

**PERSONNEL AND COMPENSATION COMMITTEE
AGENDA
MONDAY, DECEMBER 6, 2021
3:30 P.M.**

****REVISED****

ALL MEETINGS ARE IN-PERSON AND WILL BE HELD IN THE LEGISLATIVE CHAMBERS. THE PUBLIC IS WELCOME TO ATTEND OR MAY VIEW VIA LIVESTREAMING – PLEASE SEE COUNTY WEBSITE: WWW.ORANGECOUNTYGOV.COM THEN PROCEED TO LEGISLATIVE CALENDAR FOR THE LINK

PERSONNEL AND COMPENSATION COMMITTEE MEMBERS: Rob Sassi, Chairman
Leigh J. Benton, Paul Ruskiewicz, Thomas J. Faggione, Laurie R. Tautel, Joel Sierra, Kathy Stegenga, Kevindaryán Luján

I. DARCIE MILLER, COMMISSIONER OF SOCIAL SERVICES AND MENTAL HEALTH

Request to hire Staff Social Worker and Staff Social Worker (Spanish/English Speaking) at Grade 16 Step 4, currently starting at Grade 16 Step 2 (LR#237)

****II. STEVEN M. GROSS, COMMISSIONER, HUMAN RESOURCES**

Valley View sign on bonus



Jean

County of Orange

LEGISLATIVE REQUEST FORM

Legislative Request #: (rev. 1/21)

2021 + 237

(County Executive Dept.'s Use Only)

DATE: 11/10/2021	DATE LEGISLATIVE ACTION REQUIRED: 11/12/2021	DEPARTMENT/DIVISION: Mental Health
---------------------	---	---------------------------------------

SYNOPSIS:
Requesting to hire Staff Social Worker and Staff Social Worker (Spanish/English Speaking) at Grade 16 Step 4, currently starting at Grade 16 Step 2. This request is due to the lack of response of marketing to hire and changes in the competitive market for credentials required for these positions. These positions generate fee revenue, therefore, offsetting the increase in expense.

I.

INITIAL Dmm	DATE 11/10/21
----------------	------------------

COUNTY EXECUTIVE'S CONCEPTUAL APPROVAL

COMMENTS

INITIAL <i>[Signature]</i>	DATE 11/19/2021
-------------------------------	--------------------

COUNTY ATTORNEY APPROVAL

COMMENTS

INITIAL LCC	DATE 11/12/21
----------------	------------------

HUMAN RESOURCES - DEPARTMENT REQUEST

TITLE:	GRADE:	STEP:
DEPARTMENT COMMENTS:		
PERSONNEL DEPARTMENT COMMENT:		
INITIAL <i>[Signature]</i>	DATE 11/12/21	

BUDGET

BUDGETED: <input type="checkbox"/> YES <input type="checkbox"/> NO	AMOUNT:	FUNDING - STATE:	FUNDING - FEDERAL:	OTHER FUNDING:	FUNDING - COUNTY: \$ 0.00
BUDGET COMMENTS: As Requested					
INITIAL <i>[Signature]</i>				DATE 11/15/2021	

COUNTY EXECUTIVE'S FINAL APPROVAL

COMMENTS

INITIAL <i>[Signature]</i>	DATE 11-16-21
-------------------------------	------------------

LEGISLATIVE ACTION: (SYNOPSIS VOTING AND COMMENTS)

STATUTORY:	NAME:	DATE:	TIME:
•	✓ Personnel + Compensation	12/6/21	3:30 pm
•	Health + mental Health	12/7/21	4:00 pm
•			
SPECIAL:	NAME:	DATE:	TIME:
	need	11/17/2021	



**INTER-OFFICE MEMO
DEPARTMENT OF HUMAN RESOURCES**

TO: DARCIE MILLER, COMMISSIONER OF SOCIAL SERVICES AND MENTAL HEALTH

FROM: ALISON TYACK, DIRECTOR OF PERSONNEL MANAGEMENT

RE: STAFF SOCIAL WORKER STARTING SALARY

DATE: NOVEMBER 10, 2021

Based on meetings with you and a review of the current vacancies and recruitment efforts, it is recommended that Staff Social Worker and Staff Social Worker (Spanish/English Speaking), both Grade 16 positions, be approved with an advance step hire of Step 04.

The change will raise the current starting rate of pay for new employees from \$36.7700 per hour to \$41.1983.

Staff Social Workers and Staff Social Workers (Spanish/English Speaking) are required to possess a professional license and current registration as a Licensed Clinical Social Worker. This license allows an employee to provide clinical services to clients independent of supervision. A candidate typically needs, at minimum, a master's degree and two years of supervised field experience to become a licensed clinical social worker. The advance step hire will help your department remain competitive in the field to attract and maintain qualified candidates.

If you concur and wish to pursue this action, please submit a Legislative Request to the County Executive for consideration. Should you have any questions, please do not hesitate to contact me at 291-2557.

cc: Steven Gross, Commissioner
Department of Human Resources



Jean

County of Orange LEGISLATIVE REQUEST FORM

Legislative Request #: (rev. 1/21)

2021 + 252

(County Executive Dept.'s Use Only)

DATE: * 12/6/2021	DATE LEGISLATIVE ACTION REQUIRED: * 12/6/2021	DEPARTMENT/DIVISION: Valley View
SYNOPSIS: * Request to create sign on bonus for Valley View to address staffing shortages. See attached.		
II.		
INITIAL [Signature]		DATE 12/6/21

COUNTY EXECUTIVE'S CONCEPTUAL APPROVAL		
COMMENTS		
INITIAL [Signature]		DATE 12-6-21

COUNTY ATTORNEY APPROVAL		
COMMENTS		
INITIAL [Signature]		DATE 12-6-21

HUMAN RESOURCES - DEPARTMENT REQUEST		
TITLE: *	GRADE: *	STEP: *
DEPARTMENT COMMENTS: *		
PERSONNEL DEPARTMENT COMMENT:		
INITIAL [Signature]		DATE 12/6/21

BUDGET					
BUDGETED: * <input type="checkbox"/> YES <input type="checkbox"/> NO	AMOUNT *	FUNDING - STATE: *	FUNDING - FEDERAL: *	OTHER FUNDING: *	FUNDING - COUNTY: *
					\$ 0.00
BUDGET COMMENTS:					
INITIAL [Signature]					DATE 12/6/2021

COUNTY EXECUTIVE'S FINAL APPROVAL		
COMMENTS		
INITIAL [Signature]		DATE 12-6-21

LEGISLATIVE ACTION: (SYNOPSIS VOTING AND COMMENTS)			
STATUTORY: * NAME:	DATE:	TIME:	
✓ Personnel - Compensation	12/6/21	3:30pm	
Health - Mental Health	12/17/21	4:00pm	
NAME:	DATE:	TIME:	
NAME:	DATE:	TIME:	
SPECIAL: ** NAME:	DATE:	TIME:	
Rec'd 12/6/2021			

Presented to Orange County Legislature 12/6/2021

Valley View Nursing Sign-on and Referral Bonus Program

Valley View should establish a sign-on and referral bonus program to enhance recruitment of nursing staff (RNs, LPNs and CNAs) and to remain competitive in today's health care marketplace.

Valley View proposes the following sign-on bonus program:

- RNs- Up to \$3500 total sign-on bonus. \$1000 paid after 90 days, \$1000 paid after 1st year and \$1500 after 2nd year.
- LPNs-Up to \$2500 total sign-on bonus. \$1000 paid after 90 days, \$1000 paid after 1st year and \$500 after 2nd year.
- CNAs-Up to \$1500 total sign-on bonus. \$500 paid after 90 days, \$500 paid after 1st year and \$500 after 2nd year.
- \$500 referral bonus program to any County employee who is a CSEA member that refers a RN, LPN or CNA.
 - \$250 will be paid after new employee completes 90 days and \$250 after new employee completes 6 months.
 - An attestation form must be completed by both the new employee and the current employee prior to payment to prevent employees from taking advantage of this program.

Our competitors currently have sign-on bonus programs for nursing staff. Schevier Pavilion (Warwick) and St. Josephs (Port Jervis) are offering the following:

- RNs-Up to \$3000 total sign-on bonus. \$1000 paid after 90 days, \$1000 paid after 1st year and \$1000 after 2nd year.
- LPNs-Up to \$2000 total sign-on bonus. \$1000 paid after 90 days, \$500 paid after 1st year and \$500 after 2nd year.
- CNAs-Up to \$1000 total sign-on bonus. \$500 paid after 90 days, \$250 paid after 1st year and \$250 after 2nd year.

Middletown Park Manor is offering \$3000 sign on bonus for RNs and LPNs; however, we don't have details as to how it's structured.