

**PERSONNEL AND COMPENSATION COMMITTEE
MINUTES**

**MONDAY, JUNE 17, 2019
3:30 P.M.**

PRESENT: John S. Vero, Chairman
Leigh J. Benton, Kevindaryan Lujan, Paul Ruskiewicz,
Thomas Faggione, Laurie Tautel

ALSO

PRESENT: L. Stephen Brescia, Chairman
Barry Cheney, Legislator
Antoinette Reed, Legislative Counsel
Harold Porr, Deputy County Executive
Daniel Bloomer, Director, Operations and Cost Control
Marina O'Neill, Assistant County Attorney
Steven M. Gross, Commissioner, Human Resources
Alison Tyack, Director of Personnel Management, Human Resources
Heather Morse, Director of Civil Service, Human Resources
Kerry Gallagher, Deputy Commissioner of Finance
Nicole Andersen, Director, Community Development
Robert Dart, Contractor, Community Development
Gretchen Riordan, Budget Analyst

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 Mr. Ruskiewicz who arrived at 3:34 p.m. and Legislators Sierra and Stegenga were absent.

Mr. Lujan moved the request to create one (1)
Fiscal Manager, Grade 15, in the Office of
Community Development, seconded by Ms. Tautel.

Ms. Andersen explained that the Office of Community Development went through a lot of changes over the last year. This is one more step to get the department where it needs to be, to make sure they have complete control over all the funding that they receive from HUD. It is a newly created position which is 100% federally funded.

Mr. Vero commented that there is no taxation from Orange County. He asked if benefits were included.

Mr. Gross responded yes, benefits are included.

Ms. Andersen continued to explain they brought in former Finance Auditor, Bob Dart, to do consulting work with the Office of Community Development. He is helping to reconcile some of the funding that was received going back to 2011.

Mr. Gross added that the majority of the staffing has been overturned within the past two years due to retirements that they had, this position is warranted. They deal with many federal funds, they are resolving issues that were created by people who are not here anymore.

Mr. Benton asked how many positions are supposed to be with the Office of Community Development.

Mr. Gross stated that according to the most recent position control report, ten positions in total, four are vacant right now.

Mr. Benton stated that with budget time approaching, will this position be able to eliminate other lower level positions.

Mr. Gross explained that the plan is to have the same position count, just slightly higher level of functionality.

Ms. Andersen added that she would need to review the budget. When she first put the request through, she did not know her senior account clerk was leaving. She will review all the positions again for the 2020 budget and reassess.

Motion carried. All in favor.

Mr. Gross provided an update on the Police Exam. Mr. Gross introduced Heather Morse, Director of Civil Service. The exam has been announced and the exam is good for four years. There were over 1,000 applicants last time and just under 400 hundred people on the final list. Mr. Gross displayed a power point presentation. They planned to hold three informational sessions which was never done before. This will be done annually, not only when an exam is being offered. The exam will be held on September 14th. The last filing date for the exam is July 1st. They accept walk-ins two days after that. He reviewed the qualification requirements.

Ms. Morse stated that if you are a Veteran, you can get extra credit on a passing score. There are other requirements such as serving during time of war, a New York State resident and you must be a U.S. Citizen.

Mr. Gross played a brief video on physical fitness.

On the motion of Ms. Tautel, seconded by Mr. Lujan, the meeting adjourned at 3:58 p.m.