

**PERSONNEL AND COMPENSATION COMMITTEE  
MINUTES**

**MONDAY, JULY 15, 2019  
3:30 P.M.**

PRESENT: Leigh J. Benton, Acting Chairman  
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  
Sharon Worthy-Spiegl, Deputy County Attorney  
Steven M. Gross, Commissioner, Human Resources  
Donna McCarey, Deputy Commissioner, Human Resources  
Alison Tyack, Director of Personnel Management, Human Resources  
Dr. Irina Gelman, Commissioner of Health  
Donna Strecker, Director of Finance, Valley View Center  
Christopher Ericson, Deputy Commissioner of Health  
Michael Ventre, Deputy Commissioner of Health  
Donna Strecker, Director of Finance, Valley View Center  
Kerry Gallagher, Deputy Commissioner of Finance  
Colleen Kennedy, Benefits Administrator, Risk Management  
Deborah Slesinski, Budget Director  
Deanna Crawford, Budget Analyst

Mr. Benton called the meeting to order at 3:38 p.m. and asked everyone to stand for the Pledge of Allegiance to the Flag. All members were present with the exception of Legislators Lujan, Sierra, Stegenga and Vero who were absent. Having no quorum, Acting Chairman Benton announced the meeting would be informational only, no votes will be taken.

Dr. Gelman informed the committee that they would like to create two (2) Public Health Technicians, Grade 11 and eliminate a Senior Public Health Engineer position.

Mr. Ericson explained that their Senior Engineer recently retired and now they do not have enough staff to do the field work. They are using engineers to do the field work. The two new technicians will be able to go out in the field and do that work.

Mr. Cheney asked what type of work would the technicians do when they are out in the field.

Mr. Ericson explained that they can inspect restaurants and they can witness perk tests.

Mr. Benton asked if the Senior Engineer position was going to be filled or left vacant.

Mr. Ericson responded that the position will be left vacant.

Ms. Strecker request to create title of Home Health Aide, Per diem, ungraded position. She explained that this position would support the operations of the CHAA.

Mr. Cheney asked what type reimbursement does the county receive for the services provided.

Ms. Strecker explained that the way the reimbursement is driven by the OASIS which is an electronic form where you ask questions and assess the individual. Once the assessment is done everything is tied to a score and a reimbursement amount which goes out to the Department of Health, or Medicare or Medicaid.

Mr. Faggione asked if there was structure as to how supervision was going to be handled and who would report to where.

Ms. Strecker responded that they do. The Commissioner who oversees the CHAA will be the one who goes out to the community and will report directly to Tessy Joseph.

Mr. Benton asked how they are reimbursed when going from client to client.

Ms. Strecker was not exactly sure how it was handled but would find out.

Mr. Gross and Ms. Worthy-Spiegl request that their agenda item for supplemental appropriation of \$660,000.00 from contingency to pay CSEA employees who were denied health insurance buyout payment pursuant to NYSHIP Policy Memorandum be withdrawn. They no longer need to take money from contingency. Upon review and analysis, it has been determined that the funds can be found within the operating budgets of the departments that are impacted. Therefore there is no need for legislative action.

Ms. Worthy-Spiegl mentioned that the reason they were in the position they are in was because of a lawsuit around 2016 which directly referred to Policy Memo 122r3 which states any kind of buyout program can only be grandfathered up until the first day of the year following ratification of the contract. The contract was ratified on May 1, 2015. Effective January 1, 2016 the buyout payout stopped and that is how they got here. They stopped paying the buyout for two years and then the law in New York State is clear that they cannot do that.

Mr. Gross added that it was based on a NYSHIP directive that came out stating they were no longer able to pay a buyout for two individuals or two families that had NYSHIP coverage.

Ms. Bonelli confirmed it was for the CSEA contract but there are other contracts, such as PBA and is there an issue with management and how does that get addressed.

Ms. Worthy-Spiegl explained that PBA did not file a grievance, SOA and COBA did not file a grievance. If they did not file a grievance, they are beyond the time. It does not mean they cannot sue the county because it is a contract and there is a six-year statute of limitations. In regard to management, typically they follow what the CSEA contract does, however, there is no contract with management, it is verbal.

Mr. Gross updated the committee on the police exam. The three informational sessions they had were well attended with over 300 people. The application deadline past and they received 1,400 applicants which is the greatest number of applicants they ever had in Orange County for the police exam. The exam is September 14<sup>th</sup>.

The meeting concluded at 3:56 p.m.