

**PERSONNEL AND COMPENSATION COMMITTEE  
MINUTES  
(REMOTELY)  
MONDAY, MARCH 22, 2021  
3:30 P.M.**

PRESENT: John S. Vero, Chairman  
Leigh J. Benton, Thomas Faggione, **Kevindaryán Luján**,  
Paul Ruskiewicz, Joel Sierra, Kathy A. Stegenga

ALSO

PRESENT: L. Stephen Brescia, Chairman  
Katie Bonelli, Majority Leader  
Barry Cheney, Legislator  
James D. O'Donnell, Legislator  
Peter V. Tuohy, Legislator  
Betsy N. Abraham, Legislative Counsel  
Harold Porr, Deputy County Executive  
J. Daniel Bloomer, Director of Operations  
Steven M. Gross, Commissioner, Human Resources  
Kenneth T. Jones, Undersheriff  
Laurence LaDue, Commissioner, Valley View Center  
Donna Strecker, Director of Finance, Valley View Center  
Tessy Joseph, Deputy Commissioner, Certified Home Health Agency  
Deborah Slesinski, Budget Director  
Gretchen Riordan, Budget Analyst  
Liz Delaney, Budget Analyst  
Dina Sena, Budget Analyst

Mr. Vero called the meeting to order at 3:36 p.m. and asked everyone to stand for the Pledge of Allegiance to the Flag. All committee members were present with the exception of Legislator **Luján** who arrived at 3:36 p.m. and Legislator Sierra who arrived at 3:45 p.m. and Legislator Tautel who was absent.

Mr. Faggione moved the request for approval to increase salary range for Per Diem Certified Home Health Aides from \$18.00 to \$22.00 per hour, seconded by Mr. Ruskiewicz.

Mr. Vero noted that it was a \$4.00 increase bringing the hourly rate to \$22.00. They have supporting documentation from the Human Resources Department and he requested Mr. LaDue to elaborate.

Mr. LaDue stated that the memorandum was self-explanatory. He shared that the Certified Home Health Agency (CHHA) was up and running. They have been unable to recruit anyone due to the low salary. Without home health aides they cannot offer services to all the potential clients that they have. The home health aides do a lot of activities and daily living with the patients at home such as bathing. The physical therapists recommend how many hours per week

the home health aides are needed. Each case does not need a home health aide, but they are missing out on cases that can use them because they do not have any now.

Mr. Vero asked how many home health aides they currently have and how many do they need.

Mr. LaDue responded that they do not have any home health aides. They would like to hire at least two or three people.

Mr. O'Donnell asked for an example of a case that would require a home health aide.

Mr. LaDue explained that there are people that they discharge home with rehabilitation services but there are some that need additional help with showering and getting dressed. The home health aide would help with those things.

Mr. O'Donnell asked for an update on the CHHA.

Mr. LaDue stated that CHHA started about three weeks ago and they have three patients.

Mr. O'Donnell asked how much would be in the budget for home health aides.

Mr. LaDue replied they would be contractual they would not be employees. They have two full-time employees for the CHHA, everyone else is contractual.

Mr. Vero asked if there were any requirements for the home health aides to be vaccinated before they go into people's homes, or do we not have the right to require such a thing.

Mr. LaDue stated that Orange County has chosen not to make it a requirement for the employees to be vaccinated so they cannot make such a request to a consultant or contractor working for the county.

Mr. Faggione moved the request to abolish position of Deputy Sheriff and Captain currently funded at \$144,978 (salary) \$51,914 (personal services & benefits) for total of \$196,892 and create Deputy Sheriff and Lieutenant position to be funded at \$85,900 (salary), \$41,730 (estimated personal services and benefits) for total of \$127,630, estimated savings of \$69,262 for remainder of 2021 (in 2022 salary, personal services and benefits would be funded for an entire year, estimated at \$191,764), seconded by Ms. Stegenga.

Undersheriff Jones stated that they have been doing internal and external reviews. What they discovered was that they need more direct supervision. They found that the captain's position duplicated a lot of what the chief was doing. They did not want to request a new position for budget reasons, but rather trade a position they already have for a different position. They believe it would give better day-to-day control and make the chief more involved in the day-to-day operations of the workforce instead of having a captain in between the chief and lieutenants. This would now offer greater competition for the chief's position. You could have lieutenants and captains take a test but if a lieutenant is selected for chief, they would be jumping over someone who has

been their superior prior to that. They do not consider that a good outcome. There is quite a bit of competition to have a fourth lieutenant position because they have eleven sergeants. They do not plan to defund the captain's position because over the years they learned that it is perceived by the Legislature that it is a backdoor way of obtaining a position and refunding it later. He wanted to make the committee aware that they were going to abolish the captain position and not create another lieutenant position.

Ms. Stegenga asked for the salary to be explained and asked if there was going to be an increase in January.

Undersheriff Jones explained that the salary is projected for the rest of the year, not the full year. The reason the salary is close to the captain position is because it is funded for the people who are in the position. The individual who left the position took the buyout instead of healthcare.

Chairman Brescia stated that when they did the restructuring for corrections, he was okay with it and understood the rationale of it. He did not know if there was any rationale today with what was being requested. He felt they should investigate further. They want to abolish the only captain position they have which is a civil service position. They should look at what kind of overtime is involved with the lieutenant positions and review that more before they rush and pass this request. He has supported the Undersheriff over the years when they restructured management, but he was not sure about this. They have just the one and only civil service captain position which has been there for years and has always worked, and now all of a sudden it is not working. He has a lot of hesitation and he hoped everyone else did too.

Undersheriff Jones mentioned that neither the lieutenant or the captain overtime is significant, nor has it been over the last ten years. The purpose of the Police Reform Prevention was to look at how you do your business and design it for the future. To say it has always been this way is exactly why they looked at all of their operations.

Chairman Brescia commented that it may have always been done this way, but it did not seem like the right thing to do.

Undersheriff Jones asked why it did not seem right. He explained that when they looked at the work that the four lieutenants and captains did, they felt a fourth lieutenant would be more effective in the distribution of the work and they would all report to the chief. The chief would be able to oversee on a day-to-day basis the lieutenants. Previously, they had a captain in between the chief and lieutenant which lead to issues over the last seven or eight years. This would offer more direct control to the chief. It is basically like an assistant chief and they really do not need one, they need the day-to-day oversight of the manpower.

Ms. Stegenga asked what the salary for the lieutenants is.

Undersheriff Jones responded that they are budgeted at \$191,764 which assumes family coverage.

Mr. Vero mentioned that he recalled with the Sheriff's position there was a gap of 3% more than the next highest paid employee. He asked if that would put him in jeopardy.

Undersheriff Jones responded that it might.

Mr. Vero asked if it would mean an automatic increase for the Sheriff.

Undersheriff Jones responded no but may result in lack of a raise. He added that it is up to Human Resources.

Mr. Vero pointed out that could be an issue.

Chairman Brescia referred to Human Resources because they were told that the Sheriff and Undersheriff had to be 3% above others because they do not want the Sheriff making less than the rank and file.

Mr. Gross stated that they wanted to support the request from the Sheriff's office. All civil service positions are competitive that require an examination. He was not sure if taking a salary out of the middle of the ranks was going to impact the next rank up. They will look at all of the numbers and see how they translate. They are happy to get more detailed information and put it together.

Mr. Lujan made the motion to table for one month the request to abolish position of Deputy Sheriff and Captain currently funded at \$144,978 (salary) \$51,914 (personal services & benefits) for total of \$196,892 and create Deputy Sheriff and Lieutenant position to be funded at \$85,900 (salary), \$41,730 (estimated personal services and benefits) for total of \$127,630, estimated savings of \$69,262 for remainder of 2021 (in 2022 salary, personal services and benefits would be funded for an entire year, estimated at \$191,764), seconded by Ms. Stegenga.

Motion carried. All in favor.

Mr. O'Donnell confirmed that the captain currently supervises the three current lieutenants. He asked who the three lieutenants supervise.

Undersheriff Jones responded the lieutenant supervises eleven sergeants.

Mr. O'Donnell confirmed that this would result in an extra layer of supervision for the sergeants and Undersheriff Jones confirmed he was correct.

Mr. O'Donnell asked if the Undersheriff and the fourth lieutenant would be able to spread out the supervision for the sergeants and Undersheriff Jones responded that was correct.

Mr. O'Donnell suggested that when the Undersheriff comes back next month that he should explain how it helps his supervision of subordinates. It appeared to him that the captain is an extra layer that is not necessary. He was sure Mr. Gross will come back next month and explain it but there seemed to be a savings.

On the motion of Mr. Sierra, seconded by Ms. Stegenga, the meeting adjourned at 3:59 p.m.