

~Meeting Minutes~
Androscoggin County Commissioners
May 18, 2016
Regular Meeting 5:15 p.m.

I. MEETING CALLED TO ORDER - by Chair Ronald Chicoine at 5:15 P.M.

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL

Commissioners: Chair Ronald Chicoine, Vice-Chair Sally Christner, Beth Bell, Alfreda Fournier, Randall Greenwood, Elaine Makas, Matthew Roy.

Other: County Administrator Larry Post, Treasurer Robert Poulin, Sheriff Eric Samson, Chief Deputy William Gagne, Jail Administer Jeff Chute, Captain Ray Lafrance, Eric Roy, James Langelier, Sun Journal Steve Sherlock, WGLT Dick Clark, Transport Supervisor Delbert Mason, Rielly Bryant, Beth Frisbie, Nick Stone, Melissa Monzo, Thomas Farrington, Victoria Langelier, Timothy Gamache, Sean Kaherl, Travis Loving, Emma, David Spugnardi, Victor Barr, and other citizens.

IV. MINUTES

Motion: to accept and approve with a waiver of reading the minutes of the May 4, 2016 regular meeting.

Greenwood-Roy 7-0

V. WARRANTS

Motion: to review and approve all bills, part-time deputies' payroll. Warrants # 1613, 1614, 1615. Corrections Division Warrants # 1628J, 1629J.

Makas-Roy 7-0

VI. REPORTS

A. Update from Commissioner Bell on activities at the Maine County Commissioners Association.

Commissioner Bell noted that one of the questions that came up when speaking with Peter Baldachi was the question of whether Androscoggin County had a written Code of Ethics for Elected Officials. If so, she would like to review it and compare it with the samples obtained from MCCA. Another topic address was Androscoggin County hosting the 2017 MCCA Annual Convention; Sagadahoc has offered to help Androscoggin County host the convention. Commissioner Bell would like to discuss this and registrations for this year's convention in a workshop. Also, as previously discussed, Owen Smith (from the Dispatch 911 Association) will be attending the Commissioners' June 1st meeting.

Discussion regarding what's involved in hosting the 2017 MCCA Convention.

B. Update from Commissioner Makas and Commissioner Fournier on activities at the Central/Western Maine Workforce Investment Board.

Commissioner Makas stated that they met this week and will be meeting again this Friday. She said they are working hard to help the paper workers who are being laid off.

C. Report from Commissioner Makas on the Safety Committee.

Commissioner Makas stated that she has not been having Safety Committee meetings but she does want to begin doing that. She also mentioned that employees will need to carry their badges with them to enter the building when there is screening.

Discussion regarding supplemental state funding for the jail budget and the jail camera system.

D. Administrator's Report

The County Administrator gave a report on activities and meetings.

VII. COMMENTS FROM THE PUBLIC

Delbert Mason, President of the Association – He hopes that they will resolve the contract issue tonight. He believes that both parties are ready to put it to rest and look to the future.

Rielly Bryant – He requested that item A. *2012-15 Employee Contract* be taken out of order and moved down the line.

Beth Frisbie – Stated she has been working full-time for the County for four years and is currently making the same amount of money as when she walked in the door. She said that she gave up two jobs to come here, wants to make a career out of it and loves working at the County, but she is not sure if she is going to be able to make it as a career financially. She does not feel it is an easy job, nor that she is asking a lot, just for what was on the written contract when she started.

Nicholas Stone – Noted that he has been working for the County for over five years now and has received one pay raise for the last contract and it was late. He has been due his three year raise, which is the biggest, from July 1, 2014. He stated there are financial hardships and that, in his opinion, they are already underpaid for what they do. He explained the when he looks at the future steps for what he should be making and doesn't get them, it makes him feel like he's worthless to everybody.

Melissa Monzo – Said that she is a mother of three who could really use some money. She is trying to get two girls through college and she has a special needs son. She has made things work, but the dollar can only be stretched so far.

Thomas Farrington – He has been working for the County for just under three years now. He started this job as a career path, started a family and now has a child. He had

anticipated, through the contract, what he would be making at this time. However, he has been doing his one-year step for two years now and has been making the same amount of money since day one. He is struggling with daycare costs as both he and his fiancé are going to school full-time.

Victoria Langelier – She stated that she has proudly served this County for ten years now and is a third generation Correction Officer. She would like the Commissioners to know that they are not numbers, they are people, and they are your neighbors. She asked that the Commissioners consider that everything has gone up, and that good officers have had to leave because they were not getting paid what they were due.

Timothy Gamache – Has been in law enforcement since 1999 and has been here four years. He remarked that he has never seen an agency treat their employees the way these employees have been treated. He remarked that they are not asking to be rich, just to be treated fairly and the Commissioners hold the cards to that. He asked that they that they take care of their employees.

Sean Kaherl – He had to leave Androscoggin County about a year ago for financial reasons. When he left, he was only on the first step. When he returned, he was credited for the time he was here before and did receive his 3 year step. However, those workers who originally joined Androscoggin County at the same time he did, are still making the same rate of pay. He stated that this seemed backwards.

Travis Loving – Has been working for Androscoggin County for 11 years. He loves working for the County but seven of the 11 years he's been working here have been without a contract. He asks that the Commissioners be fair and work with them to have a contract.

Emma – She is a Corrections Officer in the jail who is due a one-year pay step that she is not going to receive without a contract. She wonders if she will be able to afford the costs of daycare and a wedding in the future. She stated that the job is not easy and that she would like to be compensated for it in a manner that is worthy of what she does.

David Spugnardi – He is a full-time Corrections Officer in the jail who really enjoys his job. With the cost of living is going up, Mr. Spugnardi explained that a contract will not just help the employees, but it will also help their families.

Sheriff Eric Samson – Stated that whether it be Corrections, Patrol, Dispatch, or Civil, the employees have affected the organization in a positive way. They come to work every day and do their jobs. He believes that even with the contract, the workers are a bargain. He remarked that not having a contract has become prohibitive because it's hard to come up with innovative ideas, get the buy in to go and solicit ideas from the staff and under the current working conditions. He said that it has been four years without a contract and he encouraged the Commissioners to take care of it tonight.

Vic Barr – He started at Androscoggin County as a dispatcher about 3 1/2 years ago and was recently transferred to the Patrol division; yet, he is still making the same \$14.10 an hour. To put things into perspective, he noted that an employee at a national sub shop is making \$16.50 an hour. He doesn't feel they are asking for a lot.

Rielly Bryant – He is a Patrol Supervisor who has been working for Androscoggin County since 1994. He asked that the Commissioners take the following into consideration during their executive session: that a contract was ratified in December of 2014 and choices were made for many reasons not to follow it, but he now believes it's time to start following that contract even if there are some differences that exist. He said that he is asking to be treated fairly and to be given the money that is due to them. He challenged the Commissioners to resolve the contract and make Androscoggin County one of Maine's greatest places to work.

Delbert Mason – Has worked for Androscoggin County for about 18 years. He stated that the work the employees do is phenomenal for what they have to do and endure and deal with. He's had the opportunity to interact with every other county in the state, but he believes Androscoggin County employees are the best and that it's time to start treating them that way. He would like to move forward in the future and hopefully the relationship between the two bodies will greatly improve and grow.

Commissioner Makas – In her opinion, the delay has nothing to do with a lack of respect and she respects the work that they do. She said, "We would like to get this resolved too... we couldn't possibly pay you what you are worth."

VIII. OLD BUSINESS

A. 2012-15 Employee Contract

Motion: to enter into executive session pursuant to Title 1 M.R.S.A. Section 405(6), Subsection(D) and (E).

Greenwood-Roy 7-0

Entered into executive session at 6:00p.m.

Returned to public session at 7:52p.m.

Motion: to offer the Androscoggin County Employee's Association a contract that has come out of arbitration with a Schedule A. step in pay increases based on a 42 hour week, not to exceed the cap of \$200,440.00 and an added paragraph 6 that addresses the recent Superior Court decision.

Christner-Fournier (no vote)

Amendment-to substitute the motion and propose the following to the Androscoggin County Employee's Association:

1. To offer a one-year contract for the year 2016

2. To place all employees on their proper steps as of July 1, 2016 with no retroactivity.
3. Allocate the sum of \$200,000 for all employees who were employed as of July 21, 2016 who were employed before January 1, 2016, pro rata based on whether they have served one year, two years, or three years as of 12/31/15, and we would have to deduct the cost of the steps from the \$200,000 divided equally amongst all employees.
4. No contract changes for 2013, 2014, 2015.
5. For 2016 contract, make the changes stated by the arbitrators except no changes to articles 4, 12, and 13.
6. Health insurance changes consistent with general government effective January 1, 2017.

Greenwood-Makas 4-3

Opposed- Christner, Fournier, Chicoine

Main Motion: to substitute the motion and propose the following to the Androscoggin County Employee's Association:

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2. To place all employees on their proper steps as of July 1, 2016 with no retroactivity.
3. Allocate the sum of \$200,000 for all employees who were employed as of July 21, 2016 who were employed before January 1, 2016, pro rata based on whether they have served one year, two years, or three years as of 12/31/15, and we would have to deduct the cost of the steps from the \$200,000 divided equally amongst all employees.
4. No contract changes for 2013, 2014, 2015.
5. For 2016 contract, make the changes stated by the arbitrators except no changes to articles 4, 12, and 13.
6. Health insurance changes consistent with general government effective January 1, 2017.

Greenwood-Makas 4-3

Opposed-Christner, Fournier, Chicoine

IX. NEW BUSINESS

A. Custodial Position

Motion: to table item A. *Custodial Position* until the next meeting.

Makas-Fournier 3-3-1

Opposed-Roy, Chicoine, Greenwood

Abstained-Bell

Motion: to remove the item from the agenda and instruct the administrator to go out to bid for custodial services, do a complete analysis of what we are looking for, for custodial services.

Greenwood-Roy 6-0-1

Abstained-Bell

B. Sheriff Department's Ammunition Bid Results

Motion: to accept the recommendation from Public Safety Director Captain Lafrance to award the bid to Eagle Point Gun for the grand total of \$3,778.00 which was the lowest bid.

Greenwood-Roy 7-0

C. 2017 MCCA Annual Convention

Discussion regarding convention.

Discussion regarding caucuses. The caucuses should be planned for some time between June 13th and June 24th.

X. OTHER BUSINESS – None.

XII. ADJOURN

Motion: to adjourn at 8:16p.m.

Roy-Fournier 7-0

Larry Post, County Administrator