

WARREN COUNTY BOARD OF SUPERVISORS

COMMITTEE: PERSONNEL

DATE: OCTOBER 8, 2014

COMMITTEE MEMBERS PRESENT:

SUPERVISORS TAYLOR
KENNY
SOKOL
MERLINO
DICKINSON
GIRARD
WOOD
SIMPSON

OTHERS PRESENT:

REPRESENTATIVES OF CAPITAL FINANCIAL GROUP INC.:
JOHN WEBER, PRESIDENT
KRISTY LANEY, VICE PRESIDENT
LORI BURCH
CRISTINE DiCAPRIO
KEVIN GERAGHTY, CHAIRMAN OF THE BOARD
PAUL DUSEK, COUNTY ADMINISTRATOR
MARTIN AUFFREDOU, COUNTY ATTORNEY
JOAN SADY, CLERK OF THE BOARD
FRANK THOMAS, BUDGET OFFICER
SUPERVISORS BROCK
CONOVER
FRASIER
SEEBER
MIKE COLVIN, DIRECTOR, INFORMATION TECHNOLOGY
JOANN MCKINSTRY, ASSISTANT TO THE COUNTY ADMINISTRATOR
PATRICIA NENNINGER, PERSONNEL OFFICER
CHRISTIE SABO, DIRECTOR, OFFICE FOR THE AGING
GRETCHEN STEFFAN, COUNTY HUMAN RESOURCES DIRECTOR
MIKE SWAN, COUNTY TREASURER
DON LEHMAN, *THE POST STAR*
AMANDA ALLEN, DEPUTY CLERK OF THE BOARD

COMMITTEE MEMBER ABSENT:

SUPERVISOR VANSELOW

Mr. Taylor called the meeting of the Personnel Committee to order at 9:00 a.m.

Motion was made by Mr. Kenny, seconded by Ms. Wood and carried unanimously to approve the minutes of the prior Committee meeting, subject to correction by the Clerk of the Board.

Copies of the Personnel Agenda were distributed to the Committee members and a copy of same is on file with the meeting minutes.

Commencing the review of the Action Agenda, Mr. Taylor advised Items 1A-C consisted of requests from the Human Resources Director. He noted Item 1A included a request to terminate the E4 Health Contract for EAP (*Employee Assistance Program*) services and release an RFP (*Request for Proposal*) seeking services from another company.

Motion was made by Mr. Kenny and seconded by Mr. Sokol to approve the request.

In response to Mr. Taylor's inquiry as to the logic behind this request, Gretchen Steffan, County Human Resources Director, advised that the current program had poor utilization statistics. She continued that this type of program presented an important benefit to employees, providing both personal and financial counseling support services. Ms. Steffan explained the current program was based in Texas and provided support by dispatching referral services when requested. She further explained she would prefer to release an RFP to obtain a program with a more regionally based company that could provide services upon a moments notice.

There being no further discussion on the request, Mr. Taylor called the question and the aforementioned motion was carried by unanimous vote and the necessary resolution was authorized for the October 17th Board Meeting.

Mr. Taylor advised Item 1B included a request for a final extension of employment for the Temporary HR/Civil Service Assistant from November 20, 2014 through December 31, 2014, as well as a Contingent Fund transfer in the amount of \$4,173 to cover the associated salary costs. Ms. Steffan apprised that she had requested that this position be made a permanent part of the Department in the 2015 Budget.

Motion was made by Mr. Kenny and seconded by Mr. Sokol to approve the request.

Paul Dusek, County Administrator, suggested that Patricia Nenninger, Personnel Officer, speak on the necessity of the position extension. Mrs. Nenninger advised she had contacted the New York State Department of Civil Service (NYSDCS) to determine whether the position could be extended, as traditionally, temporary positions could only be extended for six months before they were eliminated. She further advised that in this situation, the NYSDCS was willing to approve the additional extensions because the position was being considered to potentially become permanent. Mrs. Nenninger stated it was her understanding that this position would be splitting its work time evenly between the Civil Service and County Human Resources Offices and she advised the employee currently filling the temporary position had been learning about various Civil Service processes, including test administration. She also noted that within the Civil Service/County Human Resources Office there was a long-time employee filling a Personnel Technician position who would be eligible for retirement in two years, at which point the person filling the temporary position could be promoted to fill the potential vacancy. Mrs. Nenninger advised that having the availability of a person already knowledgeable of Civil Service regulations would be very valuable when seeking to fill the Personnel Technician position in the future.

Mr. Dusek questioned whether there was an immediate need to retain the Temporary HR/Civil Service Assistant through the end of the year and Mrs. Nenninger replied affirmatively. Mrs. Nenninger advised there were many processes to be caught up on in her Office and because the person filling the Temporary Assistant position was becoming trained sufficiently to work independently, the Personnel Technician was able to work on the backlog of paperwork that had accumulated.

There being no further discussion, Mr. Taylor called the question and the aforementioned motion was carried by a majority vote, with Mr. Dickinson abstaining, to approve a resolution extending the employment term of the Temporary HR/Civil Service Assistant, as well as to refer the request for a Contingent Fund transfer in the amount of \$4,173 to the Finance Committee.

Continuing to Item 1C, Ms. Steffan pointed out the report included in the Agenda packet which outlined the financial implications of vacant positions filled for the months of July through October. Ms. Steffan briefly outlined the basis for the report which had been developed in response to inquiries as to the actual cost or savings when filling vacant positions; she noted that as per the information included in this report, the County had saved about \$80,000 in salary costs as a result of staff turnover. Mr. Taylor commented it would be beneficial for the report to include a year-to-date savings figure and Ms. Steffan advised she would begin including this information.

Mr. Taylor advised Agenda Item 2 consisted of referrals from the Criminal Justice Committee, *District Attorney*, which he outlined, as follows:

- 2A) Request to amend the Table of Organization to reduce the hours of the part-time Investigator #2 position from 32 hours per week to not to exceed 8 hours per week.
- 2B) Request to amend the Table of Organization to create and fill the new position of part-time Investigator #4, Annual Base Salary \$20,642, not to exceed 20 hours per week, effective October 20, 2014.

Motion was made by Ms. Wood, seconded by Mr. Simpson and carried unanimously to approve Items 2A and 2B, as outlined above, and the necessary resolutions were authorized for the October 17th Board

Meeting.

Proceeding to Item 3, Mr. Taylor referenced a referral from the Social Services Committee, *Department of Social Services*, requesting to amend the Table of Organization to transfer several Social Welfare Examiner and Intake Clerk positions between various Department Codes within the Department of Social Services.

Motion was made by Ms. Wood, seconded by Mr. Simpson and carried unanimously to approve the request and the necessary resolution was authorized for the October 17th Board Meeting.

Mr. Taylor advised the next Agenda item pertain to a review of health insurance coverage and rates by the County Administrator.

Mr. Dusek noted that Warren County provided health insurance coverage to all employees and retirees, currently offering one principal BlueShield program and a couple of Medicare Advantage options for retirees over 65 years of age. He apprised that each year the insurance coverage options were reviewed with the County's health insurance broker to evaluate the coverage and estimate projections for future coverage costs. Mr. Dusek noted that based on coverage cost increases in prior years, they had initially projected and planned for a 10% increase in health insurance costs; however, he stated, because Warren County had worked with Capital Financial (*the County's current health insurance broker*) to make changes to plans and policies which had helped to reduce health insurance costs to both the County and its employees/retirees, they had achieved a lower projected increase of 4% for 2015 and 6% in future years with a stable funding of the insurance stream. Having said this, Mr. Dusek noted there were some changes in the Medicare program options that needed to be made to achieve the lower projected increase amount which the Committee should be aware of. He clarified that there would be no decreases in coverage, only modifications made to reduce costs. Mr. Dusek gave credit to the Capital Financial staff for their work in effecting these changes and he noted representatives were in attendance to outline the 2015 insurance offerings for the Committee's edification. He then proceeded to introduce the Capital Financial representatives as John Weber, President; Kristy Laney, Vice President; Lori Burch and Cristine DiCaprio.

Copies of the health insurance renewal information prepared by Capital Financial were distributed to the Committee members and a copy of same is on file with the meeting minutes.

Mr. Weber advised his firm had been working with the County for many years and had been fortunate to reach a position where they could offer a minimum premium with ASO (*Administrative Services Only*) coverage program which allowed for stop losses to be put in place that prevented the County's Budget from being exceeded, but allowed retention of unexpended funds budgeted for claims payments. He added that the County had previously authorized implementation of an ASO drug program after Capital Financial had been able to negotiate rather large discounts and increased drug rebates that were projected to save about \$188,000 in drug costs this year. Mr. Weber said that they had been able to negotiate these discounts based on the size of the book of business they had with BlueShield. With regard to Mr. Dusek's prior comments relative to the projections for a 4% insurance cost increase, Mr. Weber noted that the implications of the Affordable Health Care Act (*Obamacare*) incurred a 5% Federal tax; he added that without this additional tax, their coverage renewal rate would have actually reflected a 1% decrease. He advised that as the County's health insurance broker, it was Capital Financial's responsibility to ensure the County, and its municipalities, were in compliance with current insurance regulations, which were sometimes difficult to track because they varied based on the size of the municipality. Additionally, Mr. Weber said they had to be sensitive to any changes made because there were various Union contracts in place which implicated certain insurance requirements. He explained that every year his firm put out RFPs (*Request for Proposals*) to try and get the lowest possible insurance coverage costs, but said they had not found any options that would incur a savings significant enough to warrant making a change in health insurance companies for active employees. Mr. Weber noted the

Medicare Advantage plans were difficult to work with this year because the Federally funded CMS (*Centers for Medicare & Medicaid Services*) had instituted a 20% reduction in funding to Medicare to reduce coverage costs; he added that because of this reduction, all of the companies offering Medicare coverage had adjusted their rates accordingly.

Mr. Weber then introduced Ms. Laney who provided a review of the insurance renewal information distributed.

Mr. Girard entered the meeting at 9:19 a.m. and Mr. Merlino entered at 9:32 a.m.

During her review, Ms. Laney highlighted the information provided on pages 12 and 13, relating to coverage for Medicare eligible retirees over age 65. She pointed out that the charts beginning on page 12 listed four different coverage options, the first two of which (*CDPHP UBI Group Medicare Choice and BlueShield Medicare PPO*) represented the programs currently offered to Medicare eligible retirees, while the last two columns represented new programs available (*both Empire BlueCross High PPO*). She advised page 13 listed the rates for all four programs, indicating a 39.5% increase in the BlueShield program from 2014 to 2015 (*from \$285.00 to \$398.22*) and she noted that while this increase would not have an overwhelming budgetary impact due to the smaller percentage of people using the plan, it was still significant. Ms. Laney stated this large increase had led Capital Financial to search for alternate, but equal, coverage options at a lower price and had found the Empire BlueCross High PPO offerings; she said that of the two, they would recommend the first Empire product listed, which included a cost of \$291.08.

Referring to the chart, Ms. Laney advised the information listed under the Empire BlueCross programs in blue represented features which were better than the current offering, while those in red were lesser. She further advised that the Empire program offered coverage to both in and out of State retirees at the same rate and she noted that while the cost of the Empire plan was about 2% higher than the current 2014 BlueShield plan, the cost was significantly less than the 2014 out-of-area rate. In closing, Ms. Laney apprised that the Empire plan was not new to their company and had been implemented in other municipalities, such as the Town of Queensbury, for the past two years with no concerns. She added that the only reason this plan had not been offered to the County last year was because the rate was not as good and there had been Union concerns to consider since Empire would have required theirs to be the only offering, which was not the case this year.

Mr. Weber pointed out that the co-payments for the Empire plan were actually lower, at \$10/\$25, than the program for active employees which were \$25/\$40. Ms. Laney commented that the out of area rate for the BlueShield Medicare PPO was projected to increase from \$324 to \$445.38 in 2015, which she felt was more expensive than many retirees could afford. She advised the only concern with making the coverage change was that the appropriate contract needed to be signed by October 15th.

Mr. Merlino advised the Town of Lake Luzerne was currently in the process of making coverage changes for 2015 and he noted that one change had been to introduce a new coverage option for single-family in addition to the typical single, two-person and family plans. He explained that this change would allow a coverage option for a single parent with children, other than the family plan, and he advised they had also decreased the co-payment required. Mr. Merlino stated that these changes had led to a decrease of about \$2,000 per year in premium costs as compared to 2014. Ms. Laney replied that tiering options were also considered when searching for the best possible coverage premiums. She noted that unfortunately, in some cases adding the single-family tier caused an increase in the family rate, so they needed to consider all statistics and the effects of adding the tier before doing so. Ms. Laney advised that introducing this tier for Warren County was not preferable as there were many employees with family coverage plans that would increase.

Mr. Dusek stated that Capital Financial was doing a great job in terms of setting the County up to enjoy fairly stable coverage rates for the next few years and he complimented them for their diligence in addressing the coverage issue for Medicare-eligible retirees. He advised Capital Financial had been very good to work with and he was not aware of any complaints in terms of the service they provided to employees. Mr. Dusek reminded the Committee members that if they were amenable to making a change in the Medicare coverage offerings, there were time constraints that had to be complied with which would require the Chairman of the Board to sign the necessary contract prior to the October 17th Board Meeting. Additionally, he noted that they would need to communicate this intent to the various Unions and while he did not foresee any objections, they still had a duty to notify the Unions of any impending changes. Mr. Dusek advised he would contact the CSEA and Alliance Unions, while Martin Auffredou, County Attorney, had indicated he would contact the PBA, to advise of these matters and if any issues arose they could schedule a special meeting to discuss them.

Mr. Taylor echoed Mr. Dusek's comments regarding the service provided by Capital Financial, indicating he was very comfortable working with them. He noted he had worked in the insurance industry for many years and was aware there were many companies who started counting commissions as soon as their contracts were signed, while Capital Financial seemed to be the type of company that was constantly planning for the next year to achieve the best coverage results.

There being no further discussion, motion was made by Mr. Girard, seconded by Mr. Kenny and carried unanimously to accept the recommendation made by Capital Financial to implement the Empire BlueCross High PPO program for 2015, as well as to authorize and ratify the actions of the Chairman of the Board in signing the necessary contracts prior to the October 17th Board Meeting.

Resuming the Agenda review, Mr. Taylor pointed out Item IV listed the vacancies filled since the last Committee meeting, as follows:

Countryside Adult Home -

1. Institutional Aide, Grade 3, Annual Base Salary \$24,699, due to resignation. This is a mandated, Union position which receives 50% State reimbursement.

DMV -

1. Motor Vehicle Licensing/Registration Clerk, Grade 6, Annual Base Salary \$28,046, due to resignation. This is a mandated, Union position that receives 12.7% revenue based reimbursements.

Office for the Aging -

1. Food Service Manager, Grade 4, Annual Base Salary \$25,851, due to resignation. This is a non-mandated, Union position which receives 10% Federal and 71% State reimbursements.
2. Typist, Grade 4, Annual Base Salary \$24,699, due to resignation. This is a non-mandated, Union position which receives 50% Federal and 11% Hamilton County reimbursements.

Sheriff's Office -

1. Patrol Officer #25, Annual Base Salary \$47,710, due to promotion. This is a non-mandated, Union position which receives no reimbursements.
2. Patrol Sergeant #10, Annual Base Salary \$68,452, due to retirement. This is a non-mandated, Union position which receives no reimbursements.

Social Services -

1. Intake Clerk #6, Grade 4, Annual Base Salary \$25,851, due to resignation. This is a mandated, Union position that receives 50% Federal and 25% State reimbursements. Authorization was also provided to fill any vacancies created due to promotion.
2. Keyboard Specialist #2, Grade 3, Annual Base Salary \$24,699, due to promotion. This is a mandated, Union position that receives 50% Federal and 25% State reimbursements. Authorization was also provided to fill any vacancies created due to promotion.
3. Social Services Investigator #2, Grade 11, Annual Base Salary \$33,687, due to resignation. This

is a mandated, Union position that receives 50% Federal and 25% State reimbursements. Authorization was also provided to fill any vacancies created due to promotion.

Veterans' Services -

1. Typist/Keyboard Specialist (part-time), Grade 4, Annual Base Salary \$17,289, due to resignation. This is a non-mandated, Union position which receives no reimbursement.

Concluding the Agenda review, privilege of the floor was extended to Mr. Auffredou to address the revised Warren County Ethics Law, copies of which were distributed at the last Committee meeting.

Mr. Auffredou reminded the Committee members that revisions to the County's Code of Ethics were brought forth earlier in the year in the form of a Local Law which was subject to public hearing. He added that subsequent to the public hearing, the Board of Supervisors had decided to table the Local Law and refer the issue back to the Committee level for further review and discussion. As a result of this action, Mr. Auffredou advised the Code of Ethics had been further revised and condensed to address the concerns cited by the Board; he added that this revised version of the Code of Ethics was distributed to the members of the Personnel Committee at their last meeting. He apprised that while the newest version of the Code of Ethics was shorter and more streamlined, he believed it included everything required by Article 18 of the General Municipal Law and would replace the Code of Ethics document last adopted by the Warren County Board of Supervisors in 1990, which had not been revised in the last 24 years. He explained the revised Code would be adopted via a local law which required holding a public hearing, following which the document could be adopted. Mr. Auffredou further explained the new Code was drafted after the State model prepared by attorneys at the State Comptroller's Office which was available on their website, although it had been tailored to Warren County. He advised there were a couple of important provisions in Article 18 of the General Municipal Law that he wanted to mention for the Committee's information when considering the Code of Ethics, and he outlined them as follows:

- ◆ Section 806 indicates that a Code of Ethics shall provide standards for officers and employees with respect to disclosure of interests in legislation before the local governing body, holding of investments in conflict with official duties, private employment in conflict with official duties, future employment and such other standards relating to the conduct of officers and employees as may be deemed advisable. Such Codes may regulate or prescribe conduct that is not expressly prohibited but may not authorize conduct which is otherwise prohibited. Such Codes may provide for the prohibition of conduct or disclosure of information and the classification of employees or officers.

Mr. Auffredou indicated the proposed Warren County Code of Ethics addressed all of the aforementioned items.

- ◆ Section 808 indicates that the members of such Board of Ethics shall be appointed by the governing body. Such Board of Ethics shall consist of at least three members, a majority of whom shall not be officers or employees of such county or municipality wholly or partially located in such county, and at least one of whom shall be an elected or appointed officer or employee of the county.

Mr. Auffredou noted that Warren County had never before had a Board of Ethics and he advised that the proposed Code of Ethics called for a three-member Board of Ethics, consistent with Section 808 of Article 18 of the General Municipal Law. He reminded the Committee that there must be at least three members on the Board, two of those could not be employees or officials of Warren County while one of them must be. Mr. Auffredou advised the Board of Supervisors would appoint the members of the

Board of Ethics; he recalled that the last time he had presented the Code of Ethics he had included an entire set of rules and regulations for the Board of Ethics to go along with the local law, and he said he had since discarded that idea. Instead, Mr. Auffredou stated, the new Code of Ethics indicated the Board of Ethics “may establish such rules and regulations as they deem appropriate to conduct their business”. He commented that if the proposed Code of Ethics was adopted and a Board of Ethics was appointed, he would envision meeting with them and providing the set of rules and regulations he had drafted, indicating that they may want to consider them for purposes of conducting their business. Mr. Auffredou said that while they could implement a Board of Ethics with more than three members, he felt it was better to start with the smaller number and expand the Board in the future if a need to do so was determined. He noted that thankfully, these types of complaints did not arise often.

Mr. Auffredou apprised the Board of Ethics would have the ability to consult with and use his Office as a resource as he did not feel this would cause any conflict; he added that if necessary, either himself or the Board of Ethics could relay their feeling that outside counsel was necessary when deemed appropriate. He advised that they would continue to use the same Ethics Disclosure form that had been used for many years and he said this provision would be incorporated into the local law. Mr. Auffredou advised the proposed Ethics Law would introduce a new Outside Interest form in accordance with Section 806 which indicated that if they were going to adopt an Ethics Law there had to be provisions to address outside employment and interests. He noted that this was a completely new process for Warren County that would require any County officer, employee or immediate family member who is currently, or plans to be in the future, an employee, board member, consultant, owner, contractor or even a passive investor of an entity that engages in any business or maintains any relationship with Warren County, provides to or receives any client referrals or competes with Warren County to fill out the Outside Interest form in the Office of the County Attorney. Mr. Auffredou indicated that he maintained his opinion that his should be the Office that sent out the Outside Interest form and received and maintained them; he added that they were both equipped and experienced in doing this as they had traditionally maintained the Ethics Disclosure forms.

Mr. Auffredou explained the Ethics Code was generated by financial or material benefit interests; he added that if a person had a financial interest or material benefit that could accrue to them, they had to make a disclosure with respect to action that may be pending before the Board of Supervisors. Mr. Auffredou clarified that this did not apply to every interest, only those defined as of financial or material benefit. He continued that this would not apply to any benefit arising from the provision of any services generally available to the residents or taxpayers of the municipality or a lawful class of such residents or taxpayers; he added that a municipal officer or employee is deemed to have an interest in any private organization when he or she, his or her household, or member of his or her household is an owner, partner, member, director, officer, employee or directly or indirectly owns or controls more than 5% of the organizations outstanding stock. Mr. Auffredou stated that the disclosure was key here and was the way in which the law would fundamentally work. He further stated that this law would not prevent anyone from having outside interests or sitting on outside boards, but they had to be disclosed, and more importantly, confidential information could not be disclosed to the outside interests.

Mr. Auffredou advised Annual Disclosures would continue to be made, using the same form, with a submission deadline of March 31st of each year. He said there had not been any issue with the past procedures used which included his Office forwarding the forms at the beginning of the year and the filing and maintaining them upon receipt. Mr. Auffredou advised there was a list of those officials subject to the Ethics Code, just as with the current Code, and he said he had purposely indicated in the revised Ethics Code that this list was not exhaustive. He noted that he had made modifications to the listing included in the 1990 Code of Ethics to remove or add positions as appropriate, but he reiterated that the indication that the list was not exhaustive had been included so that any changes to the list

would not require the adoption of a revised local law. Mr. Auffredou indicated he believed his Office would be in charge of determining who should be filing the annual Disclosure Form, but said he supposed this could be a decision made by the Board of Ethics as an advisory opinion.

Mr. Auffredou advised of the continued prohibition of the acceptance of gifts, which was consistent with Section 805 of the General Municipal Law, as had been in effect for some time. He stated that the Code of Ethics described what is and is not considered a gift, essentially indicating that no Warren County officer or employee may accept or receive any gift, or multiple gifts, from the same donor having an annual aggregate value of \$75 or more. Mr. Auffredou said it was presumed by the General Municipal Law that if someone gave a gift it was intended to try and influence.

Returning to the Board of Ethics, Mr. Auffredou advised the Board would basically review issues and hold hearings, etc., then would provide opinions and recommendations, but would not make definitive or binding decisions. He clarified that the Code of Ethics, as it was written did not provide any enforcement authority to the Board of Ethics as per the desires of the Board of Supervisors who preferred the ability to review matters independent of the Board of Ethics and make their own decisions. Mr. Auffredou further clarified that the Code of Ethics provisions would call for the Board of Ethics to make a determination which would be referred to the Board of Supervisors to make final decisions, essentially serving as an advisory board to the Board of Supervisors. Finally, Mr. Auffredou advised the final step in this process would be to authorize a resolution introducing the proposed local law to adopt the Code of Ethics and set the necessary public hearing.

In response to a question posed by Mr. Monroe regarding the handling of the current Annual Disclosure forms, Mr. Auffredou advised they were received by his Office where they remained sealed and were filed for a specified period of time after which they were transferred for processing through the standard archival record retention process. Mr. Auffredou noted there were some legal opinions indicating that the Disclosure forms were subject to FOIL (*Freedom of Information Law*) provisions, but reiterated that the documents remained sealed in his Office. With respect to the Disclosure of Outside Interest form, Mr. Auffredou indicated they would initially be received by Joan Sady, Clerk of the Board, but would be transferred to his Office for retention.

Mr. Strough questioned whether the appointment of at least one appointed Warren County official to the Board of Ethics was optional; he noted that because some found this appointment to be a conflict of interest, some communities had opted not to make this appointment. Mr. Auffredou responded that as per his interpretation of the law, he did not believe this was an option. He reiterated that in developing the Warren County Code of Ethics he had followed the State model which included the requirement for one Warren County official to be appointed to the Board of Ethics. Mr. Auffredou commented that because this was new territory for Warren County, he would suggest the Code of Ethics be enacted and the Board of Supervisors be very careful in deliberating who should be appointed to the Board of Ethics. He said he was aware of the differing opinions on this issue and he recommended that they follow the State code requirements and see how it works.

Mr. Strough then noted that some counties had prohibited the appointment of current political committee members to the Board of Ethics due to past political endorsement and control issues. Mr. Auffredou said he was aware of these issues, as well, and his initial draft of the Code of Ethics had included language addressing them. He noted that this language had been removed from the revised Code of Ethics because the Board of Supervisors would have the ability to question potential appointees on a number of levels before making a determination in order to appoint the best people to the Board of Ethics. Mr. Strough responded he would like to think these types of adverse issues would never occur in Warren County; however, he added, one way to assure this was to include a provision in the Code of Ethics indicating that officials of a political committee could not be appointed to the Board of

Ethics.

Both Messrs. Kenny and Dickinson agreed with Mr. Strough's that an official of a political committee should not be appointed to the Board of Ethics. Mr. Auffredou stated that if this was the direction of the Committee, a change to include this language could be made very easily. He suggested that the Committee approve the proposed Code of Ethics, with the change identified, for presentation at the October 17th Board Meeting in order to set the necessary public hearing date. Mr. Auffredou indicated that if a need arose for any other minor revisions to the Code, they could be identified and made through the public hearing process, before final adoption; he also advised that each member of the Board of Supervisors would receive a complete copy of the Code of Ethics prior to the October Board Meeting.

Mr. Taylor questioned whether this provision would mean that only a member of the Independent Party could serve the on Board of Ethics and Mr. Auffredou clarified that any political party member could serve, but they could not be an official of said political committee.

Motion was made by Ms. Wood, seconded by Mr. Dickinson and carried unanimously to approve the Code of Ethics as presented, with the afore stated revision that officials of a political committee could not be appointed to the Board of Ethics, and to set the necessary public hearing; the necessary resolution was authorized for the October 17th Board Meeting.

There being no further business to come before the Personnel Committee, on motion made by Mr. Simpson and seconded by Mr. Sokol, Mr. Taylor adjourned the meeting at 10:06 a.m.

Respectfully submitted,
Amanda Allen, Deputy Clerk of the Board