

2022

FOURTH ANNUAL SESSION

NOVEMBER 15, 2022

The Board convened at 10:30 A.M. in the Supervisors' Chambers at the Court House, Lake Pleasant, New York, with the Chairman, Brian E. Wells presiding. Mr. Wells led the members of the Board of Supervisors in the Pledge of Allegiance to the Flag, and an opening prayer.

The Clerk, Mrs. Laura Abrams, called the roll with the following Supervisors answering:

Arietta	Chris D. Rhodes
Benson	Phillip C. Snyder
Hope	Steven M. Tomlinson
Indian Lake	Brian Wells
Inlet	John Frey
Lake Pleasant	ABSENT
Long Lake	Clay J. Arsenault
Morehouse	William G. Farber
Wells	Nick Mauro

Also present: Roberta Bly-DSS Commissioner, Beth Hunt-Treasurer, Barry Baker-Real Property Tax Director/Budget Officer, Caitlin Stewart and Lenny Croote of Soil and Water and Kimberly Byrne-Personnel Officer

Public Comment: No one present.

Reports of Standing/Special Committees:

Mr. Farber: Stated that they have updated information on path studies from Nokia for the Arietta options and they also sent out an email querying them. It was because they had wanted to deal with Eastern on coverage maps and FAA. He had suggested Eastern because they had a quick turnaround. They should get the maps and make sure there aren't any surprises but he hasn't gotten a chance to talk to the committee about that yet.

Mr. Mauro: Stated that the County Clerk is on the agenda to discuss the salaries in her department.

Mr. Frey: Stated that the budget is ongoing and before they leave, he would like to have another discussion about the department head's proposal on steps and also look at COLA.

Mr. Arsenault: Stated that the Personnel Officer is on the agenda to discuss employee benefits. He also stated that NYSDOT has been ditching on both sides of the trail on C7 train tracks in Sabattis. He read an email that stated there were going to be serious issues with 2-way traffic. Sleds and groomers would be unable to pass each other safely. He asked if there could be warning signs put up and if there was a way to look at the DOT permit to see what work is being done. He is unsure

if it's NYSDOT or a subcontractor doing the work. As far as Alex was aware NYSDOT manages the corridor. The Chairman confirmed that NYSDEC wasn't mentioned.

PRESENTATION:

Caitlin Stewart, Soil and Water District Manager, stated that she and Lenny Croote, District Technician, are here to share their 2022 annual accomplishments and annual report. She expressed her sincere gratitude to both Supervisor Mauro and Bain for serving on the Board of Directors. She started by reviewing the annual report. She stated that the report showed what the Soil and Water Conservation District (SWCD) had done town by town. She discussed the septic system replacement fund accomplishments and that they have been awarded another round of funding. She also discussed the trail stewardship program. She stated that with the help from Hamilton County they were able to hire 2-seasonal technicians to conduct trail work countywide. She further discussed the program accomplishments along with the budget. She went on to review the 2022 accomplishments handout. During the review she discussed Mr. Croote helping the towns submit GIS/GPS points for grant funding, hydroseeding, invasive plants, conservation education, Warner Brook Stabilization Project, Libraries Love Lakes, Adirondack Waterfest, the water testing program and grant funding. She discussed how the allocation they receive from Hamilton County is very important; it helps them leverage funding for grants. She thanked her staff as well as the Board for all their help and support.

Tracy Eldridge, Highway Superintendent, entered the meeting during Ms. Stewart's presentation.

Ms. Stewart gave a powerpoint presentation on Adirondack Waterfest.

Jane Zarecki, County Clerk, entered the meeting during the powerpoint.

Mr. Eldridge thanked both Ms. Stewart and Mr. Croote for all that they do; they are a great asset.

Caitlin Stewart and Lenny Croote left the meeting at this time.

The Chairman introduced the County Clerk, Jane Zarecki and stated that she would like to discuss the 2023 budget.

Ms. Zarecki stated that the County Clerk's Office has impacted their lives one way or another. There is a lot that goes on. She stated that there are a lot of people that have no idea of what goes on in her office. They work closely with all offices in the County complex and have a lot of other state partners. In the next couple of years there will be a major change. She has four people that can leave tomorrow. DMV is a big deal. It is not data processing and if that is what everyone thinks they do then they are dead wrong. It is very hard. There are rules and regulations both state and federal. They are now coming to crunch time where they have to do the real ID and enhanced driver licenses. She further discussed issues happening with the public and feels these issues are behind the scenes and not seen by the Board. She also feels the DMV Clerks don't get paid enough. She has figured out the salaries she would like to request; it is increasing them two grades. She thought that it was fair and equitable especially because the County is looking at higher hiring rates. She asked what was fair about her new hire making roughly \$9,000 less than her other

clerks. She agrees with offering increased wages to the people coming in but at the same time they are penalizing the current employees that have been there. She understands the impact on taxes and discussed the cost of living. She thanked the Board for 11% in 2022 but stated that she thought it was a correction, they never got to the root of the problem. She thinks they should look at the steps and the jobs. She knows that her job has changed over the years as have others. She feels that there have been things pushed upon them that have to be done, with no additional compensation. These things don't come with a lot of direction and a lot of the time they are left to figure it out on their own. This is because they have lost key people in other departments.

Ms. Zarecki stated that they had to look at the record side of the office. That is their legal side. That is a lot of knowledge that you don't pick up right off. It is a whole different ballgame. It is a lot of independent judgement. She further discussed the issues they have with lawyers. She also asked for a two-grade increase for the records room clerk.

Mr. Farber left the meeting.

Ms. Zarecki stated that there was a change to the Deputy County Clerk's salary. They had originally thought she would be up for a step in November 2023 but it's not until 2024. Her job requires her to work both DMV and Records. She explained that the DMV Clerks can't do County Clerk work and Eileen Higgins, Asst Deputy County Clerk, can't do DMV work. She stated that she has heard that her Deputy is overpaid. She has also heard that she has either benefited or been held back by being the wife of a supervisor. She feels that her Deputy has been held back. She feels that she does a good job, and she is one of the ones on the list to be able to leave soon. In the budget, based on the step that they thought she was going to receive she is at \$82,000. She would like her to receive that amount. She stated that she thought morale was low but thought that it was always low during budget time. She thinks that they need to look at some of the people that have kept them here and kept them going.

Ms. Zarecki discussed revenues. She stated that last year her office took in over \$7Million. For that to happen someone had to hold and/or process something. So, as of the day before she was at about \$6Million. When she had brought up some other revenue sources before, nobody wanted to talk about them because they are additional fees. She stated that Madison County just instituted an additional transfer tax of \$2 per \$1,000. State requires \$4 per \$1,000. Essex County has been taking \$6 per \$1,000 forever. She hadn't run the numbers to see what it would be. She doesn't feel that it would be a lot, but it is something. She stated that other counties charge a surcharge on motor vehicle fees, and she would look into other possibilities if the Board wanted her to.

Ms. Zarecki stated that when she attended the last budget meeting, she noticed that the Board was going line by line and looking at the tentative; not what was put in or why. She thought that it was interesting how they did that and thought supposedly it was because they didn't have enough time during one of the sessions to get everyone in to explain then and there. She asked the Board if they would please consider her request. She stated that the Board had always been good to her and she thanked them for that.

Mr. Frey stated that he started the day asking the Board to take another look at the Department Head requests. Before the Board leaves, he would like to take a serious look at it. He stated that

he heard Ms. Zarecki and had spoken with the Budget Officer and Chairman previously. He thought the proposal of two steps might be a little high but one might be palatable. He didn't want to leave today without at least one. He stated that he has seen when they replace people at the County, the hard feelings of people leaving. They aren't keeping pace and that needs to happen. He stated that it needs to be separate from the cost of living. He admitted that he pushed for the 11% and stated that it was a corrective measure. He stated that this year is supposed to be somewhere between 7% and 9% at the federal level. When they had initially discussed between 4% and 6% it was his understanding that they were going to look at the step process because there are still corrective measures and this is separate. It doesn't have to happen at the beginning of the year. They could put money in the budget and make it happen in June and spread it out over two years. If it were spread out then he would push for the two a little harder. He feels that something has to happen. Let's not push the people out the door that think it's too easy to take their retirement and work part-time somewhere else. Ms. Zarecki stated she thought that was where the County was at because that's what she is hearing. Mr. Frey stated he is experiencing that at the town level as well. He doesn't think that Ms. Zarecki is just speaking for her department. It is spreading across all of them. Ms. Zarecki stated that Personnel has a list where there are five people on the job for 30-years or over. There are a lot more in the 20–30-year range so it is only a matter of time. She is not sure what to do. Mr. Frey stated that he would hate to see everyone leave the County Clerk's Office at once. It would be nice to start staggering.

The County Clerk left the meeting at this time.

Mr. Farber entered the meeting.

Kimberly Byrne, Personnel Officer, stated that she had followed up with Mark Crawford from Burnham Benefits. She handed out the information to the Board. She stated that she had written a letter to Nathan Littauer Hospital and had just received a response today. She has not been able to discuss it with Burnham yet but did state that Mr. Crawford thought it would be worked out between Excellus and the hospital. As of right now Nathan Littauer will accept Excellus insurance through January 31, 2023. Also, in her handouts there was a sheet showing what the impact would be on the County if the hospital didn't accept Excellus insurance.

Ms. Byrne stated that Burnham had proposed Excellus being a 11% increase or they have the alternate MVP insurance at a 13% increase. About 28 employees use Nathan Littauer so it would impact them. She asked the Board for their direction. Mr. Eldridge stated that the news is getting around and he does have one employee very concerned with losing their primary doctor. Ms. Byrne stated that if they want to stay with their doctor, they will have to pay out of network costs.

Ms. Byrne stated that Burnham had brought them the other Excellus plan to lower the deductible and that would be a 1% increase. The employee would still have out of pocket expenses compared to being in network. Mr. Farber stated that if the County was looking to do something to cover the gap for a finite group of employees, wouldn't it be more cost effective for the County to pick up the deductible than buy a plan that changed the policy for everybody. If they were to follow Burnham's suggestion and pay 1% on everybody's premium the County is fixing it for everybody's plan as if everybody had the problem. It is really a small subset of the employees that will be faced with the added deductible. He asked Ms. Byrne if the numbers were run to see what

it would be if the County picked up some of the deductible. He thanked Ms. Byrne for reaching out. He stated that if the County was still thinking of staying with Excellus, then we should send an email back to Nathan Littauer, including the Board, clearly stating how it would be a loss for both the County and them. The Board further discussed options of whether to switch insurance, stay with Excellus and what the impact would be. Mr. Farber suggested talking to Burnham about self-insuring for the deductible. He further discussed that the County had MVP in the past and how it came about that they switched. Mr. Tomlinson asked what the amount would be going from 11% to 13% if the County switched to MVP. Mr. Frey stated that they shouldn't forget that it's an introductory rate for the first year. Ms. Byrne stated that she didn't have an amount. They had only given her a percentage. They further discussed the impact using the total budgeted amount for health insurance. Mr. Farber stated that he doesn't think the County should switch if they can avoid it. It would be beneficial if they could find a way to figure out a safety net. Mr. Frey asked Ms. Byrne to look into it. Ms. Byrne stated that she would have more information for Friday's meeting.

Ms. Byrne stated that she is in the process of sending out letters to the employees that are impacted by the change from Prime Pay to LifeTime Benefit Solutions for 2023. It is pretty much use it or lose it with their money for both the HRA and FSA. There is a period from 1/1/23 to 3/31/23 where if an employee gets a bill for 2022, in that period, they would still be able to use the money. Mr. Tomlinson asked if she would be letting employees know about the buyout. Ms. Byrne stated that she will when she meets with them. The Chairman confirmed that the remaining money not spent from the employees would go back into county funds. Ms. Byrne stated that the FSA still remains. It will still work as it did until March 15th. The crucial one is HRA and that one will end. There is no rollover and the employee will lose their money. She also stated that the cards won't work so claims will have to be submitted manually. She stated that from the last meeting it was her understanding that with the new HRA company there would only be a rollover amount of \$614.00. Mr. Farber stated that not everyone was at the meeting so he asked her to reiterate. She stated that she couldn't find the information. Mr. Farber stated that there needs to be a resolution for the next meeting anyways and if she could send out an email with the two options so everyone is aware of the decision made. Ms. Byrne stated she would follow up.

RESOLUTIONS:

RESOLUTION NO. 369-22

RESOLUTION TO SET DATE OF ORGANIZATION MEETING

DATED: NOVEMBER 15, 2022

BY MR. FREY:

RESOLVED, that the Organization Meeting of the Board of Supervisors will be held on Thursday, January 5, 2023 at 2:00 P.M.

Seconded by Mr. Arsenault and adopted by the following vote:

AYES: RHODES, SNYDER, TOMLINSON, WELLS, FREY, ARSENAULT, FARBER AND MAURO

NAYS: NONE

ABSENT: BAIN

RESOLUTION NO. 370-22

**AUTHORIZING PAYMENT TO COORDINATED CARE SERVICES, INC. (CCSI)
FOR STAFFING RECRUITMENT SERVICES – COMMUNITY SERVICES**

DATED: NOVEMBER 15, 2022

BY MR. SNYDER:

WHEREAS, Resolution No. 214-22 duly adopted on July 7, 2022 authorizes Hamilton County Community Services to enter into an agreement with Coordinated Care Services, Inc. (CCSI) to assist in staffing recruitment services, and

WHEREAS, Phase 1 and Phase 2 of this agreement have been completed by Coordinated Care Services, Inc. (CCSI) in the amount of \$23,194.00, and

WHEREAS, Community Services has funding available in Account No. A.4310.0117 Mental Health Social Work C to cover the cost, be it

RESOLVED, that the County Treasurer is hereby authorized to transfer \$23,194.00 from Account No. A4310.0117 Mental Health Social Work C to Account No. A4310.0403 Supplies & Services, and be it further

RESOLVED, the County Treasurer is hereby authorized to make payment to Coordinated Care Services, Inc. (CCSI), Attn: Accounts Receivable, 1099 Jay Street, Building J, Rochester, NY 14611 in the amount of \$23,194.00 and the funds be taken out of Account No. A.4310.0403 Supplies & Services and the Community Services Interim Director and the Clerk of the Board be so notified.

Seconded by Mr. Farber and adopted by the following vote:

AYES: RHODES, SNYDER, TOMLINSON, WELLS, FREY, ARSENAULT, FARBER AND MAURO

NAYS: NONE

ABSENT: BAIN

2023 Tentative Budget Review:

Mr. Frey stated that they need to consider increases. Mr. Eldridge stated that the Department Head Committee had given the Board a couple proposals. The Committee had met the day before and did come up with a couple of ideas. He stated that the grade and step system is broken. It is time to take a good hard look and fix it. They would like to form a working committee in January including the department heads as well as maybe a couple of committee members from Internal Management, to go over each department's grade and step and job description. Making sure that the department head is present so that all the issues come up. He discussed retention and getting people to come work for Hamilton County at a fair pay. He stated that it wouldn't do anything for them this year. He suggested between 7% and 9% across the board. Holding employee health insurance contribution flat. He confirmed with the Budget Officer that a 2-person plan is \$5,500 for the year and at 20%, it went from \$4,800 to \$5,500. The Chairman stated that he thought the Board had already decided on that. Mr. Eldridge stated that one was what the County contribution was that they could use towards it, the \$700 that helps offset the contribution. Mr. Eldridge discussed 7% across the board and 9% for department heads. He felt that the 11% in 2022 was appreciated but a correction. The Board had proposed a 4% in 2023 so the Department Head Committee would like to propose another 3% across the board. He stated that this would be an extra \$265,000. The Budget Officer stated they were at 2.48% and the tax cap is 2.56%. Mr. Arsenault verified that the dollar amount they were under by wasn't much. Mr. Eldridge stated that this will put the County over the tax cap. You could use ARPA Funds. The Treasurer has stated that the interest rates are going up and the bonds are making more money plus there are other ways to be creative helping the employees, with the promise that they will try to fix the grade and step. Mr. Farber stated that they haven't really tackled it and fixed it. They have made it worse by putting patches on individual departments. Mr. Eldridge stated that the committee suggested they leave the current grade and step, get rid of the range and go to the high end. Most are there already. Then really work on it and get it right next year. He stated that the committee needs help from the Board. Mr. Frey stated that he was in favor of increasing the percentage. Mr. Arsenault stated that since 11% was a correction, then what is 9% going to be? Mr. Frey stated that 7% for the employees was under the federal recommendation and the 9% is because the department heads have been slowly getting closer to the employee level. Ms. Byrne stated that they also didn't get a COLA in 2021. Mr. Farber and Mr. Arsenault both discussed having to answer to the towns and businesses. Mr. Frey stated that the easiest thing is to call it and try to then defend it. It is a cost-of-living increase. They further discussed what they had done at the town level. Roberta Bly, DSS Commissioner, further discussed hiring in her department. She would like to incentivize to keep her employees. Mr. Tomlinson stated that they also have to understand that with them considering 9% and then getting 11% last year that is 20%. It has to start helping fix the problem. Mr. Farber suggested a compromise of 7% across the board without the extra bump for department heads. Mr. Eldridge stated that he was personally fine with that. Mr. Eldridge thanked the Board for allowing the Department Head Committee to be a recognized committee.

Recess for lunch 12:10PM.

Reconvened at 1:00PM.

Present: William Farber, John Frey, Chris Rhodes, Steve Tomlinson, Clay Arsenault, Phil Snyder, Brian Wells

Absent: Betsy Bain and Nick Mauro

Also present: Barry Baker-Real Property Tax Director/Budget Officer, Beth Hunt-Treasurer and Kimberly Byrne-Personnel Officer

2023 Tentative Budget Review: *(continued)*

The Budget Officer asked the Board if they would like to discuss salaries. Mr. Frey stated that if they took a serious look at what they were talking about earlier that day and if they were to make a decision on department heads and staff that will answer the question on department heads. Mr. Frey asked if anyone wanted to take a separate look at department head salaries. Mr. Arsenault verified that they could look at the department head salaries come January when they start discussing grade and step. The Budget Officer stated that he was specifically talking about Board of Elections and Personnel. The Board further discussed.

Mr. Farber made a motion to hold all employees flat for their health insurance contribution, seconded by Mr. Frey. Carried.

The Budget Officer discussed where they had ended the conversation regarding Board of Election salaries. He stated that he needed a salary starting point to apply the percentage.

Mr. Farber made a motion for Board of Election salaries holding them flat at the 2022 rate for 2023, seconded by Mr. Frey. Carried.

Mr. Frey stated that the proposed cost-of-living is at 4% and 6%. It was recommended a 3% increase for both. Mr. Farber discussed doing 7% across the board. Mr. Frey stated that doing that wouldn't address the shrinking gap between the department heads and the staff.

The following Board members stated their opinion.

Mr. Frey: 6% and 8%

Mr. Tomlinson: 7% and 9%

Mr. Snyder: 7% and 7%

Mr. Rhodes: 7% and 9%

Mr. Farber: 7% and 7%

Chairman: 7% and 7%

The Chairman stated that he thinks 7% and 7% for this year and work on the grade and step. He thinks that they have started to address the starting wages. They have been bringing them in at a higher rate and he doesn't see hiring a lot more between now and then. He stated that maybe in January they will. He asked Ms. Byrne how many open fulltime positions the County had. Ms. Byrne stated there are a couple currently but next year there will be more because of retirement. Mr. Tomlinson asked the Treasurer's opinion. Ms. Hunt stated that the grade and step needs to be worked on but it doesn't address department heads. Mr. Farber stated that he thinks they need to address them. Mr. Frey stated that if they were to adjust grade and step during the year, they could put more money in Contingent. They could do that with the employees but they wouldn't be able

to do it with department heads that are elected. Mr. Farber and the Clerk of the Board stated that they would be able to change it by local law at any time during their term. The Clerk of the Board added that it isn't just elected it is appointees as well. Mr. Frey restated that if they are going to look at grade and step in January then he would like to see more money in Contingent. He had also mentioned doing something in June. He thought it gave them a time frame to work within. He stated that the Budget Officer could come up with a number for 2% on department heads. The Budget Officer stated that was \$38,000. Mr. Frey stated that if they put \$20,000 more in Contingent for half the year with a promise to work on grade and step, he would be okay with 7% and 7% under those conditions.

Mr. Frey made a motion for the Board to put \$20,000 more in the Contingent Fund and have the Committee make a decision by June 1, 2023 as well as setting the cost-of-living rate at 7% for employees and 7% for department heads, seconded by Mr. Farber. After the motion was on the floor, Mr. Farber stated that they can't just act like all the employees have been with the County for a long time and make one across the board adjustment. That's why looking at both employees and department heads makes sense. Mr. Frey stated that the extra \$20,000 in Contingent was for department heads and any adjustments to employees would come out of what is already budgeted in Contingent, Fund Balance or ARPA. Mr. Farber stated that the department heads had it right when they were suggesting that the Board needs to do more for the low end. Mr. Frey thought this would make a bold statement. The Chairman stated that there have been some department heads that have felt that it's more retention than recruitment. He feels that it is hard to balance. Motion Carried. All in favor.

The Budget Officer stated that there have been two corrections to the tentative stage for County Clerk. A.1410.102, County Clerk Deputy Clerk, there was an error in projecting a step for 2023. The tentative should be \$78,849. A.1410.106, County Clerk Motor Vehicle Clerk #3, the employee was hired at above the hire rate so the correction for tentative should be \$37,127.

The Treasurer asked about the District Attorney wanting another ADA. The Board stated that they would discuss with the District Attorney. Mr. Arsenault stated that there had been a discussion about buying down the ADA's comp time. He also stated that the DA discussed getting rid of the Account Clerk position if he could have another ADA. Mr. Farber stated that it is hard to make a change as bold as adding a full-time ADA without a comparison of year-to-year numbers. There was an email back in September that discussed the DA's current caseload but without comparing to other years they don't really get a sense. He was also applying the number of hours to it and without talking to another attorney Mr. Farber doesn't feel he has a way to evaluate it. He thought it would be appropriate to have a resolution for next meeting to buy the ADA's comp time down. He feels that it is a circumstance consistent with other times where they have done it. He also would consider making the Confidential Secretary or ADA 40 hours in 2023. He thought that would help fill a gap. If he is interested in swapping an Account Clerk for a part time ADA they could switch the salary over, set an hourly rate and let the DA hire. He thinks that the DA needs to get the Board the information they are asking for and this can't be the DA coming in to say what he wants and then if the Board doesn't do it, it becomes a standoff. Nobody benefits from that. The Chairman discussed his town justice's request for a second DA night in Indian Lake. The Chairman is not sure how that is going to be received by the DA's Office. Mr. Farber suggested having Mr. Mauro ask for a resolution from the DA to buy down the ADA's comp time. He would

have no problem taking the amount they were going to budget for an Account Clerk and budgeting that same amount for a parttime ADA to recognize that he needs more time in that regard. He would have no problem with Mr. Mauro or the Chairman reaching out to the DA to see if the Confidential Secretary or ADA would be interested in 40 hours per week to help backfill the gap. Ms. Hunt stated that filling the part-time ADA position at part-time is going to be tough. Mr. Farber stated that he thought it would be tough either way as part or fulltime. Attorneys are in short supply.

The Budget Officer stated that A.1450.101 and A.1450.102 Board of Election Commissioners are going to be held flat. That would put both the tentative salaries at \$54,537.

The Budget Officer stated that the Board just agreed to add \$20,000 to A.1990.401, Contingent Fund and that would make that \$195,000. Mr. Farber asked Mr. Frey if they could bring it back to \$200,000? Mr. Frey agreed.

Mr. Farber discussed the follow-up with the Fire Coordinator and Emergency Management Director. They decided that the appropriation should be equal for both A.3640.103, parttime Fire Coordinator, and A.3640.102, parttime EMS Coordinator. Setting them both at \$7,000. The Clerk of the Board asked what the hourly rate would be. Mr. Farber stated that it would be adjusted to what the Fire Coordinator is getting currently. He added that they had two applicants for EMS Coordinator.

The Budget Officer asked the Treasurer if she had an update regarding A.4010.401, Public Health Insurance. Ms. Hunt stated that she did get some information. The last claim she put in was at \$2,737 and it is now up to \$4,395. For maintenance in lieu of rent she was charging \$508 per car and on average it's now \$550 per car. Mr. Farber asked if she had estimates on how much each line should increase. Ms. Hunt said she didn't. Mr. Farber verified that they should adjust A.4010.410, PH Maintenance in Lieu of Rent from \$6,000 to \$7,700 but that it is also shared with A.4050.410, PH Other Maintenance in Lieu of Rent. Ms. Hunt suggested that they could split it up. Mr. Farber stated that A.4010.410 would increase to \$6,500 and A.4050.410 would increase to \$45,200. Ms. Hunt stated that she would get back to the Budget Officer with Insurance amounts and that would be for both A.4010.401 and A.4050.401, PH Other Insurance.

The Budget Officer discussed revenue A.1610.0000, Home Nursing Charges Receipts. Suggested that they increase to \$180,000. They further discussed the 5-year trend. Mr. Farber stated with the average he felt comfortable leaving it at the \$150,000. He has also heard that the caseload hasn't come back up either. The Budget Officer stated that the year-to-date number was \$192,000. Mr. Farber stated that was because they are catching up.

At 1:50PM Mr. Snyder left the meeting.

Mr. Frey thanked the department heads for their work and everyone's help with the budget. He told the Budget Officer he did a good job and asked him if he would like to do it again. The Budget Officer stated that he would. He had learned a lot and was happy to help.

Other Reports:

Mr. Farber: Stated there were two applicants for EMS Coordinator and they needed to figure out when to do interviews. He also brought up the discussion of buying down comp time at the end of 2022 for the Sheriff's Office. He stated that the temporary staff line used when they are filling shifts amounts to almost \$125,000, holidays included. It is a large amount of money used to backfill shifts. The Sheriff has a couple staff that are close to the cap. He asked Mr. Farber if they could deal with it sooner rather than later. His suggestion is that they could use the \$52,939 from the Deputy position in the Sheriff's 2022 budget, that has remained vacant. He would like to ask the Sheriff to work on a resolution for Friday to buy down comp and vacation time for his employees that are close to the cap. He feels this will help with a cost savings for next year. Mr. Tomlinson asked if they would be zeroing out their comp time. Mr. Farber stated that he would be comfortable with people cleaning out their comp time, with vacation time his thought would be to buy down but not zero out.

As there was no further business, the Chairman recessed the meeting until November 18, 2022 at 10:30 AM.