

COMMISSIONERS' MEETING

March 5, 2025

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, March 5, 2025, A. D. at 4:30 P. M.

COMMISSIONERS PRESENT:

Richard R. Dutremble
Richard Clark
Robert Andrews
Justin Chenette
Donna Ring

County Manager Greg Zinser and Deputy County Manager Linda Corliss were present at the meeting.

YOU ARE INVITED TO RISE AND SALUTE THE FLAG OF THE UNITED STATES

03-05-2025

ITEM

- 1 PUBLIC COMMENT(S) ON ANY ITEM(S)**
None
- 2 TO APPROVE THE MINUTES OF THE FOLLOWING MEETINGS:**
 - a. Commissioners' meeting of February 19, 2025
Commissioner Clark motioned to approve the minutes.
Commissioner Andrews seconded the motion. Vote 5-0.
- 3 TO APPROVE TREASURER'S WARRANTS**
 - a. Warrants to be approved on February 19, 2025 in the amount of \$1,583,036.74
Commissioner Clark motioned to approve the warrant. Commissioner Andrews seconded the motion. Vote 5-0.
 - b. Warrants to be approved on February 26, 2025 in the amount of \$919,615.31
Commissioner Clark motioned to approve the warrant. Commissioner Andrews. Vote 5-0.
- 4 TO HEAR ANY REPORTS FROM THE COUNTY COMMISSIONERS**
No reports

5 NEW BUSINESS

- a. To hear grievance from FOP (may require executive session pursuant to 1M.R.S.A. § 405 (6) (A) personnel issues)

County Manager Zinser asked the Union Representative, Joel Wilkinson if he would like to conduct the grievance in executive session? Mr. Wilkinson replied that the Union is fine holding the grievance in public session.

Joel Wilkinson, agent for FOP addressed the Board and reviewed the documents submitted to the Commissioners regarding the grievance.

The biggest problem is that our members were not contacted (for the overtime). We would offer that the county and Union work together to come up with language to clarify this and to assure this doesn't happen again.

Commissioner Ring stated to Joel Wilkinson is it correct that you're saying you would amend and not ask for paying the three deputies if we can work on language.

Joel Wilkinson responded that yes, we would rather have language in place through an MOA or our CBA to be sure these types of situations are offered to our unit members.

Commissioner Chenette commented that he lives in Saco and near where they demonstrate often. He added that he is struggling with this a bit. We have provided a back up role to Saco before. Why wasn't grievance filed before now?

Joel Wilkinson replied that on one occasion, we were not aware they (civil deputies) were offered the detail and the other time we were offered the work.

Commissioner Chenette asked Joel if the Union spoke with the Sheriff about being deployed? Joel replied that a conversation did take place.

It was elevated to this level because we feel strongly its diluting the CBA.

The County is asserting that these people can perform these job duties.

If they are going to do patrol functions, maybe that's an opportunity we have to examine. It is pretty unique to have a civil deputy performing deputy functions, stated Joel Wilkinson.

Commissioner Chenette asked what were others doing? Joel replied that it is his understanding is that they were off duty. Union President Bob Carr stated that the next three people on the overtime list said they would have come in.

Commissioner Clark commented that this (grievance) is way beyond where this should be. We aren't paying them for something they didn't do.

Union Representative Joel Wilkinson replied that this is a bigger issue. We tried to extend our hand to resolve this. The bigger concern is if these people can do all these patrol functions maybe we need to bring them into our unit and we don't want to do this.

County Manager Zinser asked Joel Wilkinson what is your amended offer?

Joel Wilkinson explained the offer is for the County to clarify language to assure this work is offered to our members first and that the County is not going to subcontract civil deputies out.

County Manager Zinser asked Joel how do you envision this playing out since we just got back to the table?

Joel Wilkinson responded that he thinks we can work it out at the table.

Commissioner Ring stated that she read the grievance, and she agrees with Commissioner Clark that it should've been resolved. There was never intent to use them as backup. It would only have taken one phone call to those deputies to let them know this was going on and they do negotiate for this work. She added that it is a very sad statement that no one bothered.

We pulled 3 civil deputies off from serving papers. The payroll for civil deputies is \$5,000 to \$6,000 a week for payroll. They didn't cover their cost that week. Commissioner Ring continued that civil process is supposed to be a self-sufficient department. We have made up deficits in the past. This is costing the taxpayer money when they are pulled away from their jobs, stated Commissioner Ring. Someone should have done that and how do we make sure it doesn't happen again?

Commissioner Chenette stated to Joel Wilkinson that he had referenced an underlying theme of outsourcing FOP's jobs. Do you see that there is a consistent pattern or trend of this happening or is this a one-off situation? Joel Wilkinson responded that their concern is that it could be a pattern of going down a road where this is going to be more frequent. He added to address Commissioner Clark's comment that this is the process in that the Commissioners are the last step of the grievance process.

Commissioner Chenette stated that just to "drill" down, you are saying that there is not currently a pattern or trend?

Joel Wilkinson replied that the county has wanted to do agreements and we are willing to do so. We have entered into these agreements in the past. All that had to happen were the calls as is stated in the Collective Bargaining Agreement.

Commissioner Clark stated that his time is the cheapest time you have wasted. People are putting more time working on this grievance than it's worth. You should be working on language, not bringing it here, stated Commissioner Clark.

Joel Wilkinson responded that he respectfully disagrees with Commissioner Clark's position. He stated that his role is to represent the Union.

Commissioner Dutremble commented that there is a difference of opinion of past practices. He added that he thinks the Union should negotiate what should be done from this happening.

Joel Wilkinson responded that they are willing to do that but the process allows this to happen (this step).

Commissioner Ring stated that it shouldn't have come to this point. She continued that she is blaming the management, also. It is up to both sides to come together to discuss. She added that she feels that perhaps the Sheriff or our Manager could have negotiated a bit better and in the beginning the process could have been handled better. Commissioner Ring said that the situation was quite clear and you (FOP Union) had the right to the work.

Joel Wilkinson replied that they would gladly hold this in abeyance.

Sheriff King addressed the Board and said that he agrees with Joel and we have a great relationship with he and President Carr. This is a disagreement. He continued that as background, the civil deputies were working and he thought that it is good management to use these civil deputies who were already working and are fully certified deputies. I am going to do it in a most cost effective way, stated Sheriff King. If I had called in three FOP deputies, I would have had to pay them 4 hours each. It was not on the table at the time that they would not want pay. He added that he thinks as Sheriff he should have flexibility. They are a force multiplier. They have cruisers. When there is a jail (shift) opening FOP helps and they are okay with that.

Commissioner Ring responded to the Sheriff that he got the call (for coverage in Saco) a day before and you sent them (Civil Deputies) Sheriff King replied ,yes and he stated that he disagrees with Commissioner Ring that they have to

be out there just serving papers. I think you are looking at it from a very focused view, he stated to Commissioner Ring.

If this is the case, Sheriff King replied that he will need to look at his budget first before he sends people as it's a four-hour minimum for the deputies.

Commissioner Andrews motioned to enter into executive session pursuant to 1 M.R.S.A. § 405 (6) (A). Commissioner Chenette seconded the motion. Vote 5-0.

Commissioner Clark motioned to come out of the executive session

Commissioner Andrews seconded the motion. Vote 5-0.

Commissioner Ring motioned to uphold the grievance as presented.

No second.

Commissioner Chenette motioned to deny the grievance based on the information as presented. Commissioner Clark seconded the motion.

Vote 4-1 with Commissioner Ring opposed.

- b. Review and approve bid for emergency medical training simulators
County Manager Zinser referred the Commissioners to the cover sheet in their packet and informed them there is a full document regarding the equipment in the office. Chief Fire Administrator Roger Hooper addressed the Board and explained that the CDS ERISA grant covers the entire cost of the equipment of \$409,741.00.
Commissioner Clark asked if the five-year service contract cost of \$20,000 is included in this amount. Chief Fire Administrator Hooper replied, yes.
Commissioner Ring asked if we had a delivery date.
Chief Fire Administrator Hooper replied that if we lock in before May 31, 2025, we can get this price. He explained that we won't take delivery until we move into the building. Also, he stated that the warranties don't start until we take delivery.
Commissioner Clark motioned to approve the purchase of the EMS vocation training equipment from Gaumard Scientific in the amount of \$409,741.00.
Commissioner Ring seconded the motion. Vote 5-0.
- c. To schedule two tax abatement denial appeals (recommended date of March 19, 2025)
Commissioner Clark motioned to hold the appeals from the Town of Berwick and the Town of Limerick. Commissioner Andrews seconded the motion.
Vote 5-0.
- d. Request administrative termination of Daniel Verrill effective March 6, 2025- County Manager Zinser explained that he was one of our fire instructors. Chief Fire Administrator Roger Hooper informed all that he hasn't worked for us in 18 month or attended any training.
Commissioner Ring motioned to approve the administrative termination effective March 6, 2025. Commissioner Chenette seconded the motion. Vote 5-0.

- e. Deputy County Manager/H.R. Director Linda Hutchins-Corliss to present new hires/transfers:
 - i. To seek hiring approval of Patrick E. Lucyk in the position of Reserve Disaster Assistance Responder III with an effective date of hire of March 10, 2025.
Commissioner Ring motioned to approve the hiring of Patrick E. Lucyk in the position of Reserve Disaster Assistance Responder III with an effective date of hire of March 10, 2025.
Commissioner Chenette seconded the motion. Vote 5-0.
 - ii. To seek approval of the transfer of Benjamin Brwon from reserve Corrections Officer in the Sheriff's Office to the position of full-time Corrections Officer with a date of transfer effective March 10, 2025.
Commissioner Ring motioned to approve the transfer of Benjamin Brown. Commissioner Chenette seconded the motion. Vote 5-0.
Deputy County Manager/H.R. Director Linda Hutchins-Corliss informed all that two officers graduated from the Corrections Academy today bringing the number of Corrections Officers to 44 full- time and 30 reserve.

6 OLD BUSINESS

- a. Review and approve Findings of Fact (Deshaies)
Commissioner Clark approved the Findings of Facts as presented.
Commissioner Andrews seconded the motion. Vote 5-0.

7 TO CONDUCT AN EXECUTIVE SESSION ON PERSONNEL ISSUES PURSUANT TO 1 M.R.S.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)

- a. Executive session pursuant to 1 M.R.S.A. § 405 (6) (A) personnel matter.
(REMOVED)

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

None

9 ADJOURN

Commissioner Chenette motioned to adjourn. Commissioner Ring seconded the motion. Vote 5-0.
Meeting adjourned at 6:03 p.m.