

## Personnel and Insurance Committee Minutes

December 21, 2010 – 2:00 p.m.

Present: Chairman A. Johnson; Supervisors Daly, Lucia, Hargrave, Wood, Richardson, Rowland, Jenkins, Southworth, Grattidge, Kinowski, and Peck; David Wickerham, County Administrator; Ron Revers, Saratoga County CSEA President; Mark Rider, Steve Dorsey, County Attorney; Jack Kalinkewicz, Marcie McNamara, Personnel; Press.

Chairman Johnson called the meeting to order and welcomed all in attendance.

**On a motion made by Mr. Hargrave, seconded by Mr. Lucia the minutes of the December 1, 2010 meeting were approved unanimously.**

Mr. Johnson said the CSEA employees have ratified the contract. The committee will need to approve the civil service contract that was negotiated between civil service and the county.

Mr. Kalinkewicz said after nine sessions with CSEA and one mediation session that lasted a marathon of 8 hrs. we have come to an agreement. The essence of the agreement from the county side is a 20% contribution toward health insurance in 2011; institution of a provider organization to take care of the old traditional Blue program that was costly to the county and has been here for many years. In the nursing home, the non-nursing salary base has been lowered, based on a review of the market. With CSEA approval there is now a new base salary for most of the non-nursing positions.

What was given to CSEA was \$600 off base for 2010, 2% in 2011, and 2% in 2012.

**A motion was made by Mr. Wood, seconded by Mr. Rowland to approve the 2010-2012 contract with the Civil Service Employees Association. Unanimous.**

Mr. Johnson said a hold was put on the county insurance renewal to see what the results of the CSEA contract were.

Mr. Johnson said for 2011 the savings by switching from the traditional Blue to PPO is just under \$100,000.

**A motion was made by Mr. Hargrave, seconded by Mr. Lucia to approve the 2011 Insurance Agreement with Blue Shield of Northeastern New York. Unanimous.**

Mr. Johnson said Mr. Rider has a resolution extending the terms of the CSEA agreement to officers, officials and employees.

Mr. Rider said the balance of the people were divided into three major groups which included: Confidential; management and local law officers. This will give them the same benefits that have been negotiated including \$600 for 2010; 2% for 2011 and 2012.

Mr. Kalinkewicz said there have been effective changes that the Personnel Committee has approved up to this point based on the subcommittee recommendations. In the plan this year all these changes are now reflected in the 2011 plan. This is the work that has been done up to this point with changes that had to be done on positions that were affected in this comp plan. It does not include the start dates that were projected out there from other positions that were not changed.

**A motion was made by Mr. Richardson, seconded by Mr. Rowland to approve the 2011 compensation plan. Unanimous.**

**A motion was made by Mr. Lucia, seconded by Mr. Richardson to approve the introduction of a Local Law for certain county officials. Unanimous.**

**A motion was made by Mr. Hargrave, seconded by Mr. Rowland to extend the terms of the CSEA agreement to include officers, officials and employees. Unanimous.**

**A motion was made by Mr. Lucia, seconded by Mr. Richardson to extend the terms of the CSEA agreement to certain temporary and part-time employees. Unanimous.**

Mr. Johnson said the county is required to appoint an acting Public Health Nurse until a permanent Public Health Nurse is chosen.

Mr. Johnson proposed the appointment of Lori Stiles, Supervising Nurse, as Acting Public Health Nursing Director. He also proposed giving her additional compensation while she holds the acting Director position of \$1,500/mo.

**A motion was made by Mr. Rowland, seconded by Mr. Lucia to appoint Lori Stiles, as Acting Public Health Nursing Director, and to include additional compensation of \$1,500/mo. Unanimous.**

Ms. Daly asked if there had been any responses to the posting of the Public Health Nursing Director position? Mr. Kalinkewicz said, his office has received more applications in the past couple of days. He recommended that the subcommittee meet as soon as possible to interview those who have applied thus far.

Chairman A. Johnson thanked the committee for all their support throughout the year.

**On a motion made by Mr. Wood, seconded by Mr. Rowland the meeting was adjourned.**

Respectfully submitted,  
Chris Sansom

