

1 **COMMISSIONERS MEETING**

2 **December 8, 2022**

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5 *YORK,ss*

6
7 At a regular meeting of the County Commissioners of the County of York, begun and
8 holden at the York County Government Building in Alfred, within and for the County of York,
9 being held on Thursday, December 8, 2022 A. D. at 4:00 P. M.

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12 **COMMISSIONERS PRESENT:**

- 13 Richard R. Dutremble
- 14 Richard Clark
- 15 Robert Andrews
- 16 Allen Sicard
- 17 Donna Ring

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22 County Manager Gregory Zinser and Deputy County Manager Linda Corliss were present at the
23 meeting.

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27 **YOU ARE INVITED TO RISE AND SALUTE THE FLAG OF THE UNITED STATES**

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30 **12-08-22 ITEM**

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32 **1 PUBLIC COMMENT(S) ON ANY ITEM(S)**

33 None

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35 **2 TO APPROVE THE MINUTES OF THE FOLLOWING MEETINGS:**

- 36 a. Commissioners' regular meeting of November 16, 2022
37 Commissioner Clark motioned to approve the minutes of November 16, 2022.
38 Commissioner Dutremble seconded the motion. Vote 4-0 (Commissioner Ring
39 not yet present).
- 40 b. Commissioners' special meeting of November 28, 2022
41 Commissioner Clark motioned to approve the minutes of the November 28,
42 2022 meeting. Commissioner Dutremble seconded the motion. Vote 3-0
43 (Commissioner Ring not yet present-1-Commissioner Andrews abstained as he
44 was not present at this meeting.

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46 **3 TO APPROVE TREASURER'S WARRANTS**

- 47 a. Warrants to be approved on November 16, 2022 in the amount of \$486,424.71

48 Commissioner Clark motioned to approve this warrant. Commissioner
49 Dutremble seconded the motion. Vote 4-0.

50 b. Warrants to be approved on November 23, 2022 in the amount of \$1,278,216.77
51 Commissioner Clark motioned to approve this warrant and Commissioner
52 Dutremble seconded the motion.

53 DISCUSSION:

54 Commissioner Clark asked County Manager Zinser to explain why this warrant
55 was over \$1 million. County Manager Zinser replied that payments were made
56 for the dredge for approximately \$400,000 and one for over \$300,000 for
57 ongoing construction. Vote 4-0 (Commissioner Ring not yet present).

58 c. Warrants to be approved on November 30, 2022 in the amount of \$547,990.74
59 Commissioner Clark motioned to approve the motion. Commissioner
60 Dutremble seconded the motion. Vote 4-0 (Commissioner Ring not yet
61 present).

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63 **4 TO HEAR ANY REPORTS FROM THE COUNTY**
64 **COMMISSIONERS**

65 None

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67 **5 TO HEAR NCEU GRIEVANCE **Heard after New Business Item 6a****

68 May be heard in executive session pursuant to §405 (6) (A) personnel issue(s)

69 County Manager Zinser asked Colton Sweeney if he would like his grievance
70 before the Commissioners to be heard in public or in executive session? Colton
71 Sweeney replied that public session was fine.

72 County Manager Zinser reminded the Commissioners that they have the grievance
73 and his letter denying the grievance given to Colton.

74 Colton addressed the Board and summarized that in late August/early September
75 his primary care physician put him on modified status of 60 hours per week.

76 Two or three weeks after he was called into Major Thayer's office and was told
77 that due to his modified status Major Thayer was changing his days off to
78 Wednesday and Thursday from Saturday and Sunday. He changed (the shifts of)
79 13 (maybe 11) of us who were on modified duty restrictions.

80 Colton Sweeney continued that the reasons for his grievance are that three years
81 ago, he went through a hiring process to be the intake sergeant. The process was
82 only open to the Sergeants at the time. The position was granted to him by the Jail
83 Administrator at that time. The intake Sergeant's position's hours were Monday
84 through Friday with weekends off. By moving my days off they are allowing
85 corporals and sergeants to fill that position when I am not there on Wednesdays
86 and Thursdays, stated Colton Sweeney.

87
88 Colton referred to Appendix C, NCEU's modified duty policy as the second
89 reason. He referred to the section labeled, Purpose and scope and stated that the
90 County cannot change his days off as none of these apply. My modified duty is not
91 due to Worker's Compensation or FMLA. He continued that Full time duty is 56
92 hours a week and that he still works 60 ours per week.

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94 Colton Sweeney stated that his job duties i.e., court paperwork, transports, are
95 arranged around the Monday to Friday work week. Having me at the jail on the
96 weekend does nothing to help the county and the court system, stated Colton
97 Sweeney.

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Commissioner Ring asked Mr. Sweeney was it correct that his job was Monday through Friday and that he had a certain level of responsibilities throughout the week. Colton Sweeney replied yes that the biggest thing is court paperwork as well as getting inmates to court. He added that there are also inmates housed in the jail from Cumberland County that need to get to their court dates.

Commissioner Ring asked Colton Sweeney if he is the senior sergeant? He replied that he was.

He added that the senior Corporal is the only one with weekends off.

Commissioner Ring asked if it was correct that some sergeants might have a part of the weekend off? Colton replied, yes.

Commissioner Ring commented to Colton that his doctor allowed him to work 40 hours plus 20 overtime and the County in turn changed your days off?

Colton Sweeney responded correct and that he was told when he comes off his restriction he can go back to his original schedule.

County Attorney Tim O'Brien addressed the Board and stated that Sgt. Sweeney summarized the facts. He explained that the contractual issues in appendix C set forth modified duty for NCEU. In that, the parties negotiated a provision to allow it to apply to non-related issues in section 2 A. d. This is what occurred in this case. The county (jail) has the right to, given the nature of the restrictions placed on him to go ahead and place him in a modified duty until the limitation of this modified duty. The jail has indicated that once he is released from this he will be returned to his pre-existing schedule. Sergeant Sweeney stated 13 others also had schedule changes.

Commissioner Ring asked was there a medical reason why? Attorney O'Brien advised Sgt. Sweeney that he did not have to disclose this in public session.

Sergeant Colton Sweeney responded, yes, I can physically and mentally work my schedule but my doctor wants me on a 60 hour workweek.

Commissioner Ring asked if his schedule was Monday through Friday?

Sergeant Sweeney replied, not right now. Commissioner Ring replied that Sergeant Sweeney was there (at the jail) for a number of years on that schedule.

Sergeant Sweeney agreed but stated that the county is saying that language in Appendix C allows them to do this.

Commissioner Dutremble asked Sergeant Sweeney how many hours did he use to work Monday through Friday?

Sergeant Sweeney responded that this year prior to his doctor's modification of 60 hours, he was averaging 60-64 hours per week. He added that 2 to 3 years before that he worked more hours.

Commissioner Dutremble asked why was his shift changed besides Appendix C.

Jail Administrator Major Nathan Thayer addressed the Board and explained as they know, there has been a staffing crisis for quite some time. This summer it was very bad. He continued that they do have a good reserve pool. So many staff are on restrictions with the majority being that they can only work Monday through Friday 8:00-4:00. We were able to eliminate 24 hours a week of overtime by moving restrictions around. We feel this is a fair manner for everybody. Major

148 Thayer continued that we explained the shift changes to everyone on a 1-1 basis.
149 He added that this was not his punishment, it was so we could survive.

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151 County Manager Zinser stated that the contract allows us to modify the schedule to
152 meet the needs of the county (jail). All of those under modified duty had their
153 schedules re-worked. This was put into play this past summer. The Union isn't
154 advancing this grievance.

155 Commissioner Dutremble questioned whether or not seniority was in play (in this
156 situation?

157 Jail Administrator Major Thayer responded that in this article seniority does not
158 play a role.

159 Commissioner Clark asked if you were not on modified duty when you came to
160 this solution would he still have been moved?

161 Major Thayer replied, no.

162 County Manager Zinser stated that everyone on modified duty was treated the
163 same.

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165 Commissioner Ring asked what about full time employees not on modified duty?

166 Jail Administrator Major Thayer replied that we can't just move them.

167 We were short no matter what. It was how can we make this work? We can move
168 employees on probation around.

169 Major Thayer continued that with everyone on modified duty, only able to work
170 8:00-4:00, there was no one to order in; less of a pool.

171 Commissioner Ring asked the jail administrator if he included senior people in the
172 discussions to see how it would work best for them all?

173 Jail Administrator Major Thayer replied that we would take this into consideration.

174 He added that he sat down with a member of the Union and the leadership team.

175 Commissioner Ring asked if the jail was still in a staffing crisis?

176 Jail Administrator Major Thayer replied that last week was the first week that we
177 were not in a State of Emergency in 10 months.

178 Commissioner Clark asked if they all (modified duty employees) go back to their
179 previous schedule once modified duty is done?

180 Jail Administrator Major Thayer replied, absolutely. A lot was taken into
181 consideration. We have six supervisors and all but two are on modified duty.

182 Commissioner Sicard added that there are no other grievances regarding this and
183 the Union is not here moving his grievance.

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186 Sheriff King addressed the Board and stated that Colton is a valued member of our
187 organization and he does an outstanding job. That job is not codified that it is his.
188 We can't depend on one person to do that job. We get the job done when he is on
189 vacation.

190 Colton Sweeney addressed the Board and stated that the intake sergeant position is
191 his job. He added that he went through a hiring process that included an oral
192 board. It was granted and assigned to me.

193 Commissioner Ring asked Sergeant Sweeney if it was correct that his intake
194 position as a Sergeant is a Monday through Friday job because of transports and
195 movement of inmates?

196 Sergeant Sweeney responded, exactly as there is no court on Saturdays and
197 Sundays.
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200 Commissioner Clark motioned to enter into executive session pursuant to 1
201 M.R.S.A. §405 (6) (A) personnel matters. Commissioner Dutremble seconded the
202 motion. Vote 5-0.

203 Commissioner Clark motioned to come out of executive session. Commissioner
204 Dutremble seconded the motion. Vote 5-0.

205 Commission Chairperson Sicard asked the Commissioners if they had any
206 questions coming out of executive session.

207
208 Commissioner Ring asked Sergeant Colton Sweeney if the limited work week is
209 something that will be rectified in a short period of time or ongoing?
210 She stated that she understands that Mr. Sweeney has medical limitations, and she
211 recognizes that and supports assisting for a short period of time.

212
213 Sergeant Sweeney explained that he had another physical last week and that his
214 doctor wanted him to maintain his limited duty and go lower (for hours able to
215 work) but that he said he was comfortable with 60 hours.

216 Commissioner Ring asked Sergeant Sweeney how long he had been on this
217 restriction?

218 He replied since early September and added that he had never been on a restriction
219 before other than this time for over 20 years.

220 Commissioner Ring asked Sergeant Sweeney if he sees any end to the restriction in
221 the near future?

222 Sergeant Sweeney replied, hopefully in the next couple of months, but that it is up
223 to his doctor.

224 Sergeant Sweeney read an e-mail dated Friday, January 31, 2020 from former Jail
225 Administrator Lt. Col. Michael Vitiello to all Sergeants that this e-mail served as
226 formal notification that he will fill the intake supervisors position. Again, this is
227 my position, stated Sergeant Sweeney.

228 Commissioner Ring commented that there are other positions within the county
229 where Sergeants or detectives apply for these positions and do a Monday through
230 Friday job and they apply for those positions. They're not dealing with the same
231 type of changes:

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233 Commissioner Dutremble moved that the Commissioners deny the grievance with
234 the facts presented to us including the clause in their (NCEU) contract that
235 stipulates this can be done. Commissioner Clark seconded the motion.

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237 DISCUSSION: Commissioner Clark explained what tipped his decision was that it
238 (moving of schedules) was applied to an entire class of employees and not an
239 individual. Commissioner Sicard stated that this is a temporary modification and
240 duty assignments. If Sergeant Sweeney brought a (doctor's) note tomorrow
241 removing restrictions, he would get his schedule back.

242 Commissioner Ring stated that the job is still there and that she sees no reason why
243 his particular job responsibilities should be changed. Vote 4-1 with Commissioner
244 Ring opposed.

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246 **6 NEW BUSINESS (ITEM 6a heard prior to Item 5)**

- 247 a. To review and approve Findings of Facts for McManamy property
248 tax abatement denial appeal hearing- County Manager Zinser explained to the

249 Commissioners that these are the Findings of Facts from the property tax
250 abatement denial appeal that they denied after hearing at their last meeting.
251 Commissioner Clark moved to approve the Findings of Fact and send on to the
252 applicant. Commissioner Dutremble seconded the motion. Vote 4-0.
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254 b. H.R. Director Corliss to seek hiring/transfer approval for:
255 i. Joceyln Pouliot in the position of Maintenance Tech I in the Facilities
256 Department with a hire date of December 19, 2022-
257 H.R. Director Corliss explained that Ms. Pouliot is a rehire as she left for
258 personal reasons and that we are excited to have her back.
259 Commissioner Clark motioned to approve the rehiring of Joceyln Pouliot
260 in the position of Maintenance Tech I in the Facilities department with a hire
261 date of December 19, 2022. Commissioner Dutremble seconded the motion.
262 Vote 4-0 (Commissioner Ring not yet present).
263 ii. Christine Baker in the position of legal secretary in the District Attorney's
264 Office with a hire date of December 12, 2022
265 H.R. Director Linda Corliss explained that Christine Baker is another rehire
266 looking to return.
267 Commissioner Clark motioned to approve the rehiring of Christine Baker in
268 the position of legal secretary in the District Attorney's office with a hire
269 date of December 12, 2022. Commissioner Dutremble seconded the motion.
270 Vote 4-0. (Commissioner Ring not yet present).
271 iii. Transfer of Emily Enger to the position of Clerk III in the Sheriff's Office
272 with a transfer date of January 9, 2023- currently full time D.A. secretary
273 to S.O.
274 Commissioner Clark motioned to approve the transfer of Emily Enger to the
275 position of Clerk III in the Sheriff's Office with a transfer date of January 9,
276 2023. Commissioner Dutremble seconded the motion. Vote 4-0.
277 iv. Jonathan Hernandez in the position of Reserve Corrections Officer with
278 a hire date of December 5, 2022- This agenda item was withdrawn- H.R.
279 Director Corliss explained that he will be put through at the next meeting as a
280 request to hire as a full time Corrections Officer.
281
282 c. Scheduling of tax abatement denial appeal (suggested date of January 18, 2023)
283 County Manager Zinser explained that this is another tax abatement from
284 Buxton.
285 Commissioner Clark motioned to hold the tax abatement denial appeal hearing
286 at the January 18, 2023, Commissioners' meeting. Commissioner Dutremble
287 seconded the motion. Vote 5-0.
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289 d. Discussion of adding domestic partner benefits to county health plan-**removed**
290 **from agenda**
291 Commissioner Clark moved to table this item. Commissioner Dutremble
292 seconded the motion. Vote 5-0.
293 e. Discussion of purchase of office furniture for new District Attorney office space
294 County Manager Zinser reminded all that he is working with Biddeford Housing
295 Authority for the District Attorney's building. He added that air studies and
296 everything is checking out well. He introduced Rick deRochemont, County
297 Facilities Manager to speak on the furniture request.
298 Facilities Manager Rick deRochemont explained that they couldn't create an
299 RFP to go out for one bid as everyone sells a different needed product. We
used our local representatives and offered them to all do a walk through. The

300 lowest bidders were two local vendors; one we've used multiple times and one
301 new one. Warrens Office Supplies bid for furniture is \$58,787.36 and Glass
302 Work is \$89,000 from Glass Solutions. Manager deRochemont informed all
303 that they expect delivery of the furniture in late March (12 week lead time) and
304 another week or two for installation. He added that the price does include
305 installation.

306 Commissioner Clark asked when the proposed opening day of the new court is?
307 Facilities Manager Rick deRochemont replied in April.
308

309 Commissioner Ring commented that the building that we are using has a history
310 of water /sewerage backing up. Is that corrected?

311 Facilities Manager Rick deRochemont responded yes, the city came in and did a
312 complete upgrade of their drainage.

313 Commissioner Ring asked has this plan been run by any of the people who will
314 be working there?

315 Facilities Director Rick deRochemont replied that he has been working with Jen
316 Kern and District Attorney Kathy Slattery.

317 Commissioner Sicard asked if \$58,787 is close to what you had budgeted?

318 County Manager Zinser replied that it can be taken out of reserve accounts. He
319 added that the special projects account has \$400,000 in it.

320 Commissioner Clark motioned to accept Warren's Office Supplies bid of
321 \$58,787.36 and pay out of special projects reserve. Commissioner Dutremble
322 seconded the motion. Vote 5-0.

323 Commissioner Clark motioned to accept Glass Solutions bid of \$89,000.

324 Commissioner Dutremble seconded the motion. Vote 5-0.
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327 7 OLD BUSINESS

328 a. Review and discussion of premium pay (executive session may be
329 necessary pursuant to 1 MRSA 405 (6)(d))-

330 H.R. Director Linda Corliss addressed the Board and gave an update on her
331 work on this item. She explained that it was taking some time to define remote
332 work, vacations, FMLA, and worker's compensation as there are no specific pay
333 codes when people were working remotely. Director Corliss added that she will
334 continue to work on this. She explained that it covers a 20-month period. We
335 talked about \$2,000 for full-time employees and \$1,000 for part-time
336 employees. The total would amount to \$184,000. Is the Board committed to
337 allocate that money, asked H.R. Director Corliss.

338 She added that NCEU has already maxed out allowable monies allowed on
339 ARPA.

340 Commissioner Ring stated that the Commissioners should allocate \$200,000
341 from ARPA funds to continued study and to provide bonuses to employees who
342 worked through COVID.

343 Commissioner Dutremble asked how much have we appropriated so far? He
344 added the possibility of grievances being filed by those who don't get the bonus.
345 Commissioner Dutremble stated that he would like our lawyer to check our
346 liability.

347 County Manager Zinser replied that he does not know how much is available.
348 We will use it all for other projects and this was not part of the previous
349 conversations.

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The first step if you decide to do so is to allocate \$200,000. H.R. Director Corliss agreed that she believed there will be questions such as, "Why did you get that much and I got this much?"

Commissioner Dutremble commented that other projects are close to running over and for the overage we will need to use reserves. This was discussed a long time ago and we decided not to do it. Now it has come up again.

Commissioner Ring responded that we allocated (ARPA funds) within the NCEU contracts and we did not do the same with others. Therefore, it is only fair and equitable for others.

Commissioner Dutremble responded that he has a problem allocating when we might not have the money.

Commissioner Ring motioned that \$200,000 be applied for bonuses for employees who worked through COVID using ARPA money. Commissioner Clark seconded the motion.

DISCUSSION: Commissioner Sicard agreed with Commissioner Dutremble that there will be grievances and lawsuits and people will be mad if they don't get it (bonus).

Commissioner Ring disagreed and stated that she puts a little more trust in the employees of the County of York to recognize we are trying to do a good thing and that it has nothing to do with the contracts. She added that she would be surprised if there was any type of litigation based on that. This is a gift being presented to them.

Commissioner Sicard commented that the ones that don't receive it will be the ones we have a problem with.

Vote 2-3 motion (Coms. Dutremble, Sicard and Andrews opposed).

8 TO CONDUCT AN EXECUTIVE SESSION ON PERSONNEL ISSUES PURSUANT TO 1 M.R.S.A. §405 (6) (A), ACQUISITION OF REAL PROPERTY OR ECONOMIC DEVELOPMENT PURSUANT TO 1 M.R.S.A. § 405 (6) (C), LABOR NEGOTIATIONS PURSUANT TO 1 M.R.S.A. § 405 (6) (D) AND CONSULTATION WITH LEGAL COUNSEL PURSUANT TO 1 M.R.S.A. § 405 (6) (E), REVIEW OF CONFIDENTIAL RECORDS PURSUANT TO 1 M.R.S.A. § 405 (6) (F)

None

9 PUBLIC COMMENT(S) ON ANY ITEM(S)

Sheriff King addressed the Board and informed them that he had conversations with State Police recently. The State Police are now combining troops A and B and are proposing to switch towns. They will take on Parsonsfield when our deputy isn't there, Cornish, Limerick and Limington. We will be responsible for Lebanon, Alfred and Lyman. Sheriff King continued that this will take effect the end of January.

Commissioner Sicard asked how does that affect us with the towns we now have? Sheriff King replied that we will continue to be in Parsonsfield during the day (we have a contract with them).

Commissioner Ring asked if the existing contract is due to expire? County Manager Zinser responded that the contract is good until June 2023.

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Commissioner Dutremble reminded all that the State Police will not stop patrolling these areas as they were established to patrol rural towns. The County Manager added that this change really makes it a more continuous patrol zone for the Sheriff's Office.

10 ADJOURN

Commissioner Clark motioned to adjourn. Commissioner Dutremble seconded the motion. Vote 5-0.

DRAFT

Reserves

As of 12/15/22

		Fiscal Year 2023					EOY Xfr	Potential
		Starting Balance	Revenue	Expenses	Encumbrance	Current Balance	Suggestion	New Bal
1000	37150	1000-00-000-000-37150	CONTINGENCY RESERVE	-91,400.00		25,800.00		-65,600.00
1000	37200	1000-00-000-000-37200	FB-UNRESTRICTED, COMMITTED	0.00				0.00
1000	37210	1000-00-000-000-37210	FB-UNRESTRICTD OVERLAY	0.00				0.00
1000	37211	1000-00-000-000-37211	FB-UNRESTR ASSIGN CAP IMP	-266,837.75		17,543.83	40,000.00	-249,293.92
1000	37213	1000-00-000-000-37213	FB-UNRESTR ASSIGN-NEW GOV BLD	-503,076.57		34,142.68		-468,933.89
1000	37215	1000-00-000-000-37215	FB-UNRES ASSIGN-CH CARD ACCESS	0.00				0.00
1000	37221	1000-00-000-000-37221	FB-UNRESTR COMM EMA VEHICLE	-247,016.50				-247,016.50
1000	37223	1000-00-000-000-37223	FB-UNRESTR COMM SO VEHICLE	-139,052.11				-139,052.11
1000	37231	1000-00-000-000-37231	FB-UNRESTR ASSIGN-WELLNESS	-42,057.10	-198.00	9,370.42		-32,884.68
1000	37233	1000-00-000-000-37233	FB-UNRESTR ASSIGN-MAINE 200	-11,195.00				-11,195.00
1000	37235	1000-00-000-000-37235	FB-UNRESTR ASSIGN-SPEC/GRANT	-400,000.00				-400,000.00
1000	37238	1000-00-000-000-37238	FB-UNRESTR ASSIGN-EE TRAIN/DEV	-27,429.00		528.00		-26,901.00
1000	37242	1000-00-000-000-37242	FB-UNRESTR ASSIGN DISPATCH	0.00				0.00
1000	37244	1000-00-000-000-37244	FB-UNRESTR ASSIGN-SO RESERVE	0.00				0.00
1000	37246	1000-00-000-000-37246	FB-UNREST ASSIGN-PROJECTS	-13,715.95				-13,715.95
1000	37255	1000-00-000-000-37255	FB-UNRESTR ASSIGN-ERGONOMICS	-550.40				-550.40
1000	37257	1000-00-000-000-37257	FB-UNRESTR ASSIGN-TECH UPGRADE	-172,410.99		12,184.00		-160,226.99
1000	37259	1000-00-000-000-37259	FB-UNRESTR ASSIGN-PERS RECRD	-454.50				-454.50
1000	37262	1000-00-000-000-37262	FB-UNRESTR ASSIGN-NEW IT OFFC	0.00				0.00
1000	37265	1000-00-000-000-37265	FB-UNRESTR ASSIGN-DA SECURITY	0.00				0.00
1000	37280	1000-00-000-000-37280	FB-UNRESTR ASSIGN-SO MAINT BLD	0.00				0.00
1000	37281	1000-00-000-000-37281	FB-UNRES ASSIGN-EMA/FACIL GARA	-79,952.99				-79,952.99
1000	37285	1000-00-000-000-37285	FB-UNRESTR COMMIT-MAJ CAP PROJ	-395,854.49				-395,854.49
1000	37290	1000-00-000-000-37290	FB-UNRESTR ASSIGN-PR LIABILITY	-525,190.48		21,936.30		-503,254.18
1000	37294	1000-00-000-000-37294	FB-UNRESTR COMM-INSURANCE FUND	-784,728.37				-784,728.37
						1,450,200.00		
2600	37211	2600-00-000-000-37211	FB-UNRESTR ASSIGN CAP IMPR	-1,191,258.07		296,631.85		-894,626.22
2600	37218	2600-00-000-000-37218	FB-UNRESTR ASSIGN BOND CONTR	-130,318.00				-130,318.00
2600	37223	2600-00-000-000-37223	FB-UNRESTR COMM JAIL VEHICLE	-170,016.00				-170,016.00
2600	37294	2600-00-000-000-37294	FB-UNRESTR COMM-INSURANCE FUND	0.00				0.00
						500,000.00		-1,394,626.22
						500,000.00		