

WARREN COUNTY BOARD OF SUPERVISORS

COMMITTEE: **PERSONNEL**

DATE: **FEBRUARY 6, 2008**

Committee Members Present:

Supervisors Thomas
Kenny
Haskell
Belden
Stec
Sokol
Tessier

Others Present:

Fred Monroe, Chairman
Hal Payne, Commissioner of Administrative
and Fiscal Services
Joan Sady, Clerk
Paul Dusek, County Attorney
JoAnn McKinstry, Deputy Commissioner of
Administrative and Fiscal Services
Supervisor Bentley
Supervisor Champagne
Supervisor Geraghty
Supervisor Merlino
Supervisor O'Connor
Todd Lunt, Director, Human Resources
Candace Kelly, Director, Office for the
Aging
Robert Phelps, Commissioner, Department
of Social Services
William Lamy, Superintendent, DPW
Pat Auer, Director, Health Services
Frank Morehouse, Superintendent of
Buildings
Barbara Taggart, Administrator,
Westmount Health Facility
Marv Lemery, Director, Office of
Emergency Services
Karen Putney, Administrator, Fire
Prevention & Building Codes
Michael Swan, Director, Real Property Tax
Services
Joanne Collins, Legislative Office Specialist
Nicole Livingston, Deputy Clerk

Mr. Thomas called the Personnel Committee meeting to order at 9:00 a.m.

Motion was made by Mr. Haskell, seconded by Mr. Belden and carried unanimously to approve the minutes of the previous Committee meeting, subject to correction by the Clerk of the Board.

Copies of the Personnel Agenda were provided to the Committee members, and a copy of same is on file with the minutes.

Prior to commencing the Agenda review, Mr. Haskell requested an executive session to discuss the employment history of a particular person.

Motion was made by Mr. Haskell, seconded by Mr. Stec and carried unanimously that executive session be declared pursuant to Section 105 (f) of the Public Officers Law.

Executive session was declared from 9:01 a.m. to 9:38 a.m.

Committee reconvened. Mr. Thomas noted that no action was necessary pursuant to the executive session.

Mr. Thomas apprised Items 1A through D on the Agenda were referrals from the Criminal Justice Committee. Items 1A and B, he said, were referred from the District Attorney and 1A was a request to decrease the salary of Investigator, Employee No. 7502, from the former base salary of \$30,965 to the current base salary of \$25,802 and to decrease the work hours from 24 per week to 20 per week; thereby amending the Department's Table of Organization. He stated Item 1B was a request to increase the salary of Investigator, Employee No. 10493, from the former base salary of \$30,965 to the current base salary of \$36,123 and to increase the work hours from 20 per week to 28 per week; thereby amending the Department's Table of Organization.

Motion was made by Mr. Stec, seconded by Mr. Belden and carried unanimously to approve Items 1A and B as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. Thomas added Items 1C and D were referred from the Probation Department. He noted Item 1C was a request to fill the vacant position of part-time Word Processor Operator, base salary of \$12,240, Employee No. 11300, due to resignation and Item 1D was a request to fill the vacant position of part-time Probation Assistant, base salary of \$14,516, Employee No. 10917, due to resignation.

Motion was made by Mr. Haskell, seconded by Mr. Stec and carried unanimously to approve Items 1C and D as outlined above. Copies of the Notices of Intent to Fill Vacant Positions are on file with the minutes.

Mr. Thomas expounded Items 2A through L were referrals from the Health Services Committee. He stated Items 2A through D were referred from the Health Services Department and he listed the requests as follows:

- A) Request to fill the vacant position of WIC Program Aide, base salary of \$22,988, Grade 3, Employee No. 11186, due to resignation;
- B) Request to fill the vacant position of Word Processing Operator, base salary of \$24,059, Grade 4, Employee No. 8830, due to resignation;
- C) Request to fill the vacant position of Senior Account Clerk, base salary of \$27,559, Grade 7, Employee No. 9992, due to resignation; and
- D) Request to fill the vacant position of Clinical and Fiscal Information Coordinator, base salary of \$57,975.

Motion was made by Mr. Sokol, seconded Stec and carried unanimously to approve Items 2A through D as outlined above. Copies of the Notices of Intent to Fill Vacant Positions are on file with the minutes.

Mr. Tessier exited the meeting at 9:39 a.m.

Mr. Thomas advised Items 2E through L were referred from the Westmount Health Facility. He stated Item 2E was a request to reclassify the position of Maintenance Worker, Employee No. 562, to a Building Maintenance Mechanic, base salary of \$38,474 and to delete the position of Maintenance Worker, base salary of \$31,234; thereby amending the Department's Table of Organization. He added Item 2F was a request to reclassify the position of Maintenance Worker, Employee No. 9033, to a Building Maintenance Mechanic, base salary of \$38,474 and to delete the position of Maintenance Worker, base salary of \$31,234; thereby amending the Department's Table of Organization.

Motion was made by Mr. Haskell and seconded by Mr. Stec to approve the requests as presented.

Mr. Kenny questioned if all of the requests for reclassifications were due to budget errors because he believed the Committee had a policy of addressing reclassifications only during the budget process. Mr. Haskell replied these requests were presented during the budget process; however, he said the requests were denied and the Department Heads were advised to bring the requests back to Committee after the first of the year. Mr Belden asked if the funds to cover the reclassifications were included in the 2008 budget, and Barbara Taggart, Administrator of the Westmount Health Facility, responded there were HCRA (Health Care Reform Act) Recruitment and Retention grant funds available to cover such.

Mr. Thomas questioned why the increases in the reclassifications were so significant and Ms. Taggart explained she was attempting to streamline the positions at Countryside Adult Home and the Westmount Health Facility. She further stated that the employees involved in Items 2E and F had been employed with the County for quite some time and their responsibilities had increased significantly.

Hal Payne, Commissioner of Administrative and Fiscal Services, clarified that these requests had not been presented during the budget process. He added that Ms. Taggart had removed the requests while she was waiting for the job classification questionnaire. Rich Kelly, Personnel Officer, stated that this was an example of how the civil service system was supposed to work and in this particular case, it did. He further explained that these employees were originally hired as Building Maintenance Workers, and as such, those employees would perform a light-type of maintenance activity independently. However, Mr. Kelly added, as the employees became more versed in the skilled trades, their level of responsibilities increased. He noted that

fortunately, for the County, these individuals were not aware that they were performing work of a journeyman level and that classification was more representative of a Building Maintenance Mechanic. He reminded the Committee members that these employees had been with the County for a number of years. Mr. Kelly added that they became aware of the situation when they looked at the position of Building Maintenance Mechanic at the Countryside Adult Home and that individual was involved in doing the journeyman related crafts; therefore, he concluded, that the reclassifications were necessary to rectify the situation.

Following the discussions, Mr. Thomas called the question and the motion was carried unanimously to approve Items 2E and F as outlined above. The necessary resolution was authorized for the next board meeting.

Continuing, Mr. Thomas apprised Item 2G was a request to create the position of a Registered Nurse 2, base salary of \$40,647, Grade 20, effective March 1, 2008; thereby amending the Department's Table of Organization.

Joan Sady, Clerk of the Board, explained the original request that was submitted was incorrect and the request before the Committee members today was accurate.

Motion was made by Mr. Belden, seconded by Mr. Sokol and carried unanimously to approve Item 2G as outlined above. *(Subsequent to the meeting, it was determined that the creation of the position was not necessary; however, a reclassification of the position was needed. The position of RN will be reclassified to a RN 2 for those RN's that have either two years experience at Westmount Health Facility or three years of nursing experience. The RN 2 position will have a base salary of \$40,647, Grade 20. The corrected resolution request form is on file with the minutes).* The necessary resolution was authorized for the next board meeting.

Mr. Thomas stated Items 2H through L were as follows:

- H) Reclassifying the positions of RN Supervisors at a Grade 20 to RN Supervisors at a Grade 21, base salaries of \$41,679, Employee Nos. 6683, 11388, 10368, and 11043 and deleting the positions of RN Supervisors at a Grade 20, base salaries of \$40,647; thereby amending the Department's Table of Organization;
- I) Amending the Table of Organization to reclassify one Personal Care Provider part-time position, base salary of \$9,360, currently under Code EH6020 10-Nursing Aides to Code EH6020 12-Activities;
- J) Increasing the salary of the Director of Nursing, Employee No. 6837 from the former base salary of \$61,904 to the current base salary of \$62,936; thereby amending the Department's Table of Organization;
- K) Increasing the salary of the Assistant Director of Nursing, Employee No. 1356 from the former base salary of \$55,684 to the current base salary of \$56,716; thereby amending the Department's Table of Organization; and
- L) Increasing the salary of the Nursing Supervisor, Employee No. 10656 from the

former base salary of \$48,250 to the current base salary of \$49,282; thereby amending the Department's Table of Organization.

Motion was made by Mr. Stec, seconded by Mr. Sokol and carried unanimously to approve Items 2H through L as outlined above, and the necessary resolutions were authorized for the next board meeting.

Mr. Thomas said Item 3 was a referral from the Human Services Committee, Office for the Aging, requesting to fill the vacant position of Food Service Helper, base salary of \$19,690, Employee No. 8899, due to resignation.

Motion was made by Mr. Haskell, seconded by Mr. Stec and carried unanimously to approve Item 3 as outlined above. A copy of the Notice of Intent to Fill Vacant Position is on file with the minutes.

Mr. Thomas advised Items 4A through D were referrals from the Public Safety Committee. Items 4A and B, he said, were referred from the Fire Prevention & Building Code Enforcement Department and he listed them as follows:

- A) Amending the Department's Table of Organization and 2008 Salary Schedule to correct the title of Code Enforcement Officer to the correct title of Fire Prevention & Building Code Officer; and
- B) Request to fill vacant position of Fire Prevention & Building Code Officer, base salary of \$37,282, Grade 17.

Motion was made by Mr. Belden, seconded by Mr. Stec and carried unanimously to approve Items 4A and B as outlined above, and the necessary resolution was authorized for the next board meeting. A copy of the Notice of Intent to Fill Vacant Position is on file with the minutes.

Mr. Thomas added Item 4C was referred from the Office of Emergency Services, requesting to create the position of part-time Account Clerk, base salary of \$24,059 (\$12,029), Grade 4, effective February 25, 2008; thereby amending the Department's Table of Organization.

Motion was made by Mr. Kenny and seconded by Mr. Haskell to approve the request as presented.

Mr. Kenny questioned why this position was needed and Mr. Belden asked if the funds to cover the cost of the position were included in the 2008 budget. Mrs. Sady said she believed the funds would be used that were received through a Homeland Security Grant. Marv Lemery, Director of the Office of Emergency Services, corrected Mrs. Sady and advised the funds were received through SEMO (State Emergency Management Office) grant funds that were included in the 2008 budget to pay rent. He further clarified it was a part-time position, for 19 hours per week, with an annual salary of \$12,029.

Following discussions, Mr. Thomas called the question and the motion was carried by majority vote, with Mr. Kenny voting in opposition.

Mr. Thomas stated Item 4D was referred from the Sheriff & Communications Office, requesting to fill the vacant position of Civil Law Enforcement Officer, base salary of \$31,100, due to resignation.

Motion was made by Mr. Stec, seconded by Mr. Sokol and carried unanimously to approve Item 4D as outlined above. A copy of the Notice of Intent to Fill Vacant Position is on file with the minutes.

Mr. Thomas expounded Items 5A through H were referrals from the Public Works Committee, and he listed them as follows:

Airport:

- A) Request to fill the vacant position of Airport Manager, base salary of \$60,649, Employee No. 10010, due to resignation.

DPW:

- B) Request to fill the vacant position of Heavy Equipment Operator #6, base salary of \$28,697, Grade 8, Employee No. 293, due to retirement;
- C) Request to fill the vacant position of Motor Equipment Operator (MEO) Medium, base salary of \$27,559, Grade 7, due to promotion. Employee No. to be determined;
- D) Request to fill the vacant position of MEO Light, base salary of \$25,032, Grade 5, due to promotion. Employee No. to be determined;
- E) Request to fill the vacant position of MEO Light, base salary of \$25,032, Grade 5, Employee No. 11379, due to resignation;
- F) Request to fill the vacant position of Senior Custodian, base salary of \$30,867, Grade 10, Employee No. 7060, due to a transfer;
- G) Request to fill the vacant position of Janitor #3, base salary of \$24,059, Grade 4, Employee No. 10654, due to promotion; and
- H) Amending the Department's Table of Organization and 2008 Salary Schedule to correct the title of Assistant Shop Supervisor to the correct civil service title of Assistant Auto Mechanic Supervisor.

Motion was made by Mr. Stec and seconded by Mr. Belden to approve the items as presented.

Mr. Belden advised that the Public Works Committee had reviewed these requests and were well aware of the pending retirements. He noted that most of these positions were being filled from within by promotions.

William Lamy added that the position of Airport Manager had been advertised with the salary to be negotiable based on experience and qualifications. Mr. Belden suggested that after Mr. Lamy conducted interviews and narrowed the field down to three potential candidates, that he return to the Committee to determine the proposed salary. Mrs. Sady said the base salary of \$60,649 was the amount budgeted for 2008

for the Airport Manager position.

Following discussions, Mr. Thomas called the question and the motion was carried unanimously to approve Items 5A through H as outlined above, and the necessary resolution was authorized for the next board meeting. Copies of the Notices of Intent to Fill Vacant Positions are on file with the minutes.

Mr. Thomas stated Item 6 was a referral from the Real Property Tax Services Committee, requesting to fill the vacant position of Real Property Clerk, base salary of \$24,059, Grade 4, Employee No. 10997, due to resignation.

Motion was made by Mr. Haskell and seconded by Mr. Belden to approve the request as presented.

Mr. Belden asked Michael Swan, Director of Real Property Tax Services, if the position would be advertised and interviews held and Mr. Swan replied affirmatively.

Mr. Thomas called the question and the motion was carried unanimously to approve Item 6 as outlined above. A copy of the Notice of Intent to Fill Vacant Position is on file with the minutes.

Mr. Thomas apprised Items 7A through N were referrals from the Social Services Committee. Item 7A, he said, was a request to amend the Department's Table of Organization and 2008 Salary Schedule to increase the salaries for both Assistant Attorney's in the Department of Social Services from the former base salary of \$53,552 to the current base salary of \$56,741.

Motion was made by Mr. Kenny and seconded by Mr. Belden to approve the request as presented.

Mr. Belden questioned if the funds were included in the 2008 budget to cover the salary increases. Mr. Payne explained one of the positions was included in the 2008 budget; however, he added, the other increase was inadvertently missed. He further stated that this was necessary in order for both Assistant Attorney's to have equal salaries. Mr. Geraghty noted that the positions did generate revenue.

Following the discussion, Mr. Thomas called the question and the motion was carried unanimously to approve Item 7A as outlined above, and the necessary resolution was authorized for the next board meeting.

Continuing, Mr. Thomas said Item 7B was a request to create two positions of temporary full-time Clerks, one in the Medicaid Unit using Medicaid Administrative funding (100% reimbursable) and one in the Food Stamp Program using Food Stamp Bonus money, for an amount not to exceed \$25,000; thereby amending the Department's Table of Organization.

Motion was made by Mr. Haskell, seconded by Mr. Sokol and carried unanimously to approve Item 7B as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. Thomas advised Item 7C was a request to reclassify the position of Account Clerk, Employee No. 11278, to a Senior Account Clerk, base salary of \$28,041 and to delete the position of Account Clerk, base salary of \$24,480; thereby amending the Department's Table of Organization.

Robert Phelps stated he did not believe action was needed on Items C, D and F because the reclassifications had been included in the 2008 budget. Mrs. Sady said the positions had been included in the budget; however, she added, the individuals needed to complete their probationary periods; therefore action was necessary to approve such.

Motion was made by Mr. Kenny, seconded by Mr. Belden and carried unanimously to approve Item 7C as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. Thomas noted Item 7D was a request to reclassify the position of Account Clerk, Employee No. 11282, to a Senior Account Clerk, base salary of \$28,041 and to delete the position of Account Clerk, base salary of \$24,480; thereby amending the Department's Table of Organization.

Motion was made by Mr. Kenny, seconded by Mr. Sokol and carried unanimously to approve Item 7D as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. Thomas said Item 7E was a request to reclassify the position of Intake and Data Coordinator, Employee No. 1058, to a Senior Welfare Examiner, base salary of \$34,564, Grade 11 and to delete the position of Intake and Data Coordinator, base salary of \$41,864, Grade 15, due to retirement; thereby amending the Department's Table of Organization.

Mr. Thomas added this reclassification appeared to have a net savings to the County of approximately \$7,300.

Motion was made by Mr. Kenny and seconded by Mr. Sokol to approve the request as presented.

Mr. Kenny asked Mr. Phelps to explain the justification for this request. Mr. Phelps said the individual currently in the Intake and Data Coordinator position had been with the Department for thirty-eight years and would be retiring at the end of the month. He further explained after reviewing the need to fill the position, he had determined that the duties and responsibilities could be reassigned through a reclassification.

Following discussions, Mr. Thomas called the question and the motion was carried unanimously to approve Item 7E as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. Thomas stated Item 7F was a request to reclassify the position of Senior Social Welfare Examiner, Employee No. 9807, to a Principal Social Welfare Examiner, base salary of 34,564, Grade 15 and to delete the position of Senior Social Welfare Examiner, base salary of \$31,351, Grade 11; thereby amending the Department's table of Organization.

Motion was made by Mr. Kenny and seconded by Mr. Belden to approve the request as presented.

Mr. Stec questioned if there was a clause making this approval contingent upon the withdrawal of the pending grievance that was being filed. Paul Dusek, County Attorney, replied it could be contingent on the advancement of the grievance and that could be included in the resolution that approval be based upon the pending outcome of the grievance.

Mr. Kenny amended his motion to included that approval be contingent upon the withdrawal of the grievance and Mr. Belden amended his second to the motion. Mr. Thomas called the question and the motion was carried unanimously to approve Item 7F as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. Thomas said Item 7G was a request to reclassify the position of Social Welfare Examiner, Employee No. 10207, to a Senior Social Welfare Examiner, base salary of \$35,678, Grade 11 and to delete the position of Social Welfare Examiner, base salary of \$32,814, Grade 8; thereby amending the Department's Table of Organization.

Motion was made by Mr. Belden and seconded by Mr. Kenny to approve the request as presented.

Mr. Belden queried if all of these increases were included in the 2008 budget and Mr. Payne responded that after review of all the reclassifications, the total impact on the 2008 budget would be \$1,081. Mr. Phelps added that the actual net savings that resulted from all of these changes would be \$1,271, factoring in longevities.

Following discussions, Mr. Thomas called the question and the motion was carried unanimously to approve Item 7G as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. Thomas listed Items 7H through N as follows:

- H) Reclassifying the position of Resource Assistant, Employee No. 7750, to a Resource Recovery Coordinator, base salary of \$39,313, Grade 14 and deleting

- the position of Resource Assistant, base salary of \$37,423, Grade 12; thereby amending the Department's Table of Organization;
- I) Reclassifying the position of Senior Typist, Employee No. 11010, to a Senior Resource Clerk, base salary of \$26,370, Grade 5 and deleting the position of Senior Typist, base salary of \$25,344, Grade 4; thereby amending the Department's Table of Organization;
 - J) Reclassifying the position of Typist, Employee No. 10847, to a Resource Clerk, base salary of \$26,358, Grade 4 and deleting the position of Typist, base salary of \$25,186, Grade 3; thereby amending the Department's Table of Organization;
 - K) Reclassifying the position of Typist, Employee No. 10923, to a Resource Clerk, base salary of \$25,344, Grade 4 and deleting the position of Typist, base salary of \$24,215, Grade 3; thereby amending the Department's Table of Organization;
 - L) Request to fill the vacant position of Social Welfare Examiner, base salary of \$28,697, Grade 8, Employee No. 8486, due to retirement;
 - M) Request to fill the vacant position Social Welfare Examiner, base salary of \$28,697, Grade 8, Employee No. 9399, due to resignation; and
 - N) Request to fill the vacant position of Senior Social Welfare Examiner, base salary of \$31,351, Grade 11, Employee No. 1058, due to retirement.

Motion was made by Mr. Belden, seconded by Mr. Sokol and carried unanimously to approve Items 7H through N as outlined above, and the necessary resolution was authorized for the next board meeting. Copies of the Notices of Intent to Fill Vacant Positions are on file with the minutes.

Mr. Thomas apprised Item 8 was a referral from the Tourism Committee, requesting to fill the vacant position of Principal Account Clerk, base salary of \$30,867, Grade 10, Employee No. 7521, due to retirement.

Motion was made by Mr. Belden, seconded by Mr. Kenny and carried unanimously to approve Item 8 as outlined above. A copy of the Notice of Intent to Fill Vacant Position is on file with the minutes.

Mr. Thomas stated Item 9 was a request to amend Resolution No. 316 of 2006, to state that the entire salary for the Building Projects Coordinator shall be from Capital Project No. H263.9550 280-Design and Construction of Health and Human Services Building and not from Capital Project No. H262.9550 280-Municipal Center Renovations/Addition.

Motion was made by Mr. Haskell and seconded by Mr. Belden to approve the request as presented.

Mrs. Sady explained that the salary was set at \$30,000 and was included in the 2008 budget so that \$15,000 would be appropriated from each Capital Project to cover the

salary; however, she said, the funds were no longer available under Capital Project No. H262.9550 280-Municipal Center Renovations/Addition and were available under Capital Project No. H263.9550 280-Design and Construction of Health and Human Services Building to cover the full salary.

Following discussions, Mr. Thomas called the question and the motion was carried unanimously to approve Item 9 as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. Thomas expounded Items 10A and B were requests from Paul Dusek, County Attorney, to address the Committee regarding the following:

- A) PBA (Police Benevolent Association) negotiations; and
- B) A proposed Local Law regarding sick leave for employees in and outside of the bargaining unit (Resolution No. 820 of 2004 amended the current policy).

Mr. Dusek suggested addressing Item 10B first because Item 10A would require an executive session.

Privilege of the floor was extended to Trish Nenninger, Second Assistant County Attorney. Mrs. Nenninger explained this issue had come to light because Larry Cleveland, former Warren County Sheriff, had requested his accumulated sick leave be paid in a cash pay-out under the policies that provided for such for non-bargaining employees. She further stated that upon receipt of that request, the Treasurer's Office had contacted the County Attorney's Office and asked that the policy be reviewed. Following review of the laws and related opinions, she said, it was determined that there were three resolutions that authorized the bargaining unit agreements to be extended to non-bargaining unit employees; however, she noted, there were two areas that did not have statutory authority and a local law would be needed in order to extend those benefits, one being for the cash pay-out for accumulated sick leave time and the other would be for tuition and course reimbursement.

Mr. Stec asked if this was accrued sick time from before Mr. Cleveland was an elected official and Mrs. Nenninger replied affirmatively. Mr. Belden questioned how much of a cash pay-out this would be and Mrs. Nenninger responded that she did not have the exact figure; however, she added, Mr. Cleveland had reached the maximum sick leave time allotted prior to assuming the position of Sheriff.

Mr. Dusek clarified that previous resolutions had authorized that an accumulation of up to one hundred and forty days could be reached, with a pay-out for half of that (seventy days) upon retirement and that had been in effect for all non-union employees. He stated that after researching the matter, it was determined that a local law was necessary and it could not be done by resolution alone, for that particular benefit. Mr. Dusek said it was up to the Committee if they wanted to continue to offer that benefit to retirees as they had in the past.

Motion was made by Mr. Belden and seconded by Mr. Stec to authorize the County

Attorney to prepare a proposed local law regarding the cash pay-out for accumulated sick leave time for union and non-union employees.

Mrs. Nenninger advised another issue that related to this matter were the resolutions which authorized extending the collective bargaining agreements to non-union employees and needed to be amended to extend the recent collective bargaining agreements that had been approved as well. She noted the resolution to be amended would be Resolution No. 308 of 1996, which most recently was amended by Resolution No. 820 of 2004. Mr. Dusek reminded the Committee members that some of the terms that were reached through recent negotiation agreements included the newly implemented two floating holidays, as well as sick leave prior to and following a holiday or vacation day and should be extended throughout the County to all employees.

Following discussions, Mr. Thomas called the question and the motion was carried unanimously to authorize a proposed local law regarding the cash pay-out for accumulated sick leave time for union and non-union employees upon retirement.

Motion was made by Mr. Haskell, seconded by Mr. Stec and carried unanimously to amend Resolution No. 308 of 1996 to indicate the changes approved in the bargaining contract.

Concluding the Agenda review, Mr. Thomas returned to Item 10A and Mr. Dusek's request to address the Committee regarding the PBA negotiations. Mr. Dusek requested an executive session to discuss collective negotiations.

Motion was made by Mr. Kenny, seconded by Mr. Sokol and carried unanimously that executive session be declared pursuant to Section 105 (e) of the Public Officers Law.

Executive session was declared from 10:14 a.m. to 10:45 a.m.

Committee reconvened. Mr. Thomas noted no action was necessary pursuant to the executive session.

There being no further business to come before the Committee, on motion made by Mr. Haskell and seconded by Mr. Belden, Mr. Thomas adjourned the meeting at 10:46 a.m.

Respectfully submitted,

Nicole Livingston, Deputy Clerk