

WARREN COUNTY BOARD OF SUPERVISORS

COMMITTEE: PERSONNEL

DATE: OCTOBER 16, 2012

COMMITTEE MEMBERS PRESENT:

SUPERVISORS CONOVER
KENNY
SOKOL
MERLINO
TAYLOR
STRAINER
DICKINSON
GIRARD
MASON

OTHERS PRESENT:

DANIEL G. STEC, CHAIRMAN OF THE BOARD
PAUL DUSEK, COUNTY ADMINISTRATOR
JOAN SADY, CLERK OF THE BOARD
KEVIN GERAGHTY, BUDGET OFFICER
SUPERVISORS BENTLEY
FRASIER
MCDEVITT
THOMAS
WOOD
KATHY BARRIE, PERSONNEL OFFICER
MIKE SWAN, COUNTY TREASURER
JEFFERY TENNYSON, SUPERINTENDENT OF PUBLIC WORKS
PAM VOGEL, COUNTY CLERK
DON LEHMAN, *THE POST STAR*
AMANDA ALLEN, DEPUTY CLERK OF THE BOARD

Mr. Conover called the special meeting of the Personnel Committee to order at 10:00 a.m.

Copies of a document entitled "CSEA Contract Proposal Review" were distributed to the Committee members by Kathy Barrie, Personnel Officer; *a copy of this document is also on file with the meeting minutes.*

Privilege of the floor was extended to Paul Dusek, County Administrator, who advised the purpose of the special Committee meeting was to discuss collective bargaining negotiations. He apprised that the contract terms proposed by the County for all collective bargaining unit employees had recently been rejected by the majority of the voting members; he added that as a result, the CSEA would be convening a meeting of its members in the very near future to review the matter and it was important that the Personnel Committee reconvene as well, to keep abreast of the situation. Mr. Dusek advised that the negotiations came at a time when the 2013 Budget was being developed and the County was facing an increase in retirement costs estimated at more than \$1 million, along with a 10% increase in health insurance premiums, both of which caused a huge impact to the County Budget. On a positive note, Mr. Dusek advised that the County's Department Heads had done a great job of maintaining and reducing expenses in the Equipment and Contractual Budget Codes. He stated that as Union negotiations proceeded, there was an understanding that the employees wanted, and needed, salary increases; however, he continued, there was a very trying budgetary situation to face which would require considerable planning and review to address all of the costs the County must fund, while maintaining the State mandated 2% tax cap. Mr. Dusek said that the Budget Team had initially intended to increase funding to the Public Works budget for much needed road repairs and construction, but due to the negative budgetary impact caused by the lack of a CSEA collective bargaining unit contract, he did not foresee this occurring. He said that in prior years they had made very difficult decisions to reorganize and eliminate Departments or positions in an effort to improve the budgetary situation for future years, but it appeared these measures would be rendered ineffective by the aforementioned health insurance and retirement cost increases, coupled with the CSEA's rejection of the proposed employment contract. Mr. Dusek advised a Budget Committee meeting would be scheduled during the following week to discuss the potential impacts of the costs identified on the 2013 Budget, as well as on the multi-year budget planning scenario they had undertaken.

He concluded that in order to discuss the collective bargaining unit situation further, he would suggest an executive session be declared.

Motion was made by Mr. Merlino, seconded by Mr. Taylor and carried unanimously to declare an executive session pursuant to Section 105(e) of the Public Officer's Law.

Executive Session was held from 10:09 a.m. to 11:47 a.m.

Upon reconvening, Mr. Conover advised that no Committee action had been taken during the executive session.

Mr. Dusek stated that he believed the best option for the County at this point would be to reach out to the Union representatives to see if there were any points of the proposed contract that could be clarified, as well as to discuss the concerns that had led to its rejection. He said it was his understanding that once the Union had met with their members to discuss the reasons for rejection, a second vote would be held on the proposed contract. Mr. Dusek suggested that the Personnel Committee meet again during the following week to review the issue and determine whether there were any new developments.

Mr. McDevitt questioned whether assistance had been offered by the County to answer any questions posed by members of the collective bargaining unit in an effort to bring about an amicable solution to facilitate the proposed labor contract and Mr. Dusek replied affirmatively, noting that he was prepared to offer his assistance in clarifying any aspect of the proposed labor contract to the Union leaders.

There being no further business to come before the Personnel Committee, on motion made by Mr. Kenny and seconded by Mr. Taylor, Mr. Conover adjourned the meeting at 11:49 a.m.

Respectfully submitted,
Amanda Allen, Deputy Clerk of the Board