

**PERSONNEL AND COMPENSATION COMMITTEE  
MINUTES**

**MONDAY, SEPTEMBER 16, 2019  
3:30 P.M.**

PRESENT: John S. Vero, Chairman  
Leigh J. Benton, Thomas Faggione, Kevindaryan Lujan,  
Paul Ruskiewicz, Joel Sierra, Kathy A. Stegenga, Laurie Tautel

ALSO

PRESENT: L. Stephen Brescia, Chairman  
Katie Bonelli, Majority Leader  
Barry Cheney, Legislator  
Peter Tuohy, Legislator  
Antoinette Reed, Legislative Counsel  
Harold Porr, Deputy County Executive  
Daniel Bloomer, Director of Operations  
Langdon Chapman, County Attorney  
Steven M. Gross, Commissioner, Human Resources  
Donna McCarey, Deputy Commissioner, Human Resources  
Alison Tyack, Director of Personnel Management, Human Resources  
Brendan R. Casey, Commissioner of Emergency Services  
Vini Tankasali, Deputy Commissioner, Emergency Services/ Div. of Fire Services  
Deborah Slesinski, Budget Director  
Deanna Crawford, Budget Analyst  
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.

Mr. Vero announced a change in the order of the agenda, moving item II to I.

Ms. Stegenga moved the request for an amendment to Condrey Management Plan, seconded by Mr. Faggione.

Mr. Gross explained that he would like to withdraw the request. They would like to do more fine tuning and bring it back in the future.

Mr. Vero acknowledged Mr. Gross' request.

Mr. Benton moved request to reallocate the Employment and Training Director position, from a Management Grade 24 to a Management Grade 25, seconded by Mr. Lujan.

Mr. Gross explained that the position is 100% federally funded and handles the training and retraining of displaced workers throughout the county and for those who are laid off. There are over sixty staff members in the department. He handed out a listing of Management Grade 24 and

25 positions (see original minutes). This is a department head with an \$8 million budget, sixty employees reporting to the individual, they feel it is more appropriately classified as a Grade 25.

Ms. Tautel asked if federal authorization is required to change grades and Mr. Gross responded no because position classification is 100% under county jurisdiction.

Motion carried. All in favor.

Ms. Stegenga moved the request to reallocate the Director of Real Property Tax Services position from a Management Grade 24 to a Management Grade 25, seconded by Mr. Sierra.

Mr. Gross referred to the listing of Management Grade 24 and 25 positions. He noted that a Grade 25 was more appropriate giving the nature and responsibilities of the work. The mission and the role of that department has expanded quite a bit over the last few years.

Ms. Tautel asked if the salary range is still the same.

Mr. Gross pointed out that the Legislature voted earlier this month and the schedules need to be adjusted based on the CSEA contract rates. The Grade 24 under the 2019 salary schedule will run to \$101,630 and the Grade 25 will end at \$112,181.

Motion carried. All in favor.

Mr. Gross updated the committee on the police exam which was last Saturday and it was highly successful. They had six sites throughout the county with two sessions, one in the morning and the other in the afternoon and there were 1,250 that took the exam. The Sheriff's Office provided a security presence for the first time ever. The physical fitness portion will take place over the next few months.

Mr. Vero asked when are the results posted for the exam.

Mr. Gross replied that it is about three to four months because it is not just Orange County, it is every single civil service entity across the New York State which gave that exam the same day.

Ms. Tautel moved the request to reclassify one (1) Secretary and Administrative Assistant II, Grade 9 to Senior Secretary and Administrative Assistant, Grade 10, seconded by Mr. Sierra.

Mr. Casey explained that this is the end result of moving work around within the department. They recently had a retirement, there is an Administrative Secretary who is on extended leave, another Administrative Secretary was out on leave for some time and just recently came back. The other administrative staff member is eligible for retirement, so they only have one administrative staff member and she is being tasked with a lot of work.

Mr. Cheney asked if there were going to be any downgrades.

Mr. Casey was not sure what was going to happen but during budget time there will be some classification changes. This is the work of the 911 secretary who has a lot of work and with 311 coming online they will most likely be back requesting more positions to help coordinate that.

Motion carried. All in favor.

Mr. Lujan moved the request to create one (1) Indigent Legal Services Data Officer, Grade 15, seconded by Mr. Faggione.

Mr. Chapman explained that this is part of a contract they are going to have with the state for the next five years. The position is the Data Officer who will report how they handle indigent legal services, so it is a grant funded statistical position. When the grant goes away so does the position.

Mr. Benton commented that it was nice that the state is finally paying for something.

Mr. Sierra asked if the county pays for the health insurance.

Mr. Chapman stated that they do not pay for any portion of it.

Chairman Brescia pointed out that there is a big impact to the District Attorney's Office. The state is very generous with all the money for the Indigent Defense but nothing to put criminals behind bars.

On the motion of Mr. Benton, seconded by Ms. Tautel, the meeting adjourned at 3:46 p.m.