

WARREN COUNTY BOARD OF SUPERVISORS

COMMITTEE: **PERSONNEL**

DATE: **JUNE 9, 2010**

Committee Members Present:

Supervisors Thomas
 Kenny
 VanNess
 Sokol
 Strainer
 Conover

Committee Members Absent:

Supervisors Belden
 Goodspeed
 Merlino

Others Present:

Fred Monroe, Chairman of the Board
Paul Dusek, County Attorney/Commissioner
 of Administrative & Fiscal Services
Joan Sady, Clerk of the Board
Kevin Geraghty, Budget Officer
Supervisor Bentley
Supervisor Loeb
Supervisor McCoy
Supervisor Stec
Kathy Barrie, Personnel Officer
Pat Auer, Director, Public Health
William Lamy, DPW Superintendent
Sheila Weaver, Commissioner, Department
 of Social Services
Don Lehman, *The Post Star*
Nicole Livingston, Deputy Clerk

Mr. Thomas called the Personnel Committee meeting to order at 9:00 a.m.

Motion was made by Mr. Sokol, seconded by Mr. Conover and carried unanimously to approve the minutes of the May 12, 2010 Committee meeting, subject to correction by the Clerk of the Board.

Copies of the Personnel Agenda were provided to the Committee members, and a copy of same is on file with the minutes.

Commencing the Agenda review, Mr. Thomas apprised Item 1 was a referral from the Health Services Committee, requesting to fill the vacant position of Public Health Nurse, base salary of \$43,150, Grade 21, Employee No. 11217, due to resignation. He noted the position was not mandated and was reimbursed at varying percentages depending on patient pay or sources. He added that this position was revenue generating, with a conservative estimate of approximately \$144,000 in revenue per year.

Motion was made by Mr. Sokol, seconded by Mr. Strainer and carried unanimously to approve Item 1 as outlined above, and the necessary resolution was authorized for the next board meeting. A copy of the Notice of Intent to Fill Vacant Position is on file with the minutes.

Mr. Thomas stated Items 2A and B were referrals from the Human Services Committee. He said Item 2A was referred from the Employment & Training Administration, and was a request to create the temporary position of Employment & Training Counselor, base salary of \$30,751, Grade 9, effective June 21, 2010 through September 30, 2010 contingent upon receipt of additional State or Federal funds for operation of a summer youth employment program. He added that this position was not mandated and was 100% Federally funded through WIA and/or TANF.

Motion was made by Mr. Strainer, seconded by Mr. Kenny and carried unanimously to approve Item 2A as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. Thomas asserted Item 2B was referred from the Office for the Aging, requesting to fill the vacant position of Mealsite Manager #8, base salary of \$23,298, (pro-rated to 30 hours per week, \$17,472), Grade 2, Employee No. 9291, due to retirement. He noted this position was mandated, was 100% State reimbursed and there would be no impact to the 2010 budget.

Motion was made by Mr. Strainer, seconded by Mr. Conover and carried unanimously to approve Item 2B as outlined above, and the necessary resolution was authorized for the next board meeting. A copy of the Notice of Intent to Fill Vacant Position is on file with the minutes.

Mr. Thomas reported Items 3A and B were referrals from the Public Works Committee, DPW. Item 3A, he said, was a request to fill the vacant position of Welder, base salary of \$30,751, Grade 9, Employee No. 9401, due to retirement. He stated this position was not mandated or reimbursable and the salary was included in the 2010 budget.

Motion was made by Mr. Strainer, seconded by Mr. Sokol and carried unanimously to approve Item 3A as outlined above, and the necessary resolution was authorized for the next board meeting. A copy of the Notice of Intent to Fill Vacant Position is on file with the minutes.

Mr. Thomas advised Item 3B was a request to fill the vacant position of Auto Mechanic #4, base salary of \$30,751, Grade 9, Employee No. 11078, due to a transfer. He noted this position was not mandated or reimbursable and the salary was included in the 2010 budget.

Motion was made by Mr. Sokol, seconded by Mr. Conover and carried unanimously to approve Item 3B as outlined above, and the necessary resolution was authorized for the next board meeting. A copy of the Notice of Intent to Fill Vacant Position is on file with the minutes.

Mr. Thomas apprised Item 4 was a referral from the Social Services Committee, Social Services, requesting to fill the vacant position of Social Welfare Examiner #1, base

salary of \$29,710, Grade 8, Employee No. 11539, due to resignation. He added this position was mandated, was reimbursed at 75% and the salary was included in the 2010 budget.

Motion was made by Mr. Sokol, seconded by Mr. Strainer and carried unanimously to approve Item 4 as outlined above, and the necessary resolution was authorized for the next board meeting. A copy of the Notice of Intent to Fill Vacant Position is on file with the minutes.

Mr. Thomas expounded Items 5A and B were referrals from the Board of Supervisors. Item 5A, he said, was a request to amend Resolution No. 23 of 2010 to delete the section relating to the workweek.

Paul Dusek, County Attorney/ Commissioner of Administrative & Fiscal Services, noted that this amendment was necessary in order to comply with the new retirement reporting requirements.

Motion was made by Mr. Kenny, seconded by Mr. Conover and carried unanimously to approve Item 5A as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. Thomas remarked Item 5B was a request to approve the standard work day and time reporting resolution for elected and appointed officials for retirement purposes.

Motion was made by Mr. Conover, seconded by Mr. Kenny and carried unanimously to approve Item 5B as outlined above, and the necessary resolution was authorized for the next board meeting.

Mr. VanNess entered the meeting at 9:09 a.m.

Mr. Thomas advised Item 6 was a request from Paul Dusek, County Attorney/ Commissioner of Administrative & Fiscal Services, to discuss the Health Care Age 26 Affordable Health Care Act.

Mr. Dusek explained as part of the changes being set forth in health care, there was a new rule concerning the coverage of individuals beyond what was currently covered for children. He further stated that currently, the County provided coverage for children up to the age of nineteen, and to the age of twenty-five if they were enrolled in college. He said the new rules would require coverage to the age of twenty-six and employers had the option of waiting to implement the new coverage until December when the rule would become mandatory or they could implement it early and provide the coverage for the qualifying children of employees. He expressed his concern with implementing this early, which would incur added costs to the County. Mr. Dusek recommended that the County not provide the coverage until it was required by law at the end of the year.

Kristy Laney, Vice President of Capital Financial Group, Inc., apprised Washington County had opted out of implementing this at this time; however, she said, the City of Glens Falls and the Town of Queensbury had opted to offer this coverage. She provided a worst case scenario of a monetary impact on premium increases ranging from \$20,000 to \$180,000.

Motion was made by Mr. VanNess and seconded by Mr. Kenny to opt out of offering the coverage until it was mandated by law at the end of the year.

Mr. Bentley questioned if the cost of insurance counted as income, referring to the upcoming requirement that the cost be included on W-2 forms. Ms. Laney replied that she could provide information regarding that at a later date. She clarified that it would be required to be shown as a tax deduction on W-2 forms, although it would not be taxed in the income for health insurance.

Following discussion, Mr. Thomas called the question and the motion was carried unanimously to opt out of offering the coverage to children up to twenty-six years of age until it was mandated by law at the end of the year.

Mr. Thomas announced an executive session was needed to discuss matters leading to the appointment of a particular person.

Motion was made by Mr. VanNess, seconded by Mr. Sokol and carried unanimously that executive session be declared pursuant to Section 105 (f) of the Public Officers Law.

Executive session was declared from 9:23 a.m. to 10:04 a.m.

Committee reconvened and Mr. Thomas noted that no action was necessary pursuant to the executive session.

There being no further business to come before the Committee, on motion made by Mr. Strainer and seconded by Mr. Conover, Mr. Thomas adjourned the meeting at 10:05 a.m.

Respectfully submitted,

Nicole Livingston, Deputy Clerk