

HUMAN RESOURCE COMMITTEE MEETING MINUTES

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/UCcfZs0H1gcOl67vIR8g-Ow>)

Date: Tuesday, September 27, 2022 @ 9:00 AM

Location: **Supervisors' Chambers, 2nd floor of the government center**

Present: **King**, Kehl, Roche, Granger, McCormick (9:04 AM), Leuer (9:17 AM, left at 10:32 AM), Jacoby

Absent: **Becker**, Grant

Also Present: C. Ketchum/Board Clerk; D. Farberman/HR Director; J. Wilkinson/Co. Atty.; J. Cook/Budget Officer; B. Ryan/Board Chair (9:13 AM); J. Brick, T/Perry; A. D. Berwanger, T/Arcade; J. Davis, T/Covington; E. J. Gozelski, T/Castile (9:03 AM)

Department Agenda Item	Discussion	Decision	Action
Committee Chair's Agenda			
<i>At 9:03 AM Supervisor Gozelski, T/Castile entered the meeting during the below Agenda Item.</i>			
<i>At 9:04 AM Supervisor McCormick, T/Java entered the meeting during the below Agenda Item.</i>			
<i>At 9:13 AM Board Chair Ryan, T/Warsaw entered the meeting during the below Agenda Item.</i>			
<i>At 9:17 AM Supervisor Leuer, T/Middlebury entered the meeting during the below Agenda Item.</i>			
<i>There was some discussion over .5 FTE and less positions not being represented by the Collective Bargaining Agreement, therefore not eligible for the referral incentive program. There was additional discussion over the necessity of a standalone Referral Incentive Program Policy. Supervisor McCormick, T/Java offered that the committee is spending a lot of time on this proposal with what she anticipates to be minimal result.</i>			
1. Approve MOU (with updated language) by and between CSEA and the County of Wyoming authorizing a Referral Incentive Program.	<i>Withdrawn during 09/13/22 BOS monthly meeting.</i>	Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker, Grant	Carried: XXX Defeated: Referred to: *RESOLUTION
2. <u>Fall NYSAC Conf. Resolution:</u> • <i>A Resolution Urging Investment by the State Within the Department of Civil Service to Support Public Employee Recruitment and Retention</i>		Motion: Leuer Ayes: 7 Noes: Absent: 2 Becker, Grant	Carried: XXX Defeated: Referred to: *RESOLUTION
3. <u>Fall NYSAC Conf. Resolution:</u> • <i>Resolution Calling on the State to Set the Judgement Interest Rate Charged to State and Local Governments to be Tied to the Federal Interest Rate</i>		Motion: Leuer Ayes: 7 Noes: Absent: 2 Becker, Grant	Carried: XXX Defeated: Referred to: *RESOLUTION
4. <u>Fall NYSAC Conf. Resolution:</u> • <i>Resolution Calling on the State to Provide Funding to Counties and County Boards of Elections for the Additional 2022 Primary, and to Provide Flexibility for the Number and Location of Early Voting Locations</i>		Motion: Leuer Ayes: 7 Noes: Absent: 2 Becker, Grant	Carried: XXX Defeated: Referred to: *RESOLUTION

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Department Agenda Item	Discussion	Decision	Action
<p>5. <u>Fall NYSAC Conf. Resolution:</u></p> <ul style="list-style-type: none"> • <i>Resolution in Support of Addressing COVID's Impact on the Low Morale and Exodus of Professional from New York's Public Workforce through the Issuance of Workforce Bonuses, Stipends, and Enhanced Retirement Benefits to Sustain the State's Public Infrastructure</i> 		Motion: Leuer Ayes: 7 Noes: Absent: 2 Becker, Grant	Carried: XXX Defeated: Referred to: * RESOLUTION
<p>6. <u>Fall NYSAC Conf. Resolution:</u></p> <ul style="list-style-type: none"> • <i>Resolution Calling for the Study and Reform of New York State Civil Service system to Support Local Government Employee Recruitment</i> 		Motion: Leuer Ayes: 7 Noes: Absent: 2 Becker, Grant	Carried: XXX Defeated: Referred to: * RESOLUTION
<p>7. <u>Fall NYSAC Conf. Resolution:</u></p> <ul style="list-style-type: none"> • <i>Resolution to Promote changes to the State's Civil Service Law to Address Constraints on New York State Airports' Ability to Recruit, Hire, and Promote Qualified Aviation Professionals</i> 		Motion: Leuer Ayes: 7 Noes: Absent: 2 Becker, Grant	Carried: XXX Defeated: Referred to: * RESOLUTION
<p>8. <u>Fall NYSAC Conf. Resolution:</u></p> <ul style="list-style-type: none"> • <i>Calling on the State of New York to Fully Fund County Law 18B Assigned Counsel Statutory Pay Levels</i> 		Motion: Leuer Ayes: 7 Noes: Absent: 2 Becker, Grant	Carried: XXX Defeated: Referred to: * RESOLUTION
9:00 AM Historian w/C. Amrhein			
<p>1. UPDATES:</p> <ul style="list-style-type: none"> • Portrait of Hon. James E. Norton will be going for restoration to Eileen Sullivan of Aurora Art Conservation. • All 3 National Women Vote trail markers are here and will be put in this week; you will be notified of the unveilings. • I plan on an article in the newspaper before the dedications. (Castile Library, Wyoming Village Hall, & Warsaw Village Park.) 		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
<p>2. FYI:</p> <ul style="list-style-type: none"> • <u>Perry Village Hall being considered by the New York State Board for Historic Preservation at its meeting on Sept. 8, 2022 for nomination to the National and State Registers of Historic Places.</u> 		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

Committee Chair Initials: _____

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Department Agenda Item	Discussion	Decision	Action
9:30 AM County Attorney w/J. Wilkinson			
1. FYI: • Request to discuss 2023 Budget in the event of any questions		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
<i>There was some discussion over needing an appropriation for Assigned Council \$5,676.06 (family court) and \$3,025.50 (criminal court). Budget Officer Cook will work with the County Attorney's office and present the appropriation on her Finance agenda.</i>			
2. Overnight Travel Authorization: J. Wilkinson to attend County Attorneys' Association of the State of New York (CAASNY) 2022 Winter Meeting and JD Meeting, The Otesaga Hotel, Cooperstown, New York, December 4-5, 2022 (or any rescheduled date). Personal car will be used. Registration fee is \$175.00 (\$100.00 Winter Meeting Tuition; \$75.00 JD Meeting Course Tuition); Hotel room \$199.00. All expenses have been budgeted for.		Motion: Kehl Ayes: 7 Noes: Absent: 2 Becker, Grant	Carried: XXX Defeated: Referred to: APPROVED
3. Travel Authorization: B. Degnan to attend Raise the Age Summit, Syracuse University College of Law, Syracuse, New York, October 13, 2022. Program is free. Personal car will be used. County to reimburse for mileage (011420.540406) and E-Z Pass card (011420.540405).	Same day travel...  By Dept. Head	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
9:15 AM Board of Elections w/J. Schlick & H. Bush			
1. Grant Application and Acceptance: Authorize Chairman to sign a grant application and acceptance award with New York State Board of Elections , 40 North Pearl Street Suite 5, Albany, New York 12207 for funding to cover expenses related to providing postage paid return envelopes for all absentee ballots and absentee ballot applications in the amount of \$16,862.67; effective 7/1/2022 through 12/31/2022. (MUNIS CONTRACT # 736) ✓✓		Motion: Granger Ayes: 7 Noes: Absent: 2 Becker, Grant	Carried: XXX Defeated: Referred to: *RESOLUTION

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Department Agenda Item	Discussion	Decision	Action
Human Resource w/D. Farberman			
1. Discussion: <ul style="list-style-type: none"> • HR & IT will collaborate on the creation of a social media policy for the county and hospital. • <u>EAP Report</u> • The county anticipates receipt of the first round of Health Care worker bonuses from NYS next week. Eligible, forward facing employees needed to meet 2 of 5 eligibility points. • ACS conversion quote per Supervisor Kehl (through a text message from IT Director Sikes) \$2,500 • Payroll processing in MUNIS is go live with first payroll in October. 		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
Civil Service w/D. Farberman			
3. <u>Civil Service Update for September 2022</u>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
<p><i>At 9:38 AM there was a motion by Supervisor Kehl to enter an executive session to discuss the employment and performance history of a particular employee and to discuss proposed, pending or current litigation. This was seconded by Supervisor Leuer and all voted aye. Clerk Ketchum, Budget Officer Cook, HR Director Farberman and County Attorney Wilkinson remained.</i></p> <p><i>At 10:32 AM Supervisor Leuer, T/Middlebury left Executive Session.</i></p> <p><i>At 10:56 AM there was a motion by Supervisor Roche to end the executive session and continue the regular meeting. This was seconded by Supervisor McCormick and all voted aye.</i></p>			
9:30 AM County Attorney w/J. Wilkinson continued			
4. Litigation/General Update		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
Human Resource w/D. Farberman			
1. <u>Amend Salary Schedules S and D to reflect approved 2023 Market Rate adjustments as recommended by the 2022 Compensation Committee</u>		Motion: McCormick Ayes: 6 Noes: Absent: 3 Becker, Grant, Leuer	Carried: XXX Defeated: Referred to: FINANCE

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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:
9:00 AM County Clerk w/R. Pierce			
	~Nothing to Report~	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
DMV w/R. Pierce			
	~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, October 25, 2022 @ 9:00 AM.**