

**WALDO COUNTY COMMISSIONERS COURT SESSION
DECEMBER 17, 2008
(SPECIAL SESSION)**

PRESENT: Commissioners John M. Hyk, Donald P. Berry, Sr., and Amy R. Fowler, and Waldo County Clerk Barbara Arseneau to take the minutes.

CALL TO ORDER: Chairman Commissioner John Hyk called the meeting to order at 10:24 a.m.

J. Hyk asked if anyone felt that there was any need for Executive Session and the Board decided it was not necessary.

SUPPORT STAFF UNIT SIGNING:

Present for signing the Support Staff Unit contract with the three County Commissioners was Deputy Register of Probate Judith Nealley, Deputy Register of Deeds Stacy Grant, Legal Secretary Carla Rogerson, and Ernest Canelli, III Field Representative with Maine State Employees Association, SEIU Local 1989.

****D. Berry moved, J. Hyk seconded to agree to and pass the contract between the County of Waldo and the Support Staff.** Discussion: A. Fowler explained that she would not be voting in favor of the contract. She stated that she has been reviewing the Governor's budget for the State of Maine and has noted how many positions were either not being funded, or not being filled and she felt that in spite of how well this contract had been negotiated, she could not support it at this time. **Passed by two, A. Fowler opposed.**

All unit representatives met and signed the contract. All Commissioners also signed the contract, although A. Fowler restated her position as opposed.

D. Berry told J. Hyk that he had been working with A. Fowler to devise a pay scale for the County Commissioners Staff, as requested by Waldo County Budget Committee Member Richard McLaughlin.

MAINEPERS ("MEPERS") SPECIAL PLAN 2C FOR DEPUTIES:

Present for this discussion with the Commissioners was H.R./Payroll Director Michelle Wadsworth and Deputy Treasurer Karen Trussell. M. Wadsworth explained that the Commissioners would need to devise a mechanism in order to utilize money that was being saved after the health insurance buyout paid to those employees who chose to obtain health insurance elsewhere, and apply it to the Special Plan 2C. J. Hyk felt that they should do whatever the auditor recommended; if there is a way, go ahead and do it. K. Trussell felt that before the budget was passed, a line needed to be created in the budget for that purpose. The concept was to take that portion of money, remove it from health insurance and move it to pay the health insurance buyout. K. Trussell further explained that MEPERS needs to be increased now that the Deputies Association contract has been signed and includes enrollment in Special Plan 2-C.

D. Berry explained that the Deputies Association agreed in good faith during negotiations and the understanding was that part of the process to make it possible for the County to pay for MEPERS Special Plan 2C was through enough of the Associates agreeing to obtain health insurance somewhere else, and those savings to the County would be applied toward buying back service for Special Plan 2-C. A. Fowler expressed concern about how the County would pay for this.

****A. Fowler moved, D. Berry seconded to adopt MEPERS Special Plan 2-C, effective January 1, 2009 with the change covering Law Enforcement in accordance with the Deputies Association contract, for all service. The person authorized to sign will be the Chairman of the Board of Waldo County Commissioners. Unanimous.**

Human Resources/Payroll Director M. Wadsworth was instructed to send this vote to Stephanie Fecteau at MEPERS to get the contract process started.

K. Trussell asked if the 2009 Tax Anticipation Note could be signed today, but dated December 19, 2008. The Commissioners agreed. The T.A.N. will be for \$4,000,000.00 rather than the \$4,300,000.00 originally anticipated because the cash flow had been recalculated and this is all that is needed.

COMMISSIONERS/TREASURER'S OFFICES PHOTOCOPIER CONTRACT:

It was noted that the copier was 3613 clicks (or copies) over the contracted amount, which came to a charge of \$42.63. It was recommended to the Commissioners that a new account be set up for 35,000.00 copies at \$434.00 per year.

****D. Berry moved, A. Fowler seconded to sign the contract for the Commissioners/Treasurer's photocopier at \$434.00. Unanimous.**

COMMISSIONERS' STAFF PAY SCALES :

The Commissioners discussed the work D. Berry and A. Fowler had done on developing a pay scale for their staff and decided that this was what Budget Committee asked for. The scale had starting salaries and was a fifteen step pay scale, with bonuses offered beyond fifteen years. This scale included a two-year additional pay increase for 2009 and 2010 for the Deputy County Clerk and Human Resources/Payroll Director to try and address these salaries, which were the second lowest and lowest paid respectively as compared with the same positions in other Maine Counties.

****J. Hyk moved, A. Fowler seconded to accept the fifteen step pay scale for the County Clerk, Deputy County Clerk and Human Resources/Payroll Director.**

NEXT COURT SESSION:

The next Commissioners Court Session will be December 30, 2008.

****A. Fowler moved, D. Berry seconded to adjourn the Court Session at 11:41 a.m. Unanimously.**

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