

recommendations from the department heads for each such employee under their jurisdiction receiving such recommendation being approved.

5. That commencing January 1, 2016, each non-unit employee occupying a position set forth in the "County Non-Unit Salary Plan" shall receive the salary for the step of the Grade of the position occupied that is set forth in section 6 of Resolution No. 297-75, as last amended by Resolution No. 189-2012, and which salary such non-unit employee is entitled to receive commencing January 1, 2016; the increment recommendations from the department heads for each such non-unit employee under their jurisdiction receiving such recommendation being approved.

6. That the Personnel Officer is directed to prepare and deliver a list of the names and pay of the employees affected by sections one, two, three, four and five of this resolution to the County officers who are responsible for preparing the payrolls of such employees.

7. That commencing January 1, 2016, the base salaries, none of which include any earned longevity increment, of the incumbents of the titled positions herein set forth shall be the amount set forth opposite such position, to wit:

SECTION IV (NON-GRADED) POSITIONS – 2016 SALARIES

<u>TITLE</u>	<u>BASE SALARY</u>
County Legislators(15)	8,500
Chairman of the Board	8,500
Majority Leader	300
Minority Leader	300
Budget Officer	2,500
Deputy Budget Officer	2,500
County Administrator	93,050
Deputy County Administrator	10,000
Clerk of the Board	64,697
District Attorney	152,500
Assistant District Attorney (1 st)	39,376
Assistant District Attorney (2 nd)	36,540
Assistant District Attorney (3 rd)	36,593
Assistant District Attorney (4 th)	36,593
Assistant District Attorney (5 th) V&T	26,585
Assistant District Attorney (6 th) Welfare	24,000
District Attorney Investigator (PT)	15,000
Crime Victims Coordinator	32,061
Assistant Public Defender (1 st)	83,011
Assistant Public Defender (2 nd)	75,015
Assistant Public Defender (3 rd)	73,185
Deputy County Auditor	1,200
County Clerk	70,579
Assistant County Attorney (1)	98,293

2. 2016 Tentative Budget

APPOINTMENTS:

Chairman Crandall appointed John Margeson of Scio, New York, as a member of the **ALLEGANY TELECOMMUNICATIONS DEVELOPMENT CORPORATION** for a two-year term effective immediately, and expiring September 30, 2017. This appointment is subject to confirmation by the Board of Legislators.

RESOLUTIONS:

RESOLUTION NO. 218-15

**ADOPTION OF LOCAL LAW INTRO. NO. 5-2015, PRINT NO.1, TO PROVIDE INCREASES
IN THE COMPENSATION OF CERTAIN COUNTY OFFICERS**

Offered by: Ways & Means Committee

RESOLVED:

1. That proposed Local Law, Intro. No. 5-2015, Print No. 1, is adopted without any change in language, to wit:

COUNTY OF ALLEGANY

Intro. No. 5-2015

Print No. 1

**A LOCAL LAW TO PROVIDE INCREASES IN THE COMPENSATION OF CERTAIN
COUNTY OFFICERS**

BE IT ENACTED by the Board of Legislators of the County of Allegany, State of New York, as follows:

Section 1. Commencing January 1, 2016, the annual salary of the incumbents of the following County offices shall be as follows: County Attorney - \$104,026; Employment & Training Director - \$62,527; Personnel Officer - \$69,996; Public Defender - \$98,657; Public Health Director - \$77,438; Public Works Superintendent - \$86,149; Real Property Tax Director - \$68,813; Sheriff - \$72,150; Social Services Commissioner - \$79,774; Treasurer - \$80,572..

Section 2. This local law shall take effect on the date of its filing with the Secretary of State.

department heads for each such non-unit employee under their jurisdiction receiving such recommendation being approved.

6. That the Personnel Officer is directed to prepare and deliver a list of the names and pay of the employees affected by sections one, two, three, four and five of this resolution to the County officers who are responsible for preparing the payrolls of such employees.

7. That commencing January 1, 2015, the base salaries, none of which include any earned longevity increment, of the incumbents of the titled positions herein set forth shall be the amount set forth opposite such position, to wit:

<u>TITLE</u>	<u>BASE SALARY</u>
County Legislators (15)	8,500
Chairman of the Board	8,500
Majority Leader	300
Minority Leader	300
Budget Officer	2,500
Deputy Budget Officer	2,500
County Administrator	91,225
Deputy County Administrator	10,000
Clerk of the Board	63,428
District Attorney	152,500
Assistant District Attorney (1st)	38,604
Assistant District Attorney (2nd)	35,824
Assistant District Attorney (3rd)	35,875
Assistant District Attorney (4th)	35,875
Assistant District Attorney (5th) V & T Diversion	26,585
Assistant District Attorney (6th) Welfare	24,000
District Attorney Investigator (PT)	12,954
Crime Victims Coordinator	32,061
Assistant Public Defender (1st)	81,383
Assistant Public Defender (2nd)	73,544
Assistant Public Defender (3rd)	71,750
Deputy County Auditor	1,200
Assistant County Attorney (1st)	86,317
Assistant County Attorney (2nd)	64,227
Assistant County Attorney (3rd)	63,070
Assistant County Attorney – Support Counsel (3)	10,250
Election Commissioners (2)	16,790
Election Technicians – Election Machine Tech 1	\$16.81/hr.
Election Technicians – Election Machine Tech 2	\$18.39/hr.
Election Inspectors – Primary	\$107.50/day
Election Inspectors – General	\$172/day
Election Inspectors – Training	\$37.50/day
Seasonal Laborers (Public Works)	\$9.00/hr.

Laborers (Gatekeepers) Part-time	\$12.45/hr.
Information Technology Director	71,615
Sheriff	70,735
Undersheriff	64,088
Probation Director II	65,891
STOP DWI Program Coordinator	16,664
Youth Director	33,972
Emergency Management and Fire Director	53,111
E911 Enumerator	\$10/hr.
Medical Director	20,000
Physical Therapist (EI Part-time)	\$10/hr.
Occupational Therapist (EI Part-time)	\$10/hr.
Speech-Language Pathologist (EI Part-time)	\$10/hr.
Special Education Teacher (EI Part-time)	\$10/hr.
Community Services Director	41,820
Development Director	85,459
Office for the Aging Director	57,784
Office for the Aging:	
Site Managers	\$9-11/hr.
Drivers, Aides	\$9-11/hr.
Rushford Lake:	
Youth Agencies Director	535/wk.
Lifeguards	\$10.50/hr.

Moved by: Mr. Hopkins
Seconded by: Mr. Fanton

Adopted: Roll Call
11 Ayes, 3 Noes, 1 Absent
Voting No: Burt, Decker, Ungermann

RESOLUTION NO. 236-14

AMENDMENT OF RESOLUTION NO. 297-75 TO PROVIDE NEW SALARY GRADE SCHEDULE IN COUNTY NON-UNIT SALARY PLAN

Offered by: Ways & Means Committee

RESOLVED:

1. That effective January 1, 2015, Section 6 of Resolution No. 297-75, as last amended by Resolution No. 189-2012, is amended to read as follows:

Section 6. The following salary grades are hereby established for use in determining the compensation for the positions graded in Section Three of this resolution:

Grade	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Avg Inc
1	29,136	30,002	30,909	31,837	32,786	33,776	34,786	35,837	36,910	38,023	39,157	40,333	1,018
2	30,909	31,837	32,786	33,776	34,786	35,837	36,910	38,023	39,157	40,333	41,549	42,786	1,080

Resolution Intro. No. 193-14 (ADOPTION OF LOCAL LAW INTRO NO. 1-2014, PRINT NO. 1, TO PROVIDE INCREASES IN THE COMPENSATION OF CERTAIN COUNTY OFFICERS) was not pre-filed and was considered from the floor on a motion made by Legislator Hopkins, seconded by Legislator Fanton, and carried by an affirmative voice vote of the requisite two-thirds of the Board membership.

RESOLUTION NO. 192-14

ADOPTION OF LOCAL LAW INTRO. NO. 1-2014, PRINT NO.1, TO PROVIDE INCREASES IN THE COMPENSATION OF CERTAIN COUNTY OFFICERS

Offered by: Ways and Means Committee

RESOLVED:

1. That proposed Local Law, Intro. No. 1-2014, Print No. 1, is adopted without any change in language, to wit:

COUNTY OF ALLEGANY

Intro. No. 1-2014

Print No. 1

A LOCAL LAW TO PROVIDE INCREASES IN THE COMPENSATION OF CERTAIN COUNTY OFFICERS

BE IT ENACTED by the Board of Legislators of the County of Allegany, State of New York, as follows:

Section 1. Commencing January 1, 2015, the annual salary of the incumbents of the following County offices shall be as follows: County Attorney - \$101,986; County Clerk - \$67,864; County Treasurer - \$78,992; Employment & Training Director - \$61,301; Personnel Officer - \$68,624; Public Defender - \$96,723; Public Health Director - \$75,920; Public Works Superintendent - \$84,460; Real Property Tax Director - \$67,464; Social Services Commissioner - \$78,210.

Section 2. This local law shall take effect on the date of its filing with the Secretary of State.

Moved by: Mr. Hopkins
Seconded by: Mr. Fanton

Adopted: Roll Call
12 Ayes, 3 Noes, 0 Absent
Voting No: Burt, Decker, Ungermann

Comments made regarding Resolution No. 192-14 included: Legislator Burt remarked that many of the salary amounts reflect a 2.5 percent increase. He added, "Last Thursday, it was announced that our social security recipients are going to receive a 1.7 percent cost of living increase." He asked his fellow Legislators to "do the right thing" and make the increases

7. That commencing January 1, 2014, the base salaries, none of which include any earned longevity increment, of the incumbents of the titled positions herein set forth shall be the amount set forth opposite such position, to wit:

<u>TITLE</u>	<u>BASE SALARY</u>
County Legislators (15)	8,500
Chairman of the Board	8,500
Majority Leader	300
Minority Leader	300
Budget Officer	2,500
Deputy Budget Officer	2,500
County Administrator	91,225
Clerk of the Board	61,881
Assistant District Attorney (1st)	37,662
Assistant District Attorney (2nd)	34,950
Assistant District Attorney (3rd)	35,000
Assistant District Attorney (4th)	35,000
Assistant District Attorney (5th) V & T Diversion	26,585
Assistant District Attorney (6th) Welfare	24,000
District Attorney Investigator (PT)	12,954
Crime Victims Coordinator	32,061
Public Defender	94,364
Assistant Public Defender (1st)	79,398
Assistant Public Defender (2nd)	71,750
Deputy County Auditor	1,200
County Treasurer	77,065
County Attorney	99,499
Assistant County Attorney (1st)	84,212
Assistant County Attorney (2nd)	62,660
Assistant County Attorney (3rd)	61,532
Assistant County Attorney – Support Counsel (3)	10,000
Election Commissioners (2)	16,380
Election Technicians – Election Machine Tech 1	\$16.40/hr.
Election Technicians – Election Machine Tech 2	\$17.94/hr.
Election Inspectors – Primary	\$100/day
Election Inspectors – General	\$160/day
Election Inspectors – Training	\$35/day
Seasonal Laborers (Public Works)	8.00/hr.
Laborers (Gatekeepers) Part-time	\$12.45/hr.
Information Technology Director	69,868
Undersheriff	62,525
Probation Director II	64,284
STOP DWI Program Coordinator	16,258

Youth Director	33,143
Emergency Management and Fire Director	51,816
E911 Enumerator	\$10/hr.
Medical Director	20,000
Physical Therapist (EI Part-time)	\$10/hr.
Occupational Therapist (EI Part-time)	\$10/hr.
Speech-Language Pathologist (EI Part-time)	\$10/hr.
Special Education Teacher (EI Part-time)	\$10/hr.
Community Services Director	40,800
Development Director	85,459
Office for the Aging Director	56,375
Office for the Aging:	
Site Managers	8-10/hr.
Drivers, Aides	8-10/hr.
Rushford Lake:	
Youth Agencies Director	520/wk.
Lifeguards	10.20/hr.

8. That commencing January 1, 2014 and ending March 31st, 2014, the base salary of the District Attorney, (calculated over a twelve month period), none of which includes any earned longevity increment, shall be \$146,400. That commencing April 1, 2014 and ending March 31st, 2015, the base salary of the District Attorney, (calculated over a twelve month period), none of which includes any earned longevity increment, shall be \$152,500.

Moved by: Mr. Hopkins
Seconded by: Mr. Graves

Adopted: Roll Call
12 Ayes, 2 Noes, 1 Absent
Voting No: Sinclair, Ungermann

Prior to voting on Resolution No. 191-13, Legislator Hopkins offered a motion to amend Resolution No. 191-13 to change the way the District Attorney's salary was listed. The amendment removes the District Attorney's salary from paragraph seven, and adds paragraph eight to address the District Attorney's salary. The District Attorney's salary is based upon the State's fiscal year and therefore will not increase until April 1, 2014. This motion was seconded by Legislator Healy and carried.

RESOLUTION NO. 192-13

APPOINTMENT OF JACK W. WOOD TO THE ALLEGANY COUNTY INDUSTRIAL DEVELOPMENT AGENCY BOARD AND THE INDUSTRIAL AND COMMERCIAL INCENTIVE BOARD

Offered by: Planning and Economic Development Committee

Pursuant to Title 1 of Article 18-A
and Section 906-a of the General Municipal Law

Department, 1997; Account Clerk Typist in the Office of Development 1997-98; and again in the Probation Department, 1998. She was appointed to the County Administrator's Office in January 1998. Chairman Crandall presented Mrs. Alsworth with a plaque, expressing his gratitude, and that of the current Board, former Board members, Department Heads, and Staff members.

ACKNOWLEDGMENTS, COMMUNICATIONS, REPORTS, ETC.:

1. November 2013 Calendar of Board and Standing Committee meeting dates.

RESOLUTIONS:

RESOLUTION NO. 156-13

**ADOPTION OF LOCAL LAW INTRO. NO. 1-2013, PRINT NO.1, TO PROVIDE INCREASES
IN THE COMPENSATION OF CERTAIN COUNTY OFFICERS**

Offered by: Ways and Means Committee

RESOLVED:

1. That proposed Local Law, Intro. No. 1-2013, Print No. 1, is adopted without any change in language, to wit:

COUNTY OF ALLEGANY

Intro. No. 1-2013

Print No. 1

**A LOCAL LAW TO PROVIDE INCREASES IN THE COMPENSATION OF CERTAIN
COUNTY OFFICERS**

BE IT ENACTED by the Board of Legislators of the County of Allegany, State of New York, as follows:

Section 1. Commencing January 1, 2014, the annual salary of the incumbents of the following County offices shall be as follows: Real Property Tax Director - \$65,819; County Clerk - \$66,209; Personnel Officer - \$66,950; Public Health Director - \$74,068; Public Works Superintendent - \$82,400; Sheriff - \$69,010; Social Services Commissioner - \$76,302; Employment & Training Director - \$59,806; Coroners: Local Transport - \$300 p/d; Coroners: Autopsy Transport - \$600 p/d.

Section 2. This local law shall take effect on the date of its filing with the Secretary of State.

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6. That the Personnel Officer is directed to prepare and deliver a list of the names and pay of the employees affected by sections one, two, three, four, and five of this resolution to the County officers who are responsible for preparing the payrolls of such employees.

7. That commencing January 1, 2013, the base salaries, none of which include any earned longevity increment, of the incumbents of the titled positions herein set forth shall be the amount set forth opposite such position, to wit:

<u>TITLE</u>	<u>BASE SALARY</u>
County Legislators (15)	8,500
Chairman of the Board	8,500
Majority Leader	300
Minority Leader	300
Budget Officer	2,500
Deputy Budget Officer	2,500
County Administrator	97,999
Deputy County Administrator	65,087
Clerk of the Board	60,079
Assistant District Attorney (1st)	37,662
Assistant District Attorney (2nd)	34,950
Assistant District Attorney (3rd)	35,000
Assistant District Attorney (4th)	35,000
Assistant District Attorney (5th) RTR	27,383
Assistant District Attorney (6th) Welfare	24,720
District Attorney Investigator (PT)	13,343
Assistant Public Defender (1st)	77,461
Assistant Public Defender (2nd)	70,000
Coroners	150 p/d
Coroners' Physician	50 p/d
Deputy County Auditor	1,200
Assistant County Attorney (1st)	82,158
Assistant County Attorney (2nd)	61,132
Assistant County Attorney (3rd)	60,031
Assistant County Attorney – Support Counsel	10,000
Election Commissioners (2)	14,071
Election Technicians	\$17.50/hr.
Election Inspectors	\$100/day primary
Election Inspectors	\$160/day general
Seasonal Laborers (Public Works)	8.00/hr.
Laborers (Gatekeepers) Part-time	\$12.45/hr.
Information Technology Director	67,833
Probation Director II	62,412
STOP-DWI Coordinator	15,784
Youth Director	32,178
Emergency Management and Fire Director	50,307
E911 Enumerator	\$10/hr.
Medical Director	20,000
Physical Therapist (EI Part-time)	\$10/hr.
Occupational Therapist (EI Part-time)	\$10/hr.
Speech-Language Pathologist (EI Part-time)	\$10/hr.
Special Education Teacher (EI Part-time)	\$10/hr.
Community Services Director	39,612
Development Director	82,970

BOARD OF LEGISLATORS SESSION MINUTES, OCTOBER 22, 2012

Offered by: Ways and Means Committee

RESOLVED:

1. That proposed Local Law, Intro. No. 4-2012, Print No. 1, is adopted without any change in language, to wit:

COUNTY OF ALLEGANY

Intro. No. 4-2012

Print No. 1

A LOCAL LAW TO PROVIDE INCREASES IN THE COMPENSATION OF CERTAIN COUNTY OFFICERS

BE IT ENACTED by the Board of Legislators of the County of Allegany, State of New York, as follows:

Section 1. Commencing January 1, 2013, the annual salary of the incumbents of the following County offices shall be as follows: Public Defender - \$91,616; County Treasurer - \$74,820; Real Property Tax Director - \$57,717; County Clerk - \$64,281; County Attorney - \$96,601; Public Health Director - \$71,911; Social Services Commissioner - \$74,080; Employment and Training Director - \$58,064.

Section 2. This local law shall take effect on the date of its filing with the Secretary of State.

Moved by: Mr. Hopkins
Seconded by: Mr. O'Grady

Adopted: Roll Call
11 Ayes, 2 Noes, 2 Absent
Voting No: Cady, Ungermann

(Memo: This Local Law was filed in the Office of the Secretary of State on December 11, 2012, as Local Law No. 4 of 2012.)

Comments made regarding Resolution No. 145-12 included the following:

Legislator Ungermann remarked that a few adjustments were made in the Budget related to retirements, and so on, and he voted for that. Then a listing appeared in the *Cuba Patriot* showing 592 parcels with unpaid taxes. His concern is that we continue to give raises every year, but the private sector doesn't always get that. We keep driving up our legacy costs - this year alone by about \$690,000, and another \$750,000 is projected. That's \$1.4 million over two years. We've got to slow this down. Mr. Ungermann voiced his non-support.

Legislator Pullen stated that the entire Legislature shares the concern about high taxes. The proposed 2013 Budget is looking at a decrease, although taxes are still too high. In determining the best way to limit costs and reduce expenses, private industry has found that top management is one of the key ways to keep expenses under control and find creative ways to meet challenges. We've had some senior management people who have shown a lot of creativity and innovation, and that is part of the reason some of the actual expenditures in the proposed Budget are going down. We all want the same objective. Mr. Pullen supported the resolution, stating that we should be giving encouragement to these people, not as an automatic thing, but because they are doing their jobs. They should be recognized and receive compensation to continue providing that same creative, innovative type of leadership for the County. We're part-time Legislators, we're not here all the time, we're not the ones with hands-on. We can help set policy, and that's why Mr. Pullen supported the resolution. As a policy, he wants more of that type of leadership from our top managers.

BOARD OF LEGISLATORS SESSION MINUTES, MAY 14, 2012

quality of service. Mr. Hopkins was involved in some of those circumstances in the past, and it ended up being very costly because they had to take the lowest bid.

RESOLUTION INTRO. NO. 68-12 (AMENDING THE COMPREHENSIVE COUNTY PROCUREMENT AND ACQUISITION POLICY OF ALLEGANY COUNTY) was **TABLED**, to allow time for more research on how this amendment will impact professional services, following a motion made by Legislator Fanton, seconded by Legislator Hopkins, and carried on a voice vote.

RESOLUTION NO. 66-12**APPROVAL OF APPORTIONMENT OF MORTGAGE TAX TO TAX DISTRICTS AND AUTHORIZING WARRANT THEREFOR**

Offered by: Ways and Means Committee

Pursuant to Tax Law § 261 (3)

RESOLVED:

1. That the Semi-Annual Report for the period October 1, 2011, through March 31, 2012, relating to Mortgage Tax Receipts and Disbursements and the proposed distribution of such mortgage tax receipts therein, is approved.

2. That the Clerk of this Board is authorized and directed to execute a warrant of this Board to the County Treasurer directing her to distribute to the several tax districts in the County their respective share of such mortgage tax.

Moved by: Mr. Hopkins
Seconded by: Mr. LaForge

Adopted: Roll Call
15 Ayes, 0 Noes, 0 Absent

RESOLUTION NO. 67-12

**AMENDMENT OF RESOLUTION NO. 202-2011
TO REFLECT AN INCREASE IN THE SALARY OF THE DISTRICT ATTORNEY;
APPROPRIATION OF ANTICIPATED STATE AID TO OFFSET SUCH INCREASE**

Offered by: Ways and Means Committee

Pursuant to Judiciary Law 183-a and Chapter 567 of the 2010 Laws of New York

WHEREAS, Section 183-a of the Judiciary Law states that a district attorney is to have the same salary as a county judge serving in the same county, and

WHEREAS, Section 221-d of the Judiciary Law is the state statute establishing the annual salary of a county judge, and

WHEREAS, in 1982, in the case of *Francis v. Mulholland*, 113 Misc.2d 821, 449 N.Y.S.2d 848, Allegany County unsuccessfully challenged New York State's authority under Section 183-a of the Judiciary Law to establish the salary of a district attorney, and

WHEREAS, subsequent to that case, the New York Court of Appeals affirmed the authority of the State of New York to establish the salary of a district attorney in the case of *Matter of Kelley v. McGee*, 57 N.Y.2d 522, 443 N.E.2d 908, and

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WHEREAS, once the highest court in a state has ruled on a matter of state law, that ruling is deemed to be the law of the state, and

WHEREAS, the last year the salary for county court judges was raised was in the year 1999, and

WHEREAS, in compliance with state law, as of the year 1999, Allegany County raised the salary of its district attorney from \$99,000 to \$119,800, and

WHEREAS, there has been no raise in the salary of a county judge since 1999 and likewise, in Allegany County, no raise in the salary of the district attorney since 1999, and

WHEREAS, pursuant to Chapter 567 of the 2010 Laws of New York, the state legislature created a Special Commission on Judicial Compensation to make recommendations as to appropriate and fair salaries for the judges of this state, and

WHEREAS, the law creating the Commission provided that the recommendations of the Commission would automatically go into effect as law as of April 1, 2012, unless the state legislature voted otherwise, and

WHEREAS, pursuant to the recommendations of the Commission, the salaries of New York State judges are scheduled to be increased incrementally over a three-year period, and

WHEREAS, the Commission recommended that the twelve-month salary paid a county judge in Allegany County be increased to \$140,300 for the period April 1, 2012, through March 31, 2013, and

WHEREAS, because the New York State Legislature did not amend or otherwise annul the recommendations of the Commission, those recommendations became effective as the law of this state on April 1, 2012, and

WHEREAS, the salary of an Allegany County Judge was raised to \$140,300 on April 1, 2012, and therefore the salary of the Allegany County District Attorney also increases to \$140,300 as of that date, and

WHEREAS, in order to alleviate the financial impact caused by the salary increase, the State of New York amended Section 700 of the County Law by adding paragraph "12," which has the effect of authorizing state aid to Allegany County in the amount of \$40,200 for the period April 1, 2012, through March 31, 2013, and

WHEREAS, this Board needs to amend its salary plan governing the District Attorney to reflect the new salary as of April 1, 2012, and make the appropriate adjustments to the budget, now, therefore, be it

RESOLVED:

1. That paragraph "7." of Resolution No. 202-2011 is amended to indicate that for a twelve-month period, commencing April 1, 2012, and ending March 31, 2013, the base salary of the Allegany County District Attorney shall be \$140,300.

2. That the sum of \$20,500 in anticipated state aid for the District Attorney's salary increase is appropriated to Account No. A1165.101 (District Attorney-Personnel Services) with a like sum credited to Revenue Account No. A1165.3030.00 (State Aid-General-District Attorney Salary).

BOARD OF LEGISLATORS SESSION MINUTES, MAY 14, 2012

3. This resolution shall take effect retroactive to April 1, 2012.

Moved by: Mr. Hopkins

Adopted: Roll Call

Seconded by: Mr. Healy

9 Ayes, 6 Noes, 0 Absent

Voting No: Benson, Burdick, Cady, Curran, Pullen, Ungermann

Comments made regarding Resolution No. 67-12 included the following:

Legislator Pullen noted that since this issue was first considered by the Board on April 9, there's been extensive discussion, and he believes it now has strong support. Mr. Pullen still opposes it, although there have been court decisions rendered on this matter in the past. His opposition is based on the fact that the State Constitution says the State can't do this, regardless of what the court says. Ultimately, there has to be some law. There have been individuals, Martin Luther King, Jr. was one of them, who said that sometimes you have to take a stand against what is wrong. There have been precedents in the past which have been overruled over time, and part of the process was that a stand was taken. Mr. Pullen is prepared to take such a stand. The State Constitution says that State government cannot act to change the salaries of county and local government officials. The District Attorney has been specified in County Law as a county officer, not a State official; and as such, it is this Board that should set that salary, not the State Legislature. If you look back over history since the 1960s when that law was passed, they have essentially ignored it. The ultimate foundational law of the State of New York is the State Constitution, and they are violating it. There are many County officers, i.e. County Sheriff, County Treasurer, County Clerk, County Health Director, and Commissioner of Social Services, who administer State programs. Are all of those also going to be subject to salary being established and mandated? There's a law, the State Constitution, and we should follow it. If that means litigation, then so be it.

Legislator Sinclair stated that it's apparent in the court cases and in the narratives about the position that the District Attorney is not a County employee. He is subject to the control of the State Attorney General. Any case can be taken over at any time, and he is subject to their bidding. There is something wrong with the structure, but it's obvious in all of the citations that the District Attorney is not subject to County policy, he does not function as any of those other County employees do, and he is not to be subject to pressures as many other officers can be. Based on that, another approach would be to send a resolution to our State Legislature requesting them to fix the designation and to stop trampling on our home rule and the State Constitution. Mr. Sinclair does not feel that denying this State mandate is something that will fix the basic problem or that would be effective in light of the prior court cases that have decided this matter. He supports the resolution and the raise; however, we should draft a resolution addressing the need to fix the problem of designation.

Legislator Ungermann referred to a newspaper account that appeared after the issue of the District Attorney's salary increase came up at the April 9 meeting that included the quote, "Unfunded mandates are a noble cause - I'm against them, too - but that's not this. Why they (the Board) decided to fight this battle, I don't know. This is incredibly stupid." Mr. Ungermann remarked that apparently an unfunded mandate is objectionable when it doesn't affect you, but when it gives you a big raise, it's OK. It seems like it's just a group of lawyers getting together to make sure everybody gets their due. When two parties disagree about something, they each hire an attorney, and then a third attorney tells them which one is right, and they all get paid, win or lose. Unfortunately, most laws are made by lawyers. The little guys without a law degree don't really count that much.

Legislator Hopkins agreed with Mr. Sinclair that the approach to take is changing how it's paid at the State level. He's concerned that if we don't pass this, we'll get into litigation that will cost the taxpayers a lot of money, and chances are we'll lose. Even if by a remote

2012 ALLEGANY COUNTY LEGISLATIVE PROCEEDINGS

chance we should win, the State will find a way to change it around so that we still end up paying. This isn't the battle we want to fight.

Legislator Fanton noted that the State is picking up the tab for the increase this year. What our focus should be is to pressure them to continue to pick up the increase. That's something we can do through NYSAC and InterCounty Association. We're not the only county affected. This isn't a fight we can get out of without cost.

Chairman Crandall pointed out that a resolution encouraging the State to continue to pick up the cost of the increase will be considered a little later in the meeting. Taking that a step further, the issue Mr. Sinclair brought up about fixing the designation should probably be taken up by the Ways and Means Committee.

Legislator Healy stated that he respectfully disagreed with Mr. Pullen's interpretation of the State Constitution on this matter. This case was decided in 1982 before the highest court in the State of New York. In the absence of any new circumstances, the outcome is going to be the same. On the best advice of our council, Mr. Healy supported the resolution. We may not like it, but this isn't the battle we want to fight in challenging unfunded mandates. We might better fight one we have a chance of winning.

RESOLUTION NO. 68-12

**RESOLUTION DECLARING MAY 14, 2012, TO BE "MAYDAY FOR MANDATE RELIEF"
AND URGING THE MANDATE RELIEF COUNCIL TO TAKE SWIFT ACTION
IN SUBMITTING A PACKAGE OF MANDATE RELIEF PROPOSALS
TO GOVERNOR CUOMO AND THE STATE LEGISLATURE
TO BE VOTED ON THIS SESSION**

Offered by: Ways and Means Committee

WHEREAS, the State of New York mandates (requires) the delivery of State programs using local resources, causing some counties to dedicate more than 80 percent of their entire budget toward the funding of State mandated programs and fixed costs, and

WHEREAS, the New York State Association of Counties has identified just 9 State mandates that equal 90 percent of all county property taxes levied in 2010 (outside of New York City), consuming \$4 billion of \$4.4 billion in county property taxes levied. These mandates include: Medicaid, TANF/Public Assistance Safety Net, Child Welfare Protective and Preventive Care, Special Education Pre-School, Early Intervention, Probation, Indigent Defense, Youth Detention, and Pensions, and

WHEREAS, these State mandates are the root cause of high county property and sales taxes in New York and have led to a decline in the delivery of important local services, and

WHEREAS, these State imposed mandates continue to contribute to New York's highest in the nation local tax burden for residents and businesses, severely damaging New York's ability to attract, create and maintain good paying jobs, as well as contributing to population losses to other states, and

WHEREAS, at a state-wide cost of \$7.3 billion, Medicaid is the number one mandate facing counties, and

2012 ALLEGANY COUNTY LEGISLATIVE PROCEEDINGS

BE IT ENACTED by the Board of Legislators of the County of Allegany, State of New York, as follows:

Section 1. Commencing September 1, 2012, the salary of the Allegany County Sheriff, calculated from such date going forward, shall be increased to an annual amount of \$67,000.

Section 2. This local law shall take effect on the date of its filing with the Secretary of State.

Moved by: Mr. O'Grady
Seconded by: Mr. Healy

Adopted: Roll Call
15 Ayes, 0 Noes, 0 Absent

(Memo: This Local Law was filed in the Office of the Secretary of State on October 15, 2012, as Local Law No. 1 of 2012.)

Comments made regarding Resolution No. 109-12 included the following:

Legislator Ungermann noted that it's late in the year and nearly time to begin the discussions about raises that take place during the annual budget process. His understanding is that this raise for the Sheriff will be good through 2013. Chairman Crandall responded that it's up to the consensus of this group. Mr. Ungermann stated that his support would be contingent on assurance that the raise is good through 2013.

Legislator Hopkins provided some history to explain the justification of the raise at this time. Currently, Sheriff Whitney's salary is approximately \$59,000. When Sheriff Belmont left office six years ago, he was making \$61,000. The Sheriff's salary has decreased, but the duties and responsibilities have increased in that time frame. If the salary increases had been kept up for that position at an average of two percent per year, the Sheriff's salary would be \$70,000 per year by this time. Although the increase to \$67,000 looks like a large increase, it's well within the range for other Sheriffs in the area, and puts the salary back somewhat to where it should have been. There's no good time for raises, but this one is overdue.

Legislator Cady made a motion that the \$67,000 salary be extended through 2013. Chairman Crandall stated that there could be consensus among the Legislators on that, but he questioned amending the Local Law. County Attorney Thomas Miner advised that if an amendment is offered, the Local Law can certainly be amended, but the Local Law document would have to be in its final form for at least seven days, excluding Sunday, prior to voting on it. It couldn't be voted on at this meeting. Mr. Cady withdrew his motion, stating that it was adequate to have it on record that it was the consensus of the Board that the salary increase extend through next year.

RESOLUTION NO. 110-12**APPOINTMENT OF HAROLD (BOBBY) BUDINGER AS
COUNTY PERSONNEL OFFICER; FIXING ANNUAL SALARY**

Offered by: Personnel Committee

Pursuant to Civil Service Law § 15

RESOLVED:

1. That Harold (Bobby) Budinger is appointed as County Personnel Officer for a six-year term commencing August 14, 2012.

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7. That commencing January 1, 2012, the base salaries, none of which include any earned longevity increment, of the incumbents of the titled positions herein set forth shall be the amount set forth opposite such position, to wit:

<u>TITLE</u>	<u>BASE SALARY</u>
County Legislators (15)	8,500
Chairman of the Board	8,500
Majority Leader	300
Minority Leader	300
Budget Officer	2,500
Deputy Budget Officer	2,500
County Administrator	94,685
Deputy County Administrator	63,191
Clerk of the Board	55,632
District Attorney	119,800
Assistant District Attorney (1st)	36,565
Assistant District Attorney (2nd)	33,932
Assistant District Attorney (3rd)	33,932
Assistant District Attorney (4th)	33,932
Assistant District Attorney (5th) RTR	26,585
Assistant District Attorney (6th) Welfare	24,000
District Attorney Investigator (PT)	12,954
Assistant Public Defender (1st)	75,205
Assistant Public Defender (2nd)	70,000
Coroners	150 p/d
Coroners' Physician	50 p/d
Deputy County Auditor	1,200
County Clerk	62,107
Assistant County Attorney (1st)	79,765
Assistant County Attorney (2nd)	59,351
Assistant County Attorney (3rd)	58,283
Election Commissioners (2)	13,728
Election Technicians	\$17/hr.
Election Inspectors	\$100/day primary
Election Inspectors	\$160/day general
Seasonal Laborers (Public Works)	8.00/hr.
Laborers (Gatekeepers) Part-time	\$12.45/hr.
Information Technology Director	65,539
Probation Director II	60,301
STOP-DWI Coordinator	15,250
Youth Director	31,090
Emergency Management and Fire Director	49,080
E-911 Enumerator	\$10/hr.
Medical Director	20,000
Physical Therapist (EI Part-time)	\$10/hr.
Occupational Therapist (EI Part-time)	\$10/hr.
Speech-Language Pathologist (EI Part-time)	\$10/hr.
Special Education Teacher (EI Part-time)	\$10/hr.
Community Services Director	38,272
Development Director	80,164
Office for the Aging Director	58,758

RESOLUTIONS:

RESOLUTION NO. 150-11

**ADOPTION OF LOCAL LAW INTRO. NO. 3-2011, PRINT NO. 1, IN RELATION TO
A LOCAL LAW TO PROVIDE INCREASES IN THE COMPENSATION OF
CERTAIN COUNTY OFFICERS**

Offered by: Ways and Means Committee

RESOLVED:

1. That proposed Local Law, Intro. No. 3-2011, Print No. 1, is adopted without any change in language, to wit:

COUNTY OF ALLEGANY

Intro. No. 3-2011

Print No. 1

**A LOCAL LAW TO PROVIDE INCREASES IN THE COMPENSATION OF
CERTAIN COUNTY OFFICERS**

BE IT ENACTED by the Board of Legislators of the County of Allegany, State of New York, as follows:

Section 1. Commencing January 1, 2012, the annual salary of the incumbents of the following County offices shall be as follows: Public Defender - \$88,518; County Treasurer - \$69,874; Real Property Tax Director - \$55,765; County Attorney - \$93,334; Personnel Officer - \$53,688; Public Works Superintendent - \$72,339; Sheriff - \$59,305; Public Health Director - \$69,479; Social Services Commissioner - \$71,575; Employment and Training Director - \$56,100.

Section 2. This local law shall take effect on the date of its filing with the Secretary of State.

Moved by: Mr. Hopkins
Seconded by: Mr. Pullen

Adopted: Roll Call
10 Ayes, 3 Noes, 2 Absent
Voting No: Cady, Fanton, Ungermann

(Memo: Upon adoption, Local Law Intro. No. 3-11 became Local Law No. 2-11.)

Comments made regarding Resolution No. 150-11 included the following: Legislator Ungermann remarked that there are some department heads that do deserve a raise, but some of the same inefficiencies that were going on seven years ago when he joined the Board are still going on. People need to step up to the plate, and we all need to do more with less. Mr. Ungermann cited as an example the Workplace Violence Program. We initiated the program, but never implemented it, so now we're in trouble with the Department of Labor. He pointed out that Cattaraugus County froze non-unit salaries this year.

RESOLUTION NO. 151-11

**UPGRADING WORKERS' COMPENSATION OFFICE MANAGER
DUE TO HUMAN RESOURCES REEVALUATION AFTER DESK AUDIT;
AMENDING PEF SALARY PLAN**

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3. That commencing January 1, 2011, each unit employee occupying a position set forth in Agreement between the County of Allegany and the Allegany County Deputy Sheriff's Association, which Agreement was approved by Resolution No. 302-2003, shall receive the salary or rate of compensation for the step of the Grade of the position occupied that is set forth in "Appendix A" of said Agreement, and which salary or rate of compensation such unit employee is entitled to receive commencing January 1, 2011, pursuant to said Agreement and pursuant to the "County Unit Salary Plan"; the increment recommendation from the Sheriff for each such unit employee under his jurisdiction receiving such recommendation being approved.

4. That commencing January 1, 2011, each employee occupying a position set forth in Agreement between the County of Allegany and the New York State Public Employees Federation, which Agreement was approved by Resolution No. 174-2010, shall receive the salary or rate of compensation for the step of the Grade of the position occupied that is set forth in said Agreement, and which salary or rate of compensation such employee is entitled to receive commencing January 1, 2011, pursuant to said Agreement and pursuant to the "County Unit Salary Plan"; the increment recommendations from the department heads for each such employee under their jurisdiction receiving such recommendation being approved.

5. That commencing January 1, 2011, each non-unit employee occupying a position set forth in the "County Non-Unit Salary Plan" shall receive the salary for the step of the Grade of the position occupied that is set forth in section 6 of Resolution No. 297-75, as last amended by Resolution No. 226-09, and which salary such non-unit employee is entitled to receive commencing January 1, 2011; the increment recommendations from the department heads for each such non-unit employee under their jurisdiction receiving such recommendation being approved.

6. That the Personnel Officer is directed to prepare and deliver a list of the names and pay of the employees affected by sections one, two, three, four and five of this resolution to the County officers who are responsible for preparing the payrolls of such employees.

7. That commencing January 1, 2011, the base salaries, none of which include any earned longevity increment, of the incumbents of the titled positions herein set forth shall be the amount set forth opposite such position, to wit:

<u>TITLE</u>	<u>BASE SALARY</u>
County Legislators (15)	8,500
Chairman of the Board	8,500
Majority Leader	300
Minority Leader	300
Budget Officer	2,500
Deputy Budget Officer	2,500
County Administrator	92,376
Deputy County Administrator	61,800
Clerk of the Board	54,275
District Attorney	119,800
Assistant District Attorney (1st)	35,760
Assistant District Attorney (2nd)	33,185
Assistant District Attorney (3rd)	33,185
Assistant District Attorney (4th)	33,185
Assistant District Attorney (5th) RTR	26,000
Assistant District Attorney (6th) Welfare	24,000
District Attorney Investigator (PT)	12,669

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Assistant Public Defender (1st)	73,550
Coroners	150 p/d
Coroners' Physician	50 p/d
Deputy County Auditor	1,200
Assistant County Attorney (1st)	78,010
Assistant County Attorney (2nd)	58,045
Assistant County Attorney (3rd)	57,000
Election Commissioners (2)	13,525
Election Technicians	\$16.50/hr.
Election Inspectors	\$85/day primary
Election Inspectors	\$135/day general
Seasonal Laborers (Public Works)	8.00/hr.
Information Technology Director	63,940
Sheriff	58,000
Probation Director II	58,830
STOP-DWI Coordinator	15,250
Youth Director	29,960
Emergency Management and Fire Director	48,000
Medical Director	20,000
Community Services Director	37,430
Development Director	78,400
Office for the Aging Director	57,325
Office for the Aging:	
Site Managers	7.50-9.50/hr.
Drivers, Aides	7.50-9.50/hr.
Rushford Lake:	
Youth Agencies Director	495/wk.
Lifeguards	9.75/hr.
JTPA Summer Counselors/Teachers	12/hr.
Executive Secretary, Workers Comp.	32,340

Moved by: Mr. O'Grady
 Seconded by: Mr. Fanton

Adopted: Roll Call
 11 Ayes, 1 Noes, 3 Absent
 Voting No: Ungermann

(Memo: Salaries previously set by Local Law No. 4-10, adopted by Resolution No. 195-10, were not included in this Resolution No. 235-10. They were Public Defender, County Treasurer, Real Property Tax Director, County Clerk, County Attorney, Personnel Officer, Public Works Superintendent, Public Health Director, Social Services Commissioner, and the Employment and Training Director.)

Comments made regarding Resolution No. 235-10 included the following: Legislator Ungermann stated his opinion that some employees deserve raises, others don't. This year, about \$30,000 was added to department head salaries and another \$27,000 was added in salaries for non-unit employees, plus the extra cost in benefits. We're adding another \$100,000 to payroll. The County has a \$20 million payroll; that's \$76,000 per day. Mr. Ungermann acknowledged that we need to look out for our employees, but we also need to look out for the taxpayers. Every year we give raises, and it's always 2.5 to 3 percent. At least \$0.5 million has been added to payroll since he's been here. Mr. Ungermann questioned how long the taxpayers can stand it. He read a paragraph from an article in a magazine on Governing entitled, "How Rules Demean Public Workers." *"Take the fellow who has shown up late 40 times to answer calls in our 311 call center. Don't you think the hardworking operator next to him - in the same union - must feel a bit demoralized? She is treated the same way the slacker is. Is such a system fair?"* Mr. Ungermann remarked that he doesn't know how we can do it better, but we must. The article goes on to say, *"The vast majority of public workers do a great job."*

RESOLVED:

1. That proposed Local Law, Intro. No. 4-2010, Print No. 1, is adopted without any change in language, to wit:

COUNTY OF ALLEGANY

Intro. No. 4-2010

Print No. 1

**A LOCAL LAW TO PROVIDE INCREASES IN THE COMPENSATION OF
CERTAIN COUNTY OFFICERS**

BE IT ENACTED by the Board of Legislators of the County of Allegany, State of New York, as follows:

Section 1. Commencing January 1, 2011, the annual salary of the incumbents of the following County offices shall be as follows: Public Defender - \$86,570; County Treasurer - \$68,170; Real Property Tax Director - \$54,405; County Clerk - \$60,740; County Attorney - \$91,280; Personnel Officer - \$52,635; Public Works Superintendent - \$70,575; Public Health Director - \$67,950; Social Services Commissioner - \$72,640; Employment and Training Director - \$62,390.

Section 2. This local law shall take effect on the date of its filing with the Secretary of State.

Moved by: Mr. Hopkins

Adopted: Roll Call

Seconded by: Mr. Fanton

10 Ayes, 3 Noes, 2 Absent

Voting No: Cady, Curran, Ungermann

(Memo: Upon adoption, Local Law Intro. No. 4-10 became Local Law No. 4-10.)

Comments made regarding Resolution No. 195-10 included the following:

Legislator Ungermann read a letter from Dana and Karen Perrigo from Black Creek:

"First, I would like to thank you and your fellow legislators for the time and effort you put in on behalf of the County. The job is not an easy one, and your efforts are appreciated.

I am writing to express my concern with regards to the proposed raises to be given to the department heads. While I know they are deserving of a raise, I believe now is not the time.

I am enclosing an article and a chart. The article discusses who is paid more – private or public. The article points out that the average total compensation, including benefits, was \$27.07 for the private sector and \$39.18 for the public sector (September 2008 data from the U.S. Bureau of Labor Statistics, as reported in a 2010 Integrated Concepts article). The chart is from Office of Real Property Tax Services. The chart shows the overall full-value tax rate for Allegany County is \$48.80 for fiscal year ending 2009. This rate represents the highest in the state. (Legislator Ungermann noted that Allegany County is more than \$13 higher than Livingston, Cattaraugus, and Steuben Counties.)

While a three-percent increase may seem to be a modest amount, there are additional costs associated with the increase such as employer's share of Social Security and Medicare, retirement contribution based on salary, etc. which add to the cost of the wage increase.

I am very concerned about the future of Allegany County. How can we bring industry and/or keep industry here when our tax rate is the highest in the state? My property taxes (County, town, and school) on my home have increased 30 percent in the past three years. The value

shall receive the salary or rate of compensation for the step of the Grade of the position occupied that is set forth in "Appendix A-5" or in "Appendix B-5" of Agreement approved by Resolution No. 149-2005, and which salary or rate of compensation such unit employee is entitled to receive commencing January 1, 2007, pursuant to said Agreement and pursuant to the "County Unit Salary Plan;" the increment recommendations from the department heads for each such unit employee under their jurisdiction receiving such recommendation being approved.

2. That commencing January 1, 2007, each unit employee occupying a position set forth in Agreement between the County of Allegany and the New York State Nurses Association, which Agreement was approved by Resolution No. 85-2004, shall receive the salary or rate of compensation for the step of the Grade of the position occupied that is set forth in "Schedule A" of said Agreement, and which salary or rate of compensation such unit employee is entitled to receive commencing January 1, 2007, pursuant to said Agreement and pursuant to the "County Unit Salary Plan;" the increment recommendation from the Public Health Director for each such unit employee under his jurisdiction receiving such recommendation being approved.

3. That commencing January 1, 2007, each unit employee occupying a position set forth in Agreement between the County of Allegany and the Allegany County Deputy Sheriffs' Association, which Agreement was approved by Resolution No. 302-2003, shall receive the salary or rate of compensation for the step of the Grade of the position occupied that is set forth in "Appendix A" of said Agreement, and which salary or rate of compensation such unit employee is entitled to receive commencing January 1, 2007, pursuant to said Agreement and pursuant to the "County Unit Salary Plan;" the increment recommendation from the Sheriff for each such unit employee under his jurisdiction receiving such recommendation being approved.

4. That commencing January 1, 2007, each non-unit employee occupying a position set forth in the "County Non-Unit Salary Plan" shall receive the salary for the step of the Grade of the position occupied that is set forth in section 6 of Resolution No. 297-75, as last amended by Resolution No. 273-2005, and which salary such non-unit employee is entitled to receive commencing January 1, 2007; the increment recommendations from the department heads for each such non-unit employee under their jurisdiction receiving such recommendation being approved.

5. That the Personnel Officer is directed to prepare and deliver a list of the names and pay of the employees affected by sections one, two, three and four of this resolution to the County officers who are responsible for preparing the payrolls of such employees.

6. That commencing January 1, 2007, the base salaries, none of which include any earned longevity increment, of the incumbents of the titled positions herein set forth shall be the amount set forth opposite such position, to wit:

Title	Base Salary
County Legislators (15)	8,500
Chairman of the Board	8,500
Majority Leader	300
Minority Leader	300
Budget Officer	2,000
Deputy Budget Officer	2,000

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County Administrator	81,627
Clerk of the Board	47,500
District Attorney	119,800
Assistant District Attorney (1st)	31,800
Assistant District Attorney (2nd)	29,425
Assistant District Attorney (3rd)	29,425
Assistant District Attorney (4th)	29,425
Assistant District Attorney (5th)	26,000
District Attorney Investigator (PT)	12,000
Crime Victims Coordinator	25,602
Public Defender	71,000
Assistant Public Defender (1st)	30,200
Assistant Public Defender (2nd)	28,000
Coroners	125 p/d
Coroners' Physician	50 p/d
Deputy County Auditor	1,100
County Treasurer	57,368
Real Property Tax Agency Director	47,949
County Clerk	51,916
County Attorney	96,394
Assistant County Attorney (1st)	61,950
Assistant County Attorney (2nd)	56,050
Assistant County Attorney (3rd)	45,000
Personnel Officer	47,380
Election Commissioners (2)	12,120
Public Works Superintendent	62,763
Seasonal Laborers (Public Works)	7.50/hr.
Information Technology Director	56,650
Sheriff	56,000
Probation Director II	58,500
STOP DWI Coordinator	13,000
Youth Director	28,250
Fire Coordinator	13,000
Emergency Services Director	38,930
Public Health Director	69,100
Medical Director	19,500
Speech Pathologist	60,650
Community Services Director	32,460
Assistant Director of Community Services	52,000
Intensive Case Manager (1)	37,530
Intensive Case Manager (2)	37,530
Intensive Case Manager (3)	35,710
Intensive Case Manager (4)	35,710
Social Services Commissioner	65,137
Development Director	69,500
Office for the Aging Director	49,500
Office for the Aging:	
Site Managers	7.15-9.15/hr.
Drivers, Aides	7.15-9.15/hr.
Rushford Lake:	
Youth Agencies Director	440/wk.
Lifeguards	8.67/hr.
Employment & Training Director III	54,647
JTPA Summer Counselors	11.50/hr.
Executive Secretary, Workers Comp.	28,200

Moved by: Mr. O'Grady

Adopted: Roll Call

Seconded by: Mr. Hall

11 Ayes, 4 Noes, 0 Absent

Voting No: Fanton, Kruger, Russo, Ungermann