

**PERSONNEL AND COMPENSATION COMMITTEE  
MINUTES**

**MONDAY, JULY 16, 2018  
3:30 P.M.**

PRESENT: John S. Vero, Chairman,  
Leigh J. Benton, Thomas J. Faggione, Paul Ruszkiewicz,  
Rob Sassi, Joel Sierra, Laurie R. Tautel

ALSO

PRESENT: L. Stephen Brescia, Chairman  
Katie Bonelli, Majority Leader  
Barry J. Cheney, Legislator  
Peter Tuohy, Legislator  
Antoinette Reed, Legislative Counsel  
Harry Porr, Director of Operations  
Donna McCarey, Deputy Commissioner of Human Resources  
Alison Tyack, Director of Personnel Management, Human Resources  
Pete Hammond, Deputy Commissioner, Dept. of Public Works  
Ann Marie Maglione, Director, Office for the Aging  
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.

The first item on the agenda was a request for appointments and reappointments to the Orange County Human Rights Commission (A. Figueroa, F. Cook, N. Allen, M. Hubbard, N. Climes, P. Claiborne, C. Ashman, R. White, F. Kimler, D. Hovey)

Mr. Benton moved the request for appointments  
and reappointments to the Orange County Human  
Rights Commission, seconded by Mr. Sassi.

Mr. Porr explained that the entire commission was up for appointment and reappointments so they asked the existing members if they were still interested in staying on the Human Rights Commission and the response back was, yes. The individuals are: Angel Figueroa, Fred Cook, Nadia Allen, Vonnie Hubbard, Nolly Climes, Pat Claiborne, Chris Ashman and Anita Manly who have all served honorably and would like to continue, so we ask for them to be reappointed. There were also some vacancies so they recruited three other people; Robin White, Frank Kimler and Doug Hovey and we ask for them to be appointed.

Mr. Porr continued to state they have an Executive Director who is doing a wonderful job. The board, led by Fred Cook, is doing excellent work.

Motion carried. All in favor.

Ms. Maglione was next on the agenda with a request to reclassify one (1) Aging Services Specialist, Grade 9 from part time to full time.

Mr. Sassi moved the request to reclassify one (1) Aging Services Specialist, Grade 9 from part time to full time, seconded by Mr. Ruskiewicz.

Ms. Maglione explained that the Aging Services Specialist works in their New York Connects Office. This is state funded and New York State gave additional funds this year. If the funding went away, the position would go away.

Chairman Vero confirmed the salary which was going from \$26,000 to \$46,000 and Ms. Maglione confirmed that was correct and added that the salary included benefits.

Mr. Faggione thanked Ms. Maglione because he reached out to her about having the vouchers for seniors provided at the Port Jervis Farmer's Market and it went over very well. They are almost out of coupon books and Cornell Cooperative will be by with more.

Ms. Maglione thanked Mr. Faggione because the person who usually handles this was not available anymore so the phone call from Mr. Faggione got it started.

Motion carried. All in favor.

Last on the agenda was Mr. Hammond who was requesting personnel changes at the Harriman Sewer Plant.

Mr. Benton moved the request to reclassify one (1) Principal Clerk, Grade 7 to Associate Clerk, Grade 8, seconded by Ms. Tautel.

Mr. Hammond stated this position has been covered by two people, so he requested a desk audit. Human Resources concurred there was a need for an increase.

Motion carried. All in favor.

Ms. Tautel moved the request to reclassify two (2) Assistant Sanitary Landfill Supervisor, Grade 12 positions to Assistant Transfer Station Supervisors, Grade 14, seconded by Mr. Ruskiewicz.

Chairman Vero asked what the annual salary was for the positions.

Mr. Hammond responded he did not know off hand.

Mr. Cheney stated that the salary was \$79,484 for the first position. Ms. McCarey stated that the salary for the second position would be \$85,159.

Ms. Tautel asked if the positions were eligible for overtime and Mr. Hammond responded, yes, they are.

Ms. Tautel further asked how much overtime generally happens at the landfill.

Mr. Hammond replied that there is quite a bit of overtime because their volumes are through the roof. In fact they set a record three weeks ago. They more than doubled their annual capacity. He added that tonnage is up and the availability of trucks are down. Their regulations do not allow them to have garbage on the floor overnight so sometimes there are people there until 6:00 p.m.

Ms. Tautel asked if the increase is due to the closure of the West Point Transfer Station.

Mr. Hammond responded he noticed a little bit of an impact.

Mr. Benton confirmed they were still within their permit limits.

Mr. Hammond confirmed that one day they exceeded their daily limit which is 675 tons per day. By the advice of their consultant they requested a waiver of the daily limit from the D.E.C. and they are still evaluating it.

Mr. Sierra asked where the funding comes from.

Mr. Hammond explained that 90% of the budget for the landfill comes from fees and 10% is county taxation. The increase tonnage they had will cover the expense.

Mr. Benton asked when the renewal was up with the transporter and Mr. Hammond responded it is up in November 2018 with no renewal.

Mr. Benton further asked how the negotiations were going and Mr. Hammond replied that they have the specifications under development and by the end of the month they will go out to bid and go from there.

Mr. Benton wanted to make sure there was a plan in place.

Mr. Hammond added that he expects a significant increase unfortunately.

Motion carried. All in favor.

Mr. Faggione moved the request to abolish one (1) Superintendent of Solid Waste & Sewer Operations, Grade 17 to create one (1) Transfer Station Supervisor, Grade 17, seconded by Mr. Sassi.

Mr. Hammond stated that the Superintendent retired about a year ago. Rather than have the title remain Superintendent of Solid Waste and Sewer Operation and since there is no overlap with the responsibilities, with the consensus of Human Resources, they are changing it to Transfer Station Supervisor.

Chairman Vero commented that since they are abolishing the one position, they would need to come back to create it again.

Mr. Hammond responded they no longer want it, do not need it and do not plan on it in the future.

Chairman Vero asked if the salary, \$67,063, included benefits and Mr. Hammond replied that was correct.

Mr. Hammond mentioned that the gentleman who retired had about 30 years of service, so this salary is much less.

Ms. Tautel asked why it has been so long since they filled that position and who has been handling the work.

Mr. Hammond responded that he was handling the work and added that the position was never very active in the sewer district which is why they are making these changes.

Ms. Tautel stated that the individual who retired worked mostly at the landfill and not at the sewer district and Mr. Hammond confirmed she was correct.

Mr. Cheney asked why the new position was still a Grade 17 even though they are reducing the responsibility of the requirement compared to the previous superintendent position.

Ms. McCarey stated that the position was reclassified from Sanitary Landfill Supervisor to the Superintendent of Solid Waste Consumer Operations in 2004. It was a Grade 17 as a Sanitary Landfill Supervisor, then it was retitled and tried to have a global position to oversee both, but, one person cannot be in Port Jervis, New Hampton and Harriman. It was too much of an overreach that it was never really fulfilled as it was classified to do. When the person left, it was time to make the change. In just those three locations, that still supports the position to be Grade 17 with the operations, the locations and the magnitude of the work being done there.

Motion carried. All in favor.

On the motion of Ms. Tautel, seconded by Mr. Benton, the meeting adjourned at 3:49 p.m.