

Regular Meeting of the
Hillsborough County Board of Commissioners
September 16, 2015

Bouchard Building, Goffstown, NH

Minutes of the Public Session

(Not Official until Approved by the Board and signed by the Clerk.)

Present: Comm. Ziehm, Comm. Holden, Comm. Pappas, D. Hogan, D. Dionne, C. Kirby, B. Moorehead, M. Castonguay, G. Wenger, and L. Stonner.

Also Present: T. Dubois, Nursing, J. Maccarone, AFSCME Staff Representative, B.Paskell, C. Benner, R.Hults, and C.Harrington

1. CALL TO ORDER

The meeting convened at 9:08 a.m.

Pledge of Allegiance

Attorney Kirby led the Pledge of Allegiance.

2. ADMINISTRATIVE BUSINESS

The Board agreed to initially address Administrative Business.

Approval of Minutes

Motion:

To approve the minutes for the Board of Commissioner's Regular Meeting held on August 31, 2015. Motion by Comm. Pappas, second by Comm. Ziehm. Motion carried.

Miscellaneous Payroll

Motion:

To approve Miscellaneous Payroll Registers for the following dates in the following amounts:

- August 31, 2015 \$ 228.77
- September 1, 2015 8,945.00
- September 3, 2015 2,469.24
- September 11, 2015 1,603.93
- September 15, 2015 12,149.62

for a total Miscellaneous Payroll of \$25,396.86, subject to review and audit. Motion by Comm. Pappas, second by Comm. Ziehm. Motion carried.

Regular Payroll

Motion:

To approve Regular Payrolls on the following dates for the following amounts:

- August 27, 2015 \$1,095,421.57
- September 10, 2015 1,087,404.93

The total for Regular Payroll is \$2,182,826.50, subject to review and audit. Motion by Comm. Pappas, second by Comm. Ziehm. Motion carried.

Accounts Payable

Motion:

To approve the Accounts Payable Registers on the following dates for the following amounts.

- August 31, 2015 \$ 1,079.00
- September 15, 2015 5,192,414.62

The total Accounts Payable is 5,193,493.62, subject to review and audit. Motion by Comm. Pappas, second by Comm. Ziehm. Motion carried.

3. PUBLIC COMMENT ON AGENDA ITEMS

There was no one from the Public who wished to comment on Agenda Items.

4. DEPARTMENT OF CORRECTIONS

Census

Supt. Dionne presented the Department of Correction's (DOC's) Census. He noted as of September 8, 2015, the total in custody was 502, of whom 489 were in-house and 13 were in the community. The Census included 401 men; 117 had been sentenced and 284 were being held pre-trial. There were 101 women; 30 of the women had been sentenced and 71 were being held pre-trial. Supt. Dionne added that the DOC was holding 29 female inmates from Rockingham County.

Supt. Dionne informed the Board that 151 individuals were diverted through the Mental Health Courts; 85 were from Manchester and 66 from Nashua.

Overtime Impact Report

Supt. Dionne noted that the Overtime Impact Report for the Fiscal Year was included in the Board's packet, and added that there are currently 16 attending a Correctional Officer's Training Academy. He added that he will notify the Commissioners of the graduation date and invited them to attend.

5. NURSING HOME

Census

Mr. Moorehead reported that the Census at the Nursing Home as of September 10th was 283; it included 214 Medicaid residents, 35 Private or self-pay residents and 34 Medicare or Part A residents. He explained that the numbers are creeping up to where they need to be to meet the budgeted Census, but added that the Medicare census is down.

August 2015 Revenue

Mr. Moorehead presented the unaudited August, 2015 Revenue. He explained that the budgeted Revenue for Room & Board and ancillaries for August was \$1,978,031 while the actual was \$1,893,707, which resulted in a negative variance of \$84,324. He noted that the Medicare patient days for the month was 802 and the average daily Medicare census was 26.5 with a budget of 38.

Comm. Holden joined the meeting and apologized for being late; she indicated that there was an accident that held up traffic.

Bid # 01-2016 – Bathroom Toilet Tissue

Motion:

To approve Bid # 01-2016 for Bathroom Toilet Tissue for the Nursing Home; the lowest responsible bidder meeting the specifications is Central Paper, Manchester, NH, at a price of \$38.50/case. Motion by Comm. Holden, second by Comm. Pappas. Motion carried.

Bid # 02-2016 – Junior Center Pull Towels

Motion:

To approve Bid # 02-2016 for Junior Center Pull Towels for the Nursing Home; the lowest responsible bidder meeting the specifications is Central Paper, Manchester, NH, at a price of \$22.75/case. Motion by Comm. Pappas, second by Comm. Holden. Motion carried.

Bid # 04-2016 – Natural Gas Rates

Motion:

To approve Bid # 04-2016 for Natural Gas rates for the Complex, the Nursing Home, Temple Street and the Department of Corrections; the lowest responsible bidder meeting the specifications is Direct Energy, Holden, MA at a price of .5696 DTH. Motion by Comm. Holden, second by Comm. Pappas. Motion carried.

Bid # 05-2016 – Electric Rates

Motion:

To approve Bid # 04-2016 for Electric rates for the Complex, the Nursing Home, Temple Street, and the Department of Corrections; the lowest responsible bidder meeting the specifications is TransCanada, Westborough, MA at the price of .07695 KWH. Motion by Comm. Pappas, second by Comm. Holden. Motion carried.

Mr. Moorehead noted the bids presented today for natural gas and electricity reflect lower costs than the County is currently paying.

Grievance: NH AFSCME # 807

The Board agreed to address the Grievance and asked if the Grievant wished to proceed in Public or Non-Public Session.

Following a discussion, the Grievant indicated that she wished to proceed in Public Session.

Comm. Ziehm recognized the Grievant's representatives.

R. Hulst explained that the essence of the grievance is that the Grievant has worked on the 3 to 11 shift for many years and had requested that she be placed on the day shift. She added that the Grievant's first request was made on May 1, 2012 and noted that she has been bypassed by others who have been given the day shift. Ms. Paskell, the Grievant, indicated that she was told that she was too proficient and had asked when it would be possible for her to move to the day shift. Ms. Hulst indicated that the Grievant has had meetings with T. Dubois relative to her

request and was told that she is still on the list. It was noted that others have been given the day shift ahead of her.

Comm. Ziehm recognized Mr. Moorehead. He referred to the bargaining agreement and noted that a list of the provisions of the agreement that were violated was not provided, as is required by the contract. Additionally, he noted that there is a provision in the Collective Bargaining Agreement (CBA) that provides "that management has the right and responsibility to direct the work force." He explained that he reviewed the issues with staffing and noted that when a person requests moving from the 3-11 shift to the day shift, several things have to occur so there is not a scheduling or staffing problem. He outlined situations where moving a person to the day shift could be problematic and explained that having the Grievant on the 3-11 shift has been critical because of her experience and skills. Ms. Dubois explained that it is not always appropriate to move a nurse and that she has tried to staff according to the needs of the department. Mr. Moorehead noted that retaining employees is an issue that affects the problem. Mr. Moorehead also referenced NH RSA 273-A:1 XI, which states that management has the right and responsibility to direct the work force.

Ms. Paskell noted that she has offered to train a replacement for a period of six months so that she could move to the day shift. She added that it is causing a hardship at home; she has been waiting for 3 years to get onto the day shift, and she has always given 150% of her efforts toward her work. She added that she could bring her proficiency to the day shift to help train new nurses. She further added that she does not understand why, if she is considered to be that proficient and needed on the 3 to 11 shift, an agreement cannot be worked out to allow her to move to the day shift in a certain period of time. She explained that she feels that she is being punished for her proficiency and noted that she has 26 years' experience as a nurse. Ms. Paskell further noted that a nurse on the 3-11 shift who recently passed her Boards as an LPN was just moved to the day shift.

Ms. Dubois explained that the 3 to 11 shift is the most difficult to fill and it is also where the new nurses are frequently placed; she added that if there were to be all new nurses on the 3-11 shift, the patients would suffer and the quality of care would be compromised. She noted that there is a need to have a certain number of experienced nurses on each shift in order to balance the work load and experience. Ms. Dubois observed that Ms. Paskell is proficient at what she does; she has worked on the skilled unit, and is also very good at the admissions, and that is critical if a person is admitted during the 3-11 shift (which has been quite common for the past one and one-half years). Ms. Dubois explained that she is just trying to balance the needs of the departments and added that many nurses want to move to the day shift; it is the most desirable shift as compared to 3-11 and 11-7.

Mr. Moorehead added that they have lost numerous LNA's recently (during the 3-week orientation) who were asked to go on the 3-11 shift, but wanted days. He added that they are not saying that they are not going to consider placing Ms. Paskell on the day shift at some point, but added that she has to be patient until the facility has the staff to make that change without compromising care.

Ms. Dubois noted that the facility is seeing more new grads who work about a year then move to a hospital because they want to go to a specialty unit thereby making it difficult to maintain experienced staff on the shifts.

Ms. Hults asked if all the new nurses would get the day shift before the Grievant; and asked if Ms. Paskell would ever be given a chance to move to the day shift. Mr. Moorehead responded that her request is being considered, but the circumstances have to be right to do that so that care is not compromised. He added that it could happen tomorrow, but noted that currently, the staffing is heaviest on the day shift.

Ms. Hults asked about the possibility of posting every opening. Mr. Moorehead responded that the posting question is a conversation for another day and is not relevant to the Grievance. Mr. Moorehead emphasized that the facility cannot move a person from one shift to another if it is going to jeopardize care. Ms. Dubois noted that it could create a predicament if all the senior nurses were on one shift.

There was a discussion and clarification relative to pay differential when a nurse works 3rd shift or is the “Charge Nurse.” Discussion ensued relative to Ms. Paskell being a Charge Nurse for a period of time and that was taken from her. Ms. Dubois indicated that the change was related to difficulty with professionally managing an employee situation.

There being no further testimony, Comm. Ziehm thanked the parties for the presentation and advised them that the Board would take the matter under advisement.

The Grievant, CBA representatives and Ms. Dubois thanked the Board for its consideration and left the meeting.

The Board moved on to address Old/New Business.

6. OLD/NEW BUSINESS

Rules of Order - Draft

Mr. Wenger provided the Board with a Draft “*Hillsborough County Board of Commissioners Public Comment Rules of Order.*” for consideration. He noted that the Draft is similar to the procedure that the Board applies to its annual Public Hearing and would apply to any individual or organization that wishes to speak. The Draft lays out the rules and gives control to the Board, particularly through the Chairman, and limits the speaking to the appropriate times on the Agenda and establishes a time limit of 3 minutes. In response to a question from Comm. Ziehm, Mr. Wenger noted that once approved, the Rules will be included and attached to the Agenda. There was discussion about whether the Board could/would speak. Mr. Wenger noted that Commissioners are always entitled to speak at their meeting, further noting that it is on the Public record. He added that the Draft Rules of Order would be posted, if approved.

Motion:

To approve the Public Comment Rules of Order for the Hillsborough County Commissioners. Motion by Comm. Pappas, second by Comm. Holden. Motion carried.

NHAC Proposed Amendments to the By-Laws - 2015

Comm. Holden indicated that she would like to make introductory remarks for the record relative to the NHA By-Laws. She read the following and added comments:

“Under the current by-laws (Section VIII.4 By-Law Committee).

The duties of the By-Law Committee shall be to:

- a) Review the By-Laws periodically but no less than every other year; and*
- b) Shall recommend amendments as needed.”*

She added, *“The current appointed members of the By-Laws Committee are: Carol Holden, Chair; Bronwyn Asplund-Walsh; and Kevin St. James, who was appointed on August 8th to fill a vacancy (by the Executive Committee). (There are 3 Counties represented. Kevin St. James is from Rockingham County; I am from Hillsborough County, and Bronwyn is from Merrimack County.)”*

Comm. Holden read, *“There shall be three members and the qualifications are “elected or appointed county officials. The term of membership is two years.”*

Article XI: Amendments

Amendments to the constitution and By-Laws 2015, (which is on the Agenda today) may be proposed by the Executive Committee, or first by the By-Laws Committee, or by written request signed by five (5) active member

counties and filed with the President at least 30 days prior to a general membership meeting. Written notice of proposed amendments shall be given to all active members at least 15 days prior to a general membership meeting. Amendments must be approved by at least six (6) active member counties in order to become effective. The requirement for 15 days' notice may be suspended by an affirmative vote of six (6) active member counties, but proposed amendments must be in writing to be voted upon.

The governing body of the Association of Counties is the Executive Committee. I do have the minutes available from the By-Laws Committee Meeting on Tuesday, August 8th.

Draft Report of Amendments was proposed on Friday, September 11th. The Draft report was sent out to the members of the NHAC Executive Committee so they could pull it up on their devices during the meeting. The President, Bronwyn Asplund-Walsh, called for a General Membership meeting to discuss the By-Laws on Friday, Oct. 16th. As in past, the By-Laws will be voted on at the NHAC Conference in November at the General Membership Meeting.

That is the process that has been followed. It is premature for this Board to discuss a draft proposal... and will be handled by the appropriate Body. Hillsborough County has the largest number of voting members on the Executive Committee. The members are: Bruce Moorehead; Dave Dionne; Carolyn Kirby, who was nominated by the Executive Committee on 9/1; Comm. Sandra Ziehm; Comm. Carol Holden; Past President NHAC Toni Pappas; Clerk, Pam Coughlin; and Officer-at-Large Gregory Wenger. HC has the largest number of voting member of the Executive Committee.

The By-Laws will be voted on and can be separated in November where according to the current process, they will be voted up or down. At the NHAC we have voting rights as individuals. So, I think it is premature today to have a discussion on a Draft when a full and robust discussion will occur on Friday, Oct 16th at Primex at 10:00 AM. Thank you."

Comm. Pappas inquired as to why it would not be appropriate to discuss the By-Laws among themselves as a Board since they are public information. She added that she has questions regarding the rationale relative to items that were discussed during the By-Laws Committee's Meeting and are now being proposed as changes. She referred to the change in the officers of the Association that would remove 2 at-large seats and the designation of 5 other positions as officers, namely:

- President of the Commissioner's Council
- Association of Counties' Attorneys
- Sheriff's Association
- Register of Deeds
- Treasurers

Comm. Pappas noted that the change creates 9 officers, and that that seems top-heavy. She added that it is her belief that having 2 people at-large was very beneficial; these individuals have generally been staff members who had the ability to be involved with the Association. Comm.Pappas asked if anyone else had concerns and if it should not be discussed at this meeting.

Comm. Ziehm added that her thought was that the Commissioners were going to educate each other and asked for that education. She added that the information that would come from discussion would be valuable to her; she noted that once one is at a meeting, there is less opportunity to clarify one's thinking because there are so many opinions that lack clarification.

Comm. Pappas and Comm. Ziehm were interested in discussion relative to By-Law changes. Comm. Pappas noted that she would like to ask a question regarding the Affiliates and the Associates. Comm. Holden noted that she does not favor a discussion or debate between the Commissioners in Public Session. She added that she spoke at the meeting the previous Friday and noted that it will be covered at the general Membership Meeting; all

the information will be provided; some of the discussion has already been brought forward by Comm. Pappas and she is not prepared today to get into a debate on the By-Laws.

Comm. Pappas indicated that she does not want to debate, but has questions. Comm. Pappas observed that By-Laws are very complicated and require serious thought before making major changes to them. She added that a change could be made in one section of the By-Laws that would affect another section, so it is important to be careful. She further added that while she is not attorney, it is her understanding that the By-Laws were written by an attorney and one of her concerns relate to the Affiliate groups or Association members; she is wondering if they are legally able to become officers of the Association. She noted that it is her understanding that the Affiliates have separate budgets and rules regarding their affiliations. Comm. Holden indicated that she did not want to get into discussion at this meeting.

Comm. Ziehm asked that anyone wishing to speak on this topic be recognized and stressed that the Board needs to be a team that respects each other's rights.

Comm. Pappas noted that in asking the questions, she is seeking to protect Hillsborough County and was hoping that someone could answer her questions. Comm. Ziehm asked Mr. Wenger for clarification regarding voting members. He responded that in *Section 3, Membership and Member Responsibilities*, the By-Laws address the question, but he is not clear about the answer. He added that it establishes what an Affiliate member is and what he/she can do. He noted that one of his questions would be whether they are Affiliates of the Association. He observed that the By-Laws address Comm. Pappas' question relative to how an Affiliate member can be established as well as an Associate member, but are not clear as to whether the identified groups are in fact members, and whether the Association is actually expanding and adding members as officers who are not actual Association Affiliates.

In response to a question from Comm. Pappas, Mr. Wenger noted that the Association is a 501 (c) (6) Non Profit Trade Association. Comm. Pappas expressed concern relative to whether Affiliates could appropriately have separate bank accounts.

In response to a question about the members of the By-Laws Committee, Comm. Holden noted that Ms. Robinson was a member of the Committee and after her resignation, the committee felt that there were too many representatives from Hillsborough County, and a member was added from another County; K. St. James was appointed on August 7, 2015. In response to a question from Comm. Pappas, Comm. Holden responded that Comm. Maglaras was present but could not speak unless asked a question, and he could not vote.

Comm. Holden explained that she is making a list of the Board's questions. Comm. Ziehm asked for clarification; she added that it is her understanding that the proposed change will eliminate the at-large members and add the heads of the Affiliate groups. Comm. Holden explained that the committee is working on the changes and she is looking into what the Board members can do legally.

Mr. Wenger explained that the Executive Committee was told the previous Friday that there is a meeting on the 16th to vote relative to amended By-Laws that have been proposed that nobody had read; he added that at that meeting, they were moved forward to the General Meeting for a vote so that officers will be elected consistent with the amended By-Laws at the November General Meeting, which is held at the Annual Conference.

Mr. Wenger observed that there has been no discussion about what the proposed changes are trying to address in making these significant changes. He explained that the officers of the Association, as proposed, will include 5 at-large officers who will be the Presidents of the Affiliate groups for those who are elected officials; there will be no representation of any appointed official among the officers, so the Department of Correction's Affiliate, the Nursing Home's Affiliate, and what is left of the Human Service's Affiliate will not be represented; he observed that it is not all Affiliate presidents; it is only the elected officials.

Mr. Wenger communicated his concern for Hillsborough County relative to Amendment # 1, Article 3. He explained he has grave concerns relative to the fact that NHAC is a Trade Association with a Non Profit tax status and the implications that the change could have on the Hillsborough County budget. Additionally, his concern relates to the Association eliminating employees and defining membership as appointed County Officials/Department Heads. He explained that in Hillsborough County, the people that would fall into the category of appointed officials only include the County Administrator, the Nursing Home Administrator, the Superintendent of the Department of Corrections, and the Human Services Director; however, Hillsborough County no longer has a Human Services Director. He added that the title of Department Head is used liberally in other Counties while it is used sparingly in Hillsborough County.

Mr. Wenger explained that the By-Law changes could change significantly Hillsborough County's ability to influence outcomes at the Association level. He added that he does not understand the rush nor does he understand why there was not an open discussion at the previous Friday's Association Meeting. He encouraged the Board to consider the amount of influence Hillsborough County wants to have at the Association and whether the proposed By-Law changes have an impact on that influence. He explained that it is his belief that discussion should happen at the Board level so that the Board can provide direction for the County; he added that at this point, he cannot support the changes because of lack of information.

Mr. Moorehead noted that he asked Comm. Maglaras about State managed care entities under the MCO's or if there is a possibility that the Counties would work with the MCO's; he added that in either case, the major financial issue continues to be addressing managed care without solving the issue of how ProShare and Bed Tax, are paid, because these can't be combined with the rates but have to be reimbursed as a separate payment. The Federal Government says that it has to be included in the rate, yet the State still has not figured out how to do that. He explained that this could jeopardize the County's receipts of approximately \$7,000,000 each year. He added that if this County loses representation, he has concern relative to what might happen and how that change might adversely affect Hillsborough County.

Comm. Ziehm asked if the Board might consider sharing its concerns with the other Counties in writing. Comm. Ziehm indicated that there was discussion at the Nominating Committee proposing that Comm. Maglaras would Chair the Executive Committee; Tom Brady would be Vice-Chair; Kevin St. James would be Treasurer and she would be the Clerk. In response to a question from Comm. Pappas relative to whether there was a discussion of appointing at-large members as the current By-Laws allow, Comm. Ziehm indicated that it was not discussed.

Discussion ensued relative to whether membership in the Association would continue to be beneficial.

Comm. Pappas noted that she questions why staff will be eliminated from the membership by removing the at-large seats; that action would result in losing votes for the County and deny staff the opportunity to participate in the Association. She added that as a Commissioner, she has concerns about how these changes will impact Hillsborough County and the Association.

Commissioners Pappas and Ziehm agreed to review the proposed changes for discussion at the next meeting.

Supt. Dionne noted that a consideration is whether a staff member, such as himself, would want to attend Association Meetings if he did not have a vote and losing votes would be a concern for the County.

Mr. Moorehead indicated that managed care companies have already cut 30% of the rates for Mental Health; he noted that if the Counties lose \$7,000,000 a year, it would have to be made up by the taxpayers.

Comm. Ziehm indicated that she would like to see open discussion among the Counties.

Attorney Hogan shared information with the Board that reviewed the case loads in both Hillsborough County Superior Court North in Manchester and Hillsborough County Superior Court South in Nashua. He explained that he has moved an Assistant County Attorney and a staff person from Nashua to Manchester based on the case loads. He added that the Courts have the ability to utilize the Drug Court and New Hope programs. Discussion ensued relative to there being programs in both cities and the difference in the programs.

Mrs. Castonguay reported that since there are no transfers pending or other pressing business, the Executive Committee Meeting scheduled for the following week has been cancelled.

In response to a question from Comm. Ziehm, Mr. Wenger informed the Board that responses for the Real Estate proposals are due at/near the end of the month. He added that one of the entities returned with 3 individuals to walk the property, and he is hoping for 1 or more responses.

Mr. Wenger explained that a mediation date has been set with the Sheriff's Office for October 1st at 9:30; Nancy Pease serve as moderator; a date for the Nursing Home AFSCME group mediation has been set for later in October. Comm. Holden will attend the Sheriff's group and Comm. Ziehm will join the Nursing Home group.

Mr. Wenger informed the Board that he had an opportunity to meet with Attorney Kirby, Supt. Dionne, Sheriff Hardy, Chief Deputy Fisher, and Denise Ryan of the DOC; he noted that the County Attorney was unable to attend, and explained that it was an extremely interesting discussion regarding the implication of a Drug Court for Hillsborough County. The group will meet again when the County Attorney is available, and it is likely that the next step will be for the group to have a general discussion with the Board of Commissioners so that it can decide how/if it would like to move forward.

Mr. Wenger informed the Board that a recent lengthy and complicated audit with the NH Retirement System was completed successfully during which time Mrs. French worked with the Auditor to complete the process. He read a recent email from the Auditor, Mr. Adams, which acknowledged Claire's efforts on behalf of the County. It read:

"Claire, I want to thank you for your hard work that you put in to providing the numerous spread sheets to correct the various audit findings. I am fully aware of how much time each one must have taken for such a large employer, and I believe that you deserve a lot of recognition for your hard work. I have had many employers take longer amounts of time to provide significantly less information than this project required and I truly commend you for your efforts."

Mr. Wenger expressed his thanks for Mrs. French's and the efforts of Mr. Adams, the Employer Compliance Auditor, for how he worked with us and his professionalism.

7. PUBLIC COMMENT

There was no one from the Public who wished to comment.

8. NON-PUBLIC SESSION

Motion:

To enter Non-Public Session consistent with RSA 91-A-3: II (a) for the County Attorney relative to an employee issue, and then with the County Administrator on behalf of the Commissioner's Office of Administration & Finance consistent with RSA 91-A-3: II (a) relative to an employee issue. Motion by Comm. Pappas, second by Comm. Holden. Ziehm-yes, Holden-yes, Pappas-yes. Motion carried.

The Board took a brief recess.

The Board moved into Non-Public Session at 11:09 a.m.

The Board met County Attorney Hogan and discussed the County Attorney's recommendations regarding the hiring of a new Assistant County Attorney. Discussion followed with no formal action by the Board. Attorney Hogan then excused himself and left the meeting.

The Board met with Mr. Wenger. A discussion followed regarding staffing and the hiring of personnel in the Commissioner's Office of Administration & Finance. No formal action was taken by the Board.

The Board moved out of Non-Public Session at 11:57 a.m.

Motion:

To move out of Non-Public Session. Motion by Comm. Pappas, second by Comm. Holden. Ziehm-yes, Pappas-yes, Holden-yes. Motion carried.

Comm. Ziehm entertained motions:

Motion:

To approve the appointment of Patrick. J. Ives as an Assistant County Attorney, noting that he has been nominated and the approval will be signed by the Board of Commissioners. Motion by Comm. Holden, second by Comm. Pappas. Motion carried.

Motion:

To request an extended period of time to make a decision relative to the AFSCME Grievance heard earlier in the meeting. Motion by Comm. Holden, second by Comm. Pappas. Motion carried.

Motion:

To approve the two positions presented by Mr. Wenger for the Commissioner's Office of Administration and Finance; the positions are: Deputy Director-Finance, and Deputy Director-Administration. Motion by Comm. Holden, second by Comm. Pappas. Motion carried.

9. ADJOURN

Motion:

To adjourn the meeting. Motion by Comm. Pappas, second by Comm. Holden. Motion carried.

The meeting adjourned at 11:59 a.m.

Approved September 30, 2015

Comm. Toni Pappas, Clerk
Hillsborough County Board of Commissioners

Date