Easton, Pennsylvania                                      October 3, 2013

A regular meeting of the Northampton County Council was held on the above date with the following present: John Cusick, President; Margaret Ferraro, Vice-President; Thomas H. Dietrich; Bruce A. Gilbert; Kenneth M. Kraft; Lamont G. McClure, Jr.; Scott Parsons; Barbara A. Thierry; Robert Werner; Frank E. Flisser, Clerk to Council, and Philip D. Lauer, Solicitor to Council.

Prayer

Mr. Cusick led County Council in prayer to open the meeting.

Pledge of Allegiance

Mr. Cusick led County Council in the pledge of allegiance.

Approval of the Minutes

Mr. McClure made the following motion:

Be It Moved By the Northampton County Council that the minutes of the September 19, 2013 meeting shall be approved.

Mr. Kraft seconded the motion.

The minutes were approved by voice acclamation, with Mrs. Thierry abstaining.

Courtesy of the Floor

As no one signed in under Courtesy of the Floor, Mr. Cusick asked if there was anyone from the public that wished to address County Council.

There were no respondents.
County Executive’s Report

Mr. John Stoffa, County Executive, stated the 2014 Proposed Northampton County Budget was given to Mr. Flisser today for distribution to County Council. He further stated the budget would be available online later this evening and a press conference was scheduled for 1:00 p.m., tomorrow afternoon.

Mr. Stoffa advised Healthcare Reform was going to have a significant impact on the County’s self-care plan. He further advised the County currently had the “Cadillac Plan”, which was going to be subject to an estimated tax beginning in 2018 of approximately $934,000, which would escalate to a tax of $28 million by 2028 unless changes were made to the County’s plan.

Mr. Stoffa stated effective January 1, 2014, they were going to initiate a 10% co-insurance on many of the medical procedures and out-of-pocket maximums, with additional changes being made in the future to avoid the taxes.

Mr. Dietrich arrived at the meeting at this time.

Mr. Stoffa advised the Nazareth Borough Municipal Authority (Authority) gave approval to build the 911 Center with the provision that the Gracedale sanitary system would be re-evaluated. He further advised the contract was executed between the County and the Authority on October 18, 2001, which committed the County to make the change within three years.

Mr. Stoffa stated a request was subsequently submitted to the Authority to extend the contract to January 2007. He further stated many years prior to 2001, the County had a horrendous record with odor problems with the discharge sewerage and the Authority claimed the high biological oxygen demand of the sewerage being discharged was causing an inordinate amount of operational problems for them.

Mr. Stoffa advised over the years many attempts were made to correct the problem, but the solutions failed to be permanent. He further advised for many reasons, the County was afforded time extensions by the Authority since the original contract completion date. He noted during the extra time, they explored options of replacing the pump station force main with a new one or changing to a gravity sewer line.
Mr. Stoffa stated in July 2012, a report showed many advantages of changing to a gravity sewer line and they managed to negotiate a tap in fee for this line eliminating $2,000 from the original $550,000 fee, noting the cost of the gravity line was $1.4 million and was paid through the Guaranteed Energy Savings Act Program.

Mr. Stoffa advised after incurring a one year delay due to permitting, the gravity sewer line was constructed and put into full operation last Wednesday.

Mr. Cusick stated he noticed the last few Bargaining Unit contracts that had been approved by County Council were only for short terms and when questioned, Mr. Justus James, Business Agent, American Federation of State, County and Municipal Employees, mentioned that one of the reasons was because they did not know what was going to happen with the Affordable Care Act. He then asked if some of these issues and concerns were going to be manifested in Collective Bargaining in the future.

Ms. Patricia Siemiontkowski, Director of Human Resources, advised they have been able to negotiate into eight of the Collective Bargaining Unit Agreements language that allowed them to change the plan in order to deal with upcoming changes. She further advised it was anticipated there would be an approximate increase of 13% in cost for healthcare alone for next year.

Ms. Siemiontkowski stated a 10% co-insurance was being instituted so the employees would have a stake in how the plan was used. She further stated they could have raised the out-of-pocket maximums to the amount allowed by the Affordable Care Act, but they did not want to go to the extreme.

Ms. Siemiontkowski advised they were very concerned about this "Cadillac" tax, which was going to have a tremendous impact on the County budget if the County had to pay for it. She further advised even with the changes that would be implemented in 2014, the County was still a "Cadillac" plan so additional changes would probably have to be made, but not until they saw how these changes would impact the budget and what the County was paying for health care so they could determine how far they had to go to avoid the tax without putting too much more of a burden on the employees.
Ms. Siemiontkowski stated three Bargaining Units remained that would not get the benefits of the Affordable Care Act that provided certain preventative services free of charge, but they would not have the increased cost either. She further stated she would be working to get those three units in line with the other eight units and non-union employees.

In answer to Mr. Kraft’s question as to whether the employees were given the opportunity to obtain health care from the exchange, Ms. Siemiontkowski advised the employees could decline the County’s coverage and go into the marketplace, however, since the County’s plan had been determined to be affordable and met the minimum requirements, they probably would not get any subsidies or tax credits for doing that.

Ms. Siemiontkowski stated they were looking into the Health Savings Account and they did offer a Flexible Spending Account with a maximum of $2,000.

In response to Mrs. Ferraro’s question as to what the increase might have been without the Affordable Care Act going into effect, Ms. Siemiontkowski advised that was difficult to determine because it was based on the claims.

Mr. McClure stated for the past several years, the County had consistently over budgeted for health care so he wondered how much of that was playing into this.

In answer to Mr. McClure’s question as to why this was being done now when the tax did not come into play until 2018, Ms. Siemiontkowski advised if they waited until then, the impact would be huge plus the County’s costs were increasing with the increase of health care costs and additional benefits provided under the Affordable Care Act.

In response to Mr. McClure’s question as to whether they planned to increase the employees’ participation year after year until 2018, Ms. Siemiontkowski stated she did not know if it would be year after year because it would be based on what was going to occur with the increased cost sharing and the general increase in health care costs.
In answer to Mr. McClure’s question as to what the average County full time employee paid for health care now, Ms. Siemiontkowski advised it was a percentage of their salary, but an average for an individual would be 3%, an employee plus one would be 4% and a family would be 5%. She further advised the reason the County’s plan was determined to be affordable was because under the Affordable Care Act, the employee could pay as much as 9% of their family income to be affordable.

In response to Mr. McClure’s question as to whether $2,000-$5,000 a year would be a fair estimate, Ms. Siemiontkowski replied that would be close.

Mr. McClure stated he did believe the benefits of the employees serving the public should be better than the private sector because the pay was less, but he was curious as to how the County’s benefits compared to private sector benefits.

Ms. Siemiontkowski advised the County’s benefits were outstanding and by making these changes to the health care plan, it was to give the employees a stake in determining how they were spending their money.

In answer to Mr. Kraft’s question as to what was in the Affordable Care Act that the employees had to be given now, Ms. Siemiontkowski stated there were preventive services and caps on certain services.

In response to Mr. McClure’s question as to what made the County’s plan be a "Cadillac" plan, Ms. Siemiontkowski advised what the County paid for coverage exceeded what the Consolidated Omnibus Budget Reconciliation Act (COBRA) rate was for its employees.

In answer to Mr. McClure’s question as to what steps were being taken in the Proposed 2014 Budget to prepare the County for 2018, Ms. Siemiontkowski stated they were instituting a co-insurance, the office visit co-pay for a specialist was increased, they were requiring generic prescriptions unless it was not feasible, they increased co-pay for emergency room care, they took a limit off the ambulance costs, as well as some other things to bring the County’s cost down per employee to under the COBRA rate.
In response to Mr. McClure’s question as to how the County’s costs affected the increase in co-pays, Ms. Siemiontkowski advised it was to give the employees an opportunity to determine what they were going to spend for services.

In answer to Mr. McClure’s question as to how the 13% increase was arrived at, Ms. Siemiontkowski stated it was determined by the County’s actuary after looking at the County’s history and the Affordable Care Act to insure the County would have enough money to pay its claims.

When Ms. Siemiontkowski advised she did not know how much the County had in its healthcare fund, Mr. Kraft advised if they knew the number of what was left in the fund, what was used last year and what the percentage of increase was over that then they would know what the real increase was.

Mr. Gilbert stated the actuary was contracted by the County to inform it as to what the future was going to bring and then determine what the increase should be. With regard to over budgeting, he did not feel the County could ever be too safe in having enough money put away to pay out the claims.

Mr. Gilbert advised there were two sets of costs involved - one was the costs the County would assume incrementally until 2018 in order to be posed not to have a dramatic effect on the employees or County and the other was the cost the employees would have to pay to have their stake in it. He further advised a lot of it was conjecture right now, but the actuary had to provide a figure so the County could budget for it.

Mr. Dietrich stated even if an actuary would come to a fixed number based on the past three-five years because the County was self-insured, he was always going to factor in a cushion on the higher end to make sure that fund was always funded, noting if there was money left over, it was returned to the fund.

In response to Mr. Kraft’s question as to whether the County had catastrophic loss insurance, Ms. Siemiontkowski replied it did.
Consideration of the Resolution Supporting the Development and Implementation of the Northampton County Livable Landscapes Strategic Open Space Plan

Mr. Cusick advised at the September 19, 2013 County Council meeting a presentation was made by Ms. Maria Bentzoni, Farmland Preservation Administrator, and Bryan Cope, Open Space Coordinator, regarding the Northampton County Livable Landscapes Strategic Open Space Plan and at the conclusion of their presentation, they asked County Council to consider a resolution supporting the plan.

Mr. Parsons introduced the following resolution:

A RESOLUTION SUPPORTING THE DEVELOPMENT AND IMPLEMENTATION OF THE NORTHAMPTON COUNTY LIVABLE LANDSCAPES STRATEGIC OPEN SPACE PLAN

WHEREAS, at the meeting held November 4, 2004, the Northampton County Council adopted Ordinance #423-2004, the ordinance titled, "AN ORDINANCE ESTABLISHING THE NORTHAMPTON COUNTY 21st CENTURY OPEN SPACE INITIATIVE, ACCEPTING THE REPORT OF THE NORTHAMPTON COUNTY COUNCIL OPEN SPACE COMMITTEE PREPARED WITH THE ASSISTANCE OF THE LEHIGH VALLEY PLANNING COMMISSION, CREATING THE NORTHAMPTON COUNTY OPEN SPACE ADVISORY BOARD AND ESTABLISHING ITS DUTIES, AND PROVIDING FOR THE ADMINISTRATION OF THE OPEN SPACE INITIATIVE." The Northampton County 21st Century Open Space Initiative Guidelines were subsequently amended via the enactment of Ordinances #468-2007, #533-2011, #552 of 2012, and 559-2012; and

WHEREAS, the Northampton County Open Space Initiative is over ten years old, the guidelines contained therein are in need of a structured update, an enhanced ranking system and inclusion of parcels not currently categorized under existing guidelines; and

WHEREAS, the benefits to planning for open space and developing an up-to-date modern open space initiative include: (1) an improved quality of life, (2) strengthening the physical, social, economic and ecological collections, (3) an enhanced network of connected open spaces, (4) the use of sustainable designs, technologies and products and (5) the integration of natural resources, land use, economic development and
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transportation; and

WHEREAS, the development and implementation of the Northampton County Livable Landscapes Strategic Open Space Plan would take place through a partnership between the County of Northampton and the Lehigh Valley Planning Commission; and

WHEREAS, the costs of developing and implementing the Northampton County Livable Landscapes Strategic Open Space Plan would be taken out of Act 13 Marcellus Shale Legacy Funding which the County has already incorporated into the 2013 Budget.

WHEREAS, at the meeting held July 11, 2013, the Northampton County Open Space Advisory Board unanimously supported the development and implementation of the Northampton County Livable Landscapes Strategic Open Space Plan and recommended its presentation to the Northampton County Council.

NOW, THEREFORE, IT IS HEREBY RESOLVED that the Northampton County Council supports: (1) the development and implementation of the Northampton County Livable Landscapes Strategic Open Space Plan and (2) the use of Act 13 Marcellus Shale Legacy Funding to help pay for the costs of developing the plan.

Mr. McClure stated the word “implementation or implementing” concerned him because he did not object to moving forward to develop the plan, but because the changes to the Open Space Plan were going to redefine the guidelines as to what qualified for open space, he did not think they should authorize the implementation until they had a chance to review the final product.

Mr. Cusick advised this resolution was just allowing them to spend the money and move forward with the study because any amendments to the existing plan would have to be done through an ordinance.

Mr. McClure made a motion to remove the words “implementation” or “implementing” from the resolution.

Mr. Parsons seconded the motion.
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As there were no questions or comments, Mr. Cusick called for the vote.

The vote: McClure, "yes"; Parsons, "yes"; Cusick, "yes"; Dietrich, "yes"; Ferraro, "yes"; Gilbert, "no"; Kraft, "yes"; Thierry, "yes" and Werner, "yes".

The motion passed by a vote of 8-1.

As there were no questions or comments, Mr. Cusick called for the vote on the following amended resolution:

R. 85-2013

A RESOLUTION SUPPORTING THE DEVELOPMENT OF THE NORTHAMPTON COUNTY LIVABLE LANDSCAPES STRATEGIC OPEN SPACE PLAN

WHEREAS, at the meeting held November 4, 2004, the Northampton County Council adopted Ordinance #423-2004, the ordinance titled, "AN ORDINATION ESTABLISHING THE NORTHAMPTON COUNTY 21ST CENTURY OPEN SPACE INITIATIVE, ACCEPTING THE REPORT OF THE NORTHAMPTON COUNTY COUNCIL OPEN SPACE COMMITTEE PREPARED WITH THE ASSISTANCE OF THE LEHIGH VALLEY PLANNING COMMISSION, CREATING THE NORTHAMPTON COUNTY OPEN SPACE ADVISORY BOARD AND ESTABLISHING ITS DUTIES, AND PROVIDING FOR THE ADMINISTRATION OF THE OPEN SPACE INITIATIVE." The Northampton County 21st Century Open Space Initiative Guidelines were subsequently amended via the enactment of Ordinances #468-2007, #533-2011, #552 of 2012, and 559-2012; and

WHEREAS, the Northampton County Open Space Initiative is over ten years old, the guidelines contained therein are in need of a structured update, an enhanced ranking system and inclusion of parcels not currently categorized under existing guidelines; and

WHEREAS, the benefits to planning for open space and developing an up-to-date modern open space initiative include: (1) an improved quality of life, (2) strengthening the physical, social, economic and ecological collections, (3) an enhanced network of connected open spaces, (4) the use of sustainable designs, technologies and products and (5) the integration of
natural resources, land use, economic development and transportation; and

WHEREAS, the development of the Northampton County Livable Landscapes Strategic Open Space Plan would take place through a partnership between the County of Northampton and the Lehigh Valley Planning Commission; and

WHEREAS, the costs of developing the Northampton County Livable Landscapes Strategic Open Space Plan would be taken out of Act 13 Marcellus Shale Legacy Funding which the County has already incorporated into the 2013 Budget.

WHEREAS, at the meeting held July 11, 2013, the Northampton County Open Space Advisory Board unanimously supported the development of the Northampton County Livable Landscapes Strategic Open Space Plan and recommended its presentation to the Northampton County Council.

NOW, THEREFORE, IT IS HEREBY RESOLVED that the Northampton County Council supports: (1) the development of the Northampton County Livable Landscapes Strategic Open Space Plan and (2) the use of Act 13 Marcellus Shale Legacy Funding to help pay for the costs of developing the plan.

The vote: Parsons, "yes"; Thierry, "yes"; Werner, "yes"; Cusick, "yes"; Dietrich, "yes"; Ferraro, "yes"; Gilbert, "yes"; Kraft, "yes" and McClure, "yes".

The resolution was adopted by a vote of 9-0.

Lehigh-Northampton Airport Authority (LNAA)

Mr. Werner stated he attended the September 25, 2013 LNAA meeting, which was attended by members of the Braden Airpark Concerned Citizens Group. He further stated questions were asked about the profit/loss statements on the airports, but none were presented. He further stated no appraisals were discussed and it was indicated they would not be providing any information on any appraisals.
Mr. Werner advised what was being done was being handled privately. He further advised there was no protocol for payback on the grants should the airport not be designated as an airport.

Mr. Werner stated the inventory work that was done to enhance the value was not presented. He further stated the fuel pumps that were put in at Braden Airpark were not functioning because the computers and the telephone systems had not been activated because they did not get to them.

Mr. Werner advised he asked if they could sell the fuel at Braden Airpark to help offset some of the costs and they indicated they were not prepared to do that. He further advised there was no report on the audit on the capital funding invested in Braden Airpark for the last three years.

Mr. Werner stated there was no wind sock at Braden Airpark and the tower beacon light had not been replaced. He further stated when he asked for a report on that, they indicated they did not have one.

Mr. Werner advised there was a generator at Braden Airpark that was not working and he asked for the repair order and costs, but they were not produced. He further advised it was pointed out by the President of the Committee that they did not feel they had a warm and fuzzy relationship with either Lehigh or Northampton Counties.

Mr. Werner stated when they asked his opinion, he indicated he could not speak for the members of County Council, but he did emphasize to them that the County did not want to own an airport.

Mr. Werner advised they had between $18-26 million in lawsuits and they could not establish a price for Braden because they would not offer an appraisal, noting you could not have a sale without an appraisal. He further advised if they did get $3.2 million for Braden Airpark, it would be an insignificant number compared to what they owed.
When Mr. Cusick indicated he believed not having a wind sock or beacon light were Federal Aviation issues, Mr. Werner stated it was the Director of Operations and Safety that pointed these things out, but he was taken back because they had an operating airport that had small planes in and out all day long and they did not have the necessary things that were required.

Lehigh Valley Economic Development Corporation (LVEDC)

Mr. Werner advised County Council received a report from LVEDC at the last meeting and he wanted to publicly correct that Mr. Don Cunningham in his December 2012 message did talk for the economy consultant and said Northampton County was in the 162nd position and he said, "he hopes to have both Counties in the top ten".

Mr. Werner stated he would like to request LVEDC to present a reasonable plan to County Council for speculative property and project development and opportunities that are currently happening or are proposed in Northampton County. He further stated he wanted shown to County Council a performance based projection on the parody and the accomplishments that were current and not just big boxes being built in the western part of the County. He noted he was asking for that respectively and hoped to get a response from them because he felt County Council was at least deserving of a report on what was happening in the County after the WOW Program and would like to see some results and performance oriented information.

Introduction of the Ordinance Providing for Amendments to Administrative Code Article XIV - Personnel

Mr. Cusick advised at the request of Mr. McClure, an ordinance was drafted which would institute certain employment restrictions on employees who leave County employment. He further advised the ordinance would prohibit current employees from serving on authorities, boards and commissions that do business with, or provide paid services to, the County. He noted the public hearing, debate and possible vote were scheduled for the October 17, 2013 County Council meeting.
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Mr. McClure and Mr. Kraft introduced the following ordinance:

AN ORDINANCE AMENDING NORTHAMPTON COUNTY
ADMINISTRATIVE CODE ARTICLE XIV PERSONNEL,
AND PROVIDING FOR CERTAIN EMPLOYMENT
PROHIBITIONS FOR COUNTY OFFICERS AND
EMPLOYEES

WHEREAS, Northampton County Home Rule Charter Section 202
Powers (7) provides that the County Council shall have the power
"to adopt, amend, and repeal the Administrative Code";

WHEREAS, Northampton County Home Rule Charter Section 602.
Ordinances (a) Acts Required (1) provides that the County
Council shall "adopt an ordinance for any act which adopts or
amends the Administrative Code..."; and

NOW, THEREFORE, IT IS HEREBY ORDAINED AND ENACTED by the
Northampton County Council that Northampton County
Administrative Code, Article XIV, PERSONNEL, shall be amended to
read as indicated hereafter (sections marked with bold underline
have been added and sections marked with strikeout have been
deleted):

ARTICLE XIV

PERSONNEL

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Section 14.01 Purpose

The County Executive, in person or through subordinates,
shall establish and administer the personnel management program consistent with the provisions of the Charter, this Code and rule and regulations adopted by resolution of County Council.

Section 14.02 Career and Exempt Service

a. Membership. Each elected official, officer, and employee shall be a member of either the career or exempt service. The exempt shall consist of:

(1) all elected officials;

(2) the heads of agencies immediately under the direction and supervision of the County Executive;

(3) one confidential or clerical employee for each of the above officials, except for members of the County Council;

(4) the Clerk of Council and the staff of the County Council;

(5) the members of authorities, boards, and commissions;

(6) permanent, part-time professional employees;

(7) provisional, probationary, and temporary employees;

(8) Officers and employees required to be included in a state merit or civil service system; and
(9) Officers and employees whose inclusion in the career service would be prohibited by the law of Pennsylvania.

Except as may otherwise be provided in Section 14.08 for Judicial Employees, and Section 14.09 for Prison Employees, all other officers and employees shall be members of the career service.

Section 14.03 Merit Personnel System

a. Establishment. The merit personnel system applicable to all members of the career service shall be administered in accordance with applicable law, including the Charter, this Code, the career service regulations, the personnel rules, adopted pursuant thereto.

b. Members of State Civil Service System. Officers and employees required to be members of the state civil service system at the time of adoption of the Charter, shall be included as part of the Northampton County merit personnel system with respect to those areas of their employment not covered by the state civil service system.
Section 14.04 Rates of Pay

The rate of pay for officers and employees shall be at an amount provided in a pay schedule established by County Council. The movement of employees covered by the career service regulations, from step to step within pay ranges, and the assignment of classes to pay ranges shall be in accordance with the pay plan contained in the career service regulations and the personnel rules.

Section 14.05 Personnel Roster

The Personnel Director shall establish and maintain personnel records for all County officials and employees. Such records shall show for each official and employee the date of appointment, the title of the position, the rate of pay and rate changes, promotions, demotions, transfers, the time and cause of separations from County employment and any other information the Personnel Director considers necessary for a proper personnel record. Every appointment, pay change, promotion, demotion, status of the employee shall be reported to the Director in such manner as he may prescribe.
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Section 14.06 Disclosure of Records

Except as may be required by applicable law or order of the Court records of the Personnel Director shall not be open for public inspection.

Section 14.07 Surety Bonds

a. All elected officials and such other officers, agents or employees as County Council shall designate by resolution, shall give and acknowledge to the County fidelity and surety bonds acceptable to the County Solicitor as to form, content and in an amount determined by resolution of County Council. All other County officers or employees shall be covered by a blanket surety bond in the amount of at least $100,000.00.

b. The County Council shall by resolution, prescribe bonds for other individuals for whom it deems coverage is necessary.

Section 14.08 Judicial Employees

a. Membership. Judicial employees are those over whom the powers to hire or terminate or set any of the other terms and conditions of employment are vested by law in Judges of the Court of Common Pleas of Northampton County. Each judicial
employee shall be a member of either the career service or the exempt service.

b. Career and Exempt Service. For judicial employees, the exempt service shall consist of employees in the following job classifications:

(1) District Court Administrator, Associate Court Administrator, Minor Judiciary Administrator, confidential and clerical employees in the Court Administrators office;

(2) DUI Program Director;

(3) Law Librarian;

(4) Judicial Secretaries;

(5) Jury Clerks

(6) Official Court-Reporters;

(7) Court Officers;

(8) Mental Health Examiners and other special masters;

(9) Law Clerks to the Judges;

(10) Managerial and professional employees of the DUI Program, Juvenile Detention, Domestic Relations, Juvenile and Adult Probation; and

(11) Confidential or clerical employees for District - Magistrates.
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All other judicial employees shall be included in the Career Service. The County Executive shall maintain a list of judicial employees in the career and exempt services which shall be submitted for approval to the Judges of the Court of Common Pleas of Northampton County.

Section 14.09 Prison Employees

a. Career and Exempt Service. The Warden of the Northampton County Prison shall be in the exempt service. All other employees of the Prison shall be included in the career service.

b. Prison Employees in the Career Service. The merit personnel system established by the Charter and this Code shall apply in all respects to prison employees in the career service.

c. Prison Employees in Exempt Service. The County Executive shall make all or part of the merit personnel system available to the Prison Commission for application to the exempt employees of the Prison.

14.10 Employment Prohibitions

a. Post-employment Prohibition. No officer or employee shall receive compensation from any entity that does business
with or has a contractual relationship with the County of Northampton for a period up to and including one (1) year following the termination of the employee from County service. Any entity who is found to be in violation of this section shall be found to be in breach of contract and shall be subject to the provisions of Administrative Code Sections 13.16 g. (13) (c) (1) (2) and (3). For the purposes of this section employee shall be defined as any person who has had during their tenure of employment with the County been a Department Director, a Division Director and/or has been administratively involved in, and has exercised discretion in, the awarding of a contract to the given entity.

b. Authorities, Boards, or Commissions. No officer or employee shall serve on any authority, board, or commission, or any such entity, that does business with and/or provides paid services to the County of Northampton for a period up to and including one (1) year following the termination of the employee from County Service.

Council Clerk’s Report

Mr. Flisser stated the first budget meeting would be held at 4:30 p.m., on Wednesday, October 9, 2013.
Adjournment

Mr. McClure made a motion to adjourn.

Mrs. Thierry seconded the motion.

The motion to adjourn passed unanimously by acclamation.

Frank E. Flisser
Clerk to Council