

JOINT-PERSONNEL AND COMPENSATION AND LABOR RELATIONS COMMITTEES
MINUTES
MONDAY, APRIL 17, 2023
3:30 P.M.

PRESENT: Robert C. Sassi, Chairman (Personnel and Compensation Committee)
Leigh J. Benton, L. Stephen Brescia, Thomas J. Faggione, James O'Donnell,
Joseph Minuta, Michael D. Paduch, Kevindaryan Luján

Robert C. Sassi, Chairman (Labor Relations Advisory Committee)
Leigh J. Benton, Laurie R. Tautel, Thomas J. Faggione, Kevin W. Hines,
Michael D. Paduch, Paul Ruszkiewicz

ALSO

PRESENT: Katherine E. Bonelli, Chairwoman
Barry J. Cheney, Legislator
Kathy A. Stegenga, Legislator
Kellie Lagitch, Chief Assistant County Attorney
Paul Arteta, Sheriff
Wilfredo Garcia, Undersheriff
Langdon Chapman, Commissioner, Human Resources
Alison Tyack, Deputy Commissioner, Human Resources
Denise Cross, Director of Personnel Management, Human Resources
Molly O'Donnell, Director, Human Resources/Workforce Development
Erik Denega, Commissioner, Public Works
Gretchen Riordan, Deputy Budget Director
Liz Matis, Budget Analyst

Mr. Sassi called the meeting to order at 3:30 p.m. and asked everyone to stand for the Pledge of Allegiance to the Flag. All committee members were present with the exception of Mr. Lujan who arrived at 3:32 p.m. (Personnel and Compensation).

(Personnel and Compensation)

Mr. Benton moved the request to authorize the acceptance of the proposed contract with the Corrections Officers Benevolent Association (COBA), seconded by Mr. Brescia.

(Labor Relations Advisory)

Ms. Tautel moved the request to authorize the acceptance of the proposed contract with the Corrections Officers Benevolent Association (COBA), seconded by Mr. Paduch.

Mr. Chapman explained that this was a proposal to authorize the enactment of a five-year contract. They are creating a \$1,000 stipend for three years for mental health counseling for the COBA Officers. There have been a lot of challenges related to the law enforcement community for the last several years. This is a way to help provide the support they need. This is 3% across the board and they built in the steps for individual officers.

Mr. Benton asked about the stipend and asked if it included counseling for the officer's family members.

Mr. Chapman responded that it was to incentivize the Officer, but pointed out that the county has great healthcare in which the family is included.

Mr. O'Donnell asked if the information can be foiled under Freedom of Information Law because the courts have become liberal and have been successful in getting police records.

Mr. Chapman did not anticipate that would happen.

Mr. O'Donnell suggested that they investigate other agencies and review further, so they do not get blindsided.

Mr. Cheney asked how much of an increase was made to the starting salary. He recalled that there were issues in the past trying to attract employees.

Ms. O'Donnell explained that there was a split in the payroll schedule. They will now get an increase in June for the remainder of the year. They discussed that could be an issue with recruitment for that entry level and they asked the union to increase, which they did. They will maintain the base salary, but they added a second step for the first year to offer the starting officers an increase in their pay.

Mr. Hines reviewed the salary chart and pointed out the raises were significant, but he felt it would attract more people.

Mr. Minuta asked if they did a comparison with other counties and are we competitive.

Mr. Chapman noted that they are very competitive. They are doing a comprehensive pay study for every position in the county, and they were informed that the correction officers' salaries and law enforcement salaries are very competitive.

Ms. Tautel asked if there was a mandatory retirement age for correction officers.

Mr. Garcia replied that he was not aware of a mandatory retirement age.

Mr. Sassi stated that it was easy to see that the salaries jump up rather quickly which is very common. According to the chart, it does level out towards the end. This will help fill positions and keep those who are there by offering an attractive package. He felt it was a fair package.

Motion carried. All in favor. (Personnel and Compensation)

Motion carried. All in favor (Labor Relations Advisory)

Mr. Benton moved the request for an Act (Personnel and Compensation) establishing a new salary schedule for the Corrections Officers Benevolent Association (COBA), seconded by Mr. Brescia.

Ms. Tautel moved the request for an Act (Labor Relations Advisory) establishing a new salary schedule for the Corrections Officers Benevolent Association (COBA), seconded by Mr. Paduch.

Motion carried. All in favor. (Personnel and Compensation)

Motion carried. All in favor (Labor Relations Advisory)

On the motion of Mr. Paduch, seconded by Mr. Minuta, the Labor Relations Advisory Committee adjourned at 3:58 p.m.

**PERSONNEL AND COMPENSATION COMMITTEE
MINUTES**

PRESENT: Robert C. Sassi, Chairman
Leigh J. Benton, L. Stephen Brescia, Thomas J. Faggione,
James O'Donnell, Joseph Minuta, Michael D. Paduch, Kevindaryan Luján

Mr. Sassi opened the Personnel and Compensation Committee meeting at 3:58 p.m.

Mr. Minuta moved to approve the request to increase the current per diem rate(s) for the positions of Deputy Sheriff, Per Diem/Part-Time and Correction Officer Per-Diem by 3% annually to commence this year, seconded by Mr. Luján.

Sheriff Arteta stated that they worked with the Department of Human Resources, and this will also help the current per-diems for the Jail and the Patrol side. This will bring their per-diems up to a level where a lot of the surrounding police agencies are. Per-diem are part-time employees.

Motion carried. All in favor.

Mr. Luján moved the request for confirmation of appointments and reappointments to the Orange County Human Rights Commission (R. Israelski, J. Ramos, N. Climes, D. Hovey, J. Sutherland), seconded by Mr. Minuta.

Motion carried. All in favor.

Mr. Luján moved the request to create (1) Principal Clerk, Grade 7, and abolish one (1) vacant Senior Clerk, Grade 6, seconded by Mr. Minuta.

Mr. Chapman stated that they are testing a new method starting in the Human Resources Department. He explained that when you take a job with the county, you need to take a test. If you want to get promoted, you take another test, if you get promoted, you leave your previous job vacant. When someone comes in to take the vacant job, if the previous person that held that job fails the test to be promoted, they go back to the vacant position and the new person who came on board to fill that position gets bumped. He wants to create an opportunity so that

when someone comes into county service, they do not have to wait and see if somebody else is going to pass a test only to see them fail and be bounced out. Sometimes the result of an exam is over a year waiting period. He would like to create a second principal clerk position, but only fill one of them. You will not fill the first one because the person who was in that position already moved on to a new job. If the person who was trying to get promoted fails the test, they can go back to their grade 7 position.

Motion carried. All in favor.

Mr. Minuta moved to approve the request to reclassify Executive Assistant, Grade 14, Step 6, to Confidential Secretary to the Commissioner of Public Works, Grade 15, Step 6, seconded by Mr. Luján.

Mr. Chapman clarified that on the legislative request, Human Resources put comments on the request and explained that the request is to create one (1) Confidential Secretary to the Commissioner of Public Works, Grade 15 and once the incumbent obtains permanent status, abolish the Executive Assistant Grade 14.

Mr. Denega stated this individual reports directly to him. She also assists all the deputy commissioners, handles procurement, personnel issues, CSEA issues, contracts, all documents that require signature goes through this individual. After a desk audit was done, Human Resources made the recommendation to change the grade to a 15.

Motion carried. All in favor.

Mr. Brescia moved to create one (1) Fiscal Director, Management Grade 25 position, seconded by Mr. Benton.

Mr. Denega stated that they currently have a Grade 15 employee handling the budget as well as managing the financing of projects. He feels that a Grade 25 is appropriate for taking on the responsibilities.

Mr. Paduch asked if a desk audit was done.

Mr. Chapman explained that there was not a desk audit. As they look at these salary studies and the various positions, the Budget Director and himself jointly reviewed it and the Department of Public Works is a huge department, and they need more fiscal expertise.

Mr. Paduch asked if Social Services has a fiscal director.

Mr. Chapman replied yes, they do.

Mr. O'Donnell stated that when the Commissioner of Finance became Commissioner, they created an additional deputy. They keep creating positions based on they have more money, and they have more projects. He was not sure if they should continue to create these fiscal positions.

Mr. Sassi pointed out that as the county continues to grow and regulations continue to grow, with an \$82 million budget with increased oversight, before something goes wrong, he felt it was wise to have someone in the position.

Mr. Paduch asked if there was a test for the position.

Mr. Chapman responded that they did not have the test yet.

Motion carried. All in favor with the exception of Mr. O'Donnell who voted no.

On the motion of Mr. Paduch, seconded by Mr. Benton, the meeting adjourned at 4:30 p.m.