark pointed out that in the County Internal Promotion and Transfers section, the language is not clear. He added that it should express what you want it to express. If this is the process we go through, than it should say "shall" or "will". That way you get a clear result. Commissioner Clark stated that he is pleased that it finally got to everyone for review.

Commissioner Clark motioned to approve the updated hiring policy with the discussed changes made. Commissioner Sicard seconded the motion.

Vote 4-0.

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), REVIEW OF CONFIDENTIAL RECORDS PURSUANT TO 1 M.R.S.A. § 405 (6) (F)

No further executive sessions here held.

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

None

11 ADJOURN

Commissioner Clark motioned to adjourn. Commissioner Sicard seconded the motion. Vote 4-0.