

**WALDO COUNTY COMMISSIONERS COURT SESSION
(SPECIAL SESSION)
JULY 14, 2009**

PRESENT: Commissioners Donald P. Berry, Sr. (Chairman), Amy R. Fowler and William D. Shorey. Also present were Treasurer David A. Parkman, Deputy Treasurer Karen Trussell, and County Clerk Barbara Arseneau.

Commissioner Berry opened the court session at 9:00 a.m.

TREASURER'S REPORT:

Present with the Commissioners was Treasurer David A. Parkman, Deputy Treasurer Karen Trussell and Sheriff Scott Story. D. Parkman reported the following:

REVENUE

D. Parkman reported that 67.85% of what is anticipated for the year has been received. He noted that the amount received is "down, not like other years." He commented that June was higher than previous months for the Registry of Deeds. He hoped this would be a "bright spot on kind of a down month on our revenue."

D. Berry said that he had heard that just about all the funds for refinancing have been "used up." "It has hit the point that most people who intended to refinance have likely done so," he said. It was noted that in 2008 revenue was well over 100% of the anticipated amount.

APPROPRIATIONS REPORT

Professional Services is 43% expended and could be at 52% expended. D. Parkman said he suspected that there had been more use of attorneys last year with union contracts having been negotiated. He reported that the Probate Court Appointments are in "good shape." Only \$2,600.00 has been expended so far. Employee Benefits was "right on" at 51%. Over-all, the 2009 total budget is 49% expended, which "does not leave a lot of leeway," he warned.

D. Parkman read expenditures paid from the Reserve Accounts. W. Shorey asked if we had any other banks that weren't with UBS. D. Parkman and K. Trussell said that the only account with UBS was the health insurance account. K. Trussell stated that it was close to \$400,000.00 this month. W. Shorey commented that UBS has a lawsuit going on and stands to lose a lot of money. He reminded all that the auditor had expressed concern over the account with UBS. D. Parkman said at first, when this was set up with Washington Mutual, he had his concerns, but everything worked out on that. He did agree that he had some concern with UBS and recommended that the Commissioners speak with Insurance Administrator Malcolm Ulmer about this. W. Shorey felt that UBS was "getting a little chancier by the day." He commented that different countries have different laws. D. Parkman expressed concern about the public's view of money being kept in a Swiss bank account.

RESERVE FOR REMAINING JAIL FUNDS:

Present for this discussion with the Treasurer and Deputy Treasurer were Sheriff Scott Story and Technology Consultant James Arseneau.

D. Parkman said that there was only 5% of the money collected from the account set up by the State. He said \$104,000.00 would need to be taken out of the fund balance to offset the revenue. This is how the auditor would balance the books. D. Parkman believed that in the end, there would be about \$197,166.09 that will remain in that account. This should take care of all the repairs at the Jail and the Technology funds to be set aside for Jail needs. D. Parkman felt that another \$100,000.00 to \$150,000.00 could be put in an account temporarily and recommended two restricted accounts to be named "Jail Facilities" and "Jail Technology."

S. Story said he didn't want to muddy the waters at all, but said to keep in mind that the law that was passed does not go into affect for 90 days, so there is some question about whether these funds actually have to be earmarked just for Corrections. There is some question whether the BOC has any right to tell the Commissioners what to do with these funds and even if the law passes, it won't take affect for 90 days. D. Parkman said he had sat in the BOC meeting on June 29th and when the BOC said they needed to give approval for anything above \$10,000.00, he had thought, "If this is County money, what right do they have to say this?" D. Parkman wanted to make sure the County "had its ducks in a row."

W. Shorey wondered why this money would not be put in a different account with a different name and used as needed. He did not see why this had to be labeled for specific things ahead of time. He asked the viewpoints of the other Commissioners. D. Berry felt that it might be better to keep it connected to Corrections. A. Fowler agreed with W. Shorey that the money belongs to the County. K. Trussell reminded them that if these are placed in a restricted account, they cannot be touched for anything else. D. Parkman said he had wanted to take some of this and make it "real money." "Right now this is only money on paper," he said.

S. Story reported that some of the other counties are asking for State funds and then will be sitting with a fund balance. Waldo has not asked for State funds, so it is less of a target and he felt that the fund balance was the County's and was going to be used properly. "Waldo really is doing things right," he commented.

D. Berry added that, politically, those counties will be in trouble. "One of those counties has a large democrat delegation sitting in Augusta. If that board tries to play hardball, they will likely get slapped," he cautioned.

S. Story said that the only thing with York County is that everybody is saying, "Shame on them. They should have known the rules." He commented that the legislators are "hanging back on that one."

D. Parkman recommended that \$50,000.00 be placed in the Jail Checking Account for any discrepancies with the audit.

J. Arseneau noted that the figure that should be put in a Correctional Technology account is \$11,758.92. He said he was aware that the video arraignment was currently being funded from Future Land and Buildings Reserve and could be paid for by these other funds. K. Trussell explained that this reserve account would be reimbursed.

After additional discussion, it was recommended that \$12,000.00 be set aside in a Corrections Technology reserve. The intent was not to lose it. D. Parkman commented that if a boiler goes or a roof goes, this will cost the County money down the road. K. Trussell noted that the County used to have a reserve that was called "Sheriff/Jail Facility." W. Shorey thought that was an excellent name. K. Trussell said it used to

be that way, but there was concern that the State might want money that belonged technically to the Sheriff's Office. There was concern expressed both ways.

S. Story said, technically, he believed the money belonged to the County, without restrictions, because the law is not in place yet and then there are 90 days after that. From that day forward, then the funds had to be strictly Corrections-related.

The Commissioners agreed that they felt these funds were County funds and would not be afraid to go head-to-head with the State or even with the courts, if necessary. D. Berry stated, "The law does not affect the past – only the future."

S. Story spoke to the Commissioners about funds he had requested a few months ago for renovations and the Commissioners had allowed him to expend up to \$50,000.00 from a reserve to start this work. He recommended that another \$50,000.00 be authorized for expenditure in case more was needed on this project. K. Trussell reported that \$7,202.00 from County Planning and \$14,445.60 had been spent from Future County Land and Buildings and the Commissioners, in a previous court session, had already voted unanimously to reimburse these reserve accounts. \$12,000.00 was earmarked "Jail Technology." D. Parkman stated that this would leave about \$113,519.00 in the fund balance. When the Commissioners were trying to figure this out, K. Trussell explained that the Commissioners had always put the balance in the Community Corrections Reimbursement account. This could be used anywhere the Commissioners saw fit, just as they always had in the past. It could even be moved later into other reserves as needed.

W. Shorey felt it would be good to start talking about the work they would like to do for the Sheriff. A. Fowler said she cared mostly about tucking this away in an account that could be used for whatever was needed.

D. Parkman thought that eventually the name "Corrections Reimbursement" reserve should be changed. The Commissioners agreed that this could be done at a later time.

S. Story thought that this is money that comes from the State. D. Parkman and K. Trussell said that was not the case – it is separated out.

D. Parkman said that they had not wanted to hide anything, and that the \$200,000.00 from Inmate Boarding was being used for Corrections-related things.

****A. Fowler moved, W. Shorey seconded to reimburse the County Planning and Future Land and Building Accounts as specified, that \$12,000.00 be put in a Jail Technology Reserve and \$50,000.00 be placed in the Jail Checking Account. The total is \$83,647.60. The remaining \$113,519.00 would be placed in a Future Sheriff's Building account. Unanimous.**

D. Parkman asked, if there might be any mistakes on the unofficial audit, would there be enough, in her estimation, to cover any possible errors? K. Trussell thought it would be enough, but did not expect any discrepancies.

The Commissioners wanted a different title for the Corrections Reimbursement account. W. Shorey felt that there should be a reserve for the Sheriff's Office project. K. Trussell suggested the name, "County of Waldo" account. W. Shorey felt that if it was named specifically, it made it harder for the Budget

Committee to target other things for this to pay for. There was discussion of how this had happened the previous year.

S. Story said he wasn't concerned about the Budget Committee looking at an earmarked reserve. The Sheriff's Office was a very justifiable need and he could not imagine the Budget Committee disagreeing with that. "Anyone who does disagree needs to just come up and use our men's room," he commented. He said the Commissioners have been criticized for not planning, then they have been criticized for trying to plan and fund things. He had seen it "run full circle." There was further discussion of what to call a new reserve.

****W. Shorey moved, A. Fowler seconded to title a new reserve account "Future Sheriff's Building Capital Reserve." Unanimous.**

The Jail Technology reserve will be a restricted reserve and the Future Sheriff's Building will be a capital reserve.

JAIL TAX BREAKDOWN: The Treasurer submitted the County Jail Tax Breakdown to the County Commissioners.

****W. Shorey moved, A. Fowler seconded to accept the Treasurer's Report. Unanimous.**

WARRANTS:

The following warrants were voted on by the County Commissioners later in the morning:

****D. Berry moved, W. Shorey seconded authorizing payment of the July 9, 2009 Jail Payroll warrant in the amount of \$42,249.27. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the July 14, 2009 General Fund Accounts Payable warrant in the amount of \$114,649.31. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the July 9, 2009 Payroll in the amount of \$103,644.82. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the July 14, 2009 Capital/Active/Restricted reserve warrant in the amount of \$21,623.04. Unanimous.**

****D. Berry moved, W. Shorey seconded authorizing payment of the June 26, 2009 General Fund Accounts Payable warrant in the amount of \$23,853.77. Unanimous.**

****D. Berry moved, W. Shorey seconded authorizing payment of the June 25, 2009 Payroll warrant in the amount of \$83,157.64. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the June 26, 2009 Jail Accounts Payable warrant in the amount of \$64,523.44. Unanimous.**

****D. Berry moved, W. Shorey seconded authorizing payment of the June 25, 2009 Payroll warrant in the amount of \$37,838.97. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the June 26, 2009 Active/Restricted reserve warrant in the amount of \$28,702.77. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the June 30, 2009 Final Jail Accounts Payable warrant in the amount of \$66,401.44. Unanimous.**

****A. Fowler moved, W. Shorey seconded to approve the Treasurer's Report as presented. Unanimous.**

FACILITIES REPORT:

Present were Facilities Manager Keith Nealley and Architect Robert Fenney, who reported the following:

1. R. Fenney reported that he went to the Design Review Committee in Belfast, which is now a mandatory committee, and the historic zone now includes the District Courthouse. One member of the committee felt that things need to be designed "to her whims." She wants a double-pitched roof with copper leaders, etc. R. Fenney had told her that if that was the demand, nothing could be done. Then she stated that she did not want fluted columns but preferred square. Columns will now have to be non-fluted. Gutters also became an issue. She insisted that the leader be not white but brown, so this will connect to white gutters. Then there was discussion about the City wanting the door to change and if not that, the color. R. Fenney felt that this was not their purview and told them so. He told the Commissioners that now a design would have to be made down the road in the future. K. Nealley explained that R. Fenney had taken the lesser of two evils and got a permit for the handicap ramp. R. Fenney added that the old roof was slate and two of the five sides are still slate. The others are asphalt. "If we ever ask to change that, somebody will blow up," he warned. The committee member had come with several 8" by 10" photos of the building. R. Fenney had to remind the committee that the back of the building is modern. R. Fenney said that he did not know where this left the County with the work that needs to be done on the back concrete stairs. K. Nealley noted that these stairs had been patched and would have an epoxy put on them before winter. R. Fenney cautioned that this committee can pretty much demand what they want. "This is scary," he commented. K. Nealley agreed that it was "not a great climate." That particular committee member was getting very detailed and so R. Fenney decided to withdraw his sketches. He had been told to come back with detailed drawings.

2. K. Nealley submitted a breakdown of his expenditures for the Jail Mission Change Renovation. All inmate labor has been used with the exception of sub-contractors. He went over to all the flooring contractors and bought leftover tile for about \$20.00 per box. The result is that there are now "some neat little designs" on the floors in some of the rooms. There has been some talk about not having wooden doors on Dayroom 1. It is suggested by Volunteers of America to be a more "open concept" initially. K. Nealley thought that this should tally up to about \$20,000.00. The Commissioners commended K. Nealley and the Sheriff for the excellent work that had been done in a very economical manner. K. Nealley also credited Captain Jason Trundy and Sergeant Robert Walker for their hard work and cooperation. He noted that VOA has some conceptual ideas that may need to be brought back to the Commissioners at a later time.

SHERIFF'S REPORT:

Present was Sheriff Scott Story who discussed the following with the Commissioners:

1. S. Story recommended hiring current Jail Administrator Jason Trundy to fill the recent vacancy in the Lieutenant's position resulting from the resignation of former Lieutenant Bryant White. He stated that this decision did not come easy because this will leave a large void in the Jail. S. Story stated that he has some ideas for a new Jail Administrator, but has some work to do on that in the future and has not yet determined the start date because he did not want to pull J. Trundy off during the Jail transition. He thought it might be in 30 to 60 days and was asking for approval at this point to hire Jason Trundy as Lieutenant in the near future.

****A. Fowler moved, W. Shorey seconded approving the hire of Jason Trundy as Lieutenant with the start date to be determined later. Unanimous.**

2. The JAG Grant applied for has been received in the amount of about \$30,000.00 to replace video equipment in the Cruisers to digital units.

3. The Volunteers of America (VOA) budget for Service Provider has been reviewed. S. Story noted that this will be well under the \$625,000.00 that was budgeted. He will come back, as recommended by the consultant, with information regarding contracting someone to manage the contract to be sure all goals are being met. This would be a part-time job and would be cost about \$12,000.00 to \$15,000.00. The consultant does not necessarily have to do it, so it could be someone else. He did not need any action by the commissioners at this point but will come back to Commissioners on this matter in the future.

W. Shorey said it sounded as though they met their goal in reducing the cost. S. Story explained that the Restorative Justice piece, added back in, put the cost in at about \$600,000.00. \$10,000.00 in equipment turned out not to be necessary, which was not a bad thing. "This bid was so impressive because it was all inclusive," S. Story explained.

SMOKING CESSATION PROGRAM:

Present for this discussion was Vyvyenne Ritchie of Healthy Maine Communities, Communications Director Owen Smith, Treasurer David Parkman and, Human Resources/Payroll Director Michelle Wadsworth. D. Berry started the discussion by stating that the Commissioners had been considering the matter of smoking in the County Workforce. The concept of making the County a smoke-free campus had come before the Commissioners by the Communications Director. That job is a very stressful one and there was concern about needing to keep these employees close to the building in case they were needed.

V. Ritchie explained that she works at Waldo County General Hospital and that June 1st, the Hospital became totally tobacco-free. She described the process to reach that point as "very inclusive." They met with every person so that everyone would understand what the new policy would be and made sure they had copies of the policy. It was important for those who smoked to understand that they were not being asked to quit smoking – they were simply asking them not to smoke there. This was important to understand. The campus is smoke-free and even the individual vehicles cannot be smoked in on campus. They have to drive off campus to smoke. It generally takes about a year to accomplish a smoke-free campus, but Healthy Maine was charged to do this in three months. It included providing lozenges, patches, one-on-one counseling, tips, etc. and instruction on how to speak with people who are visiting and training them to approach the person in a way that was not offensive to notify them that smoking was not permitted. Cards were made up that inform that this is a smoke-free campus. There is a hot-line that is available with a real person. Those who have no insurance can get free smoking cessation supplies through that number. She volunteered to teach free of charge employees in order to assist them in ceasing smoking. 17 people have quit successfully.

V. Ritchie explained that the training people received was to say, "Hello, I just wanted you to know that we are tobacco-free campus." Cards were also given them so that they could redeem them for a free fountain drink. Training also involved if someone was not comfortable approaching them, not to, but there is a way to negotiate. Signs that this is a tobacco-free campus would also be provided free of charge.

V. Ritchie had put together a binder with all the "nuts and bolts" for how to set up a policy for tobacco-free campuses. There was also a "Fragrance" policy, in which fragrances, tobacco, and strong odors are addressed. "Third-hand smoke" has been identified on the breath and on the clothes of smokers or those in close contact with smokers.

She did not recommend a half-hearted approach. At WCGH, it was "no smoking" but there were butt cans outside the doors. The first thing they did was to remove the butt cans. Very visual signs were also implemented. Robbins Lumber has also implemented a tobacco-free campus. Their employees are getting healthier and their insurance rates are going down. This was all done in three months. There were a lot of emails, staff meetings, talking with managers about how to approach an employee who either smelled of tobacco or smoking on the property behind the hospital. All the employees were spoken with by a physician and this carried weight. She noted that it has been a very smooth transition. Many employees have come forward wanting to quit and have asked to join the "Fresh Start" Classes. "If you have your management team on board, you can do this in three months. Maine's trend is in this direction. Many parks are now tobacco-free," she reported. Healthy Maine Communities has also worked successfully with an oil company.

D. Berry said that, personally, he did not want to see anyone smoke as it was very unhealthy, but he did not want to violate or appear to be stepping on someone's rights.

O. Smith was present and explained that there are long shifts and his employees would end up smoking out on the sidewalk to obey current smoking policies. Right now there is an intercom that people inside the building can use to contact the employee out back. Several Belfast Officers and Dispatchers took advantage of the smoking cessation program. At first the smoking area was in the vehicle bay, which also was the source of fresh air for dispatchers. O. Smith stated that if this was going to become a tobacco-free campus, this would need to include all county space, which would mean County vehicles and cruisers. He added that he found it difficult to deal with the smell that lingers on smokers and the smoking that occurs near his office window, making it necessary to close it when someone is smoking out back.

V. Ritchie explained that patches could be offered to people who work long hours. He said that breaks are allowed according to the Dispatchers' [union] contract. He acknowledged that they could go out and go down the street if they really wanted to. V. Ritchie stated that you have to give people enough time to contemplate quitting and to understand what the policy will be. Many want to stop, but are addicted. While trying to quit, there will be a lot of "stumbling" but it can be done over time. The cost of cigarettes and people's concern for their help has been shown in surveys indicating that many smokers are not happy to be smoking and wish they could stop. Being sensitive to those who are having a hard time with tobacco and showing support for all these avenues to support them is important. Often the initial support groups continue on their own later. Many reduce and reduce rather than just quitting, as it is less scary. They try to find other ways to fill that time spent that used to be spent on that habit.

V. Ritchie explained that all the cards, literature, patches and supplies can be helpful. Those with insurance can get help through their doctors and insurance. Those who do not have insurance can call a help line for assistance.

O. Smith asked how the classes would work for those who work different shifts. V. Ritchie replied that classes are staggered by month at different times during the day. Even Saturday mornings could be scheduled. The idea is to meet people's needs.

O. Smith offered the Communications Center Conference Room, noting that it comfortably holds fourteen (14) people, unless the Commissioners felt that there was a better location. The Commissioners agreed that the Communications Center was a great location.

D. Berry asked the other Commissioners for their thoughts. W. Shorey commented that he had been thinking about this especially with the work being done on revamping the Personnel Policy. D. Berry said he knew that addiction is very, very hard and stated that he did not know if he could ever give up, for example, dark chocolate. W. Shorey felt the program at WCGH was well thought out. V. Ritchie confirmed this, stating, "We thought of all the angles." She added that she used to work with substance abuse and had found that smoking was the hardest addiction to overcome. It is legal, it is a peer-pressure thing and many people have smoked for many, many years. This is why they try to work with young people so that they do not start smoking in the first place.

D. Parkman asked what would happen if a deputy was called out on a call and was outside the car smoking. His concern was that the officer might not hear the call. O. Smith said that they are never really out of communication. When out of the car, they use a portable radio, so this would not be a concern. V. Ritchie added that there are "clings" that can be placed in the vehicles that say "Smoke Free."

D. Parkman said that he felt that if it was legal, it was a freedom issue. V. Ritchie explained that people are not being asked to quit, they are simply being asked not to smoke at the workplace.

O. Smith noted that the Waldo County Safety/Department Heads Association was very active and V. Ritchie stated that she would be very pleased to come to one of the meetings and "lay everything out."

W. Shorey said he believed it would be at least October before the Personnel Policy was going to be at a point where a decision on this could be made.

D. Berry shared that he had conducted a test with a stylus along with a biology teacher. He noted that both failed all the tests because they had entered a smoke-filled teachers' room for 15 seconds both before and after the lunch hour. "The non-smoker has a different feel about them. Smoke is attracted to a non-smoker, especially their hair," he explained.

V. Ritchie stated that, at some point, there will be a lawsuit by someone who has developed cancer from second-hand smoke; noting that even asthma has been attributed to second-hand smoke.

D. Berry said he understood D. Parkman's view on freedoms, but felt this freedom impacted others.

A. Fowler suggested that this be started slowly by introducing programs. D. Berry recommended starting the program in October with a goal date to be tobacco-free in January. There would be provisions made for those who wished for assistance in quitting smoking.

W. Shorey commented that while working on the Personnel Policy, the Human Resources/Payroll Director had expressed her feeling that a tobacco-free environment would only occur if smoking-cessation programs were offered by the County.

V. Ritchie reported that a pack-a-day smoker spends about \$3,500.00 a year. "Many people want to quit for the financial reason, as well," she noted.

The Commissioners agreed not to take formal action at this time, but to move toward a tobacco-free campus in order to help the employees who smoke as well as the employees who do not smoke. D. Berry thought advance programming and policy should occur and possibly start in either September or October. He suggested no motion be made for a decision at this time. He felt it would be good to keep this program in mind because it is available and that it works.

V. Ritchie reported the process as being pretty straight-forward and simple. The time-consuming part is the implementation and training, etc. She informed the Commissioners that she could get all the literature they could want. O. Smith asked if he could take something for the Communications Center Conference Room. V. Ritchie responded that she would be pleased to provide that later this afternoon.

On an unrelated matter, V. Ritchie reported that she had been able to place all the NACo prescription Discount Cards she originally picked up from the County Clerk and needed more to distribute. The Commissioners were very pleased to hear this and commended her efforts in this regard.

CORRESPONDENCE:

Reviewing correspondence with the Commissioners was County Clerk Barbara Arseneau, with Deputy County Clerk Veronica Stover taking minutes.

1. B. Arseneau asked if the Commissioners would approve the draft press release regarding the County's 2008 Audit. The Commissioners approved it as submitted.
2. B. Arseneau reported that Terry St. Peter of Belfast Office Supply & Services and County Copy had approached her with an offer of .20 cents off the list price for any office product Waldo County purchases over the period of a year, provided the County purchase at least \$500.00 worth of goods and services during that time. For items purchased in volume, T. St. Peter stated that they can usually match or offer a lower price for products provided by larger out-of-town chain stores. The Commissioners stated that they would consider this offer and make a decision at a later time.
3. Verizon Wireless Maine Government Account Manager Paul Medeiros sent notification that there is new cell site activation in the Town of Unity that will provide cell coverage along Route 202, Route 139 and Route 220 in Unity and Troy, as well as surrounding areas.
4. The Commissioners have received a request for a tax abatement appeal hearing from Mr. Anthony Brillard regarding his personal property located on 578 East Thorndike Road in Thorndike. The

Commissioners ordered that this appeal be heard during their August 2009 regular Commissioners Court Session.

5. The Commissioners noted that Deputy Gerald Lincoln reached the one-year step on July 8, 2009 and received an increase in pay from \$16.83 per hour to \$17.07.

6. The Commissioners received copies of an application for poverty abatement of local property tax from the Swanville Selectmen, as requested by a Swanville Citizen.

7. Human Resources/Payroll Director Michelle Wadsworth reported donations that have been received so far for hosting the MCCA Annual Convention this fall and reminded the Commissioners that the County agreed to give a \$50.00 to the Belfast Chamber of Commerce for 250 flyers to put in the convention gift bags. She asked where to code that expenditure.

****A. Fowler moved, W. Shorey seconded to make the donation out of the MCCA Convention Hosting line in the Commissioners Budget. Unanimous.**

8. M. Wadsworth inquired about which line to code the Health Insurance Buy-outs.

****A. Fowler moved, W. Shorey seconded to code the 34% buy-outs from the Health Insurance budget line. Unanimous.**

9. MainePers Special Plan 2C: M. Wadsworth noted that the Commissioners would need to know where the \$5,400.00 would be paid from, as it is currently being paid from the Detail account. This will also have to be dealt with in future budget planning.

10. Caremark has issued a refund check in the amount of \$1,906.78 to the County.

APPROVAL OF MINUTES:

The following minutes were presented to the County Commissioners for approval: Tax Abatement Appeal minutes for Peter Gray vs. Town of Troy, March 10, 2009 and R. Hegstrom vs. Town of Brooks, March 10, 2009, and Commissioners Court Session Minutes from June 29, 2009.

****A. Fowler moved, W. Shorey seconded to approve the Tax Abatement Hearing minutes for Peter Gray vs. Town of Troy, March 10, 2009 and R. Hegstrom vs. Town of Brooks, March 10, 2009, and Commissioners Court Session Minutes from June 29, 2009. Unanimous.**

COMMISSIONERS BUSINESS:

W. Shorey wondered if a workshop could be held between the Sheriff's Office, EMA, and "all players" to see what each one could bring to the table. He felt that a big push should be put forward for grant funds and to look at any stimulus money out there to try to utilize it for building a Sheriff's Office. He noted that EMA has money earmarked for that portion of the building and that EMA Director Dale Rowley has also been looking for other grants. B. Arseneau was instructed to send a memo to all key people to meet for a roundtable discussion including the Commissioners, Treasurer, Sheriff, EMA Director and Facilities Manager Keith Nealley. B. Arseneau was also instructed to ask DRG Specialty Services to look for grant funds, as well.

2010 COLA DISCUSSION

The Commissioners briefly discussed the fact that there are three union contracts in place, so those raises are already established. This leaves the Commissioners Office staff, the Commissioners themselves, other Elected Officials, Fair-labor Standards Exempt Appointed staff, Corrections employees, Administrative Assistant (non-union), EMA Deputy Assistant, Part-time and the Deputy Treasurer. The Commissioners noted that the Deputy Treasurer's salary recommendation was to be made by the Treasurer.

The Commissioners did not elect to add a COLA to the Commissioners Pay Scale, or the non-union position of Sheriff's Administrative Assistant, which will be receiving a step increase to mirror the union Sheriff's Administrative Assistant.

A. Fowler and D. Berry explained that they had built in pay steps into the Commissioners Staff and the Commissioners Pay Scale, as well.

W. Shorey suggested that a list be put together showing who will be impacted by a decision regarding any COLA increases that might be offered.

The County Clerk was instructed to send out 2010 Budget Requests without COLA, and to ask the Department Heads to work on the rest of their budgets while leaving the Personnel lines until later.

The Commissioners acknowledged that they would need to receive submission for recommendations by the Treasurer and the new Pay Scale recommendation for the remaining FLSA-Exempt Appointed.

EXECUTIVE SESSION:

****W. Shorey moved, A. Fowler seconded entering Executive Session according to MRSA Title 1 § 405 (F) at 11:28 a.m. Unanimous.**

****D. Berry moved, A. Fowler seconded to exit Executive Session at 12:37 p.m. Unanimous.**

HEALTH INSURANCE PLAN AMENDMENTS:

Health Insurance Administrator Malcolm Ulmer was present and requested signatures for amendments the Commissioners had previously voted to implement:

1. Amendment to Plan to change for Age 25 F/T Student.
2. Amendment Changes for 2009 Renewal

The Commissioners signed these documents and thanked M. Ulmer for meeting with them.

FUTURE COURT SESSIONS:

The next regular County Commissioners court session is scheduled on August 11, 2009.

****D. Berry moved, W. Shorey seconded adjourning the meeting at 1:20 p.m. Unanimous.**

Respectfully submitted by *Barbara L. Arseneau*
Waldo County Clerk