

**PERSONNEL AND COMPENSATION COMMITTEE
MINUTES
MONDAY, JUNE 19, 2023
3:30 P.M.**

PRESENT: Thomas J. Faggione, Acting Chairman
Leigh J. Benton, L. Stephen Brescia, **Kevindaryán Luján**, Joseph Minuta,
James O'Donnell, Michael D. Paduch

ALSO

PRESENT: Katherine E. Bonelli, Chairwoman
Barry J. Cheney, Legislator
Kathy A. Stegenga, Legislator
Paul Ruskiewicz, Legislator
Peter V. Tuohy, Legislator
Steven M. Neuhaus, County Executive
Harry Porr, Deputy County Executive
David M. Hoovler, District Attorney
Kellie Lagitch, Chief Assistant County Attorney
Langdon Chapman, Commissioner, Human Resources
Kerry Gallagher, Commissioner of Finance
Darcie Miller, Commissioner of Social Services and Mental Health
Alan Sorensen, Commissioner, Planning Department
Denise Cross, Director of Personnel Management, Human Resources
Ann Marie Maglione, Director, Office for the Aging
Deborah Slesinski, Budget Director
Liz Matis, Budget Analyst

Mr. Faggione 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 Legislator Sassi, who was absent and **Legislator Luján, who arrived at 3:41 p.m.**

Mr. Brescia moved request to create one (1) full-time Aging Services Specialist (Spanish/English Speaking) position, Grade 9, in support of the New York Connects Expansion and Enhancement Program. This position is contingent on grant funding and shall be abolished upon cancellation of such funding, seconded by Mr. Benton.

Ms. Maglione explained that New York Connects is very busy post the pandemic, and the position is needed due to the increase in Spanish speaking clients.

Motion carried. All in favor.

Mr. Minuta moved request to create one (1) Chief Social Welfare Examiner, Grade 16 position. The position will be allocated to the Economic Independence Division and will serve as a significant benefit allowing the Department greater flexibility in meeting challenges relating to supervision/oversight, overall management and compliance. Funding to come from vacancy savings in operating budget, seconded by Mr. Faggione.

Ms. Miller explained that due to a retirement in their Newburgh Office a Chief Social Welfare Examiner, Grade 16 was moved to that office leaving a vacancy at their Quarry Road Office. Filling this position will allow for supervision and oversight over the four divisions (SNAP, Medicaid, Child Support Unit and Call Center) at the Quarry Road Office.

Motion carried. All in favor.

Mr. Minuta moved request to create one (1) Associate Account Clerk I, Grade 9 position and abolish one (1) Typist I, Grade 4 position. This position will be allocated to the Fiscal Department allowing for additional supervision/oversight and increased efficiencies. Funding to come from vacancy savings in operating budget, Mr. Paduch.

Motion carried. All in favor.

Mr. Minuta moved request to create (1) one Executive Assistant, Grade 14, once incumbent obtains permanent status, abolish Executive Secretary/Administrative Assistant, Grade 11, seconded by Mr. Brescia.

Mr. Sorensen explained that the individual currently in the position works closely with the Commissioner of Planning. A desk audit was performed, and it was recommended that the position be an Executive Assistant, Grade 14.

Mr. Paduch asked for clarification on the "incumbent obtains permanent status." Mr. Chapman replied that once in the Grade 14 position, they are required to pass an exam and will become permanent after the probationary period.

Mr. Benton asked if the probationary period would still apply to someone currently employed by the county. Mr. Chapman replied yes.

Motion carried. All in favor.

Mr. Faggione moved an act authorizing and directing the implementation of the recommendations of Suite Advice, LLC. in its comprehensive salary study report dated June 7, 2023, seconded by Mr. Benton.

Legislator Luján arrived at 3:41 p.m.

Mr. Chapman addressed the committee and explained that for many years the cap on management salaries has been discussed and whether or not it should be dealt with on a permanent basis. Various proposals have been brought before the legislature for years with the Legislature appropriating funds to the Department of Human Resources have a Comprehensive Objective Study completed and it advised that they have more flexibility to attract management. The Condrey Study was done in 2004 and there is a massive difference in government management between 2004 and the present with the biggest hurdle being Tier 6 of the New York State Retirement System. In 2004, when a manager was hired, they became part of the process and could retire after thirty years with 60% of their final average salary at age 55. However, with Tier 6 that is not the same situation because if a manager retires at age 55 with thirty years in the system, they will only receive 26% of their pension and massive difference between the two. Whether they like Tier 6 or not it has changed how they attract and retain people particularly management positions. The consultant

conducted a top to bottom review of all county positions and a great deal of that data is being used by the Department of Human Resources in their union negotiations. However, what they have before them today is for management positions and meets the standard objectives that their colleagues have been looking for.

Mr. Paduch asked if approved by the full legislature would this affect the positions that were approved today. Mr. Chapman replied no, only unionized positions were approved today.

Mr. Minuta asked if over the last six months any of the newly created higher-grade positions would be adjusted or remain the same. Mr. Chapman replied that it would have the potential to affect all management positions and could affect the two recent management positions for the Departments of Risk Management and Community Development.

Mr. Minuta expressed his concern that it could adjust a grade and the salary would no longer reflect that grade. Mr. Chapman replied that this simply deals with the cap on grades for management and only regrades a handful. He pointed out that they have a few management positions that make \$125,000.00 a year while supervising people who make \$145,000.00 a year.

Mr. Faggione asked Mr. Chapman about the county experiencing challenges with hiring and retaining talent and often receives only one or two resumes on posted vacancies in management positions. In his professional opinion, would the actions taken today help improve that result. Mr. Chapman replied that if it does not, he's not sure what would.

Mr. Paduch emphasized that other things were mentioned within the report that they will probably get to in the future.

Mr. Minuta asked if the report reflects a recession. Mr. Chapman replied that if the County Attorney and District Attorney's Offices become the place that every attorney wants to go as before then he will make a recommendation to the legislature.

Motion passed 6-1 with Legislators Benton, Brescia, Faggione, **Luján**, Minuta and Paduch voting in favor and Legislator O'Donnell voting against.

The meeting adjourned at 3:47 p.m.