

**WARREN COUNTY BOARD OF SUPERVISORS  
BOARD MEETING  
FRIDAY, AUGUST 21, 2009**

The Board of Supervisors of the County of Warren convened at the Supervisors' Room in the Warren County Municipal Center, Lake George, New York, at 10:00 a.m.

Mr. Frederick Monroe presiding.

Salute to the flag was led by Supervisor Goodspeed.

Roll called, the following members present:

Supervisors Simmes, Monroe, Sheehan, Taylor, O'Connor, Kenny, Belden, Bentley, Goodspeed, Tessier, Merlino, Stec, Strainer, Champagne, VanNess, Sokol, Thomas and Pitkin - 18.

Absent: Supervisors Girard and Geraghty - 2.

Motion was made by Mr. Belden, seconded by Mr. Sheehan and carried unanimously to approve the minutes of the July 17, 2009 Board Meeting, subject to correction by the Clerk of the Board.

Chairman Monroe declared the Public Hearing on the Adirondack Community College proposed tentative budget for 2009-2010 open at 10:01 a.m. and requested the Clerk read the Notice of Public Hearing.

Clerk read the Notice of Public Hearing.

Chairman Monroe announced that the Public Hearing would remain open for fifteen minutes to accept any public comments.

Chairman Monroe introduced Bob Hansen, representing the New York State Department of Transportation (NYS DOT) Region 1, and Mary Ivey, Regional Director of NYS DOT Region 1, who had requested to address the board members regarding transportation funding. Ms. Ivey clarified that the NYS DOT was trying to undertake an extensive outreach to counties, municipalities, stakeholders and legislators to engage everyone in taking a broader view of the challenges with infrastructure needs. She added that the NYS DOT was also trying to engage in discussions of priorities and critical needs for each county. She acknowledged the tough fiscal situation the State of New York and the country was facing and noted that the NYS DOT had never worked with such uncertainty about State and Federal funding. Ms. Ivey remarked that the NYS DOT program was now purely framed around critical needs, such as bridge repairs, bridge replacements and pavement conditions. She asserted that they needed to know Warren County's priorities in order to make the message clear as to how overwhelming the infrastructure needs were and how the available funding has not allowed the NYS DOT to keep up with the needs.

Mr. Hansen advised that Aaron Frankenfeld, of the Adirondack/Glens Falls Transportation Council (A/GFTC), was present at the meeting and was the NYS DOT's partner in determining the Federal Aid Program in the region, through the Metropolitan Planning Organization. He also recognized Frank Bonafide, of NYS DOT, who was the Capital Program Coordinator and managed the finances of the NYS DOT in the region. Mr. Hansen commenced review of a power point presentation, a copy of which is on file with the minutes. He reviewed the eight counties that comprised Region 1 and explained each had diverse populations and needs, and one regional office handled all of it. He apprised that the NYS DOT had been charged with the task of developing a five year proposal, called a finance plan, that would replace the last five year proposal and the proposal was due to the New York State Governor by October 1, 2009.

Mr. Hansen reviewed a number of graphs in the power point presentation that outlined transportation and infrastructure expenses. Through the Federal Stimulus Program, he said, the NYS DOT received \$98 million for the region out of the State-wide amount of \$1.1 billion. He noted that most of the funds were spent on local projects that were 'shovel ready', the majority of which was spent on projects in Warren and Washington Counties. He asserted that the CHIPS (Consolidated Highway Improvement Projects) Program currently totaled approximately \$30 million for the eight counties in Region 1; however, he noted, inflation rates reduced that amount significantly.

Mr. Hansen expounded that one of the largest challenges the NYS DOT faced in Region 1 was the replacement of bridges, and non-Interstate pavement was becoming a major issue, as well. Following the review of the power point presentation, Mr. Hansen opened the floor for questions.

Mr. Tessier asked how the NYS DOT programs coincided with the A/GFTC program that had been in place for many years. He referred to a project on State Route 149 which had been scheduled for reconstruction to Lake George since 2000, with a deadline for completion of 2010. He apprised that he had recently learned that the project had been pulled from the State plans and the new plan was to only black-top from the Prospect Mountain Highway to the Village line and did not include the construction of sidewalks which was part of the original NYS DOT request. He added that the funds that were appropriated for that project were now being allocated to an environmental project and he questioned why this had happened and why the County had not been notified.

Mr. Hansen addressed Mr. Tessier's first question and explained that the A/GFTC program was within the NYS DOT and the NYS DOT provided the A/GFTC with Federal funds for projects. Concerning the State Route 149 Project, Mr. Hansen referred the question to Mr. Bonafide. Mr. Bonafide explained that the NYS DOT was trying to maintain the few good pavements of roads that they had by applying thin overlays over the pavement which was the plan for that project; however, he added, that type of treatment did not include the construction of sidewalks or drainage, which were much more costly. Ms. Ivey interjected that the NYS DOT would work harder to communicate changes when they occur.

Chairman Monroe commented that he had attended a meeting with a number of NYS DOT officials, New York State Department of Environmental Conservation (NYS DEC) representatives and representatives of the Adirondack Park Agency (APA) and stated that they were all beginning to work on travel corridor management plans and he requested that they all try to involve local government as early as possible in the discussions in order for the County to provide input because of the impacts it had on the communities. Chairman Monroe thanked the representatives from NYS DOT for attending the meeting today.

Chairman Monroe reminded the board members that the Public Hearing was still open. There being no one wishing to speak on the Adirondack Community College proposed tentative budget for 2009-2010, Chairman Monroe declared the Public Hearing closed at 10:30 a.m.

Chairman Monroe introduced Geoffrey Hoffman, of American Alternative Fuel, who was at the meeting today to provide a presentation regarding propane fuel for the Sheriff's patrol vehicles. Mr. Hoffman apprised that the company built propane hybrid fleet vehicles from the conversion standpoint. He stated that the company had a research and development team and had pursued a number of different fuels. Following their research, he announced that propane was the best viable option. Mr. Hoffman asserted that currently, there were 200,000 vehicles around the world that ran on this technology. He further explained that the method was a cost effective solution because when purchased at the right number, propane was approximately 60% less than the cost of gasoline. He noted that propane was safer than gasoline, it lowered the dependency on foreign oil and was one of the cleaner alternative fuels, as recognized by the Department of Energy. Mr. Hoffman added that his company was pursuing a NYSERDA (New York State Energy Research Development Authority) grant opportunity, which was part of the Federal Stimulus Program, and the application stipulated that there would be no cost to the County to implement the conversion systems. Mr. Hoffman summarized that ultimately this could reduce the fuel budget for fleet vehicles by 40%.

Responding to an inquiry regarding qualified trained technicians to services vehicles, Mr. Hoffman said trained technicians were available locally and added that was the benefit to the County of his company being a local company. Additionally, he said, the true practical advantage of the system was that it was a bi-fuel system; thereby allowing the vehicle to continue to burn gasoline and adding the ability for it to run on propane by adding an additional tank. He advised that vehicles could seamlessly go from one fuel to the other with the push of a button on the dashboard.

Mr. Pitkin questioned the stability of propane prices and Mr. Hoffman replied that based on history and the Department of Energy's website of historical data over thirty years, propane had always remained around 55% the cost of unleaded fuel. Mr. Belden asked how many gallons the propane tanks could hold and Mr. Hoffman responded twenty-four usable gallons and it essentially doubled the range of the vehicle. Mr. Bentley queried if all other County vehicles could be incorporated with this and Mr. Hoffman replied affirmatively;

however, he said, other County vehicles could not be included as part of the aforementioned grant due to specifics within the grant agreement. He added that the grant would be awarded in four stages and they were trying to get all the law enforcement vehicles converted under the first phase of the grant; and depending on the remaining funds, other municipal vehicles may be eligible in the following stages. Mr. Belden asked if all of the Sheriff's vehicles were going to be retrofitted or only half and Mr. Hoffman explained they would do as many of the vehicles as was practical, for example, he stated, if a vehicle was about to be replaced, they would not do that one.

Chairman Monroe questioned how the vehicles would be safer with the addition of a propane tank and Mr. Hoffman clarified it did not make the vehicle safer because it still had gasoline in it; however, he said, propane was a safer fuel. He concluded that propane was a cleaner fuel, had less carbon build up on engines which thereby increased their longevity and it was better for the environment. Chairman Monroe thanked Mr. Hoffman for the presentation.

Chairman Monroe introduced Michael Hayes, of M.M. Hayes Company, who was present to discuss the Kronos Timekeeping System. He stated that the M.M. Hayes Company had been working with Warren County since 1995 when they installed the Kronos Timekeeping System at the Westmount Health Facility. He added that in 1998 they installed the same system at the DPW Shop. He noted that the systems focused on tracking time and would forward that through an approval process and eventually into the payroll department. He said that today they were looking at more of a labor management system as a tool to manage the workforce more effectively and efficiently. Mr. Hayes advised that Washington County had the Kronos System, as did Albany County and many other counties used it in various capacities. Locally, he said, a number of companies had the Kronos Timekeeping System, such as the Glens Falls Hospital, CR Bard, Finch Pryun and The Sagamore. He asserted that the System was on New York State contract and the State contract pricing was 20% below the regular pricing and they had also proposed to credit the County for a large portion of the expense over the years. Mr. Hayes reported that they had also capped their installation fees for the County because it would take time to get the System configured. He concluded that the System would increase efficiencies and would save the County money, as well as ensure compliancy and consistency. He provided a two-minute video that explained in detail the timekeeping system.

Mr. VanNess questioned if the System was controlled in-house or if Kronos handled that and Mr. Hayes replied that they trained the County and usually one or two 'superusers' would be identified and trained and would take ownership of the System. Mr. Hayes added they tried to get the County to be self-sufficient, although they were available to assist if there was a major problem. Mr. Taylor asked what was included in the annual maintenance fee. Mr. Hayes explained that it included unlimited access to the M.M. Hayes Help Desk and periodic updates to the software. Mr. Taylor further questioned if the necessary hardware was included and Mr. Hayes replied affirmatively. Chairman Monroe thanked Mr. Hayes for the informational presentation.

Chairman Monroe called for reports by Committee Chairmen on past activities and the following gave verbal reports:

Supervisor Bentley, Real Property Tax Services; Supervisor Belden, Public Works; Supervisor Kenny, County Clerk-Motor Vehicles and Occupancy Tax Coordination; Supervisor Taylor, Planning & Community Development; Supervisor Sheehan, Support Services; Supervisor Thomas, County Facilities and Personnel; Supervisor Sokol, Health Services; Supervisor VanNess, Public Safety; Supervisor Stec, Finance; and Supervisor Tessier, Tourism, Criminal Justice and Social Services.

Concerning the Real Property Tax Services Committee, Mr. Bentley apprised that he had chaired the meeting in the absence of Supervisor Goodspeed. He reported that the Committee meeting consisted of the 'Last Chance Meeting' for individuals whose properties were delinquent on taxes and he noted that the majority of the individuals were awarded an extension until September 4, 2009 to pay the delinquent taxes.

With regard to the Public Works Committee, Mr. Belden remarked that the meeting was mainly comprised of housekeeping issues. He stated that under the Solid Waste & Recycling portion of the meeting, it was announced that the responders to the RFP (Request for Proposal) that had been sent out for a Solid Waste Coordinator and end-of-term negotiations with Wheelabrator, were asked to return to the Committee for further interviews and following such, the Committee approved awarding the contract to R.S Lynch and that resolution was included in the Supervisors' packets. Mr. Belden introduced Ann Pollard, Manager of Rich Air, who was at the meeting today. Ms. Pollard complimented Warren County on the wonderful job that was done maintaining the Airport and commended Don DeGraw, Airport Manager, for working closely with her to ensure that the Airport was operated efficiently and safely. She thanked the Board of Supervisors for their continued support and encouraged them to visit the Airport to view the changes that had been made.

In connection with the County Clerk-Motor Vehicles Committee, Mr. Kenny advised that there had been three vacant positions due to resignation and two of those positions had been approved to be filled and were included in the packets.

Mr. Kenny commented that the Occupancy Tax Coordination Committee had met and the report on occupancy tax from January 1, 2009 to June 30, 2009 reflected a decrease of \$132,000, which was mostly attributed to the economy. He added that the Committee had entertained a request from an applicant, the New York State Environmental Council, for Special Event Funding, in the amount of \$1,500 and \$750 had been approved. He noted that it had been determined that any function that was a religious function designated to further the teachings of that religion were not eligible for occupancy tax funding, such as the United Church of God, which had been considering holding an event in the area in 2010; however, he said, additional research was proceeding.

Regarding the Planning & Community Development Committee, Mr. Taylor expounded that under the Economic Development Corporation (EDC) portion of the meeting, discussions were held pertaining to the Transportation HUD & Urban Development grant that was approved in the amount of \$850,000 for the runway extension at the Airport. He announced that the EDC Fall Luncheon would be held on September 18, 2009 at the Queensbury Hotel and Congressman Murphy was scheduled to be the keynote speaker. Under the Planning & Community Development portion of the meeting, Mr. Taylor advised that the Committee had authorized the submission of an application for Local Waterfront Revitalization grant funds for communities within the First Wilderness Heritage Corridor (FWHC) in the amount of \$500,000 and that resolution was included in the packets. He noted that the Committee had been informed that \$70,000 had been approved for the RESTORE Program for housing improvements. Mr. Taylor added that an update on broadband was provided at the meeting.

Pertaining to the Support Services Committee, Mr. Sheehan stated the Commissioners of the Board of Elections had provided updates on the voting machines and there had not been any significant changes yet. He commented that the Committee had lengthy discussions relative to time management.

With regard to the County Facilities Committee, Mr. Thomas expounded that the Human Services Building was progressing nicely and a tour would be held following the Board meeting. He said that the Committee had discussed space utilization for the third floor of the new building and were proposing to relocate the Planning & Community Development Department and the Board of Elections to that floor. He added that replacement of the Municipal Center sign was also discussed again and DPW and Buildings & Grounds had offered to complete the work in-house. Mr. Thomas noted that the Committee had approved preparing specifications for the abatement and demolition of the Department of Social Services (DSS) building, as well as the old jail, for an amount not to exceed \$10,000; however, he said, the cost for the specifications for the old jail exceeded that amount and therefore was not to be included.

In connection with the Personnel Committee, Mr. Thomas apprised that the Committee had approved the extension of the Hiring Freeze until July 1, 2010. He noted that eleven requests to fill vacant positions due to resignation or retirement in various departments were approved and included in the Supervisors' packets.

Concerning the Health Services Committee, Mr. Sokol reported that the meeting consisted mainly of personnel issues and the renewal of contracts.

Relative to the Public Safety Committee, Mr. VanNess asserted that the Committee had approved the request to charge storage fees for vehicles that were impounded by the Sheriff's Office. He said that Resolution No. 556 authorized an agreement with the West Glens Falls Emergency Squad for the transport of inmates needing medical services. He informed the Board members that the Investigator working with the DSS had charged six

individuals with crimes associated with welfare fraud and food stamp trafficking, realizing a savings of approximately \$12,200.

Regarding the Finance Committee, Mr. Stec advised that Resolution Nos. 569 through 580 were resultant of that meeting. He stated that Resolution No. 569 authorized the settlement of litigation against certain pharmaceutical companies and Resolution No. 570 authorized the settlement of LeBarron and Vandenburg versus the Warren County Sheriff's Department. He noted that Resolution No. 572 rejected the bids received from BBL Development Group for the two County-owned parcels located across the street from the Municipal Center. Resolution No. 574, he said, authorized an interfund agreement between the Treasurer's Office and Westmount Health Facility in the amount of \$1.5 million. Mr. Stec reported that Resolution Nos. 575 and 576 pertained to the purchase and installation of the Kronos Timekeeping System. He added that Resolution No. 578 authorized a Budget Note in an amount not to exceed \$1.3 million to cover the projected shortfall in the Waste Management Fund. He commented that Resolution Nos. 579 and 580 pertained to the Gaslight Village property.

With regard to the Tourism Committee, Mr. Tessier remarked that Resolution Nos. 541 through 543 were resultant of that meeting. He added that one resolution was developed from the Criminal Justice Committee meeting under the Probation portion and that was Resolution No. 527 included in the packets. He said that Resolution No. 539 resulted from the Social Services Committee and was also included in the packets.

Chairman Monroe called for reading of communications.

Clerk read communications, including the following:

Minutes from:

- Warren County Planning Board;
- Warren/Washington Counties IDA.

Monthly Reports from:

- Weights & Measures;
- Probation.

Annual Reports from:

- National Association of Counties;
- Warren County Health Services.

Capital District Regional Off-Track Betting Corporation, May 31, and June 30, 2009 Financial Reports, July surcharge in the amount of \$12,528 and Second Quarter surcharge in the amount of \$7,587.

Communications, resolutions and reports ordered placed on file.

Chairman Monroe commented that the budget deficit had gotten worse than they had anticipated; however, he said, the inclusion of the Federal money for Medicaid, additional reductions in the workforce, the voluntary retirement incentive and furloughs had reduced the deficit to approximately \$3 million or a 9% increase. He advised that the Board was facing the decision of either layoffs or a property tax increase that would be much higher than they wanted it to be. He said that the Commissioner of Administrative & Fiscal Services, Hal Payne, had been asked to review what layoffs would be necessary to reduce the budget deficit. Mr. Payne reported that he had been working with Department Heads to develop a list of positions that could be abolished and currently, twenty-one positions had been identified which would total a savings of approximately \$943,000. He noted that if the nine positions included in the resolution packets requesting to be filled were not, the aforementioned total savings would increase to \$1.7 million with the fringe benefits included. He stated that if those nine positions were not filled the savings would be approximately \$300,000.

Chairman Monroe summarized that if twenty-one positions were abolished, a \$900,000 could be realized, thereby reducing the budget to a 6% increase and if the workforce were to be reduced by 40 positions, it could be a 3% increase. He asked that the board members keep that in mind when voting on the resolutions before them because he was concerned about filling vacant positions, when layoffs were looming. He recommended that positions not be filled until it was known what positions would be abolished. With respect to the Kronos Timekeeping System, Chairman Monroe expounded it appeared to be a great system and in normal economic times, he would be fully supportive of such a system; however, he said, given the situation that the County was currently in, he requested that the Supervisors consider a possible alternative, such as implementing the Kronos System for the new building and not doing it for the Sheriff's Office or the Municipal Center building at this time, thereby saving \$100,000.

Mr. VanNess asked if the recommendation to not fill the vacant positions at this time included the three Correction Officer positions that had been requested to be filled. He reminded the board members that the Sheriff's budget was already maxed out in overtime. Shane Ross, Chief Deputy, remarked that the three Correction Officer positions were mandated by the State. Mr. VanNess also expressed his opposition to the Kronos Timekeeping System.

Motion was made by Mr. Pitkin, seconded by Mr. Goodspeed and carried unanimously to table Resolution Nos. 575, 576 and 585. The resolutions are as follows: Resolution No. 575, Approving the Purchase and Implementation of the Kronos Timekeeping System; Resolution No. 576, Establishing Capital Project No. H 304.9550 280-Time Management System; Authorizing Transfer of Funds and Amending Warren County Budget for 2009; and Resolution No. 585, Decreasing Capital Project No. H108.9550 280-Computerization Effort;

Authorizing Transfer of Funds and Amending Warren County Budget for 2009.

Chairman Monroe suggested that the County Facilities Committee further discuss other time management systems as soon as possible, due to the anticipated move into the new building. Mr. O'Connor questioned if a date had been set for departments to move into the new Human Services Building. Mr. Payne responded that the first move was scheduled to take place on December 3, 2009. Mr. Pitkin opined that diligent research should be performed with regard to time management systems.

Mr. Kenny expressed his opinion that a universal timekeeping system was needed for the County and stated that he could not imagine how difficult it must be for the Treasurer's Office to try and compute payroll, given the number of different systems and rules for punching time clocks in the County. He added he was in favor of the Kronos System, as compared to a system developed in-house. Mr. Kenny questioned if the search for a timekeeping system had to go out bid and Chairman Monroe replied that the Kronos System was on State contract and therefore did not have to go out to bid; however, he noted, if a different system was being pursued, than it would have to go out to bid.

Mr. VanNess pointed out that the tabled resolutions would effect Resolution No. 525, Making Supplemental Appropriations, which included the Treasurer's Office. Joan Sady, Clerk of the Board, advised that the aforementioned resolution would need to be amended from the floor at the appropriate time.

Chairman Monroe remarked that he would like to request an executive session to discuss the position of Solid Waste Advisor and Consultant, due to new information that he had received.

Mr. Goodspeed requested a roll call vote on Resolution No. 584, Authorizing Agreement with R.S. Lynch & Co., Inc. for Consulting Services Involving Planning for Future (2011 and After) Solid Waste Disposal and Updating and/or Modifying the Current Solid Waste Management Plan. He also commented on the budget situation and the potential cuts. He suggested that it could be useful to review the structure of the County government ten or fifteen years ago to see what personnel positions and departments had been added that were not mandated since that time.

Mr. Thomas asserted that due to the budget crisis and the pending layoffs, he suggested that the requests to fill vacant positions be tabled. Motion was made by Mr. Thomas, seconded by Mr. Stec and carried unanimously to table Resolution Nos. 532 through 539. The resolutions are as follows: Resolution No. 532, Authorizing the Director of Public Health/Patient Services to Fill the Vacant Position of Community Health Nurse Due to Resignation; Resolution No. 533, Authorizing the Warren County Clerk to Fill the Vacant Position of Motor Vehicle Registration Clerk Due to Resignation; Resolution No. 534, Authorizing the Warren County Clerk to Fill the Vacant Position of Legal Recording Clerk Due

to Resignation; Resolution No. 535, Authorizing the Warren County Treasurer to Fill the Vacant Position of Senior Account Clerk #6 Due to Resignation; Resolution No. 536, Authorizing the Warren County Sheriff to Fill the Vacant Positions of Correction Officer; Resolution No. 537, Authorizing the Director of Emergency Services to Fill the Vacant Position of 2<sup>nd</sup> Deputy EMS Coordinator Due to Termination; Resolution No. 538, Authorizing the Director of Emergency Services to Fill the Vacant Position of 3<sup>rd</sup> Deputy EMS Coordinator Due to Promotion; and Resolution No. 539, Authorizing the Commissioner of Social Services to Fill the Vacant Position of Case Supervisor Grade B #3 Due to Resignation.

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

Executive session was declared from 11:51 a.m. to 12:06 p.m.

The Board reconvened and Chairman Monroe remarked that no action was necessary pursuant to the executive session.

Chairman Monroe referred to Resolution No. 536, Authorizing the Warren County Sheriff to Fill the Vacant Positions of Correction Officer, which was tabled; however, he said, those positions were mandated by the State. Mr. Belden voiced his opinion that one of the positions requested for the County Clerk should be filled, as well.

Pam Vogel, County Clerk, explained that if Resolution No. 534, Authorizing the Warren County Clerk to Fill the Vacant Position of Legal Recording Clerk Due to Resignation, was tabled, her Department would be put at risk concerning the recording mandates, as well as court filings. Chairman Monroe stated that they were looking at sixty to seventy layoffs and the thought was that the individuals that were being laid off would have bumping rights and could be placed in some of these vacant positions. Mr. Kenny interjected that the County Clerk was short one position already and if this position was not filled, they would be short two. Mr. Taylor clarified that the concept was not to leave these positions vacant permanently, but that they be tabled until a final decision was made concerning layoffs. Mr. Thomas opined that the right thing to do was to table these requests for one month given the possibility of laying off twenty to sixty employees. Mr. Strainer asserted that the position in County Clerk's Office was a revenue generating position.

Pat Auer, Director of Public Health/Patient Services, remarked that her Department was currently down three full time Nursing positions. Chairman Monroe remarked that the positions of Infant Feeding Advocate and WIC Nutrition Facilitator were not included in the tabling motion; however, he added, the position of Community Health Nurse was. Ms. Auer countered that the Nursing position was a revenue generating position and if it was not filled, they would have to start turning clients away, which had never happened in Warren County.

Motion was made by Mr. Sokol, seconded by Mr. Pitkin and carried unanimously to un-table Resolution No. 536, Authorizing the Warren County Sheriff to Fill the Vacant Positions of Correction Officer, due to the positions being mandated by the State.

Mrs. Vogel clarified that the County Clerk's Office had a total of seven positions, two of which were vacant. She noted that her Office recorded 100,000 pages a year, at \$5 a page and the total salaries for her staff was approximately \$230,000. She said she understood that following the lay offs of employees, the idea was that some may be able to be placed in other departments to fill vacated positions; however, she stated, specific qualifications had to be met for certain positions.

Mr. Goodspeed commented that he supported the tabling of the resolutions requesting to fill positions, although, he added, the 'line workers' of the County were being attacked and it was his opinion that the 'suits' should be attacked. Specifically, he continued, ten years ago the County did not have a Human Resources Department and the County functioned fine without one. He advised that by eliminating that Department there could be a savings of well over \$100,000. Mr. Goodspeed stated that job had been done by another department and he questioned why it could not be done now. He expounded those were the types of issues that needed to be looked at.

Mr. O'Connor apprised he was against tabling all of the resolutions requesting to fill vacant positions except Resolution No. 536, and added he felt they should all be tabled.

Mr. Thomas requested a roll call vote on Resolution No. 536, Authorizing the Warren County Sheriff to Fill the Vacant Positions of Correction Officer.

Mr. Goodspeed raised the point of potential liability to the County if mandated positions were not filled. Paul Dusek, County Attorney, countered that the liability to the County would be minimal and rather than not having a mandated position filled, such as these Correction Officers, it would become an issue of an increase in overtime usage.

Mr. Stec agreed with Mr. Goodspeed's suggestion of looking at staffing levels in each department from ten or fifteen years ago compared to today and requested that the analysis of such be provided to the Supervisors.

Frank O'Keefe, County Treasurer, requested an approximate time frame as to when Department Heads would be advised what positions were being abolished and when the vacant positions would be filled. Chairman Monroe asserted that he hoped it would be done as quickly as possible; however, he said, there were options being pursued that could mitigate the need to layoff employees.

Chairman Monroe called for reading of resolutions and discussion.

Joan Sady, Clerk of the Board, advised that Resolution Nos. 526 through 584 were mailed. She added that a motion was needed to amend Resolution No. 525 to delete the Treasurer's Office request.

Motion was made by Mr. Belden, seconded by Mr. Sokol and carried unanimously to amend Resolution No. 525 as outlined above.

Mrs. Sady apprised Resolution Nos. 532 through 535, 537 through 539, 575, 576 and 585 were tabled. She announced that a motion was needed to bring Resolution Nos. 525 and 586 through 588 to the floor. Motion was made by Mr. VanNess, seconded by Mr. Stec and carried unanimously to bring Resolution Nos. 525 and 586 through 588 to the floor.

Chairman Monroe called for a vote on the resolutions.

Resolution Nos. 525 through 588 were approved, with the exception of Resolution Nos. 532 through 535, 537 through 539, 575, 576 and 585, which were tabled.

Chairman Monroe announced that the Budget Review Sessions would begin next week and he encouraged all Supervisors to attend those meetings.

There being no further business, on motion by Mr. Belden and seconded by Mr. Pitkin, Chairman Monroe adjourned the meeting at 12:45 P.M.