



News from the Office of ERIE COUNTY EXECUTIVE MARK POLONCARZ

NEWS RELEASE

October 21, 2015

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COUNTYWIDE GOVERNMENT EFFICIENCY PLAN OK'D BY NEW YORK STATE

Approval clears way for property tax rebate checks to be mailed to Erie County homeowners

ERIE COUNTY, NY— Erie County Executive Mark C. Poloncarz announced today the New York State Division of Budget has approved the County-Wide Government Efficiency Plan, ensuring property tax rebates checks will be issued to homeowners next year as part of the New York State Property Tax Freeze Credit Program.

Collaborating with 38 towns and villages located within Erie County, the efficiency plan was submitted to New York State, resulting in more than \$14 million in annual savings through shared services, cooperative agreements and efficiencies.

“The state’s approval of our countywide efficiency plan is a victory for municipal cooperation and for the residents of the towns and villages who joined Erie County to examine and implement better efficiencies in government,” **said Poloncarz**. “The approval of our plan along with my announcement that the 2016 proposed county budget will again hold the line on taxes has guaranteed that all homeowners will receive a rebate check on at least their county property taxes for a second consecutive year. In total, our joint plan will save Erie County taxpayers over \$14 million a year, recurring savings that result from my administration running a better and more efficient government and the sharing of future services by our local government partners. I thank the Association of Erie County Governments and the elected officials across the county who led the way in their municipalities on this important plan.”

The freeze credit is a three-year program that provides rebate checks to homeowners for growth in property taxes. Last year homeowners received a rebate check if their local school district remained under the property tax cap. Homeowners will also receive a rebate check this year for both their school and local government property taxes if they remained under the tax cap. The 2015 rebate checks will be issued later this fall because Erie County adopted a budget that didn’t just remain below the state’s tax cap but gave homeowners and businesses their first county property tax rate decrease in about a decade.

Homeowners will receive a rebate check next year if local governments and school districts implement an approved government efficiency plan that projects 1 percent tax levy savings for 2017, 2018 and 2019 and adopt a 2016 budget under the property tax cap.

“Erie County did a marvelous job getting all of the qualified communities to gather and submit the necessary data,” **said Michael C. Kasprzyk, President of the Association of Erie County Governments**. “This required a great deal of interaction and intense focus on ever changing guidelines from the state. Residents in these local communities will receive a rebate thanks to the commitment by Erie County personnel to see the process through to the end with a tight timeline.”

As per the state's requirements, the plan only includes Erie County's efforts to save taxpayer dollars since January 1, 2012, which was the date the state's property tax cap was implemented. In addition, dozens of other examples of cooperative agreements, shared services and efficiencies have been implemented under the Poloncarz administration that have led or are still leading to real savings for taxpayers. Significant savings for taxpayers have also been achieved in various towns and villages following the elimination of duplicative positions through shared service agreements in areas that include property assessment services, joining various cooperatives to reduce insurance and health care costs and seeking to provide more efficient sanitation services.

Signatory efficiency plan communities are: Erie County, Alden, Amherst, Aurora, Boston, Brant, Cheektowaga, Clarence, Colden, Collins, Concord, Eden, Elma, Evans, Grand Island, Hamburg, Lancaster, Marilla, Newstead, North Collins, Orchard Park, Tonawanda, Wales, Village of Akron, Village of Alden, Village of Angola, Village of Blasdell, Village of Depew, Village of East Aurora, Village of Farnham, Village of Gowanda, Village of Hamburg, Village of Kenmore, Village of North Collins, Village of Orchard Park, Village of Sloan, Village of Springville, and the Village of Williamsville.

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Erie County-Wide Government Efficiency Plan Submission

Type of Action	Implementation Date	Description of Action	Municipalities Involved	1% Savings Figure	2017	2018	2019	TOTALS
				\$6,229,864	\$14,293,610	\$15,419,847	\$16,299,962	
					\$8,063,746	\$9,189,983	\$10,070,098	Greater than Required:
ERIE COUNTY SUBMISSION								
Efficiency	2/4/2013	Establishment of the Residential Treatment Unit for individuals with serious mental illness in the Holding Center. This will save the County approximately \$180,000 per individual per year.	Erie County		\$360,000	\$360,000	\$360,000	
Cooperative Agreement	9/21/2015	The Tribute Garden is a project designed to offer a reflective space honoring individuals affected by domestic violence. Upon completion, there will be a MOU with the Friends of the Tribute Garden to share the cost of the maintenance and upkeep.	Erie County		\$1,059	\$1,059	\$1,059	
Efficiency	8/7/2014	Ratification of new contract with largest labor union (CSEA) consisting of about 1,300 employees after 7 year lapse. 2% raises per year given in exchange for substantial healthcare concessions by current and future employees.	Erie County		\$1,074,199	\$1,757,002	\$2,518,554	
Cooperative Agreement	7/1/2012	Erie County established a Medicaid Anti-Fraud unit responsible for auditing provider costs associated with Medicaid through a MOU with the NYS Office of Medicaid Inspector General. As part of MOU, OMIG covers the entire cost of the unit.	Erie County		\$357,344	\$357,344	\$357,344	
Cooperative Agreement	1/1/2015	Labor Management Healthcare Fund moved to an Employer Group Waiver Plan to provide pharmacy coverage for member retirees. It is projected that federal subsidies will increase to of \$3.2 million per year above Part D monies already received.	Erie County		\$2,530,050	\$2,555,351	\$2,580,904	
Efficiency	4/23/2014	Construction began on Big Sister Creek WWTP Energy Performance Project to be completed in Summer 2015. Total cost of project to County is \$230,000 after grants and incentives and will demonstrate savings after 1.75 years per energy audit.	Erie County		\$65,883	\$131,766	\$131,766	
Efficiency	3/14/2014	Local municipal corporations now receive real property transfer reports and deeds electronically, replacing the preexisting paper-based system. Other Local Govts to see small savings as well.	Erie County		\$27,000	\$27,000	\$27,000	
Efficiency	1/1/2016	Move to deliver 3200 tax maps digitally to municipalities as opposed to preexisting paper-based system	Tonawanda Erie County		\$1,800 \$10,000	\$1,800 \$10,000	\$1,800 \$10,000	
ALDEN SUBMISSION								
Efficiency	1/1/2012	Elimination of health insurance for part-time officials within the town, resulting in the saving of one family plan and one double plan annually.	Alden		\$25,306	\$25,306	\$25,306	
Efficiency	1/1/2014	Divided duties of one eliminated Deputy Town Clerk position among two newly created part time positions. Savings result from less combined salary and benefits than one full-time position.	Alden		\$13,344	\$13,344	\$13,344	
Efficiency	1/1/2012	Reduced two town judges' salary annually by an equivalent amount in lieu of eliminating a part-time law clerk deemed unnecessary.	Alden		\$7,000	\$7,000	\$7,000	
Efficiency	7/7/2014	Joined the Public Employer Risk Management Association Inc, a workers compensation group self-insurance program for local governments resulting in annual premium savings.	Alden		\$25,074	\$25,074	\$25,074	
Efficiency	5/5/2014	Contracted with Trident Insurance as a result of RFP process to select new general liability insurance provider resulting in annual premium savings.	Alden		\$16,650	\$16,650	\$16,650	
AMHERST SUBMISSION								
Shared Service	3/16/2015	5 year agreement with Value Golf, LLC to takeover management of three golf courses and one driving range from town. Through this agreement Value Golf assumes all financial responsibility for golf courses, which while under town management operated under yearly losses.	Amherst		\$400,000	\$400,000	\$400,000	
Shared Service	4/1/2015	5 Year agreement with Boys & Girls Club of WNY to take over management of the Eggertsville Youth & Community Center from the town.	Amherst		\$69,000	\$69,000	\$69,000	
Shared Service	1/1/2012	Cooperatively signed with Williamsville a municipal solid waste collection, hauling and disposal and recycling agreement with Modern Disposal Services to takeover services within town's garbage district.	Amherst		\$2,271,122	\$2,271,122	\$2,271,122	
Shared Service	1/1/2013	Contracted with Nova Healthcare Administrators, Inc as 3rd party administrator in town's move to self health insurance. Savings derived from reduced premium growth factor and reduced cost of administration.	Williamsville Amherst		\$0 \$1,700,190	\$0 \$1,700,190	\$0 \$1,700,190	
Shared Service	1/3/2012	Sold municipal compost facility to C.J. Krantz Topsoil, Inc. Yearly losses on facility now covered by private owner, while town is still able to bring yard waste at no cost and save on landfill avoidance.	Amherst		\$300,000	\$300,000	\$300,000	
Efficiency	1/20/2015	Changed provider of Stop Loss Insurance from Gerber Life Insurance Company to HM Insurance Group and negotiated discounted rate for \$250,000 deductible.	Amherst		\$50,000	\$50,000	\$50,000	
Efficiency	1/1/2015	Town's self-insurance issued an RFP for Rx benefits which was awarded to Express Scripts resulting in significant savings over previous provider.	Amherst		\$565,999	\$565,999	\$565,999	

Erie County-Wide Government Efficiency Plan Submission

AURORA SUBMISSION						
Shared Service	10/20/2013	Contracted with an accounting firm to provide the financial needs of the town, allowing for the elimination of the bookkeeper position.	Aurora	\$31,198	\$31,198	\$31,198
Efficiency	1/1/2013	Merged the towns dog control function into the highways department allowing for the elimination of a position.	Aurora	\$18,049	\$18,049	\$18,049
Shared Service	1/1/2014	Rolled responsibilities for tax receiver into another position allowing for its elimination.	Aurora	\$30,910	\$30,910	\$30,910
BOSTON SUBMISSION						
Efficiency	11/7/2012	The town board approved reducing the position of Supervisor's Assistant from a full-time to Boston part-time position resulting in salary, retirement differential and health insurance cost savings.		\$31,662	\$32,612	\$33,590
BRANT SUBMISSION						
Shared Service	1/1/2014	Cancelled contract with North Collins in Eastern District to provide ambulatory services. As Brant such the Farnham Fire Department agreed to cover area in contract with no additional charges.		\$4,678	\$4,678	\$4,678
CHEEKTOWAGA SUBMISSION						
Shared Service	10/1/2013	Cheektowaga entered into a shared service agreement with Evans for assessment services. Evans agrees to pay Cheektowaga \$52,020 annually, subsidizing their assessor's cost to town, while Evans eliminates their own assessor position.	Cheektowaga	\$52,136	\$52,136	\$52,136
Efficiency	1/31/2014	Elimination of the administrative assistant position within the Town Council Office due to efficiencies created by technological advances. Savings include salary, FICA, health care and other fringe benefits.	Evans Cheektowaga	\$44,607 \$83,500	\$44,607 \$83,500	\$44,607 \$83,500
Efficiency	2/7/2014	Elimination of Clerk of Justice Court Position as the result of a work flow study and efficiency assessment. Savings include salary, FICA, health care and other fringe benefits.	Cheektowaga	\$87,706	\$87,706	\$87,706
Efficiency	1/17/2013	As part of the 2013 Budget adoption process, 1 sanitation route was eliminated. Savings are associated with the elimination of 1 MEO-B driver and 2 laborers.	Cheektowaga	\$261,029	\$261,029	\$261,029
Efficiency	1/1/2013	Cheektowaga awarded a new solid waste disposal contract to Modern Landfill Inc. Savings come from both a better price with Modern and a reduction in diesel fuel costs because their landfill is closer than the previous vendor's located in Niagara Falls.	Cheektowaga	\$365,711	\$365,711	\$365,711
CLARENCE SUBMISSION						
Cooperative	1/1/2013	Erie County Sewer District #5 provides operation and maintenance services for the Clarence Sewer District Nos. 4, 9 and 10 sewerage facilities.	Clarence Erie County	\$449,074 -\$122,785	\$449,074 -\$122,785	\$449,074 -\$122,785
COLDEN SUBMISSION						
Cooperative Agreement	9/20/2014	Entered into an agreement to jointly hold and split the cost of a Hazardous Household Waste Drop Off event with the Town of Holland each year.	Colden	\$8,629	\$8,629	\$8,629
COLLINS SUBMISSION						
Shared Service	1/1/2015	Elimination of the Helmuth Control and entering into an agreement with the Town of Evans to provide emergency dispatch services for Towns of Collins and North Collins, Village of North Collins. Net savings are after payment made to Evans by each govt to cover increased service area.	Collins North Collins V North Collins Evans	\$14,495 \$22,787 \$20,500 \$0	\$13,189 \$21,409 \$20,500 \$0	\$11,188 \$19,962 \$20,500 \$0
CONCORD SUBMISSION						
Shared Service	1/1/2015	Changed health insurance providers from Independent Health to Health Republic for nearly Concord identical coverage and a discounted rate.		\$20,000	\$20,000	\$20,000
EDEN SUBMISSION						
Efficiency	1/1/2012	Effectuated agreement between Town Board and Highway Superintendent to change from it's long standing practice of maintaing paved roads in at least the hamlet, to chipping all roads on a three year rotation.	Eden	\$120,000	\$120,000	\$120,000
Cooperative Agreement	4/30/2015	Joined the Erie County Utilities Aggregation Program which brings a number of municipalities together to gain group buying power for the purchase of competitively priced electricity, saving 3-6% annually.	Eden	\$1,000	\$1,000	\$1,000
ELMA SUBMISSION						
Cooperative Agreement	1/1/2015	Joined the New York Municipal Insurance Reciprocal which immediately reduced town's property and casualty insurance premiums annually compared to former carrier Argonaut.	Elma	\$8,704	\$8,704	\$8,704

Erie County-Wide Government Efficiency Plan Submission

EVANS SUBMISSION

Shared Service	10/1/2013	Cheektowaga entered into a shared service agreement with Evans for assessment services. Evans agrees to pay Cheektowaga \$52,020 annually, subsidizing their assessor's cost to town, while Evans eliminates their own assessor position.	ADDED UNDER CHEEKTOWAGA SUBMISSION			
Efficiency	11/30/2012	Evans eliminated the Police Captain position upon the retirement of the incumbent. All supervisory roles previously held by the Captain were assumed by the four current Lieutenants and Chief of Police.	Evans	\$101,102	\$101,102	\$101,102
Efficiency	11/20/2013	Evans reduced redundancy within their building inspection department by eliminating the position of Assistant Code Enforcement Officer B after incumbent resigned. Supervising Inspector Officer and Assistant Code Enforcement Officer A absorbed duties.	Evans	\$60,795	\$60,795	\$60,795
Efficiency	1/4/2012	Evans eliminated the budget officer position as part of budget negotiations. All duties previously performed by the budget officer were absorbed by the Supervisor's office with no increase in budget line.	Evans	\$12,400	\$12,400	\$12,400

GRAND ISLAND SUBMISSION

Efficiency	12/1/2014	Switched employee health insurance from Community Blue 203 (BC/BS) plan to Independent Health's Flex Fit (IHA FF) plan which kept the majority of previous benefits with considerable savings. Estimates assume 8% growth in premium for both plans.	Grand Island	\$259,672	\$280,446	\$302,882
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HAMBURG SUBMISSION

Cooperative Agreement	1/1/2013	Erie County Sewer District #3 provides operation and maintenance services for the Mt. Vernon Commissioner District sewerage facilities for which the Town would normally be responsible.	Hamburg	\$425,902	\$425,902	\$425,902
Efficiency	3/12/2012	Hamburg performed an energy efficiency study and implemented a number of energy conservation measures to reduce consumption at 8 town buildings. Savings are reoccurring and increase each year by approximately 3%.	Erie County Hamburg	-\$159,427 \$37,724	-\$159,427 \$38,856	-\$159,427 \$40,021
Shared Service	6/30/2015	Hamburg is in process of finalizing agreement with private company to build and manage a Hamburg new ice rink/recreation center, operational in summer 2017, allowing town to close existing facility which costs approximately \$500,000 a year to operate.		\$249,792	\$499,585	\$499,585
Shared Service	1/1/2015	Orchard Park agreed to share its Full-Time Assessor with the Town of Hamburg for \$75,000 annually. Hamburg anticipates similar savings since the cost of obtaining assessment services is considerably less than the position eliminated from budget.	ADDED UNDER OP SUBMISSION			

LANCASTER SUBMISSION

Efficiency	7/1/2014	Town opted to terminate their worker's compensation coverage for town employees and volunteer firefighters through New York State Insurance Fund after notice of upcoming premium increase and switched to self-insuring both coverages. Savings a result of avoiding large premium increase.	Lancaster	\$325,062	\$373,665	\$424,698
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MARILLA SUBMISSION

No initiative submitted for plan qualified per NYS guidelines. Given effort to participate, municipality still included as plan

NEWSTEAD SUBMISSION

Efficiency	9/16/2013	Negotiated reduction in employee health care plan from Teamsters Supreme to Select as part of new collective bargaining agreement (retroactive to Jan 1, 2012) resulting in significant savings.	Newstead	\$23,779	\$24,909	\$26,219
Shared Service	10/22/2012	Prior contract with Modern Disposal Services for refuse pickup and disposal was restructured to include village of Akron which led to additional savings for both municipalities.	Newstead V Akron	\$81,393 \$38,923	\$82,960 \$39,667	\$84,559 \$40,410

NORTH COLLINS SUBMISSION

Shared Service	1/1/2015	Participant with Collins, Village of North Collins regarding the elimination of the Helmuth Control and entering into an agreement with the Town of Evans to provide emergency dispatch services.	ADDED UNDER COLLINS SUBMISSION			
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ORCHARD PARK SUBMISSION

Shared Service	1/1/2015	Orchard Park agreed to share its Full-Time Assessor with the Town of Hamburg for \$75,000 annually. Hamburg anticipates similar savings since the cost of obtaining assessment services is considerably less than the position eliminated from budget.	Orchard Park	\$75,000	\$75,000	\$75,000
Shared Service	4/15/2015	Contracted with an outside accounting firm to provide the financial needs of the town, allowing for the elimination of the accountant position	Hamburg Orchard Park	\$70,294 \$36,001	\$75,821 \$36,001	\$81,280 \$36,001
Efficiency	9/30/2015	Eliminating a parks maintenance laborer position upon the retirement of the incumbent. Will spread duties among remaining laborers.	Orchard Park	\$28,792	\$28,792	\$28,792
Cooperative Agreement	7/1/2012	Labor Management Healthcare Fund, a healthcare cooperative implemented in 2001 issued a new RFP for Rx benefits which was awarded to Primary Benefits Dimensions.	ADDED UNDER ERIE COUNTY SUBMISSION			

Erie County-Wide Government Efficiency Plan Submission

TONAWANDA SUBMISSION

Efficiency	5/19/2014	Town consolidated all mechanic positions from Parks and Water Resources into the Highways Department which allowed for the elimination of one mechanic position. Estimated savings based on hourly wage over the course of a year plus fringe benefits.	Tonawanda	\$93,666	\$93,666	\$93,666
Shared Service	3/1/2012	Entered into a shared service agreement with the City of Tonawanda for Property Assessment Services. As per the agreement the shared assessor spends 3 days working for the town and 2 days working for the city.	Tonawanda	\$36,000	\$37,000	\$38,000
Efficiency	1/1/2015	The duties of General Crew Chief Collection and Distribution were distributed to other employees within the Water Resources Department enabling the town to eliminate the position in 2015 budget with the retirement of the incumbent.	Tonawanda	\$85,982	\$85,982	\$85,982
Efficiency	1/1/2015	The duties of General Crew Chief G Water Treatment Plant were distributed to other employees within the Water Resources Department enabling the town to eliminate the position in 2015 budget with the retirement of the incumbent.	Tonawanda	\$82,315	\$82,315	\$82,315
Efficiency	3/14/2014	Local municipal corporations now receive real property transfer reports and deeds electronically, replacing the preexisting paper-based system. Other Local Govts to see small savings as well.	ADDED UNDER ERIE COUNTY SUBMISSION			

WALES SUBMISSION

No initiative submitted for plan qualified per NYS guidelines. Given effort to participate, municipality still included as plan

V AKRON SUBMISSION

Efficiency	7/25/2013	Negotiated reduction in employee health care plan from Teamsters Supreme to Select as part of new collective bargaining agreement resulting in significant savings.	V Akron	\$97,264	\$102,127	\$106,479
Efficiency	8/1/2014	Terminated contract with Camden Corporation for operation of WWTP, instead operating facility through village workforce. Savings result of estimated cost increases based on terms of ended agreement.	V Akron	\$74,105	\$76,240	\$78,447
Shared Service	10/22/2012	Prior contract with Modern Disposal Services for refuse pickup and disposal was restructured to include village of Akron which led to additional savings for both municipalities.	ADDED UNDER NEWSTEAD SUBMISSION			

V ALDEN SUBMISSION

Efficiency	4/4/2014	The village performed an analysis of work classifications which, once changes were made, resulted in a savings in workmans compensation premiums that will continue in future years.	V Alden	\$19,951	\$19,951	\$19,951
Efficiency	5/1/2015	Negotiated an increase to employee health insurance premium co-pays from 10% to 15% through 2018 with new labor agreement.	V Alden	\$4,343	\$7,905	\$7,905

V ANGOLA SUBMISSION

Cooperative Agreement	7/1/2013	Joined the Public Employer Risk Management Association, Inc (retroactive to July 1), an inter-municipal cooperative of NYS municipalities that provides workers' compensation coverage more efficiently and effectively as a group than the village could obtain through the commercial market.	V Angola	\$22,653	\$22,635	\$22,653
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V BLASEDELL SUBMISSION

Cooperative Agreement	6/1/2015	Blasdell will be entering into a cooperative agreement with the Frontier Central School District for the bulk purchase of gasoline and diesel fuel. Through the agreement, would be paying an approximate bulk rate of \$1.90 pg gas/\$2.25pg diesel.	Blasdell	\$5,000	\$5,000	\$5,000
Cooperative Agreement	6/1/2015	Blasdell will be joining the New York State Municipal Workers Comp Alliance for Workers Compensation Insurance which quoted premiums at a substantially lower rate While savings are slightly higher, will likely retain some money in account to pay for minor injuries.	Blasdell	\$15,000	\$15,000	\$15,000
Efficiency	6/1/2015	As a result of efficiency study, Blasdell found that the they did not need a full time court clerk position and reduced it to part time with no benefits as part of the 2015 budget.	Blasdell	\$13,000	\$13,000	\$13,000

V DEPEW SUBMISSION

Cooperative Agreement	6/15/2015	Depew is in the process of finalizing a cooperative agreement with the village of Lancaster to share Code Enforcement Officers and Clerk Services within the Code Enforcement Office. Savings increase as full implementation of initiative is phased in over several years.	Depew	\$48,079	\$64,105	\$80,132
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V EAST AURORA SUBMISSION

Efficiency	6/1/2012	Collective bargaining agreement between village and PBA lowered the starting salaries and added additional steps for the new hires. Currently the village has two officers and expect 2 additional hires in time period.	V East Aurora	\$37,179	\$32,469	\$18,786
Efficiency	6/1/2012	Collective bargaining agreement between village and PBA allows for the use of a part-time police officer as a School Resource Officer. Prior to agreement SRO was mandated as a full-time officer and town was responsible for portion of salary after school reimbursements.	V East Aurora	\$51,511	\$53,111	\$54,743

V FARNHAM SUBMISSION

No initiative submitted for plan qualified per NYS guidelines. Given effort to participate, municipality still included as plan

Erie County-Wide Government Efficiency Plan Submission

V GOWANDA SUBMISSION						
Shared Service	6/6/2013	Eliminated Village Assessment Unit through Local Law in favor of allowing the Town of Collins (Erie Co) and the Town of Persia (Cattaraugus Co) perform assessments in the portion of village in each town/county.	V Gowanda	\$3,000	\$3,000	\$3,000
Efficiency	4/7/2015	Reduced the scope of duty and position of village treasurer to part-time with no benefits, while hiring another part-time external auditor to perform additional services with a net savings vs a full-time employee.	Collins V Gowanda	\$0 \$22,676	\$0 \$22,676	\$0 \$22,676
V HAMBURG SUBMISSION						
Merger	6/1/2016	Currently negotiating a merger of the village's water system with ECWA absolving the village of all on-going maintenance and future capital expenses.	V Hamburg	\$353,740	\$353,740	\$353,740
V KENMORE SUBMISSION						
No initiative submitted for plan qualified per NYS guidelines. Given effort to participate, municipality still included as plan signatory.						
V NORTH COLLINS SUBMISSION						
Shared Service	1/1/2015	Elimination of the Helmuth Control and entering into an agreement with the Town of Evans to provide emergency dispatch services for Towns of Collins and North Collins, Village of North Collins. Net savings are after payment made to Evans by each govt to cover increased service area.	ADDED UNDER COLLINS SUBMISSION			
V ORCHARD PARK SUBMISSION						
Shared Service	6/1/2014	Awarded RFP and entered into contract with Waste Management Inc for solid waste and recycling services. While cost per tonnage for solid waste remained same, savings derived from new credit received for recyclables previously not included.	V Orchard Park	\$22,500	\$22,500	\$22,500
V SLOAN SUBMISSION						
Efficiency	8/13/2013	Negotiated a MOU with CSEA Union which created a new job classification of Laborer with V Sloan CDL. The new Job Classification was at a substantially lower rate of hourly pay but with the flexibility to operate motor equipment should the need arise.		\$10,753	\$10,753	\$10,753
V SPRINGVILLE SUBMISSION						
Cooperative Agreement	6/1/2014	Joined the Public Employer Risk Management Association, Inc, an inter-municipal cooperative of NYS municipalities that provides workers' compensation coverage more efficiently and effectively as a group than the village could obtain through the commercial market.	V Springville	\$5,940	\$5,940	\$5,940
Efficiency	1/2/2015	Eliminated the full-time position of accounting clerk after the retirement of the incumbent, distributing responsibilities among remaining clerks.	V Springville	\$77,422	\$77,422	\$77,422
V WILLIAMSVILLE SUBMISSION						
Efficiency	10/1/2012	Negotiated new CBA with labor union which implemented a high deductible health care plan in which the village covers 75% of that deductible amount, still savings significant dollars versus the prior health care plans offered.	V Williamsville	\$19,717	\$19,973	\$20,154

**Municipalities not participating in county-wide submission are: Cities of Buffalo, Lackawanna and Tonawanda; Towns of Holland, Sardinia and West Seneca; and Village of Lancaster.*