

4 TO HEAR ANY REPORTS FROM THE COUNTY COMMISSIONERS

None

5 NEW BUSINESS

a. Seek approval of phase two Government Building renovations

County Manager Zinser explained that this was approved (to go out to bid) by the Commissioners and that he is back to seek approval of the project now that costs of \$1,513,600.00 are in. He continued that he is requesting that this amount come out of the ARPA funds. We did have these conversations a long time ago and set the monies aside. There will be a little bit of savings in that line moving forward.

Commissioner Ring asked if this is the plan for the G&H block? County Manager Zinser replied, no, this is for the Commissioners meeting room.

Commissioner Dutremble asked if this work that was done before going to be in consideration? The County Manager replied that this area was the only area not renovated (former jail kitchen).

Commissioner Ring asked if (the renovations) affect this room? County Manager Zinser responded that, yes, we will have to find another meeting space once this gets going. We might have to meet at the jail or courthouse.

Commissioner Dutremble asked about asbestos. County Manager Zinser replied that it has already been tested.

Commissioner Clark moved to approve that \$1,513,600 come out of ARPA funds for this project. Commissioner Dutremble seconded the motion. Vote 5-0.

Chairperson Sicard asked for a motion on the contract awarded to Landry French at the last meeting for the construction management of the Layman Way projects (training facility and recovery center) stating the funds are coming out of ARPA funds.

Commissioner Dutremble motioned that the funds for the projects at Layman Way (training facility and recovery center) come out of ARPA funds.

Commissioner Andrews seconded the motion. Vote 5-0.

b. H.R. Director Corliss to seek hiring/transfer approval for:

i. Vineka McDaniel in the position of reserve Corrections Officer with a hire date of October 24, 2022- Commissioner Ring motioned to approve the hiring of Vineka McDaniel as a reserve Corrections Officer in the Sheriff's office with a hire date of October 24, 2022. Commissioner Dutremble seconded the motion. Vote 5-0.

ii. Elizabeth Corcoran in the position of full-time Victim Witness Advocate in the District Attorney's office with a hire date of November 14, 2022- Commissioner Clark motioned to approve the hiring of Elizabeth Corcoran in the position of full-time Victim Witness Advocate in the D.A.'s office with a start date of November 14, 2022. Commissioner Dutremble seconded the motion. Vote 5-0.

iii. Brad Paul to transfer from part-time to full-time Civil Process Deputy in the Sheriff's Office with an effective date of October 5, 2022.

H.R. Director Corliss clarified that Brad Paul's date of hire should be October 3, 2022- Commissioner Clark motioned to approve the transfer of

Brad Hall from part-time to full-time Civil Process Deputy. Commissioner Ring seconded the motion.

DISCUSSION: Commissioner Dutremble asked if he was a police officer before? H.R. Director Linda Corliss replied, yes.

Commissioner Ring asked if the other full-time civil process deputy transferred to court security? H.R. Director Linda Corliss replied, yes. Vote 5-0.

Commissioner Clark asked H.R. Director Corliss for an update on the correctional officer census- Director Corliss stated that there are two people who will be starting next Monday full-time. Three additional people are going through the process.

- c. Schedule tax abatement (recommended date of December 21, 2022) – County Manager Zinser another one out of Buxton. He has called to get a better understanding. They have recently done a revaluation. Commissioner Clark moved that the tax abatement appeal hearing be scheduled for 12-21-2022. Commissioner Ring seconded the motion. Vote 5-0.
- d. General discussion Training Center-County Manager Zinser reminded all that the contracts have been awarded to Landry French for contract management. Programming has been discussed and we haven't deviated from that. We have been back and forth with the architects to make sure everything works. The building is now down to around 42,000 sq. feet. A lot of the conversations are on hold until the elections. (agencies, etc.)

County Manager Zinser explained that Chief Fire & EMS Administrator Rod Hooper has been working with a lot of the departments. Housing will be removed from this project but Sanford Housing Authority is looking for another location. Long term housing is still important to the recovery process explained the County Manager. He continued that they are working on the evoc course with the police chiefs. We have been successfully working with York County Community College on EMT training courses. County Manager Zinser added that we are at a point where we want to have an MOU between the County and the college. We have drafted one up. He explained that he will be working with Chief Hooper and the President of the Wells campus to get that signed. They will bring lots to the table for us.

County Manager Zinser added that we are also trying to get the vocational programs from Biddeford and Sanford over here as well. He stated that he will let the Commissioners know when the signing will occur and we will invite the press. County Manager Zinser said that he hoped to break ground in late spring/early summer.

Commissioner Dutremble asked how we were going to utilize the land that we were going to use for housing? The County Manager explained that the land won't be used except that the evoc course will use a bit of it

Commissioner Ring asked when did they determine that they weren't going to do the housing? County Manager Zinser replied after a conversation he had with Sanford Housing Authority that Alfred was probably not going to let us do it.

County Manager Greg Zinser stated that we are still looking in another town or city where we could have housing.

It became apparent it could hinder the rest of the project. Commissioner Dutremble asked if we appropriated money for the engineering? County Manager Zinser replied, yes but that he would like to keep that reserve to use for another place for housing.

Commissioner Clark stated that he was a little disappointed that the transitional housing is not going to be on site. That portion of the recovery process is really important. Having said that if we can't do it, we really need to focus on getting the housing done somewhere else. The county was going to contribute the land that it was going to go on so now it will be more expensive, stated Commissioner Clark.

County Manager Zinser responded that we are already working on it. Commissioner Ring asked if they were looking at new construction or renovations? The County Manager responded that two options are being explored.

Commissioner Ring stated that she was very disappointed with this. County Manager Zinser explained that the housing might be nearer to places that have job opportunities. He reminded all that the Housing will have programming inside the buildings for help.

The County Manager explained that the new recovery center will have detox, short term recovery, mid-term recovery (6 months or less) and long term recovery. After that programming, a wing dedicated to intensive outpatient care. These are five separately licensed and independent programs. It will have 58 residential beds and still be opened up to the community at large.

e. General ARPA update

David Nalchajian, Sr. ARPA Financial Project Manager addressed the Board- He explained that projects aren't moving as fast as we had hoped. Approximately \$3.9 million in expenditures have been made. The dredge purchase will bring it to over \$4 million. A lot of cash is still in our possession, explained Project Manager Nalchajian. He added that once the new projects that are appropriated get moving, spending will be a lot more frequent. Commissioner Sicard asked when projects get to a certain level who in the county makes a site visit to make sure that the projects are being done? County Manager Zinser explained that all requests for payment have back up documentation that has to be certified by our architectural firm that these things are done. He added that the bill comes to him and then he gets it to Dave.

Commissioner Dutremble asked if the architects are the clerk of the works right now? County Manager Zinser replied that we don't have one but the architects do it. We don't have a single county representative monitoring projects every day. You may want to consider this later on down the road, stated the County Manager.

ARPA Project Manager David Nalchajian, Sr. commented that in these contracts, there is always a retainage that doesn't get resolved until the end of the project.

Commissioner Sicard replied that the question is once walls are up it could be too late.

Commissioner Dutremble questioned if the interest that we are getting on the \$40 million falls into the arbitrage?

ARPA Project Financial Manager David Nalchajian, Sr. replied, no, because no debt is associated with it. This money is available outside of the federal grant.

Commissioner Clark stated that he appreciated Commissioner Dutremble raising the question of a clerk of the works as it is a concern of his. Before we have this discussion, he said that he would favor one who has the county's interest in mind and knows what they are doing. The project needs to be supervised as it goes along.

Commissioner Sicard asked the Board if this is something they want to do?

County Manager Zinser responded that he will talk with the team.

Commissioner Clark added that this will be full time once it gets going.

Commissioner Ring stated that she wished to open up a discussion again about a bonus utilizing ARPA money for employees. H.R. Director Corliss has been working on gathering the information. There are certain qualifications that have to be met. She added that she appreciates Linda's work.

H.R. Director Linda Corliss addressed the Board and stated the time frame would be from 4-1-2020 - 12-31-2021, which was prime covid time. We have eliminated corrections officers as they are already receiving ARPA money. Another requirement explained by H.R. Director Corliss is that anyone who worked remotely would not be able to receive a bonus (for hours worked remotely). Therefore, there are 80 full-time and 7 part-time people that would be eligible. Several people (about 20 to 25) are ineligible as their positions fall under the category that worked remotely.

Commissioner Ring stated that they didn't set a monetary value yet. She added that they have pro-rated this over the 20 months as some didn't work all 20 months.

Commissioner Dutremble asked if the report was ready to be distributed so that the Commissioners could review it and vote on it?

Commissioner Ring replied that she and H.R. Director Corliss have more work to do to complete it but are asking if this is something we can continue to work on if the Board is interested?

County Manager Zinser clarified that other than Linda meeting with Commissioner Ring, we are not going to do a lot of research if this is something the Board does not want to do. Tell us what you would like us to do and then we can work on a spreadsheet and give it to you with a value.

Commissioner Sicard commented that he had heard the number \$200,000.00 (out of ARPA funds) so that would be giving everybody a \$2,000 bonus. Is that the type of end result that you are looking at?

Commissioner Ring replied that is a ballpark figure. H.R. Director Corliss added that it would probably be a bit less than that. She continued that she still needs information back from Department Leaders.

Commissioner Sicard asked if this would include union and non-union employees.

H.R. Director Corliss responded, yes, all but NCEU as they have reached their max of ARPA money. Also, under ARPA rules, if the employee worked remotely, they are not eligible.

Director Corliss explained that some people were asked to work remotely so those questions will need to be answered and we may need to pay them from another avenue.

Commissioner Dutremble asked what about the personnel who worked from home for 5 to 6 weeks.

H.R. Director Corliss replied that she can include that guideline.

Commissioner Sicard asked if NCEU will file a grievance?

County Manager Zinser replied that he does think it will be an issue that this He added that you are also going have to negotiate this. I don't think you can bypass that particular process.

Commissioner Donna stated that she was looking at \$100 a month for 20 months and then it would be pro-rated down from there.

Commissioner Clark asked if they could have some idea why there are 25 ineligible employees?

H.R. Director Corliss explained that there are some people that were hired in 2022 and weren't employed here at the time. Others working remotely during different periods of time and some folks were out on military leave and other types of leave such as FMLA.

Commissioner Clark stated that it is in fact based on whether or not they were here or not.

H.R. Director Corliss stated, correct, and the only union not included is NCEU She added that the list for a bonus also does not include any elected official.

Commissioner Clark asked because of ARPA rules?

H.R. Director Corliss replied, no, that was Commissioner Ring's request.

Commissioner Clark responded that elected officials should get it if they were in their office. No commissioners should receive one but those in their office face the same risk as other employees.

Commissioner Ring replied that being one(elected official), she didn't want anyone thinking that she was looking for money for herself.

Commissioner Ring stated that she agreed with Commissioner Clark that elected officials who were in their offices should get the bonus.

County Manager Zinser commented that he wants to be clear that he is not saying that we have to work with the unions but we probably should. That is a legal question.

H.R. Director Corliss stated that in good faith we would want to approach them.

Commissioner Sicard stated that going down this road is going to open us up to grievances and class action lawsuits. He added that he would not support this for that reason. Commissioner Sicard continued that you will spend more with the can of worms you create for yourself.

Commissioner Dutremble said that he has no problem seeing the spreadsheet to see where it is going and then decide whether or not we can do it.

Commissioner Ring asked if we could have the County Manager check in with legal counsel to answer the question as she would love to see us proceed with it.

H.R. Director Corliss stated that she would need a few more hours to run reports.

Commissioner Ring stated that the communication part is very important. We

are abiding by the ARPA rules. Many municipalities and counties have done this using ARPA money. She added that she thinks that the employees that have worked for this are worth it.

County Manager Zinser responded that he wanted a motion.

Commissioner Ring motioned that we direct the H.R. Director to continue with her research on the possibility of ARPA bonuses for employees who would qualify. Commissioner Clark seconded the motion.

DISCUSSION- Commissioner Clark commented that when this is done, you will have issues and appeals. He added that you are generating a lot of work for H.R. and that any time you draw a line, there will be people who are angry. That being said, he stated that he still thinks you should go forward with it. Vote 5-0.

Commissioner Clark stated that he would like the Board to discuss an energy policy and create a committee for the County to consider energy efficiency. He continued that this is an issue that every organization and government entity and every individual in this country is going to have to address.

If we are going to build large buildings, we should do everything we can to make sure they are energy efficient. Everything we do generates future costs. Commissioner Clark added that some stuff has already been done but we should be on some type of plan where we do an energy audit every few years.

Commissioner Sicard asked would you look at vehicle fleets? Electric cars?

Commissioner Clark responded that he believes it is a conversation we have to have.

Commissioner Sicard suggested that the County Manager and Facilities Manager Rick look into forming a committee and who we would want on it.

County Manager Zinser replied that they can do that.

6 OLD BUSINESS

7 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)

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

Janet Drew spoke via ZOOM and stated that it was good to work on the relief bags for people leaving the jail. She added that she is upset to hear there was another death of someone who was in the jail. We still don't have information on the previous one. She continued that she too is very disappointed that housing is the thing that is going. When the decision has been made to spend the majority of the \$40 million to make the detox building but you say we will have public sewer, now it's don't worry about the environment get rid of the sewer. This is a system that takes people away from their family, stated Janet Drew. As far as a bonus to

employees, the county's money is based on how many people work for the county. Everyone in the county should get money. We are all part of the county we are all part of the rescue, stated Janet Drew. We are going to spend more on bricks and mortar. How do you expect people to get better if they have no place to go? The county needs to be in there with skin in the game. There is a lot of need. We need staffing. We don't even have staffing now and you are building more buildings, stated Janet Drew.

Commissioner Sicard replied that we are able to make once in a lifetime change to people. We will continue to be involved in finding housing as well as transportation out of this campus and wherever the transportation ends up being. Maybe housing will be closer to jobs and transportation.

9 ADJOURN

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

Meeting adjourned at 5:07 p.m.