

**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. This was also the time that the college began their hiring freeze so both the positions were frozen. They re-evaluated the positions and determined that to help the college during the fiscal crisis they were facing, she offered to give up one of the secretary positions and alter the other position in a way to benefit the department. She added that a Grade 6 was basically an entry level secretary. They made some changes within the department so for the new position the person would need to have additional qualifications that far exceed the Grade 6.

Motion carried. All in favor.

Next on the agenda was Mr. Hoovler who was requesting to create and reallocate positions within his office.

Ms. Tautel moved the request to create three (3) Assistant District Attorney I positions, Grade 21, seconded by Mr. Sierra.

Mr. Hoovler explained that they were creating three positions so they can hire entry level staff.

Chairman Vero asked if they were short-staffed. Mr. Hoovler responded that they were not short-staffed but he has a few positions that are not filled.

Ms. Tautel asked how many District Attorney positions are open and Mr. Hoovler replied that there was one. He explained that over the last few years when they added staff positions they did it through the budgetary process which adds in another person. There was an Act in the past that said the District Attorney's Office could only have a certain number of District Attorneys but since then they added people through the budget process. He can have 45 Assistant District Attorneys and right now he has either 43 or 44.

Motion carried. All in favor.

Ms. Tautel moved the request to reallocate Chief Assistant District Attorney from Management Grade 27 to Management Grade 28, seconded by Mr. Ruskiewicz.

Mr. Hoovler stated that this was being done to put the District Attorney's on par with the County Attorney's Office with a similar structure.

Motion carried. All in favor.

Mr. Faggione moved the request to reallocate Chief Trial Assistant District Attorney and Executive Assistant District Attorneys from Management Grade 26 to Management Grade 27, seconded by Ms. Tautel.

Mr. Hoovler explained that this was similar to the previous request and it was going to keep them align with the other management attorneys in the county.

Chairman Vero asked how many people that would affect in this grade. Mr. Hoovler responded it would be three positions.

Mr. Sassi asked what the increase was going from Grade 27 to Grade 28. Mr. Hoovler replied that he did not have the information in front of him but it was probably a few thousand for each.

Ms. Tautel asked if they could get those figures prior to the vote at the Legislative Session. Mr. Hoover responded yes, he can get the information to them. He added that what they get paid is up to him.

Chairman Vero asked if the information could be provided before the final vote at the Legislative Session on June 7th. Mr. Hoover clarified if they wanted the capped salary or what the people make and Mr. Benton commented on the caps.

Ms. Tyack provided the salaries to Mr. Hoover. He explained that a Grade 26 cap is \$120,220.52 and Grade 27 is \$132,700.97. The Grade 28 from the previous request is \$146,477.04.

Mr. Faggione applauded the District Attorney for the billboard display on Route 209 in the Town of Deerpark which he received numerous phone calls about. The billboard is to raise awareness on the opioid crisis and he thanked him for putting it up and added that they are all over the county.

Motion carried. All in favor.

Last on the agenda was Sheriff's Office requesting to increase the per diem rate of part-time Deputy Sheriff.

Mr. Ruskiewicz moved the request to increase the current per diem rate of \$20.00 per hour to \$30.00 per hour for the position of Per Diem/Part-Time Deputy Sheriff, when assigned to schools, seconded by Mr. Faggione.

Chairman Vero stated that they discussed this briefly before and \$20.00 per hour does not attract people.

Undersheriff Jones commented that it is not competitive wage for part-time police work in Orange County. The wages are anywhere from \$27.00 to \$31.00. There has been a request around the county to have some level of security in our schools so this is getting them prepared. He added that this was not county money, this is reimbursed by the affected school district. This is presently being done at Orange Ulster BOCES and have done that for years and noted that it has been very successful.

Mr. Sierra asked if this hourly rate applied only to the Deputy Sheriff assigned to the schools and Undersheriff Jones responded yes.

Mr. Sierra further asked what the other rate was for part-time per diem Deputy Sheriffs. Undersheriff Jones responded that the other per diems that they have do the back ground checks for gun permits vary from \$18.00 to \$21.00 per hour.

Mr. Sassi asked if they thought \$30.00 would attract a lot of candidates and Undersheriff Jones replied that we will not know until we test the market.

Motion carried. All in favor.

Chairman Vero commented about another item that was supposed to be on the agenda but there was no documentation on it.

Undersheriff Jones stated that it was regarding salary recommendations that they were discussing since last Fall.

Sheriff DuBois added that it was to restructure the Command Staff.

Chairman Brescia commented that it was discussed at the Roundtable meeting and it was going to go on the March agenda but the County Executive had a few problems with it because of the numbers he received from the Budget Department. That was clarified at the Roundtable meeting and the County Executive has no problem bringing it forward to the May committees. He was hopeful they would get more information at the Public Safety and Emergency Services Committee meeting on Thursday because this should not be delayed anymore. If there is a problem why it is being delayed, that should have been conveyed to the Legislature.

Ms. Tautel stated she would not vote on something that she cannot see.

Chairman Vero asked if there was any back up literature that the committee can review now.

Undersheriff Jones stated that at the Roundtable meeting the Legislators asked for specific language as to how it would affect the relationship of positions. They had numerous meetings with Human Resources to help develop the language.

Ms. Tautel pointed out that not all Legislators are present at the Roundtable.

Sheriff DuBois mentioned that Undersheriff Jones discussed bringing this forward to Mr. Paduch's caucus but the Undersheriff was advised that those caucus meetings are irregular.

Ms. Tautel stated that the democratic caucuses are not irregular and they are held Tuesdays before the Legislative Sessions.

Undersheriff Jones stated that they have offered to come since before February and it was their intent to go to both parties simultaneously.

Chairman Vero asked Sheriff DuBois if he could address the high points of what they are proposing to do.

Sheriff DuBois stated that they would like to bring the command staff in line with the collective bargaining agreements. The problem they were having was with the salary ranges for command staff is a lot less than the collective bargaining agreements. There is no incentive for their career correction or deputy sheriffs to work their way into the command staff. They would like to defund the Assistant Jail Administrator or Assistant Corrections Administrator position to fund the command staff and bring them up to the union standards which will encourage their people from the inside to take these positions. With the retirement of the Jail Administrator and the Assistant Jail Administrator, they felt they can fund these positions and save the county money over the next couple of years.

Undersheriff Jones handed out two documents which were a summary of salary recommendations and savings that fund salaries for 2018 (on file in Clerk's office). He stated that the retirement of the Jail Administrator and the Assistant Jail Administrator was unexpected and these are important positions. The last time they had a vacancy like this he wore two hats for a year until they could find a good candidate. It is hard to find good candidates because they are one of the most accredited jails in the country and people who come out of other systems do not work at their level. This makes it difficult to find a replacement.

Chairman Vero reviewed the total savings and noted that the cost of overtime was not factored into savings so they would save even more money. He requested the dollar amount from January 1st to present.

Sheriff DuBois stated that he will try to get that dollar figure by Thursday for the Public Safety and Emergency Services Committee meeting.

Mr. Benton mentioned that there was going to be a savings this year but what will happen next year.

Sheriff DuBois explained that they were trading the Assistant Jail Administrator and the salary will stay within the budget and will help fund these adjustments. He continued to state that they do not need the Assistant Jail Administrator and can put the money to better use.

Mr. Benton asked if they plan to un-fund the Assistant Jail Administrator or abolish it.

Undersheriff Jones noted that if they abolish the position it would limit the ability of the Sheriff in the future. If in six or seven years from now the Sheriff wanted to fund the Assistant Jail Administrator they would need to come before the Legislature and have it recreated.

Chairman Vero concluded the meeting by stating he wished they received all the necessary documentation earlier so this could have been put on the agenda. He supports the restructuring of the command staff. He asked Legislative Counsel Reed if he could have the item put on the agenda with the information that they have now and she responded that it was his prerogative. She pointed out that there was no signature from the County Executive.

Sheriff DuBois thanked the committee for allowing them to discuss the proposal and for taking the time to listen to them although the request did not make it on the agenda.

Mr. Faggione thanked the Sheriff and Undersheriff for walking them through the numbers and he planned to support this at the Public Safety and Emergency Services Committee meeting on Thursday.

Mr. Benton commented that they should be addressing the entire management plan and Chairman Brescia stated that he believed Commissioner Gross was working on that.

On the motion of Ms. Tautel, seconded by Mr. Benton, the meeting adjourned at 4:19 p.m.

