

WARREN COUNTY BOARD OF SUPERVISORS

COMMITTEE: BUDGET

DATE: SEPTEMBER 10, 2008

COMMITTEE MEMBERS PRESENT:

SUPERVISORS GERAGHTY
BELDEN
O'CONNOR
CHAMPAGNE
KENNY
SHEEHAN
MERLINO

OTHERS PRESENT:

FREDERICK MONROE, CHAIRMAN
PAUL DUSEK, COUNTY ATTORNEY
HAL PAYNE, COMMISSIONER OF ADMINISTRATIVE
& FISCAL SERVICES
JOANN MCKINSTRY, DEPUTY COMMISSIONER OF
ADMINISTRATIVE & FISCAL SERVICES
JOAN SADY, CLERK OF THE BOARD
SUPERVISORS BENTLEY
GOODSPEED
SIMMES
TESSIER
THOMAS
VANNESS
RICHARD MURPHY, DEPUTY COMMISSIONER OF
FISCAL SERVICES
PAM VOGEL, COUNTY CLERK
SHEILA WEAVER, COMMISSIONER OF THE
DEPARTMENT OF SOCIAL SERVICES
JULIE PACYNA, PURCHASING AGENT
TODD LUNT, HUMAN RESOURCES DIRECTOR
ALYSON MARTIN, *THE POST STAR*
TOM RANDALL, *THE ADIRONDACK JOURNAL*
CHARLENE DiRESTA, SR. LEGISLATIVE OFFICE
SPECIALIST

Mr. Geraghty called the meeting of the Budget Committee to order at 11:26 a.m.

Mr. Geraghty distributed copies of a current 2009 Warren County Budget Analysis to the Committee members; a copy of same is on file with the minutes. He noted that the current increase in the 2009 County budget as compared to the 2008 County budget was 11.61%.

Mr. Kenny asked why nothing had been budgeted for Debt Service in the 2009 County budget. Richard Murphy, Deputy Commissioner of Fiscal Services, explained that the totals represented the appropriated fund balance. He added that the County had appropriated \$425,000 in 2008 of which a small amount remained. He said that there was \$50,000 that could be transferred to the Debt Service account and there were capital projects which would be closed, with the balances transferred to the Debt Service account.

Mr. Belden requested the total dollar amount of increase from 2008 to 2009 and Mr. Geraghty responded that it was \$4,061,034. Mr. Champagne questioned the increase in Waste Management from \$600,000 in 2008 to \$1,600,000 in 2009. Chairman Monroe explained that Stephen Lynch, Solid Waste Coordinator of the Inter-County Solid Waste Coordinating Committee (ISWCC), had recommended \$2.4 million be appropriated for Waste Management in 2009. Mr. Murphy advised that currently \$1.6 million was appropriated for 2009. Chairman Monroe noted that the \$1.6 million was the surplus amount and asked what the total appropriations for the operation of Waste Management for 2009 were and Mr. Murphy replied that it was approximately \$2.4 million.

Mr. Geraghty advised that when the appropriations had been calculated, the total cuts had been \$2,514,684, which had been derived through the Committee meetings and the departmental budget cuts of 3%. He added that the revenue had also been decreased in the amount of \$745,405, making the net budget reduction \$1,769,279. Mr. Kenny questioned which departments had made the requested 3% cuts. Mr. Geraghty replied that JoAnn McKinstry, Deputy Commissioner of Administrative and Fiscal Services, had a breakdown of which departments had made the cuts. Mrs. McKinstry distributed copies of the 2009 Budget Appropriation Changes to the Committee; a copy of same is on file with the minutes.

Mr. Belden stated that he would not vote to approve the 2009 County budget with an 11.61% increase. Mr. Geraghty asked for suggestions on where further cuts could be made and Mr. Belden suggested that Warren County should initiate a hiring freeze. Mr. Tessier advised that a hiring freeze would not effect the 2009 County budget. Chairman Monroe stated that a hiring freeze would result in an appropriated surplus at the end of 2009. Mr. Kenny said that some departments only had two or three employees and could not operate if vacant positions were not filled. Mr. Belden responded that each case would have to be looked at individually. Mr. Sheehan questioned if the County already had a hiring freeze in place and Mr. Belden replied that it was not strictly enforced. Mr. O'Connor apprised that the Committee had to examine each departments needs prior to deciding if a position would be filled. Mr. Tessier suggested that a freeze should be placed on the creation of new positions.

Mr. Tessier noted that he did not see a 'less appropriated fund balance' line on the Budget Analysis and Mr. Geraghty responded that they had not appropriated funds from the general fund balance. Mr. Tessier asked what amount was in the fund balance and Mr. Geraghty responded that there was approximately \$4.4 million.

Mr. Geraghty asked the Committee where additional funds should be cut from the

budget. Mr. Belden stated that the Department Heads were paid well for their positions and therefore, they should be able to reduce their budgets as necessary. Mr. Geraghty responded that they had requested that the Department Heads cut their budgets by 3% and added that some had compelling reasons why they could not reduce their budget further. Mr. Kenny questioned the reasons and Mr. Geraghty responded that in some cases decreasing the appropriations would also decrease the revenue. Mr. Geraghty stated that the Consolidated Highway Improvement Program (CHIPS) revenue had been decreased by 3% and he questioned the reasoning. Mrs. McKinstry responded that William Lamy, Superintendent of the Department of Public Works (DPW), had been advised not to budget the additional revenue when he had attended a conference. Mr. Geraghty said that Mr. Lamy had been told by representatives of the State that there would be a reduction of \$178,000 in the CHIPS funds for 2009.

Mr. Stec entered the meeting at 11:40 a.m.

Discussion ensued involving CHIPS reductions.

Mr. Geraghty apprised that if the \$500,000 budgeted for County Roads was removed, the percentage of increase would be reduced to approximately 10.1%. He again asked the Committee where further cuts could be made. Mr. Sheehan referred to the 2009 Budget Appropriation Changes which were listed by Department and asked if the Departments which were not listed had made no changes and Mr. Geraghty replied that was correct. Chairman Monroe advised that the only place where Departments could reduce their budgets was in the .2's (equipment) and .4's (contractual expense). He added that John Wappett, Public Defender, had informed him that if he were to cut an additional 3% from his budget, he would need to cut his .2's and .4's by 50%, which would directly effect the reimbursement that was received from the State.

Mr. Geraghty stated that the DPW had reduced their equipment budget by 2.9% and had increased their contractual budget by 8.5%, most of which was accounted for by the increase in the cost of fuel oil and gasoline. Mr. Kenny questioned the bonding of equipment for the DPW for the next two years and asked how much had been bonded per year and Mr. Geraghty responded that it was \$1,161,000 for 2009. Mr. Kenny asked if there had been a corresponding decrease in equipment requests from the DPW due to the equipment bonding. Mr. Geraghty replied that there was also an account for equipment rental. Mr. Kenny apprised that if \$500,000 per year was normally spent on equipment and the County bonded \$2 million for equipment, there should not be further equipment requests. Mr. Kenny questioned what amount had been requested for equipment by the DPW for 2009 and Hal Payne, Commissioner of Administrative & Fiscal Services, responded that \$167,000 had been budgeted. Mr. Geraghty reported that

some of that total had already been eliminated from the 2009 budget. He added that 'Other Equipment' had been reduced from \$116,000 to \$40,000.

Mr. Geraghty noted that the County had borrowed funds and therefore would pay \$3,900,000 in Debt Service for 2009 that did not exist in the 2008 County budget. He added that the majority of the increase was accounted for by the Debt Service. He advised that most of the Departments did a good job in maintaining a neutral budget for 2009. Mr. Kenny noted that the Departments had been requested to cut 3% from their budgets but he did not see any changes listed for the Sheriff's Office. Mr. VanNess responded that no further cuts could be made to the Sheriff's Office budget. He added that it had been recommended that they eliminate the midnight patrol, which he felt was a bad idea that would effect the safety of the public. He expressed his opinion that the State Police would be unwilling to take over the midnight patrol for the Warren County Sheriff's Office. Mr. Kenny stated that all of the Departments had made an effort to reduce their budgets and the Sheriff's Office should make the same effort. He added that the County Clerk's Office had increased their budget by less than 2% for the last seven years. Mr. Champagne noted that the Sheriff's Office had left vacant the position of Building Maintenance Worker to be listed in the budget as unfunded. Mr. VanNess advised that the first time that the Board had requested the Departments to cut 3% from their budget, the Sheriff's Office had cut 2.5%.

Mr. Geraghty noted that they were still investigating possible revenue streams for the Sheriff's Office. Mr. Stec questioned when the information would be available. Mr. VanNess responded that when the jail had been constructed, the Board had advised the previous Sheriff that they did not want to board prisoners from the New York City area. He added that the only possible revenue increase would come from the boarding of prisoners. Mr. Stec questioned if they were investigating revenue streams from other Departments and Mr. Geraghty replied in the negative and stated they were looking at just the Sheriff's Office.

Mr. Champagne questioned the fund balance in the Equipment Rental account. He said that there was \$1 million remaining in the fund balance but the County had decided to bond the equipment. He asked if the \$1 million could be appropriated from the Equipment Rental fund balance to be used to pay the Debt Service on the bond. Mr. Murphy responded that the Equipment Rental expense was offset as a revenue in the Road Machinery budget; therefore, if the funds were removed from the appropriation code they would also have to be removed from the revenue code, which would increase the budget by \$1 million. Mr. Geraghty questioned the \$1,239,378 in the County Road fund balance which was listed in the auditor's report and Mr. Murphy explained that was the fund balance for County Roads at the end of 2007 and \$500,000 had been appropriated from there for the 2009 County budget. Mr. Geraghty questioned if additional funds could be appropriated from the County Roads fund balance and Mr. Murphy responded

that a little more could be appropriated; however, he said, the fund balance should not be depleted.

Mr. Tessier questioned if the amount listed for Sales Tax included the last quarter of 2007 and Mr. Murphy responded affirmatively.

Returning to the discussion on the jail, Mr. Bentley noted that he had a discussion with a guard at the jail who had informed him that there were four vacant beds in the women's pod and three vacant beds in the men's pod. Mr. VanNess stated that when the jail had been constructed it had been forecasted that Warren County would be filled to capacity with their own prisoners in five years and they were currently at that level. He said that they could discuss revenue from boarding additional prisoners; however, he added, there would not be available beds to board enough prisoners to generate a significant amount of revenue.

Mr. Geraghty questioned the Road Machinery fund and Mr. Murphy responded that there was \$535,000 remaining on December 31, 2007; however, he said, they had appropriated \$165,000 from there this year to cover the increase in the cost of oil and gas. He further added that the Road Machinery fund balance was currently \$370,000. Mr. Geraghty questioned if \$100,000 could be appropriated from this fund balance to help balance the budget. He expressed his opinion that fund balances were extra funds that the County kept available in case they were needed. He noted that some of these funds could be appropriated to reduce some of the debt. Mr. Stec clarified that the discussion pertained to how much of the \$370,000 could be appropriated without depleting the fund balance and if funds were not appropriated from the fund balances, the County would need to decide between increasing taxes or making additional cuts. He apprised that the choice of appropriating funds from the fund balance was preferable to eliminating funds from the .1's (personal services).

Mr. Kenny questioned when they would discuss the suggestions that had been submitted by the Supervisors as to where cuts should be made. He said that the suggestions should be evaluated to decide which should be implemented. He stated that they also needed to discuss which County-owned properties could be sold. Mr. Geraghty advised that he had received many suggestions to reduce the Sheriff's Office road patrol and questioned how many were in favor of that suggestion. Mr. Kenny stated that he would be in favor of reducing but not in favor of eliminating the road patrol. Mr. VanNess advised that he would need to discuss with Sheriff York the possibility of eliminating positions through attrition. Mr. Geraghty noted that eliminating positions through attrition was a long term solution that would not have much affect on the 2009 County budget.

Mr. Geraghty said that another suggestion had been the elimination of the Fish

Hatchery and queried the Committee's opinion on this suggestion. In answer to a question concerning the possible savings of eliminating the Fish Hatchery, Mr. Geraghty responded that it would eliminate two positions and the cost of fish food. Mr. Stec expressed that eliminating the Fish Hatchery would not be a significant savings to the County and if the County gave up the free use of the property they might create an additional expense elsewhere; however, he added, it would be difficult to justify keeping the Fish Hatchery open if the County needed to eliminate positions. He expounded that the savings of eliminating the Fish Hatchery was \$40,000 to \$50,000; however, he noted, the property had additional value in the events and activities that took place there. Mr. Geraghty noted that the property was used daily and added that 15 employees from the Parks, Recreation & Railroad Department were stationed there.

Mr. Kenny expounded that the County Fairgrounds were not used by the County and the property had significant value. Mr. Geraghty added that the County lost money every year on the Fairgrounds.

Mr. Stec stated that they had decided to make a 10% reduction on the amount of funding that the County gave to the snowmobile clubs. He added that there were contracts through out the County in various Departments that could also be reduced by 10%. Mr. Geraghty noted that those cuts had not been made yet and added that the savings of doing so would be approximately \$75,000 to \$100,000.

Returning to the discussion on the Sheriff's Office budget, Mr. Kenny stated that he considered it unacceptable to say that no additional funds could be reduced from that budget. Mr. VanNess questioned where the funds could be reduced and Mr. Kenny responded that cuts should be made wherever possible to avoid the elimination of positions. Mr. Stec advised that the decisions on budget cuts should be made by the Department Heads. Mr. Geraghty stated that he had met with Sheriff York to make budget decisions and they had reduced the Department budget by 2.5%.

Discussion ensued.

Sheila Weaver, Commissioner of the Department of Social Services (DSS), said that they had cut \$100,000 in appropriations from the DSS budget, which had resulted in a loss of \$77,000 in revenue. She added that 99% of the DSS programs were mandated by the State and Federal government. She noted that since May, she had abolished several positions and created lower level positions. She advised that the only increase in the DSS budget from 2008 to 2009 was in personnel, which was the mandated 3.5% salary increase. She expounded that the DSS received 52% reimbursement of their budget. In answer to a question concerning the total revenue of the DSS, Ms. Weaver replied it was \$15.8 million. Mr. Geraghty questioned how many of the DSS programs were mandated and Ms.

Weaver responded that the only program that was not mandated was the Countryside Adult Home. Mr. Kenny advised that Warren County had two nursing home facilities which ran at a loss of approximately \$1.5 million per year and the County needed to decide how long they would be willing to support both facilities. Mr. Payne stated that he had investigated what could be done with the Countryside Adult Home. He said that the options included using the space for other programs, closing the facility or privatizing the facility. He noted that the County would need to find good locations to send the current residents and he said that half the residents of Countryside Adult Home had mental health issues. He advised that the State had recommended that the Certificate of Need should be modified. Mr. Geraghty asked what the monthly census of Countryside Adult Home was and Ms. Weaver replied approximately 44 people.

Mr. Payne apprised that Westmount Health Facility was expected to receive a \$3.3 million payment from Intergovernmental Transfers (IGT) for 2006, 2007 and 2008 for the operation of the facility. He said that if the County were to receive \$3.3 million they would need to come up with 50% and the money that had been paid to subsidize the facility for the last couple of years would offset the County's contribution toward the \$3.3 million. Mr. Geraghty questioned if the funds would reduce the County budget and Mr. Payne replied affirmatively. He explained that \$1.7 million was necessary as the County's share and \$900,000 had been contributed in 2007 and \$800,000 would be contributed in 2008. He said that \$1.2 million was required for subsidies for the operation of Westmount; however, he noted, with the \$3.3 million the County only needed to contribute the difference and therefore would save \$400,000.

Returning to the discussion on DPW Machinery, Mr. Kenny apprised that if they reviewed the equipment purchases for the DPW over the last five years and took the average of approximately \$500,000 per year and the County bonded \$2 million, there should not be equipment requests for at least four years. Mr. Belden stated that the equipment funds for 2008 had been removed from the budget by the Budget Officer. He added that the DPW equipment budget had been reduced every year.

Discussion ensued.

Mr. Geraghty apprised that the \$205,000 that had been earmarked for the purchase of rail line between Warren and Essex County from NL Industries should be removed from the budget. Joan Sady, Clerk of the Board, stated that this was a purchase order that had been encumbered and carried forward each year. Mr. Kenny asked if the funds had been for extension of the rail line and Mr. Geraghty replied affirmatively. Mr. Goodspeed noted that the funds had been earmarked to extend the rail line in order to control the north end of Warren County due to Barton Mines interest in partnering with Warren County to preserve commercial

rail service to the rest of the State. It was the consensus of the Committee to remove the \$205,000 from the budget that had been earmarked for the purchase of rail line from Warren to Essex County.

Mr. Stec questioned if anticipated attrition on a County-wide basis had been considered and Mr. Geraghty replied in the negative. He added that the 2009 County budget would not be reduced by the elimination of positions currently held by employees who were retiring. Mr. Kenny stated that if the County had a general idea of a person's retirement date, they would not need to budget for an entire twelve months of salary. Mr. Stec suggested that an attrition calculation be done to determine what the actual salaries for 2009 would total and Mr. Geraghty responded that he would ask Todd Lunt, Director of Human Resources, to do the calculations.

Mr. Bentley said that some of the funds in the fund balance should be used to help balance the budget and Mr. Kenny responded that the fund balance should be kept at a certain level and he felt the County was still below that level.

Discussion ensued pertaining to the possible sale of County property.

Mr. Goodspeed expounded that some County Departments were more significant and dealt with more essential services than others. Mr. Geraghty stated that each Department should cap their overtime budget at 10%. Mr. Goodspeed said that there had to be a push back point at which it needed to be understood that people could not afford to pay more taxes. He added that once that push back point was reached it would be time to evaluate the possibility of eliminating services.

Mr. Kenny apprised that all services that were optional, not mandated by the State or Federal government, should be prioritized to determine which should be considered for elimination first. Mr. Goodspeed noted that in his opinion there were two budgets; one for those services that were mandated and one for everything else. Mr. Kenny stated that the Committee should decide on an acceptable amount of increase and then work towards that goal.

Mrs. Simmes and Messrs. Stec and Bentley exited the meeting at 12:25 p.m.

Returning to the discussion on eliminating positions through attrition, Mr. Lunt noted that an employee could cancel or postpone their retirement up until the day before the official retirement date. He added that 28 employees had scheduled meetings with the New York State Retirement System representative, for discussion of their retirement, but there were no guarantees as to what the retirement dates would be.

Mr. Geraghty stated that with the cuts that had been discussed thus far, which included County Roads, Road Machinery, Westmount Health Facility and the rail line purchase, they had reduced the budget by approximately \$954,000. He said that the reduction of an addition \$1 million would make the amount of increase approximately 5.8% as opposed to 11.61%. He questioned if a 6% increase to the County budget would be acceptable and added that he would make further recommendations and present them to the Committee at the next meeting.

Mr. VanNess questioned how much the bonding had increased the County budget and Mr. Geraghty replied approximately \$3.9 million, which accounted for the majority of the budget increase. Mr. Kenny noted that although it was difficult financially for the County, it was also a difficult time for the taxpayers. He added that last year the increase in taxes had resulted in 144 homes being entered on the foreclosure list in the City of Glens Falls.

Mr. Tessier stated that if the dollar amount of outside contracts were reduced, it should be all outside contracts. Mr. Geraghty reminded the Committee that the snowmobile clubs had been reduced by 10%. Mr. Goodspeed apprised that services that were not essential should be subjected to a larger reduction. He added that he felt that this included the Fish Hatchery, Human Resources, Information Technology, Youth Services, Parks, Recreation & Railroad, the County's contribution to Cornell Cooperative Extension and the Soil and Water Conservation District. He said that in more difficult times, a harder look should be taken at these areas for budget cuts.

Chairman Monroe questioned if a pay increase for the Board of Supervisors had been discussed and Mr. Geraghty responded that the consensus was that no increase would be given in 2009. Mr. Kenny noted that was mostly a symbolic gesture and Mr. Geraghty added that the amount of savings to the County was approximately \$17,000. Mr. Thomas questioned if the Department Heads would receive a salary increase and Mr. Geraghty responded that had not been discussed yet. Mr. Goodspeed suggested that the Supervisors receive a pay decrease of 1%.

Referring to the capacity of the jail, Chairman Monroe said the last report he had seen stated that the capacity was 188 with 145 in custody. Mr. VanNess said that the number of prisoners changed constantly and that the problem was finding prisoners to board. He reminded the Committee that they had decided that they did not want to board prisoners from New York City. Chairman Monroe apprised that his understanding had been that the issue was the potential risk of an increase in medical expenses. Mr. VanNess said that the County did not pay the medical expenses of a boarded prisoner; they were paid by the County that transferred the prisoner. He added that the County did pay the medical expenses of Federal prisoners. Mr. Goodspeed stated that the County should do whatever they could to fill the jail.

Discussion ensued pertaining to the boarding of prisoners.

Proceeding to a discussion on Personnel requests, Mr. Geraghty advised that there were requests for six new positions, two in Public Health and four in the DSS. Mr. VanNess question if these requests had come from the appropriate Committees and Mrs. Sady replied that they came through the Budget Committee.

Ms. Weaver explained that each of the four positions requested for the DSS would receive reimbursement, as follows:

- ▶ 100% reimbursement for the Typist/Keyboard Specialist position in the Medicaid unit;
- ▶ 75% reimbursement for the Typist/Keyboard Specialist position in the Food Stamp unit;
- ▶ 50% Federal and 25% State reimbursement for the Typist/Keyboard Specialist position in the Temporary Assistance unit; and
- ▶ 50% reimbursement for the Community Services Aide position.

Mr. Kenny suggested that the 100% and 75% reimbursed positions should be approved; however, he added, he did not feel that the other two DSS positions or the Health Services positions should be approved. Mr. Tessier stated that he would need additional information on the Health Services positions before he could make a decision. He added that he felt Ms. Weaver was doing an excellent job at the DSS and if she felt the four positions were necessary then they should be approved. Mr. Geraghty apprised that he would request Pat Auer, Director of Public Health, to attend the next meeting to explain the need for the two positions.

Ms. Weaver explained that the Typist/Keyboard Specialists positions had been requested because there were very few clerical positions in the DSS. She said that the clerical duties were currently performed by employees who were Grade 8-12 pay level positions. She added that the three positions would be responsible for imaging work within the Department. She explained that until May the DSS has the ability to send the imaging to the State for completion at no charge; however, she noted, after May the State would charge per page for this service. She said that she wanted to add the additional staff to accomplish the majority of the work while there was still no charge. She stated that currently the Social Welfare Examiners were accomplishing the work and it was not being done in a timely manner. She added that two Temporary Clerks were assisting with the duties but they would be leaving in December because temps could not be used longer than three months. Mr. Kenny questioned why two more Temporary Clerks could not be hired from December to May in order to complete the work. Ms. Weaver responded that she could hire two more Clerks and asked what she would do in May when the State started charging for the service.

Ms. Weaver apprised that the Community Services Aide position was necessary

to assist the Caseworkers with supervised visits and transportation duties. Mr. O'Connor stated that Ms. Weaver had done a great job in decreasing the cost of operating the DSS and he felt they should approve all four positions.

Discussion ensued.

Mr. Geraghty polled the Committee on which of the four positions should be filled. It was the consensus of the Committee that the Typist/Keyboard Specialist positions in the Medicaid unit and the Food Stamp unit be approved for the 2009 budget.

Ms. Weaver suggested that an additional way to save County funds would be to pay employees a \$10 stipend to use their personal cell phones for business purposes as opposed to purchasing cell phones for County use.

The Committee recessed for lunch at 1:00 p.m.

The Committee reconvened at 1:17 p.m.

Returning to the discussion on Personnel requests for the 2009 County budget, Mr. Geraghty requested that the Committee members take the list of requests home to review. He added that the majority of the requests were minor items such as requests to add sick leave incentives or delete positions. He apprised that there were five requests that would need consideration and he listed them, as follows:

1. request for a salary increase for the Administrator of Assigned Council from a 2008 base salary of \$38,501 to a 2009 base salary of \$45,000, an increase of \$6,499;
2. request for a salary increase for the Deputy Director of Real Property Tax Services from a 2008 base salary of \$39,330 to a 2009 base salary of \$44,330, an increase of \$5,000;
3. request for a salary increase for the WIC Program Coordinator of the Health Services Department from a 2008 base salary of \$42,131 to a 2009 base salary of \$45,131, an increase of \$3,000;
4. request for a salary increase for the Director of Weights and Measures from a 2008 base salary of \$43,442 to a 2009 base salary of \$48,000, an increase of \$4,558; and
5. request to reclassify the Van Driver position at Westmount Health Facility to a Van Driver/Building Maintenance Worker position, which would increase the base salary by \$3,661.

Mr. Geraghty polled the Committee on each of the five requests.

It was the consensus of the Committee to deny request numbers 1 through 4, as listed above.

In reference to the request to reclassify the Van Driver position, Mr. Geraghty questioned the rationale for this request. Mr. VanNess explained that the reason for the request was so the employee would be allowed to perform the duties of a Building Maintenance Worker when he was not driving the van. It was the consensus of the Committee to approve request number 5, as listed above.

Mr. Merlino questioned the request from the Airport to increase overtime from a 2008 amount of \$46,933 to a 2009 request of \$70,000, an increase of \$23,067. He stated that two to three additional employees could be hired for that amount, which would eliminate the need for overtime. Mr. Geraghty stated that the Department Heads would be informed that overtime would be budgeted at 10% of the salary total and added that he would make the necessary changes.

Mr. Geraghty apprised that if the County increased the non-bargaining unit positions by 3.5% it would cost approximately \$278,000.

Discussion ensued with respect to alternative salary increases for non-bargaining unit employees.

It was the consensus of the Committee that the next Budget Committee meeting would be held on Wednesday, September 24, 2008 at 10:00 a.m.

(Note: Subsequent to the meeting, the Budget Committee meeting was re-scheduled to Tuesday, September 23, 2008 at 10:00 a.m.)

There being no further business to come before the Budget Committee, on motion by Mr. Belden and seconded by Mr. Merlino, Mr. Geraghty adjourned the meeting at 1:32 p.m.

Respectfully submitted,

Charlene DiResta, Sr. Legislative Office Specialist