

PERSONNEL COMMITTEE

February 2, 2017 – 12:15 P.M.

Personnel Committee Members

Nadia Rajsz, Chair Scott Samuelson, Vice Chair Alan Sorensen Ira Steingart Catherine Owens

AGENDA

DEPARTMENTS:

1. Personnel

2. Risk Management and Insurance

DISCUSSION: None

RESOLUTIONS:

- 1. To Execute A Memorandum Of Agreement With The Civil Service Employers Association, Local 1000, AFSCME, AFL-CIO Sullivan County Sheriff's Office Jail Unit, Sullivan County Local 853.
- 2. Abolish the Research Analyst position in the Management and Budget Office and Create the Director of Communications.
- 3. To authorize a stipend for the Health Insurance Portability and Accountability Act ("HIPAA") Privacy Officer.
- 4. To set salaries of the Attorneys in the Family Services Legal Department.
- 5. To Create a Per Diem Registered Professional Nurse Position at the Sullivan County Jail.
- 6. To Abolish a Correction Officer Position in the Sullivan County Sheriff's Office-Security and Create a Corporal Position in the Sullivan County Sheriff's Office-Security.

PUBLIC COMMENT:

To:	Sullivan County Legislature		
Fr:	Lynda Levine, Personnel Offic	er	
Re:	Request for Consideration of a	Resolution: Execute a MOA	w/ CSEA
Date:	01/25/2017		
well as TO E EMP	ese of Resolution: [Provide a deta is a justification for approval by the EXECUTE A MEMORANDU LOYERS ASSOCIATION, I NTY SHERIFF'S OFFICE J	e Sullivan County Legislature.] JM OF AGREEMENT WI' LOCAL 1000, AFSCME, A	TH THE CIVIL SERVICE FL-CIO SULLIVAN
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Request for Authority to Enter into Contract with [CSEA] of
Nature of Other Party to Contract: Professional	Other:	
Duration of Contract: From To		
Is this a renewal of a prior Contract? Yes No If "Yes" provide the following information:		
Dates of prior contract(s): From To Amount authorized by prior contract(s):		
Resolutions authorizing prior contracts (Resolution #s): Future Renewal Options if any:		
Is Subject of Contract – i.e. – the goods and/or services Mand If "Yes" cite the mandate's source; describe how this contract	t satisfies the requirer	
If "No" provide other justification for County to enter into t have resources in-house, best source of the subject materials, req	his Contract: [County uired by grant, etc.]:	does not
Total Contract Cost for [year or contract period]: (If sp maximum potential cost):		wn state
Efforts made to find Less Costly alternative:		
Efforts made to share costs with another agency or government	ental entity:	
Specify Compliance with Procurement Procedures (Bid, Req	uest for Proposal, Qu	ote, etc.)
Person(s) responsible for monitoring contract (Title):		

A. Director of Purchasing:	Date	1/30/17
B. Management and Budget:	tmuDate	1/30/17
C. Law Department:	Date_	1/30/17
D. County Manager:	Date_	1/30/19
E. Other as Required:	Date _	
-		
Vetted in Personnel	Committee on _	02/02/2017

RESOLUTION INTRODUCED BY PERSONNEL COMMITTEE TO AUTHORIZE THE COUNTY MANAGER TO EXECUTE A MEMORANDUM OF AGREEMENT WITH THE CIVIL SERVICE EMPLOYERS ASSOCIATION, LOCAL 1000, AFSCME, AFL-CIO SULLIVAN COUNTY SHERIFF'S OFFICE JAIL UNIT, SULLIVAN COUNTY LOCAL 853

WHEREAS, the County of Sullivan ("County"), Sullivan County Sheriff ("Sheriff") and the Civil Service Employers Association, Local 1000, AFSCME, AFL-CIO Sullivan County Sheriff's Office Jail Unit, Sullivan County Local 853 (CSEA) are parties to a Collective Bargaining Agreement that expired on December 31, 2012 and there is no successor agreement at this time; and

WHEREAS, Resolution No. 2-15 adopted by the Sullivan County Legislature on January 22, 2015 authorized the abolishment of existing Security Officer positions and creation of new Correction Officer positions as current Security Officer positions are vacated to better fulfill the security needs of County buildings and facilities; and

WHEREAS, some Security Officers may have the ability to be appointed to the position of Correction Officer from an applicable eligible list; and

WHEREAS, the County and Sheriff have determined that it is in the best interests of the County to encourage existing Security Officers to accept appointments to Correction Officer, if eligible; and

WHEREAS, the County, the Sheriff and CSEA have reached an agreement with respect to the terms and conditions of employment under circumstances when a Security Officer employed by the Sullivan County Sheriff's Office is appointed to the position of Correction Officer.

NOW, THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby authorizes the County Manager to execute the Memorandum of Agreement with the Civil Service Employers Association, Local 1000, AFSCME, AFL-CIO Sullivan County Sheriff's Office Jail Unit, Sullivan County Local 883, attached hereto as Schedule "A";

BE IT FURTHER, RESOLVED, that the effective date of this Memorandum of Agreement shall be retroactive to any appointments that would qualify under the terms of this Memorandum of Agreement made on or after July 1, 2016.

Moved by	,	
Seconded by		
and adopted on motion		017.

"Schedule A"

MEMORANDUM OF AGREEMENT

By and between
The County of Sullivan,
Sullivan County Sheriff
And

Civil Service Employees Association, Inc.
Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO
Sheriff's Office Jail Unit,
Sullivan County Local 853

WHEREAS, the County of Sullivan ("County") together with the Sullivan County Sheriff ("Sheriff") and the Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Sheriff's Office Jail Unit, Sullivan County Local 853 ("CSEA" or "Union"), are parties to a Collective Bargaining Agreement ("Agreement") for the term January 1, 2008 through December 31, 2012; and

WHEREAS, the County, the Sheriff and CSEA have reached an agreement with respect to certain terms and conditions of employment when a Security Officer employed by the Sullivan County Sheriff's Office is appointed to the position of Correction Officer, as follows:

- 1. Upon appointment to the position of Correction Officer, the employee shall be compensated at the salary step or year that is closest the compensation he/she was receiving as a Security Officer at the time of said appointment, without reduction in compensation. (For the purposes of this agreement the terms "Step" and "Year" shall constitute the same meaning.);
- 2. Said employee shall receive all subsequent salary increases contained in the Agreement as if the employee had served in the Correction Officer position for the period of time that is required to reach the step in which he/she is compensated at his/her appointment as contemplated in provision 1 above;
- 3. Longevity compensation shall be based on the employee's original date of appointment in the Sheriff's Office;
- 4. Seniority for collective bargaining agreement purposes shall be based on the date of appointment to the position of Correction Officer;
- 5. This agreement shall have no effect on the administration of the provisions of the Civil Service Law;
- 6. The effective date of this agreement shall be retroactive to any appointments made on or after July 1, 2016;
- 7. The provisions of this Memorandum of Agreement are not subject to the grievance procedures contained in Article 21 of the Collective Bargaining Agreement.

Agreed to this January, 2017, Sullivan County			
For Sullivan County:	For CSEA:		
Joshua Potosek	Christopher Decker		
County Manager	Labor Relations Specialist, CSEA		
Hon. Michael Schiff			
Sullivan County Sheriff			

To:	Sullivan County Legislature	
Fr:	Joshua Potosek, County Manager	
Re:	Request for Consideration of a Resolution: Abolish and Create	
Date:	January 27, 2017	
Purpo	se of Resolution: [Provide a detailed statement of what the Resolution will accomplish, as	
-	a justification for approval by the Sullivan County Legislature.]	
	BOLISH POSITION NO. 2695 RESEARCH ANALYST IN THE MANAGEMEN	IT
	BUDGET OFFICE AND CREATE A DIRECTOR OF COMMUNICATIONS	
	TION IN THE COUNTY MANAGER'S OFFICE	
Is sub	ject of Resolution mandated? Explain:	
	Resolution require expenditure of funds? Yes X No	
	s, provide the following information:	
	ount to be authorized by Resolution: \$50,000.00efunds already budgeted? Yes No	
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	Yes" specify appropriation code(s): <u>A1340-10-1011</u> No", specify proposed source of funds: <u>Budget Mod Needed from A1340 to A1230</u>	
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	inty \$50,000.00 Grant(s) \$	
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	ed by Budget Office:	
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If "Y	es", provide information requested on Pages 2. If "NO", please go straight to Page 3	
and a	equire all pre-legislative approvals.	

Request for Authority to Enter into Contract with [l of
Nature of Other Party to Contract:	Other:
Duration of Contract: From To	
Is this a renewal of a prior Contract? Yes No If "Yes" provide the following information:	
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Resolutions authorizing prior contracts (Resolution #s):	
Future Renewal Options if any:	
Is Subject of Contract – i.e. – the goods and/or services Mand If "Yes" cite the mandate's source; describe how this contract	satisfies the requirements:
If "No" provide other justification for County to enter into the have resources in-house, best source of the subject materials, requ	_ ,
Total Contract Cost for [year or contract period]: (If special maximum potential cost):	
Efforts made to find Less Costly alternative:	
Efforts made to share costs with another agency or governme	ntal entity:
Specify Compliance with Procurement Procedures (Bid, Req	uest for Proposal, Quote, etc.)
Person(s) responsible for monitoring contract (Title):	

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B. Mana	ngement and Budge	1: Janetry	Date	13017
C. Law	Department:	ond Cawley	Date _	1/30/17
D. Coun	ty Manager:	Jal Motor	Date _	1/30/07
E. Other	r as Required:		Date	
Vetted in Perso	onnel	Co	mmittee on _	02/02/2017

RESOLUTION INTRODUCED BY PERSONNEL COMMITTEE TO ABOLISH POSITION NO. 2695 RESEARCH ANALYST IN THE MANAGEMENT AND BUDGET OFFICE AND CREATE A DIRECTOR OF COMMUNICATIONS POSITION IN THE COUNTY MANAGER'S OFFICE

WHEREAS, based on the review and discussions of the needs of the County Manager's Office to abolish Position No. 2695 Research Analyst in the Management and Budget Office and create the position of Director of Communications in the County Manager's Office; and

WHEREAS, the Commissioner of Management and Budget has verified that the above changes will not have an impact on the 2017 budgeted appropriations.

NOW, THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby authorizes that the position number 2695 Research Analyst in the Management and Budget Office is hereby abolished and a Director of Communications in the County Manager's Office position be created and the annual salary be set at \$50,000.

Moved by,	
Seconded by,	
and adopted on motion	, 2017.

To:	Sullivan County Legislature		
Fr:	Joshua Potosek, County Manag	er	
Re:	Request for Consideration of a I	Resolution: Create Position	
Date:	January 27, 2017		
well as TO A	· ·	Sullivan County Legislature.] OR THE HEALTH INSUR	ANCE PORTABILITY AND
Is sub	ject of Resolution mandated? Ex	plain:	
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Resolutions authorizing prior contracts (Resolution #s):	
Future Renewal Options if any:	
Is Subject of Contract – i.e. – the goods and/or services Manda	ated? Yes No
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Person(s) responsible for monitoring contract (Title):	

A. Director of Purchasing:	Carpen Surs Date	1/30/17
B. Management and Budge	t: Janetry Date	· 1/30/17
C. Law Department:	onas Cawley Date	130/17
D. County Manager:	Date Date	1/30/01
E. Other as Required:	Date	
Vetted in Personnel	Committee on	02/02/2017

RESOLUTION INTRODUCED BY PERSONNEL COMMITTEE TO AUTHORIZE A STIPEND FOR THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT ("HIPAA") PRIVACY OFFICER

WHEREAS, pursuant to the Health Insurance Portability and Accountability Act of 1996 "HIPAA" the County Manager is required to designate a HIPAA Privacy Officer; and

WHEREAS, the HIPAA Privacy Officer shall oversee compliance with the Privacy Rule and is responsible for coordinating, developing, approving and assisting the County Compliance Committee in overseeing and monitoring the privacy of protected health information, and

WHEREAS, the HIPAA Privacy Officer will be responsible for implementing policies, standards, and guidelines, including minimum requirements, that provide adequate privacy of protected health information for all County health care components, and responding to actual or suspected breaches in confidentiality of integrity of protected health information; and

WHEREAS, the County Manager desires to designate a Management/Confidential employee as the HIPAA Privacy Officer.

NOW, THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby authorizes a stipend in the amount of \$7,000 annually to be assigned to the County Manager's designee to carry out the duties of the HIPAA Privacy Officer for the County of Sullivan.

Moved by	,
Seconded by	
and adopted on motion	, 2017

To:	Sullivan County Lea	gislature			
Fr:	Nadia Rajsz				
Re:	Request for Conside	eration of a Resolu	tion: Set Salari	es of the DFS Lo	egal Attorneys
Date:	January 27, 2017				
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Request for Authority to Enter into Contract with [of
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Nature of Other Party to Contract:	Other:
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If "Yes" provide the following information:	
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Amount authorized by prior contract(s):	
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Future Renewal Options if any:	
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Person(s) responsible for monitoring contract (Title):	

Pre-Legislative Approvals:		
A. Director of Purchasing:	augm Seurs Date	1/30/17
B. Management and Budge	t: <u>Janut Myn</u> Date	1/30/1
C. Law Department:	many Cauley Date	1/30/17
D. County Manager:	July Metrol Date	1/30/0
E. Other as Required:	Date	
Vetted in Personnel	Committee on _	02/02/2017

RESOLUTION INTRODUCED BY PERSONNEL COMMITTEE TO SET SALARIES FOR THE ATTORNEYS IN THE FAMILY SERVICES LEGAL DEPARTMENT

WHEREAS, the salaries of the Attorneys in the Family Services Legal Department were in need of evaluation and adjustment; and

WHEREAS, the salaries of the attorneys have been reviewed and evaluated based upon job duties, responsibilities and commensurate salaries of other Sullivan County legal staff.

NOW, THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby sets the Family Services Legal Department Attorney salaries as follows:

Position Number	Title	Salary
1954	Senior Family Services Attorney	\$100,000
2508	Family Services Attorney	\$88,915
642	Family Services Attorney	\$70,000
2945	Family Services Attorney	\$75,076

Moved by	······································
Seconded by	
and adopted on motion	, 2017.

lo:	Sullivan County Legislature	•	
Fr:	Chief Harold Smith		
Re:	Request for Consideration o	of a Resolution: Create Position	
Date:	January 27, 2017		
well a	s a justification for approval by	etailed statement of what the Resol the Sullivan County Legislature.] EGISTERED PROFESSIONA	-
Is sub	ject of Resolution mandated?	Explain:	
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		solution: \$33.61 / hour	
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Request for Authority to Enter into Contract with [l of
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Future Renewal Options if any:	
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If "No" provide other justification for County to enter into this have resources in-house, best source of the subject materials, require	~ -
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Α.	Director of Purchasing	: augm Seus	Date	1/30/17
В.	Management and Budg	get: Janetry	Date	1/30/17
C.	Law Department:	Thomas Capley	_ Date _	1/30/17
D.	County Manager:	Jul Vifitari	Date_	1/30/07
E.	Other as Required:		Date _	
Vetted in	Personnel	Commi	ttee on _	02/02/2017

RESOLUTION INTRODUCED BY PERSONNEL COMMITTEE TO CREATE A PER DIEM REGISTERED PROFESSIONAL NURSE POSITION

WHEREAS, the Sullivan County Jail is in need of an additional Registered Professional Nurse position to help fill-in for vacation, sick days, and call-outs, and

WHEREAS, creating this Per Diem Registered Professional Nurse position will help to alleviate the shortfall in nursing positions at the Jail.

NOW, THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby authorizes the creation of a Per Diem Registered Professional Nurse Position at the Sullivan County Jail.

Moved by,	
Seconded by,	
and adopted on motion	. 2017.

To:	Sullivan County Legislature		
Fr:	Chief Harold Smith		
Re:	Request for Consideration of	a Resolution: Create Position	
Date:	January 27, 2017		
well as TO A SHEI	s a justification for approval by the BOLISH A CORRECTION	railed statement of what the Resol he Sullivan County Legislature.] NOFFICER POSITION IN T Y AND CREATE A CORPO F'S OFFICE-SECURITY	HE SULLIVAN COUNTY
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Request for Authority to Enter into Contract with [of
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Person(s) responsible for monitoring contract (Title):	

A. Director of Purchasing:	auxm Seus	_ Date	
B. Management and Budget	1: Janetny	Date	1/30/17
C. Law Department:	man Cawley	_Date _	1/30/17
D. County Manager:	Jel Hotel	_Date _	1/30/11
E. Other as Required:		_ Date _	
Vetted in Personnel	Commit	tee on _	02/02/2017

RESOLUTION INTRODUCED BY PERSONNEL COMMITTEE TO ABOLISH A CORRECTION OFFICER POSITION IN THE SULLIVAN COUNTY SHERIFF'S OFFICE-SECURITY AND CREATE A CORPORAL POSITION IN THE SULLIVAN COUNTY SHERIFF'S OFFICE-SECURITY

WHEREAS, based on the needs of the Sullivan County Sheriff's Office there is a need to abolish a Correction Officer position in the Sullivan County Sheriff's Office-Security and create the position of Corporal in the Sullivan County Sheriff's Office-Security; and

WHEREAS, the creation of this position will better serve the needs of the Sullivan County Sheriff's Office-Security.

NOW, THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby abolishes a Correction Officer position in the Sullivan County Sheriff's Office-Security and authorizes the creation of a Corporal position in the Sullivan County Sheriff's Office-Security.

Moved by	
Seconded by	_>
and adopted on motion	, 2017.