

**PERSONNEL AND COMPENSATION COMMITTEE
MINUTES**

**MONDAY, MAY 21, 2018
3:30 P.M.**

PRESENT: John S. Vero, Chairman,
Leigh J. Benton, Thomas J. Faggione,
Paul Ruskiewicz, Rob Sassi, Joel Sierra, Laurie R. Tautel

ALSO

PRESENT: L. Stephen Brescia, Chairman
Katie Bonelli, Majority Leader
Barry J. Cheney, Legislator
James D. O'Donnell, Legislator
Janet Sutherland, Legislator
Peter Tuohy, Legislator
Antoinette Reed, Legislative Counsel
Harry Porr, Director of Operations
David M. Hoovler, District Attorney
Carl E. DuBois, Sheriff
Kenneth T. Jones, Undersheriff
Anthony Weed, Assistant Undersheriff
Donna McCarey, Deputy Commissioner of Human Resources
Alison Tyack, Director of Personnel Management, Human Resources
Dr. Kristine Young, President, Orange County Community College
Linda Dauer, Vice President of Admin., Orange County Community College
Wendy Holmes, Assoc. V.P., Human Resource, Orange County Community College
Deborah Slesinski, Deputy Budget Director

Mr. Vero called the meeting to order at 3:30 p.m. and asked everyone to stand for the Pledge of Allegiance to the Flag. All members were present with the exception of Ms. Stegenga who was absent.

Ms. Tautel moved the request by Orange County Community College to abolish Secretary, Grade 6 and create Human Resource Associate, Grade 10, seconded by Mr. Sierra.

Ms. Holmes explained that they always had two full-time secretaries in the Human Resources Department but last September the two employees took positions elsewhere. That was the time the college determined they needed to do a hiring freeze so both the positions were frozen. Over the past few months they re-evaluated the positions and determined that in order to help out the college during the fiscal crisis they were facing, she offered to give up one of the secretary positions and make the other one and create it in a way to benefit the department rather than a Grade 6 which is an entry level. Ericson explained that this is for 12 positions that are all being moved up. This was a long process with Human Resources. They evaluated the position because they had it for a long time and it needed to be reviewed. He explained that these employees really put their feet to the pavement in Newburgh, Middletown, Port Jervis and other parts of the county and really put themselves out there and support the grants that they have. It was time they have an increase in their grade.

Chairman Vero noted that the legislative request stated that all 12 positions would be increased to \$49,118. Mr. Ericson confirmed that was correct.

Motion carried. All in favor.

Ms. Tautel moved the request from Valley View to create one (1) Deputy Commissioner, Home Health Care Services, Management Grade 25, and one (1) Supervising Account Clerk, Grade 10, seconded by Ms. Stegenga.

Mr. Gross handed out an updated job specification to committee members and noted that they changed the classification from competitive to non-competitive.

Chairman Vero asked what the difference was between competitive and non-competitive.

Mr. Gross responded that they are going from a tested civil service position to a non-tested position. The minimum requirements for the position still must be met and it provides Mr. LaDue with some latitude to find a candidate for the position.

Chairman Vero asked if Mr. LaDue had someone in mind for the position. Mr. LaDue replied that they cannot do anything until the position is approved.

Ms. Stegenga asked why the salary range was so large, \$66,447 to \$105,741?

Mr. Gross explained that it was part of the Condrey Plan which is the management plan for all managers in the county and this defines the grades and ranges in the salaries so it is all predetermined.

Ms. Tautel asked for Mr. Gross to explain again why it was going from competitive to non-competitive and why they were not going off a civil service list for this.

Mr. Gross explained that this position will be a Deputy Commissioner for Mr. LaDue. This will give Mr. LaDue a little latitude to select the right person for the job. They still need to meet the minimum qualifications which he reviewed with the committee.

Ms. Tautel asked if this was going from a union job to non-union job. Mr. Gross explained that this was always in the management class. It was a matter if a competitive exam was needed for the job.

Mr. Sassi confirmed that non-competitive would offer a larger pool of candidates to draw from. From there, they would determine the salary. Mr. Gross replied that was correct.

Mr. Faggione asked who was performing these duties now. Mr. LaDue explained that Valley View will take over the certified Home Health license. They currently have a director

who is doing the Home Health portion as well but other functions within the Health Department.

Mr. Gross added that this was the old discussion that has been going on regarding CHHA, Certified Home Health Agency, not being profitable in the Health Department, moving over to Valley View where a new model can be put in place and make it profitable.

Mr. LaDue stated that the CHHA will be a subdivision of Valley View when it moves over to them. They presented a model to the Legislature at another meeting and explained that they will have only two full time employees and will utilize contracted staff

Motion carried. All in favor.

Ms. Tautel moved the request from Employment and Training to increase current hourly wage for seasonal positions for the Summer Youth Employment Program, seconded by Ms. Stegenga.

Mr. Knob explained that these positions have not had an increase since 2009 and minimum wage is now \$10.40 per hour. They had trouble finding college kids to fill these slots because they can get a job at Woodbury Commons making \$13.00-\$15.00 an hour so this was overdue. He requested that the Junior Counselor be increased from \$12.00 to \$14.00 and the Lead Counselor be increased from \$15.00 to \$17.00.

Chairman Vero pointed out that it was 100% federally funded.

Motion carried. All in favor.

On the motion of Ms. Tautel, seconded by Ms. Stegenga, the meeting adjourned at 3:42 p.m.