

HUMAN RESOURCE COMMITTEE MEETING AGENDA

Date: Tuesday, February 27, 2018 @ 9:00 AM

Present: **Tallman, King**, Kehl, Grant, Hastings, Brunner, Leuer, Becker, Copeland

Absent:

Also Present:

Department Agenda Item	Discussion	Decision	Action
9:00 AM Committee Chair's Agenda			
2018 NYSAC Winter Conf. resolutions			
1. <i>Resolution Calling for the Full Repeal of the New York State Scaffold Law or Reform to Include a Pure Standard of Comparative Negligence</i>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
2. <i>Resolution Calling on the State to Increase the Salary Cap for Retired Public Employees Seeking County Employment</i>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
3. <i>Resolution Urging New York State to Fully Fund Early Voting Operations</i>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
9:10 AM Historian w/C. Amrhein			
1. <i>General Update:</i>		Motion:	Carried:
<ul style="list-style-type: none"> • We have another student from Warsaw HS assisting in the office. • Sally is continuing her assistance with Middlebury Historical Society with collection organization. • Index to <i>Historical Wyoming</i> is finished and in proof reading process • The community and organizations in the county are helping us gather the remaining photos of WWII KIA/MIA. We hope to get them all (90+) • Reached out to the new historian for Genesee Falls with some information and support. • In the planning phase of the <i>Treasure Hunt through History</i> program for this summer. • I'm on vacation in Austin from February 28th-March 7th • On medical leave from March 13th-March 30th for knee surgery. (I'm hoping that's as long.) 		Ayes: Noes: Absent:	Defeated: Referred to:
9:20 AM Records Retention w/G. Royce			
1. <i>FYI ~ Contract (\$3,000 and under):</i>		Motion:	Carried:
<ul style="list-style-type: none"> • Work Experience Contract with the Department of Social Services. <ul style="list-style-type: none"> ○ DSS will be bringing contract forward 		Ayes: Noes: Absent:	Defeated: Referred to:
2. FYI: Annual Report for Records Center		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

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9:30 AM Board of Elections w/J. Schlick & H. Bush			
<p>1. 2018 Appropriation: To: 01.34.1450.89001 County Insurance \$19,132.32 01.34.1450.89002 HRA Account 5,000.00 01.34.1450.89003 HRA Administrative Exp <u>84.00</u> <i>w/any funds available</i> \$24,216.32 Reason: In order to provide health insurance for the year 2018 for Commission J Schlick which is unbudgeted?</p>	<p><i>The appropriation was pulled during the 02/13/18 Board of Supervisors meeting for further discussion with the department head.</i></p>	<p>Motion: Ayes: Noes: Absent:</p>	<p>Carried: Defeated: Referred to:</p>
9:45 AM Human Resource w/D. Farberman & D. Perkins			
<p>1. Position Abolish: <i>Office for the Aging</i> Abolish one (1) position of <i>Senior Clerk</i> (position code #001.222) on CSEA Schedule A, Grade 4 (\$16.64 - \$18.00/hr.); effective date: March 14, 2018.</p>	<p><i>Can't abolish just yet. Incumbent is being appointed to the newly created competitive class Aging Services Specialist position provisionally. Need to leave open for retreat rights.</i></p>	<p>Motion: Ayes: Noes: Absent:</p>	<p>Carried: Defeated: Referred to:</p>
<p>2. Position Creation/Fill: <i>Office for the Aging</i> Create one (1) position of <i>Aging Services Aide</i> on CSEA Schedule A, Grade 2 (\$15.58 - \$17.01/hr.); position available date: March 14, 2018.</p>	#5	<p>Motion: Ayes: Noes: Absent:</p>	<p>Carried: Defeated: Referred to:</p>
<p>3. Position Creation/Fill: <i>Office for the Aging</i> Create one (1) position of <i>Aging Services Specialist</i> on CSEA Schedule A, Grade 8 (\$17.93 - \$20.74/hr.); position available date: March 14, 2018.</p>	#4	<p>Motion: Ayes: Noes: Absent:</p>	<p>Carried: Defeated: Referred to:</p>
<p>4. Position Creation/Fill: <i>Office for the Aging</i> Create one (1) position of <i>Fiscal Officer I</i> on Schedule S with an annual salary of \$32,886 <u>\$36,138.00</u> annually <u>and after 6 mos. of full time work and contingent upon satisfactory performance and meeting pre-established goals the employee is eligible for an increase of \$1,000.00</u>; position available date: March 14, 2018.</p>	#6	<p>Motion: Ayes: Noes: Absent:</p>	<p>Carried: Defeated: Referred to:</p>
<p>5. Amend Salary Schedule "S":</p> <ul style="list-style-type: none"> To set the salary of the <i>Deputy Director of Aging</i> under Office for the Aging at \$44,500.00 annually; effective date: March 1, 2018 <u>February 26, 2018</u>. To set the salary of the <i>Deputy County Clerk</i> under County Clerk at \$40,800.00 annually; effective date: March 5, 2018. 	<p>#7</p> <p><i>w/County Clerk Pierce</i></p>	<p>Motion: Ayes: Noes: Absent:</p>	<p>Carried: Defeated: Referred to:</p>

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Department Agenda Item	Discussion	Decision	Action
<p>6. Amend Salary Schedule "D": To set the salary of the <i>Director of Aging and Youth</i> under Youth Bureau at \$65,505.00 annually; effective date: March 1, 2018 March 5, 2018.</p>	#8	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
<p>7. Amend Salary Schedule "G": County Health Department and OFA – Navigator Grant</p> <ul style="list-style-type: none"> • Deputy Director of Aging - \$1,000.00; terms February 10 11, 2018; • Fiscal Officer I (OFA) - \$1,000.00; effective February 11 March 14, 2018 – September 30, 2018. <p>Office for the Aging – Alzheimer’s Disease Caregiver Support Initiative Grant</p> <ul style="list-style-type: none"> • Director of Aging - \$2,000.00; • Deputy Director of OFA - \$2,000; • Case Manager - \$2,500.00; • Fiscal Officer I - \$3,000.00; <p>Said amounts are annual; effective March 14, 2018 – December 31, 2020.</p>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
<p>8. Position Fill: Social Services One (1) position of <i>Community Services Worker</i> (position code # 157.315) on CSEA Schedule A Grade 6 (\$17.14 - \$19.11/hr.); position available date: March 14, 2108, B. Logsdon promoted February 16, 2018.</p>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
<p>9. Position Fill: Highway One (1) position of <i>Highway Maintenance Supervisor</i> (position code # 016.125) on CSEA Schedule B Grade 11 (\$19.36 - \$21.76/hr.); position available date: March 14, 2018, G. George retired January 31, 2018.</p>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
<p>10. Position Fill: Veterans Services One (1) position of <i>Assistant Director of Veteran Services</i> (position code #004.369) on Schedule S with an annual salary of \$35,000.00; position available date: February 12, 2018, L. Siemer-Harvey to Director position December 21, 2017.</p>	<i>Emergency Fill signed by Chairman of the Board A.D. Berwanger, Director of Veteran’s Services Lisa Harvey and Acting HR Director Dixie Perkins on February 9, 2018.</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

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11. Position Create/Fill: <i>District Attorney</i> Create one (1) position of Legal Intern on Schedule G with the maximum salary of \$3000.00 with only those benefits mandated by law; position available date: August 6, 2018	<i>Paid from the Traffic diversion grant money.</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
12. Professional Services Contract \$5001.00 or Greater: Amend the January 24, 2017 HR Committee minutes to reflect no end date to the contract with PeopleSystems, PO Box 4816, Syracuse, NY 13221 to provide unemployment insurance services in an amount not to exceed \$3,210 annually; effective January 1, 2017, per contract language, it will automatically renew from year to year unless either party receives written notice.	Resolution required.	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
Civil Service w/D. Perkins			
13. Civil Service update for February 2018.		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
County Attorney w/J. Wujcik			
1. Overnight Travel Authorization: J. Wujcik to attend County Attorneys' Association of the State of New York (CAASNY) Annual Meeting, The Otesaga Hotel, Cooperstown, New York, May 21-22, 2018. Personal car will be used. Hotel/rooming fee is being paid by CAASNY. Registration fee of \$150.00; (total registration is \$250.00 (CAASNY is paying \$100.00)).		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
County Clerk w/R. Pierce			
1. Resolution in support of New York State Senate Bill S.07627 and New York State Assembly Bill A.09792, AN ACT to Amend Chapter 185 of the Laws of 2005, Amending the Tax Law Relating to Authorizing the County of Wyoming to Impose a County Recording Tax on Obligations Secured by a Mortgage on Real Property, in Relation to the Expiration Thereof.	<ul style="list-style-type: none"> • Current Local Law expires on 11/30/18 (The new local law should expire through 11/30/2021 (three (3) years) to run concurrently with the Home Rule Request) • Current Home Rule Request expires 11/30/18 • The Local Law should be introduced end of Aug. 2018 at the very latest. 	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
DMV w/R. Pierce			
	<i>~Nothing to Report~</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

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Absent:

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Department Agenda Item	Discussion	Decision	Action
Weights and Measures w/J. Marley			
1. <i>Monthly Activity Report for January 2018</i>	<i>Pending receipt of supporting documentation.</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
2. <i>Monthly Financial Report for January 2018</i>	<i>Pending receipt of supporting documentation.</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

Signature of Committee Chairman: p/D. Tallman (minutes prepared by _____).

Next Human Resource Committee Meeting scheduled for **Tuesday, March 27, 2018 @ 9:00 AM.**

**RESOLUTION CALLING FOR THE FULL REPEAL OF THE NEW YORK STATE
SCAFFOLD LAW OR REFORM TO INCLUDE A PURE STANDARD OF
COMPARATIVE NEGLIGENCE**

WHEREAS, New York Labor Law §240 and §241, commonly known as the "Scaffold Law," outlines liability for injuries caused by an employee's fall from a height; and

WHEREAS, The laws impose strict liability on employers and owners of buildings if a worker falls from any height; and

WHEREAS, The law was first imposed in 1885 at a time when worker safety was lacking in New York State and at a time when modern safety equipment and scaffolding techniques did not exist; and

WHEREAS, The Scaffold Law has caused a dramatic increase in construction costs due to higher insurance required for employers in the construction business, causing New York State to have the highest general liability insurance costs in the nation; and

WHEREAS, The Scaffold Law is a boon to personal injury lawyers as half of the 30 largest law suits in the state stem from Scaffold Law issues, and while scaffold related injuries have decreased in the past 20 years the number of Scaffold Law claims has increased 500%; and

WHEREAS, New York is the only state in the country to impose a construction law like the Scaffold Law that imposes strict liability on the employer; further it is one of a very few laws that mandate strict liability in the State of New York; and

WHEREAS, The increase in costs in New York drives away investment in our infrastructure when developers and contractors can get better rates in neighboring states; and

WHEREAS, Not only does the law drive away out-of-state investment in infrastructure but the lost investment to other states also serves to decrease the number of new construction jobs created every year, making it more difficult for many of New York's skilled laborers to find appropriate employment; and

WHEREAS, This negligence standard under the Scaffold Law would not ban recovery for an injured worker due to their own negligence, but would allow the employer to bring issues with employee culpability to mitigate the damages in cases where the worker's actions contributed to his or her injury; and

WHEREAS, Federal regulations have been enacted that attempt to protect workers from injury due to falls by requiring certain precautions be in place for people working at a height above the ground and allows an outlet for workers concerned about their safety to engage federal review of any worksite for compliance with these regulations; now therefore

BE IT RESOLVED, That the Wyoming County Board of Supervisors is in support of Scaffold Law reform as well as meaningful protection of construction workers; and be it

FURTHER RESOLVED, That the Wyoming County Board of Supervisors supports the full repeal of the Scaffold Law or its modification to include a pure standard of comparative negligence; and be it

FURTHER RESOLVED, That the Clerk to the Board shall forward copies of this resolution to Governor Andrew M. Cuomo, New York State Senator Patrick Gallivan, New York State Assemblyman David DiPietro, the New York State Association of Counties and all others deemed necessary and proper.

**RESOLUTION CALLING ON THE STATE TO INCREASE THE SALARY CAP FOR
RETIRED PUBLIC EMPLOYEES SEEKING COUNTY EMPLOYMENT**

WHEREAS, Under current state law a retired public employee may earn up to \$30,000 if retained/rehired to a state or local government position without this salary impacting their retirement benefits; and

WHEREAS, Any retired public employee salary amount over \$30,000 will result in a decrease in pension payments for the employee; and

WHEREAS, The \$30,000 cap was set in 2007, with the intent of minimizing misuse, while at the same time providing enough incentive for employees with broad experience and institutional knowledge to be retained in a government service capacity; and

WHEREAS, This cap has not been adjusted since 2007 and has eroded in value to inflation over the last decade; and

WHEREAS, Every county has unique challenges when hiring for certain skilled or knowledge based positions due to each county having different populations, economics, and demographics; and

WHEREAS, County governments are being asked to provide more services with less funding, a goal that becomes more difficult when those that best understand local government service needs are retiring and their continued connection to public service in a limited fashion is being deterred by state policies; and

WHEREAS, In 2017 a bill was introduced (S.3576 (Tedisco)/A.3327 (McDonald)) that recognizes adjusting this cap modestly to \$35,000 to keep pace with inflation and provide the State and the local governments more hiring options when they seek to fill a position that requires unique skill sets, government experience, and, in some cases, reduces health insurance costs as the person is already retired; now therefore

BE IT RESOLVED, That the Wyoming County Board of Supervisors hereby calls on the Governor and the legislature to enact legislation supporting an increase in this earnings rate as part of their **2018-19** state budget negotiations; and be it

FURTHER RESOLVED, That the Clerk to the Board shall forward copies of this resolution to Governor Andrew M. Cuomo, New York State Senator Patrick Gallivan, New York State Assemblyman David DiPietro, the New York State Association of Counties and all others deemed necessary and proper.

**RESOLUTION URGING NEW YORK STATE TO FULLY FUND
EARLY VOTING OPERATIONS**

WHEREAS, Under state law, counties in New York State manage, operate, and fund elections in New York State; and

WHEREAS, In his State of the State Address and Executive 2018-19 State Budget proposal, Governor Andrew M. Cuomo has proposed requiring every county to offer residents early voting opportunities through at least one early voting poll site during the 12 days leading up to Election Day; and

WHEREAS, The proposal will require counties to offer at least eight hours on weekdays and five hours on weekends to cast early ballots; and

WHEREAS, Counties must have one early voting poll site for every 50,000 residents, at a location determined by the bipartisan county board of elections, and subject to standards of accessibility and convenience; and

WHEREAS, County boards of elections will designate at least five polling places in each county, geographically located so as to provide all voters in the county with an equal opportunity to cast a ballot; and

WHEREAS, These proposals will significantly increase costs to county boards of elections for staffing and securing early voting locations, printing and counting additional ballots, and meeting other legal elections requirements associated with maintaining polling stations over an extended period of time (rather than one day); and

WHEREAS, Under New York State law, counties have the authority to pass elections costs on to their municipal counterparts, which is done by more than half of counties; and

WHEREAS, The cost of early voting has been estimated at \$6.4 million per year; and

WHEREAS, The state-imposed property tax cap makes it difficult for local governments to absorb new costs of any kind; now therefore

BE IT RESOLVED, That the Wyoming County Board of Supervisors calls on the State to fund all costs associated with early voting; and

FURTHER RESOLVED, That the state consider removing the requirement unless they are able to fully fund; and

FURTHER RESOLVED, That the Clerk to the Board shall forward copies of this resolution to Governor Andrew M. Cuomo, New York State Senator Patrick Gallivan, New York State Assemblyman David DiPietro, the New York State Association of Counties and all others deemed necessary and proper.

Civil Service Monthly Update *February 2018*

Canvass Positions:

- Social Services Program Specialist

Certificates Issued

- Senior Motor Vehicle License Clerk
- Emergency Department Unit Clerk
- Engineering Technician
- Hospital Cashier
- LTC Cashier/Account Representative
- Medical Records Clerk
- Patient Information Specialist (WCCH)

Payrolls Certified:

- County – 2/9/2018
- County – 2/23/2018
- Highway – 2/9/2018
- Highway – 2/23/2017
- WCCH – 2/2/2018
- WCCH – 2/16/2018
- Attica Central School – (2)
- Village of Attica – (1)
- Warsaw Central School – (2)

Exams Announced:

- Public Health Technician
- Custodian

Exams Held:

- Correction Officer

Exam Results:

- Animal Control Officer
- Senior Motor Vehicle License Clerk
- Emergency Department Unit Clerk
- Engineering Technician
- Hospital Cashier
- LTC Cashier/Account Representative
- Medical Records Specialist II
- Medical Records Clerk
- Patient Information Specialist (WCCH)

Duty Statements (creations): (County)

- Motor Equipment Operator
- Payroll Specialist

Duty Statements (creations): (WCCH)

- Nursing Assistant Trainee
- Senior Medical Technician

Duty Statements (creations): (Villages, Towns & Schools)

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Job Specifications:

- Director of Veteran's Services

Job Opportunities: County

- Social Services Program Specialist Trainee – FT (1)
- Deputy County Clerk – FT (1)
- Heavy Equipment Operator – FT (2)

Job Opportunities: WCCH

- Unit Helper – FT (1)
- LPN – FT (1)
- Nursing Assistant – FT (4)
- RPN – FT (1)
- ED Unit Clerk – FT (1)
- ED Unit Clerk – Per Diem (1)
- Emergency Patient Care Technician – FT (1)
- Hospital Aide – Per Diem (1)
- RPN - Per Diem (1)
- Food Service Helper – .40 FTE (1)
- Physical Therapist Per Diem (1)
- Student Aide - .40 FTE (1)
- Heavy Equipment Operator – FT (1)

RESOLUTION NO. 18-XXX
(March 13, 2018)

By Mr. Tallman, Chairman of Human Resource Committee:

**RESOLUTION IN SUPPORT OF NEW YORK STATE SENATE BILL S.07627 AND
NEW YORK STATE ASSEMBLY BILL A.09792, AMENDING THE TAX LAW
RELATING TO AUTHORIZING THE COUNTY OF WYOMING TO IMPOSE A
COUNTY RECORDING TAX ON OBLIGATIONS SECURED BY A MORTGAGE ON
REAL PROPERTY, IN RELATION TO THE EXPIRATION THEREOF**

WHEREAS, A precedent has been set in previous legislation, which was signed into law that includes a specific date when the law expires. This bill specifically states that Chapter 185 of the Laws of 2005, amending the tax law relating to authorizing the county of Wyoming to impose a county recording tax on obligations secured by a mortgage on real property, as amended by chapter 182 of the laws of 2016, shall expire December 01, 2018; and

WHEREAS, Senate Bill S.07627 and Assembly Bill A.09792 have been introduced into the New York State Senate and Assembly respectively to amend the tax law in relation to the expiration thereof; and

WHEREAS, Pursuant to Article IX of the Constitution of the State of New York it is necessary for this legislature to enact a Home Rule Request for the passage of said legislation; now therefore,

BE IT RESOLVED, That the Wyoming County Board of Supervisors hereby approves and encourages the adoption and passage of said Senate Bill S.07627 and Assembly Bill A.09792 entitled “*An Act to amend chapter 185 of the laws of 2005, amending the tax law relating to authorizing the County of Wyoming to impose a county recording tax on obligations secured by a mortgage on real property, in relation to the expiration thereof,*” and hereby declares that a necessity exists for the passage of such bills in that the local legislative body of the County of Wyoming does not have the power to enact such legislation by local law; and

BE IT FURTHER RESOLVED, That a Home Rule Request be submitted to the Senate and Assembly of the New York State Legislature indicating that the necessity exists for the enactment of said legislation.

Carried: Ayes: Noes: Absent: Abstain: