

HUMAN RESOURCE COMMITTEE MEETING MINUTES

Date: Tuesday, October 30, 2018 @ 9:00 AM

Present: **Tallman, King**, Kehl (9:05 AM), Grant, Granger, Brunner, Leuer

Absent: Becker, Copeland

Also Present: C. Ketchum/Board Clerk; J. Cook/Budget Officer; A. D. Berwanger/Board Chair; D. Farberman/HR Director; J. Wujcik/Co. Atty.

Department Agenda Item	Discussion	Decision	Action
<i>At 8:58 AM Supervisor Brunner, T/Java entered the meeting during the below agenda item.</i>			
9:00 AM Historian w/C. Amrhein			
1. Pioneer Cabin Grounds w/E. Parker: <ul style="list-style-type: none"> • Amish agreed to split a few rails to repair split rail fencing. <ul style="list-style-type: none"> ○ Budgeted • Would like a few loads of gravel or scalplings for driveway <ul style="list-style-type: none"> ○ Chairman Berwanger will reach out to County Highway ○ Meeting with Highway Superintendent Gadd regarding driveway and grading needs... <ul style="list-style-type: none"> ▪ Talked about an area that needs grading w/ some terracing ▪ Chairman Berwanger will reach out to County Highway • Future plans are to erect a permanent pavilion vs. seasonal tents, which are currently used. • Applied for grant through Rotary to cover some of these costs but was not selected. • 12 yards of concrete - \$1,200 estimate 		Motion: Brunner Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: <i>PW Comm.</i>
<i>At 9:05 AM Supervisor Kehl, T/Attica entered the meeting during this discussion</i>			
<ul style="list-style-type: none"> • BO Cook asked for a narrative of their needs for planning purposes. • Reminder: <ul style="list-style-type: none"> ○ County owns the property, Association takes care of maintenance and runs events 			
<i>E. Parker remained for the balance of the committee meeting.</i>			
2. Appropriation: To: 01.46.750.4.42404 Grant Expense \$1,246.88 w/01.03.7510.128901 Other Dept. Income Grant 1,246.88 Reason: To appropriate funds for the <i>Treasurer Hunt Through History</i> Tour		Motion: King Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: FINANCE
3. General Update: <ul style="list-style-type: none"> • “Treasure Hunt Through History” summer program • Submitted 2019 Grant to Arts Council asking for \$2,728.00 <ul style="list-style-type: none"> ○ <i>Permission to apply was done a few months ago...</i> • <i>Historical Wyoming</i> 70 yr. Index ready for publishing • World War II Book in final edits stage • Help publicize and organize an open house at Java Historical Society. • Picked up two new stores to sell <i>Historical Wyoming</i> giving us 12 retailers. (Cook’s sells 40 issues alone.) • Attended GAHWNY historian’s conference. Got ourselves added to Geneseo intern database • Attended Middlebury Historical Society fall dinner • Attending Warsaw Chamber meeting to participate in Moonlight Magic chili contest 		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

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Department Agenda Item	Discussion	Decision	Action
10:00 AM County Attorney w/J. Wujcik			
1. Professional Service Contract \$3,001-\$5,000: Authorize Chairman to sign a contract with WNW Properties LLC, 11 Exchange Street, Attica, New York 14011 for the rental of office space at 11 Exchange Street, Attica, New York by the County Attorney's Office in the amount of \$1,200.00 per quarter effective January 1, 2019 through December 31, 2019; annual amount \$4,800.00.		Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: APPROVED
2. Professional Service Contract \$3,001-\$5,000: Authorize Chairman and County Attorney to sign a contract with David H. Nelson, 11 Exchange Street, Attica, New York 14011 for the rendering of legal services to the Resource Unit of the Wyoming County Department of Social Services at the rate of \$80.00 per hour effective January 1, 2019 through December 31, 2019 (not to exceed \$5,000.00 annually).		Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: APPROVED
3. Professional Service Contract \$5,001 or greater: Authorize Chairman to sign a contract with Mark H. Dadd Law Office, PLLC, 166 Main Street, Attica, New York 14011, for the provision of legal services to be provided in an amount not to exceed \$20,000.00 annually; effective January 1, 2019 through December 31, 2019.		Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: *RESOLUTION
4. Professional Service Contract \$5,000 or greater: Authorize Chairman and County Attorney to sign a contract with Jennifer Wilkinson, 11 Exchange Street, Attica, NY 14011 for the provision of legal services to the Wyo. Co. Dept. of Social Services at the rate of \$75.00 per hour not to exceed \$10,000.00 annually; effective 01/01/19 through 12/31/19.		Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: *RESOLUTION

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Department Agenda Item	Discussion	Decision	Action
<p>5. Overnight Travel Authorization: J. Wujcik to attend County Attorneys' Association of the State of New York Mid-Winter Meeting, Gideon Putnam Resort, Saratoga Springs, New York, December 3, 2018. Personal car will be used. County to pay for hotel/rooming (\$107.00); registration (\$100.00); parking, meals (\$76.00 max); tolls and gasoline. Overnight travel for December 2 - 3, 2018.</p>		Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: APPROVED
<p>6. General Update:</p> <ul style="list-style-type: none"> • Creative Foods <ul style="list-style-type: none"> ○ <i>Supervisor Brick was to reach out to Humberstone</i> • Emkay Cleanup • Opioid Litigation <ul style="list-style-type: none"> ○ <i>In discovery</i> ○ <i>Worked with Public Health officials, Budget & Sheriff</i> ○ <i>Set for trial in March 2020</i> ○ <i>NY venue is in Suffolk Co.</i> 		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
9:30 AM County Clerk w/R. Pierce			
<p>1. Consideration of the Adopted 2018 Fall NYSAC Conf. Resolutions:</p> <ul style="list-style-type: none"> • Resolution Calling for an Increase in the Share of Revenue Counties Retain for Providing State DMV Services 	<i>See Attached.</i>	Motion: Brunner Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: *RESOLUTION
<p>2. Resolution to forward to Finance Committee acceptance of the Semi-Annual Mortgage Tax Report for the period April 2018 – September 2018</p>		Motion: Granger Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: FINANCE
DMV w/R. Pierce			
	<i>~Nothing to Report~</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

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Department Agenda Item	Discussion	Decision	Action
9:45 AM Board of Elections w/J. Schlick & H. Bush			
<p>1. Reappointment:</p> <ul style="list-style-type: none"> Harold J. Bush, 4579 Miller Rd, Silver Springs, NY 14550 as the Democratic Election Commissioner for a term of two (2) years effective; January 1, 2019 through December 31, 2020. 	<i>See attached Certificate of Party Recommendation</i>	Motion: Brunner Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: *RESOLUTION
<p><i>Prior to the roll call vote for Commissioner Schlick's reappointment, Chairman Berwanger commended the Commissioner on his understanding of the elections process and the department's budget process. Prior to Commissioner Schlick the department did not have the Commissioner's level of understanding for these processes. Chairman Berwanger noted on behalf of Supervisor Becker, T/Sheldon that he would not be in favor of Commissioner Schlick's reappointment because of an issue the Board of Elections had in handling a handicap accessibility issue with the Town of Sheldon's polling site. County Republican Comm. Chair (Supervisor) Grant, T/Bennington spoke to comments made by Supervisor Becker during a recent County Republican Committee. Supervisor Leuer, T/Middlebury spoke to the disagreements he has had with Commissioner Schlick. There was some discussion over the letter that was received by the Disability Rights NY organization.</i></p>			
<p>2. Reappointment:</p> <ul style="list-style-type: none"> James Schlick, 1468 Church Rd., Darien Center, NY 14040 as the Republican Election Commissioner for a term of two (2) years effective; January 1, 2019 through December 31, 2020. 	<i>See attached Certificate of Party Recommendation</i>	Motion: Grant Ayes: 6 Noes: 1 Leuer Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: Non-Consent *RESOLUTION
Human Resource w/D. Farberman			
<p>1. Consideration of the Adopted 2018 Fall NYSAC Conf. Resolutions</p> <ul style="list-style-type: none"> Resolution Calling for the Full Repeal of the New York State Scaffold Law or Reform to Include a Pure Standard of Comparative Negligence 	<i>See Attached.</i>	Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: *RESOLUTION
<p>2. Position Fill:</p> <p style="text-align: center;"><i>Social Services</i></p> <p>One (1) position of Caseworker Trainee (position code 002.042) on CSEA Schedule A Grade 12 (\$19.33 - \$22.14/hr); Person vacating: Melissa Carney, effective October 8, 2018; position available: November 6, 2018.</p>		Motion: Grant Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: HS Comm. FINANCE
<p>3. Position Fill:</p> <p style="text-align: center;"><i>Social Services</i></p> <p>One (1) position of Social Services Program Specialist Trainee (position code 130.359) on CSEA Schedule A Grade 8 (\$17.93- \$20.74/hr); Person vacating: Leann Becker, effective August 21, 2018, 2018; position available: November 6, 2018.</p>		Motion: Grant Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: HS 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 Heavy Equipment Operator (position code 078.163B) on CSEA Schedule B Grade 9 (\$18.21 - \$20.12/hr.); Person vacating: Benjamin Parton, effective October 15, 2018; position available: November 6, 2018.</p>		<p>Motion: Granger Ayes: 7 Noes: Absent: 2 Becker; Copeland</p>	<p>Carried: XXX Defeated: Referred to:</p> <p>PW Comm. FINANCE</p>								
<p>5. Position Fill:</p> <p style="text-align: center;">Highway</p> <p>One (1) position of Heavy Equipment Operator (position code 001.163B) on CSEA Schedule B Grade 9 (\$18.21 - \$20.12/hr.); Person vacating: Rebecca Weibel, effective September 29, 2018; position available: November 6, 2018.</p>		<p>Motion: Granger Ayes: 7 Noes: Absent: 2 Becker; Copeland</p>	<p>Carried: XXX Defeated: Referred to:</p> <p>PW Comm. FINANCE</p>								
<p>6. Position Create/Fill:</p> <p style="text-align: center;">Zoning</p> <p>One (1) position of Zoning Enforcement Officer Assistant (PT) (.3 FTE) on Schedule S at an hourly rate of \$18.8407 (not to exceed \$10,287.00 annually); position available: January 2, 2019.</p>		<p>Motion: Leuer Ayes: 7 Noes: Absent: 2 Becker; Copeland</p>	<p>Carried: XXX Defeated: Referred to:</p> <p>Planning Comm. FINANCE</p>								
<p><i>At 10:05 AM Attorney Wujcik exited the meeting during the below agenda item.</i></p>											
<p>7. Position Abolishment/Create/Fill:</p> <p style="text-align: center;">Office of the Aging</p> <ul style="list-style-type: none"> • Abolish one (1) position of Clerk (PT) (position code 273.053) on CSEA Schedule A Grade 2 (\$15.58-\$17.01/hr); within the Office for the Aging. • Amend one (1) position of Aging Services Aide (PT) (position code 276.015) to full time (1.00 FTE) on CSEA Schedule A Grade 2 (\$15.58-\$17.01/hr); within the Office for the Aging. • Create/Fill (1) position of Aging Services Aide (1.00 FTE) on CSEA Schedule A Grade 2 (\$15.58 - \$17.01/hr); position available January 2, 2019. 	<p>Withdrawn by the Clerk to the Board</p>	<p>Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker; Copeland</p>	<p>Carried: XXX Defeated: Referred to:</p> <p>HS Comm. for Action</p>								
<p>8. Appropriation:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">To: 01.34.1431.1.10601 Unused Benefit Time</td> <td style="text-align: right;">\$5,292.39</td> </tr> <tr> <td>01.34.1431.8.83001 FICA</td> <td style="text-align: right;">6,129.00</td> </tr> <tr> <td>01.34.1431.8.85001 Medicare-FICA</td> <td style="text-align: right;"><u>1,434.00</u></td> </tr> <tr> <td style="text-align: center;">w/any funds available</td> <td style="text-align: right;">\$12,855.39</td> </tr> </table> <p>Reason: To cover shortage for Unused Benefit Time due to L. Nash resignation. Also to cover FICA and MA-FICA shortage due to additional employees.</p>	To: 01.34.1431.1.10601 Unused Benefit Time	\$5,292.39	01.34.1431.8.83001 FICA	6,129.00	01.34.1431.8.85001 Medicare-FICA	<u>1,434.00</u>	w/any funds available	\$12,855.39		<p>Motion: King Ayes: 7 Noes: Absent: 2 Becker; Copeland</p>	<p>Carried: XXX Defeated: Referred to:</p> <p>FINANCE</p>
To: 01.34.1431.1.10601 Unused Benefit Time	\$5,292.39										
01.34.1431.8.83001 FICA	6,129.00										
01.34.1431.8.85001 Medicare-FICA	<u>1,434.00</u>										
w/any funds available	\$12,855.39										

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Department Agenda Item	Discussion	Decision	Action
<p>9. New Policy:</p> <ul style="list-style-type: none"> • Wyoming County Wage and Salary Market Adjustment Procedure 	<p><i>See Attached</i></p>	<p>Motion: Brunner Ayes: 7 Noes: Absent: 2 Becker; Copeland</p>	<p>Carried: XXX Defeated: Referred to: *RESOLUTION</p>
<p>10. Amend Salary Schedules “G” & “S”:</p> <ul style="list-style-type: none"> • Sheriff <ul style="list-style-type: none"> ○ Remove stipulation that Stop DWI stipends be paid in a lump sum in the first pay of December • Human Resources <ul style="list-style-type: none"> ○ Set hourly pay rate of Human Resources Assistant (position code 001.434) at \$18.3049/hr. (not to exceed \$33,315.00 annually) effective September 17, 2018. • Public Health <ul style="list-style-type: none"> ○ Move position of Emergency Preparedness Coordinator (position code 120.470) from Schedule G to Schedule S. 		<p>Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker; Copeland</p>	<p>Carried: XXX Defeated: Referred to: PH Comm. PS Comm. FINANCE</p>
<p>11. Discussion Item:</p> <ul style="list-style-type: none"> • EAP Quarterly Report • FLSA Exempt Standard • Active Shooter Training <ul style="list-style-type: none"> ○ Undersheriff Linder & one other Deputy will be trained to provide Wyoming County Employees with this training... • WCCH Position Search updates: <ul style="list-style-type: none"> ○ CEO ○ Clinic Manager ○ Pharmacy Manager • Chairman Berwanger / B. Streicher – Fire Coordinator (PT) <ul style="list-style-type: none"> ○ For 2019 <ul style="list-style-type: none"> ▪ Current hourly rate plus the 2% increase ▪ FTE’s increased to full time ▪ HR Dir. Farberman indicated that he has had conversation with the EMS Dir. over concerns ▪ HR Dir. will mediate this discussion. 		<p>Motion: Ayes: Noes: Absent:</p>	<p>Carried: Defeated: Referred to:</p>

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Department Agenda Item	Discussion	Decision	Action
12. <i>Permission to provide light refreshments at the Leadership training sessions on October 24, November 15 and December 13 in an amount not to exceed \$500.00.</i>	<i>Preapproval was provided by Committee Chair Tallman.</i>	Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker; Copeland	Carried: XXX Defeated: Referred to: APPROVED
Civil Service w/D. Farberman			
13. <i>Civil Service Update for October 2018</i>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
Weights and Measures w/J. Marley			
	<i>~Nothing to Report~</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
Records Retention w/G. Royce			
	<i>~Nothing to Report~</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

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

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

**2018 NYSAC Fall Seminar
Standing Committee on Intergovernmental Affairs
Resolution #6**

**Resolution Calling for an Increase in the Share of Revenue Counties Retain
for Providing State DMV Services**

WHEREAS, 51 of the 62 New York Counties are mandated by the State to operate a local Department of Motor Vehicles (DMV) Office; and

WHEREAS, county clerks take pride in overseeing and operating this important service on behalf of the State for our residents; and

WHEREAS, this local DMV operation is one of many examples of shared services that counties provide for the state; and

WHEREAS, under current law, the State of New York takes 87.3 percent of all fees collected from the work performed by the county-operated DMV's; and

WHEREAS, the remaining 12.7 percent county share has not been increased since 1999, yet the amount of work required by the local DMV offices has increased in that same period; and

WHEREAS, our residents that need to obtain new licenses must understand the difference between traditional licenses, enhanced licenses, and Real IDs, and this education and service has largely been placed on counties with little to no increased funding to achieve this goal; and

WHEREAS, the in-person customer service requests and transactions that take place in a county DMV are increasingly time-consuming and costly, with little or no fee allotted; and

WHEREAS, the Governor and the State Legislature have repeatedly stated that lowering the property tax burden on local residents is a key priority; and

WHEREAS, increasing the county DMV revenue sharing rate with the state will not result in any increased costs or fees to local residents or taxpayers and will provide counties with needed revenue to continue to provide necessary local government services; and

WHEREAS, there is a clear inequity present when a county DMV provides all the services, including overhead and staffing needs to fulfill these state services, yet the State takes 87.3 percent of the revenue generated from providing these services; and

WHEREAS, the counties recognize the important function of the state DMV in providing both support to counties and resident services; accordingly, any loss in state DMV operational budget that occurs from an increased county revenue should be made whole through the State General Fund.

NOW, THEREFORE, BE IT RESOLVED, the New York State Association of Counties (NYSAC) calls on Governor Andrew M. Cuomo and members of the State legislature to require a substantial increase of the county DMV revenue share with the State; and

BE IT FURTHER RESOLVED, that copies of this resolution be sent to the counties of New York State encouraging member counties to enact similar resolutions; and

BE IT FURTHER RESOLVED, that the New York State Association of Counties shall forward copies of this resolution to Governor Andrew M. Cuomo, the New York State Legislature and all others deemed necessary and proper.

PART II

DISTRIBUTION STATEMENT
(Columns 1 through 5)

The Taxes collected shown in column 2 were produced by mortgages covering real property in the respective tax districts. Additions and deductions to make adjustments and correct errors are recorded in column 3 and 4, respectively. Authority for these additions and deductions is given by the orders of the Tax Department noted on the bottom of this part.

CREDIT STATEMENT
(Column 6)

This column is the net amount due each tax district for which the Board of Supervisors shall issue its warrant or warrants.

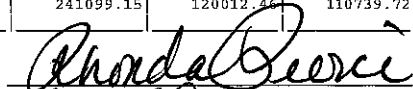

1 Tax District	2 Taxes Collected	3 *Additions	4 *Deductions	5 Amount of Taxes Collected as adjusted and corrected	6 Net Amount due each Tax District
ARCADE	33,196.37			33,196.37	28,740.78
ATTICA	24,501.22			24,501.22	21,212.69
BENNINGTON	30,714.55			30,714.55	26,592.07
CASTILE	32,956.71			32,956.71	28,533.29
COVINGTON	6,897.80			6,897.80	5,971.98
EAGLE	9,038.41			9,038.41	7,825.28
GAINESVILLE	9,287.50			9,287.50	8,040.94
GENESER FALLS	3,384.27			3,384.27	2,930.04
JAVA	28,232.00			28,232.00	24,442.73
MIDDLEBURY	7,428.00			7,428.00	6,431.02
ORANGEVILLE	6,384.78			6,384.78	5,527.82
PERRY	25,746.33			25,746.33	22,290.68
PIKE - TOWN	4,426.95			4,426.95	3,832.77
SHELDON	17,911.00			17,911.00	15,507.00
WARSAW	30,429.04			30,429.04	26,244.88
WETHERSFIELD	7,941.00			7,941.00	6,875.18
TOTAL TAX DISTRICTS					
TOTALS	278,475.93			278,475.93	241,099.15

* see refund, adjustment and special adjustment orders of Commissioner of Taxation and Finance, case numbers.

NEW YORK STATE MORTGAGE TAX SEMI - ANNUAL REPORT
 COUNTY OF WYOMING COUNTY CLERK FOR THE PERIOD 4/01/2018 THROUGH 9/30/2018
 CASH STATEMENT FOR TAXES COLLECTED PURSUANT TO ARTICLE 11

Months	BASIC TAX DISTRIBUTED					TREASURER			ALL OTHER TAXES DISTRIBUTED				
	1 Basic Tax Collected	2 Interest Received by Recording Officer	3 Recording Officer's Expense	4 Refunds or Adjustments	5 Amount Paid Treasurer (Col 1+Col 2- Col 3-Col 4)	6 Interest Received by Treasurer	7 Treasurer's Expense	8 Tax Districts Share (Col 5+Col 6- Col 7)	9 Local Tax	10 Additional Tax	11 Special Assistance Fund	12 Special Additional Tax	13 County Tax
20__ Oct													
Nov													
Dec													
20__ Jan													
Feb													
Mar													
Apr	33735.05	.54	6347.81		27387.78	21.93		27409.71	13705.44	12417.36		11746.58	
May	39440.10	.71	6377.45		33063.36	27.23		33090.59	16531.69	14880.06		13939.27	
Jun	68499.19	1.18	6178.95		62321.42	16.95		62338.37	31921.44	28874.56		29434.76	
Jul	40512.78	1.24	6074.05		34439.97	13.49		34453.46	18720.01	15668.30		16094.42	
Aug	63118.50	1.20	6279.95		56839.75	20.80		56860.55	25671.51	26486.42		25150.06	
Sep	33170.31	2.50	6248.06		26924.75	21.72		26946.47	13462.37	12413.02		12377.95	
Totals	278475.93	7.37	37506.27		240977.03	122.12		241099.15	120012.46	110739.72		108743.04	

AU-202
(4/97)


 _____ Recording Officer

 _____ Treasurer

Certificate of Party Recommendations

For Commissioner of Elections

WYOMING COUNTY DEMOCRATIC COMMITTEE

(Pursuant to Election Law, Section 3-204)


To the Clerk of the Wyoming County Board of Supervisors:

We do hereby certify that at the meeting of the Wyoming County Democratic Committee held on the 3rd day October, 2018, duly convened and held at 10 West Buffalo Street, in the Town and Village of Warsaw, County of Wyoming and State of New York, under the provisions of Election Law Section 3-204 and the rules of the Wyoming County Democratic Committee, and with a quorum present, **HAROLD J BUSH**, residing at 4579 Miller Rd, Silver Springs, NY 14550 was recommended by a majority of said committee as a suitable and qualified person for appointment to the office of Commissioner of Elections for the term beginning the 1st day of January, 2019 through the 31st day of December, 2020 and that said designee is a registered voter of the County of Wyoming and a duly enrolled member of the Democratic Party.

Dated: October 3, 2018

Warsaw, New York

IN WITNESS WHEREOF, we have made and executed this Certificate this 3rd day of October, 2018,


Cynthia Appleton, Chairperson


Jeanne Williams, Secretary

State of New York

County of Wyoming ss:

On the 3rd day of October, 2018, before me, the undersigned, a Notary Public/Commissioner of Deeds, in and for the State of New York, personally appeared **Cynthia Appleton** and **Jeanne Williams**, each personally known to me or proven to me on the basis of satisfactory evidence, to be the individuals whose names are subscribed to this instrument and acknowledged to me that they executed the same in their capacity, and that their signatures on this instrument, the individual or the person upon behalf of which the individual acted, executed the instrument.


Notary Public/Commissioner of Deeds

MINDY L. ANDERSON
NOTARY PUBLIC, State of New York
No. 01AN5074627
Qualified in Wyoming County
Commission Expires March 17, 2019

STATE OF NEW YORK
STATE BOARD OF ELECTIONS

ELECTION COMMISSIONER CERTIFICATION

To the Clerk of the County (Board of Supervisors or Legislature), County of Wyoming

I certify that:

At a meeting of the Republican County Committee of the County
of Wyoming, held on the 27th day of September, 2018, at
Warsaw, New York, under the provisions of the Election Law and rules

of the County Committee, a quorum being present,

James Schick, residing at
(Name)
1468 Church Rd. Darien Center, New York, 14040 was
(Address) (Zip Code)

recommended by majority of said committee as a suitable and qualified person for appointment to the office of
Commissioner of Elections.

for the term beginning January 1, 2019

to fill an existing vacancy in said office for the remainder of the current term

and that said designee is a registered voter of the County of Wyoming and a duly
enrolled member of the Republican Party.

Dated at Warsaw, New York
October 3rd, 2018
(Date)

Mallory P. Faw
(Chair)
Acting Recording Secretary

**2018 NYSAC Fall Seminar
Standing Committee on Public Employee Relations
Resolution #2**

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 percent; 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, the New York State of Association of Counties (NYSAC) is in support of Scaffold Law reform as well as meaningful protection of construction workers; and

BE IT FURTHER RESOLVED, the New York State of Association of Counties 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 copies of this resolution be sent to the counties of New York State encouraging member counties to enact similar resolutions; and

BE IT FURTHER RESOLVED, that the New York State Association of Counties shall forward copies of this resolution to Governor Andrew M. Cuomo, the New York State Legislature and all others deemed necessary and proper.

**WYOMING COUNTY
POLICY AND PROCEDURE**

EFFECTIVE DATE: January 1, 2019	REVIEWED BY: (Individuals/Committees) Human Resources, Finance, Compensation	
DATE DEVELOPED: October 1, 2018	PREPARED BY: Daniel J. Farberman Director of Human Resources	SUPERSEDES:
CHIEF EXECUTIVE OFFICER'S SIGNATURE:		REFERENCES:

POLICY: **Wage & Salary Market Adjustment Procedures**

PURPOSE: Wyoming County is committed to fairly compensating employees and this procedure is an acknowledgment that it may become necessary to review and adjust selected non-bargaining unit employees of Wyoming County outside of the annual wage evaluations.

- PROCEDURE:**
1. This Wyoming County Policy applies to all non-bargaining unit employees of Wyoming County.
 2. This policy is intended to establish a uniform and fairly administrated system and procedure for market adjustments to the wages and salaries of non-bargaining unit employee working in the various Departments within Wyoming County, and to provide stability and predictability to the budgeting process and to payroll administration.
 3. This policy will establish a review window between April 1 through June 30 of each year for the review and possible modification of employee wages and salaries. No wage or salary reviews will be conducted outside this established window without the approval of the Human Resources Director and the Compensation Committee.
 4. Each Wyoming County Department head will have the opportunity to make a written submission to the Human Resources Director during the review window as established herein for the review of wages and salaries of specific employees in their respective departments the

Department Head believes are deserving of a market adjustment to their wages or salaries. These requests should be based upon all or some of the below listed factors:

1. Comparison to similar employees in similar jobs within Wyoming County.
 2. Significant and meaningful changes in the employee's job responsibilities.
 3. Salary survey data for similar jobs in other Counties or private industry.
 4. An assessment of the employee leaving employment
5. The submitting Department Head and the Human Resources Director will review the supporting information and reasoning for any wage or salary market adjustment and these requests will be submitted in writing accompanied by all the supporting documentation to the Compensation Committee for review and recommendation.
6. The Compensation Committee in conjunction with the Human Resources Director will review each market adjustment as recommended by Department Heads and submit the recommendations of the committee to the Finance Committee of the Wyoming County Board of Supervisors for review.
7. Market adjustments to non-bargaining unit employees made under this procedure will be made on a case – by – case basis and will only become effective after review and approval by the Wyoming County Board of Supervisors.
8. Once a final decision has been made regarding a Wage & Salary market adjustment request The Human Resources Director will be responsible to communicate with the requesting department head on this decision.

Educational Resource Associates

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216 East Main Street, Batavia, NY 14020 585 344 3866

www.educationalresourceassociates.com

EMPLOYEE ASSISTANCE PROGRAM

QUARTERLY REPORT

Wyoming County

July September 2017\8

Individuals	19
Employees	18
Family Members	1
Total Units of Service	37
Related Service:	
Presenting Problems:	
Marital	
Family	4
Emotional	6
Work related	5
Grief	1
Substance Abuse	3
Administrative Contacts:	1
Supervisory Referrals	3

FAIR LABOR STANDARDS ACT (“FLSA”)

Federal State establishing:

- Minimum wage
- Overtime compensation
- Recordkeeping and posting
- Child Labor
- No retaliation
- Equal Pay

FAIR LABOR STANDARDS ACT (“FLSA”)

The FLSA defines two types of employees:

- 1) Exempt – are not covered by many FLSA rules (examples – doctors, lawyers, directors, executives)
 - a) Three tests for exempt status:
 - Salary Basis
 - Minimum Pay - \$47,476
 - Job Duties : Executive, Professional, or Administrative
 - Very lengthy analysis, each job needs to be evaluated
- 2) Non exempt- are covered by FLSA rules (examples – maintenance workers, secretaries, nurses, clerks, skilled trades)

Civil Service Monthly Update

October 2018

Canvass Positions:

- Custodian
- Medical Biller
- Account Clerk

Certificates Issued

- Medical Biller
- Clinical Admissions Coordinator
- Emergency Patient Care Technician
- Head Custodian
- Orthopaedic Patient Care Coordinator
- Probation Officer Trainee

Payrolls Certified:

- County – 10/5/2018
- County – 10/19/2018
- Highway – 10/5/2018
- Highway – 10/19/18
- WCCH – 10/12/2018
- WCCH – 10/26/2018

Exams Announced:

- Community Services Aide
- Community Services Worker
- Mental Health Therapy Aide
- Social Work Assistant

Exams Held:

- Keyboard Specialist II
- School Secretary

Exam Results:

- Clinical Admissions Coordinator
- Emergency Patient Care Technician
- Head Custodian
- Orthopaedic Patient Care Coordinator
- Probation Officer Trainee
- Account Clerk

Duty Statements (creations): (County)

-

Duty Statements (creations): (WCCH)

- Registration Supervisor
- Pharmacy Director
- Medical Biller

- :Licensed Practical Nurse
- Surgical Services Aide

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

- Information Technology Specialist

Job Specifications:

- Registration Supervisor
- Pharmacy Director
- Medical Biller
- Director of Social Work

Job Opportunities: County

- Account Clerk
- Senior Social Services Program Specialist

Job Opportunities: WCCH

- LPN – FT (3)
- LPN - .80 FTE (1)
- LPN Per Diem (1)
- Supervising LPN – FT (1)
- Director of Social Work – FT (1)
- Nursing Assistant – FT (7)
- Nursing Assistant Per Diem – (2)
- Unit Helper – FT (1)
- RPN Per Diem (2)
- Building Maintenance Worker – FT (1)
- Phlebotomist - .50 FTE (1)
- Student Aide Per Diem (1)
- Student Aide - .40 FTE (1)
- Medical Biller – FT (1)
- Surgical Services Aide – FT (1)
- Building Maintenance Worker