

HUMAN RESOURCE COMMITTEE MEETING MINUTES

In accordance with Executive Order 202.1 issued by Governor Cuomo, dated March 12, 2020 and entitled,

CONTINUING TEMPORARY SUSPENSION AND MODIFICATION OF LAWS RELATING TO THE DISASTER EMERGENCY (COVID 19)

permits any public body to meet and take such actions authorized by law without permitting in public in-person access to meetings and authorizing such meetings to be held remotely by conference call or similar service, provided that the public has the ability to view or listen to such proceeding...

Committee meetings are now open to the general public.
We ask that you continue to practice safe social distancing requirements.

Thank you!

*The public may continue to observe meetings via **BOS YouTube Channel** (<https://www.youtube.com/channel/UCcfZs0H1gcOlb67vIR8g-Ow>)

Date: Tuesday, October 26, 2021 @ 9:00 AM

Location: **Supervisors' Chambers, 2nd floor of the government center & Zoom Conference Call.**

Present: **King, Becker,** Kehl, Grant, Brunner, Leuer (Zoom), Roche, Granger, Jacoby

Absent:

Also Present: C. Ketchum/Board Clerk; J. Cook/Budget Officer; D. Farberman/HR Director; B. Ryan/Board Chair (9:08 AM); J. Brick, T/Perry; J. Davis, T/Covington; A. D. Berwanger, T/Arcade

Department Agenda Item	Discussion	Decision	Action
Committee Chair's Agenda			
<i>Note from the Board Clerk:</i>			
<ul style="list-style-type: none"> On October 19, 2021 Governor Hochul signed into law (S.1150-A/A.1228-A), Chapter 481 of the Laws of 2021, which requires counties and other local governments to make any documents to be discussed at an upcoming open meeting available to the public at least 24 hours prior to the open meeting. The legislation goes into effect on November 01, 2021. 		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
9:00 AM Historian w/C. Amrhein			
1. Pioneer Cabin Grounds w/E. Parker (see attached) <ul style="list-style-type: none"> State Historic designation has been achieved for the Pioneer Cabin, which was built on site in 1878. Can now apply for National Historic designation. The goal would be to achieve Historic designation for the entire grounds. The Pioneer Cabin needs foundation work. With a Historic designation, grant opportunities are greater. However, no work can be started prior to application for grant funding with Historic preservation funding. Wyoming Historical Pioneer Association annual budget request is \$8,133.00. 		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
<i>At 9:08 AM Chairwoman Ryan, T/Warsaw entered the meeting during the below agenda item.</i>			
2. General Update: <ul style="list-style-type: none"> Budget questions <ul style="list-style-type: none"> Requested an increase in the Assistant Historian's hourly wage. December 31, 2021 minimum wage will be increased to \$13.20/hr. That's only \$.80/hr. greater than what she currently makes. The Assistant Historian position is not a minimum wage position. Budget Officer Cook explained the process for market adjustments. Tried to keep 2022 budget at 2019 levels. 		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

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Department Agenda Item	Discussion	Decision	Action
9:15 AM County Clerk w/R. Pierce			
1. <i>Resolution to forward to the Finance Committee acceptance of the Semi-Annual Mortgage Tax Report for the period April 2021 - September 2021</i>		Motion: Roche Ayes: 9 Noes: Absent:	Carried: XXX Defeated: Referred to: FINANCE
2. Home Rule Request to extend Local Mortgage Recording Tax – additional one quarter percent (1/4%). This will be effective through 11/30/2024. <i>**Delivered to the Governor 10/13/21. Signed into law late yesterday. Chap. 510 of the laws of 2021.</i> <i>Public Hearing will take place Thursday afternoon at 2:30 PM.</i>	<ul style="list-style-type: none"> Current Local Law expires on 11/30/21 (The new local law should expire through 11/30/2024 (three (3) years) to run concurrently with the Home Rule Request) Current Home Rule Request expires 11/30/21 The Local Law should be introduced end of Aug. 2021 at the very latest. 	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
DMV w/R. Pierce			
	~Nothing to Report~	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
9:30 AM County Attorney w/J. Wujcik			
1. Overnight Travel Authorization: J. Wujcik to attend County Attorneys' Association of the State of New York (CAASNY) Winter Meeting, The Otesaga Hotel, Cooperstown, New York, December 6, 2021 (or any rescheduled date). Personal car will be used. Registration fee of \$100.00. Hotel fee of \$150.00. Funds are budgeted.		Motion: Becker Ayes: 9 Noes: Absent:	Carried: XXX Defeated: Referred to: APPROVED

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Department Agenda Item	Discussion	Decision	Action
2. General Update.		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
Human Resource w/D. Farberman			
1. Position Fill: Social Services One (1) position of Senior Caseworker (1.0 FTE)(position # 023.220), on CSEA Schedule A, job grade 16, at an hourly rate of \$22.72 – \$26.52 per hour. Person Vacating: Melissa Carney, effective October 8, 2021. Position Available: November 3, 2021.		Motion: Brunner Ayes: 9 Noes: Absent:	Carried: XXX Defeated: Referred to: Human Services Comm. FINANCE
2. Position Fill: Social Services One (1) position of Clerk (1.0 FTE)(position # 031.053), on CSEA Schedule A, job grade 2, at an hourly rate of \$16.29 – \$17.78 per hour. Person Vacating: Renee Jines, effective October 5, 2021. Position Available: November 3, 2021.		Motion: Brunner Ayes: 9 Noes: Absent:	Carried: XXX Defeated: Referred to: Human Services Comm. FINANCE
3. Position Fill: Social Services One (1) position of Senior Social Services Program Specialist (1.0 FTE)(position # 139.361), on CSEA Schedule A, job grade 13, at an hourly rate of \$20.68 – \$23.78 per hour. Person Vacating: Leann Becker, effective October 29, 2021. Position Available: November 3, 2021.		Motion: Brunner Ayes: 9 Noes: Absent:	Carried: XXX Defeated: Referred to: Human Services Comm. FINANCE

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Department Agenda Item	Discussion	Decision	Action
<p>4. Position Fill:</p> <p style="text-align: center;">Highway</p> <p>One (1) position of Highway Equipment Maintenance Operator (1.0 FTE) (position # 002.420), on CSEA Schedule B, job grade 9, at an hourly rate of \$19.04 – \$21.03 per hour. Person Vacating: John Nelson, effective October 11, 2021. Position Available: November 3, 2021.</p>		<p>Motion: Granger Ayes: 9 Noes: Absent:</p>	<p>Carried: XXX Defeated: Referred to:</p> <p style="text-align: right;">Public Works Comm. FINANCE</p>
<p>5. Position Fill:</p> <p style="text-align: center;">Sheriff</p> <p>One (1) position of Dispatcher (PT – Variable FTE)(position # 103.108) (non-union), following WCSEA job grade 2, at an hourly rate of \$19.78 – \$24.12 per hour. Person Vacating: Anneta Marinaccio, effective September 30, 2021. Position Available: November 3, 2021.</p>		<p>Motion: Kehl Ayes: 9 Noes: Absent:</p>	<p>Carried: XXX Defeated: Referred to:</p> <p style="text-align: right;">Public Safety Comm. FINANCE</p>
<p>6. Position Fill:</p> <p style="text-align: center;">Sheriff</p> <p>One (1) position of Meal Deliverer (PT – Variable FTE) (position # 092.598), on Salary Schedule S at an hourly rate of \$12.50 per hour. Person Vacating: James Vincent, effective October 1, 2021. Position Available: November 3, 2021.</p>		<p>Motion: Kehl Ayes: 9 Noes: Absent:</p>	<p>Carried: XXX Defeated: Referred to:</p> <p style="text-align: right;">Public Safety Comm. FINANCE</p>

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Department Agenda Item	Discussion	Decision	Action
<i>Supervisor Brunner, T/Java is in favor of setting a salary range for negotiating purposes. Supervisor Leuer, T/Middlebury in favor of giving Public Health Admin. L. Paolucci and HR Director D. Farberman a great deal of latitude. He reminded the committee of the circumstances relative to the departure of the former PH Fiscal Admin. Setting a range will be discussed during Public Health Committee tomorrow.</i>			
<p>7. Position Fill:</p> <p style="text-align: center;">Public Health</p> <p>One (1) position of Fiscal Administrator (1.0 FTE) (position # 089.405), currently on Salary Schedule S at \$55,287.00 annually and Schedule G (ELC Schools Grant – for grant and subcontract administration) at \$10,000.00 annually. Annual salary to be negotiated upon hire based upon training and experience. Person Vacating: Kim Standish, effective September 27, 2021. Position Available: November 3, 2021.</p>		<p>Motion: Becker Ayes: 9 Noes: Absent:</p>	<p>Carried: XXX Defeated: Referred to:</p> <p style="text-align: right;">Public Health Comm. FINANCE</p>
<p>8. Amend Salary Schedule G</p> <p>Under PUBLIC DEFENDER to increase yearly stipend plus corresponding fringe provided through NYS Indigent Legal Services HH Grant (Contract CSTWIDEHH52 – year 3). Said amounts to be paid biweekly and retroactive from April 1, 2020 through 3/31/23 to the 1st APD (position code 004.503): was: \$7,000.00 to \$8,000.00</p> <ul style="list-style-type: none"> • 2nd APD (position code 001.503): was \$7,000.00 to \$8,000.00 • 3rd APD (position code 002.503): was \$14,000.00 to \$15,000.00 • Secretary I (position code 006.350): was \$5,000.00 to \$6,000.00 		<p>Motion: Roche Ayes: 9 Noes: Absent:</p>	<p>Carried: XXX Defeated: Referred to:</p> <p style="text-align: right;">Public Safety Comm. FINANCE</p>

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Department Agenda Item	Discussion	Decision	Action
<p>12. Amend Salary Schedule G: Under PUBLIC DEFENDER to provide annual stipend from the NYS Indigent Legal Services QICR Grant (Contract C3RD656) previously paid to Assistant Public Defender 7th , from November 13, 2021 through June 30, 2023, said amounts to be paid biweekly to the following :</p> <ul style="list-style-type: none"> Assistant Public Defender 4th: (007.503) \$24,000.00 		<p>Motion: Grant Ayes: 9 Noes: Absent:</p>	<p>Carried: XXX Defeated: Referred to: Public Safety Comm. FINANCE</p>
<p>13. Abolish Position: Public Defender Abolish one (1) position of Assistant Public Defender 7th (PT) (position code 013.503) on Salary Schedule G. Person vacating Gerald L. Stout is being moved to Assistant Public Defender 5th on Salary Schedule G, effective November 3, 2021</p>		<p>Motion: Grant Ayes: 9 Noes: Absent:</p>	<p>Carried: XXX Defeated: Referred to: Public Safety Comm. FINANCE</p>
<p>14. Position Fill: Public Defender Fill one (1) position of Assistant Public Defender 5th (PT) (position code 010.503), on Salary Schedule G. Person Vacating: Michael F. Griffith, effective October 15, 2021. Position Available: November 3, 2021.</p>		<p>Motion: Grant Ayes: 9 Noes: Absent:</p>	<p>Carried: XXX Defeated: Referred to: Public Safety Comm. FINANCE</p>
<p>Supervisor Kehl, T/Attica asked for a copy of the District Attorney's departmental organizational chart.</p>			
<p>15. Amend Salary Schedule S: <ul style="list-style-type: none"> To set the salary of the Assistant District Attorney (3rd) (position # 031.503) to \$80,000 per year; effective October 12, 2021 (per District Attorney O'Geen 10/20/21). </p>	<p>There was some discussion over the lack of an approved salary range.</p>	<p>Motion: Brunner Ayes: 7 Noes: 2 Kehl, Jacoby Absent:</p>	<p>Carried: XXX Defeated: Referred to: Public Safety Comm. FINANCE</p>

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Department Agenda Item	Discussion	Decision	Action
16. Approve the following MOUs between the <i>County of Wyoming</i> and the CIVIL SERVICE EMPLOYEES ASSOCIATION , LOCAL 1000, AFSCME, AFL-CIO: <ul style="list-style-type: none"> 1. Wyoming County Community Health System Clinical Informatics Department Shift Hours • WYOMING COUNTY LOCAL 9250-01 SUPERVISORY UNIT: <ul style="list-style-type: none"> 2. Critical Staffing in Skilled Nursing Facility (October 2021) • WYOMING COUNTY LOCAL 861-9250: <ul style="list-style-type: none"> 3. Critical Staffing in Hospital Food Service (October 2021) 4. Critical Staffing in Hospital Housekeeping Department (October 2021) 		Motion: Kehl Ayes: 9 Noes: Absent:	Carried: XXX Defeated: Referred to:
17. Discussion Items: <ul style="list-style-type: none"> • <u>09-2021 EAP Report</u> <ul style="list-style-type: none"> ○ Sexual Harassment Training is being completed. ○ 		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
<p><i>At 10:10 AM there was a motion by Supervisor Jacoby to enter an executive session to discuss current litigation and collective negotiations pursuant to Article 14 of the Civil Service Law (the Taylor Law). This was seconded by Supervisor Becker and all voted aye. Board Clerk Ketchum, Budget Officer Cook, County Attorney Wujcik and HR Director Farberman remained.</i></p> <p><i>At 11:07 AM there was a motion by Supervisor Becker to end the executive session and continue the regular meeting. This was seconded by Supervisor Roche and all voted aye.</i></p>			
<ul style="list-style-type: none"> • Request for Executive Session <ul style="list-style-type: none"> ○ Current Litigation ○ Collective Bargaining 			
Civil Service w/D. Farberman			
18. <u>Civil Service update for October 2021</u>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

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Department Agenda Item	Discussion	Decision	Action
Records Retention w/G. Royce			
	~Nothing to Report~	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
Board of Elections w/J. Schlick & H. Bush			
	~Nothing to Report~	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

Signature of Committee Chairman: p/S. King (minutes prepared by C. Ketchum).

Next Human Resource Committee Meeting scheduled for **Tuesday, November 30, 2021 @ 9:00 AM.**