

Personnel & Insurance Committee Minutes
June 4, 2014 - 3:00 p.m.

Present: Chairman Daly; Supervisors Barrett, Lawler, Lucia, Wright, Martin and Jenkins; Ryan Moore, Mgmt. Analyst; Oscar Schreiber, Public Defender; Marcy McNamara, Robert Hartman, Wendy Tennant; Personnel; Steve Dorsey, County Attorney; Lisa McDonald, Sedgwick; Press.

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

On a motion made by Mr. Lucia, seconded by Mr. Wright the minutes of the May 7, 2014 meeting were approved unanimously.

Mrs. McNamara reviewed the monthly Self Insurance Report stating that the total new cases for the month were 18, and for the year to date 112. Comparisons to last year the new cases were down by 1 and up 10 for the year. May expenses were down \$72,636.48 with the year to date expenses up \$594,937.57 due to the Halfmoon/Waterford accident and pending reimbursement.

Mrs. McNamara introduced Ms. McDonald from Sedgwick, stating that the County is looking to renew the contract for one more year at a flat rate of \$278,940.

Ms. McDonald distributed a handout to all committee members outlining the Sedgwick and Saratoga County Self Insurance Plan. A brief overview of the plan was presented to the committee.

A motion was made by Mr. Lucia, seconded by Mr. Wright to approve the renewal of the Self Insurance Contract with Sedgwick for one year at a flat rate of \$278,940. Unanimous.

Ms. Daly said contracts will need to be approved for the Conflict Defender and Caseload Relief positions as the creation of these positions was approved based on the recommendation of the County Public Defender.

Mr. Moore said this is an administrative item that needs to be approved in order to be in compliance with State regulations. As a part of the 2014 budget approval, the Board of Supervisors created the position of Conflict Defender and two Assistant Conflict Defenders. Clarification will need to take place that they are contract employees.

Mr. Moore said in April the Board of Supervisors created two positions to deal with caseload reduction for the Public Defender's office. Those two positions will be responsible for night court. In both cases, the only costs that are associated with these employees are salary, with no benefits involved. State grants cover every dollar of expense under these two programs, he said.

Mr. Moore said it was discovered that the State Comptroller, due to issues around the State with the Pension System, issued regulations in 2008 that if you have a professional, the presumption of the State Pension System is that they are treated as a contractor and not as an employee on payroll. He said if the County wants to treat them as an employee on payroll, there is a certification process that will have to be done with a signoff by the County Treasurer. He said after looking at the different categories these employees would be classified as contractors.

Ms. Daly said through the interview process it was made clear to all the applicants that these contract employees would not be entitled to fringe benefits.

Mr. Wright asked how many contracts there will be. Mr. Moore said there is one with the Conflict Defender, one with each Assistant and two caseload reduction defenders, for a total of five contracts.

Mr. Moore said the first resolution would be to authorize the Chairman to enter into agreements with the Conflict Defender and two Assistant Conflict Defenders at an annual amount not to exceed the equivalent hourly pay rate of a grade 20 employee for Conflict Defender and a grade 18 employee for Assistant Conflict Defender, calculated at 910 hours per year and amending the compensation schedule in relation thereto.

A motion was made by Mr. Wright, seconded by Mr. Lucia to approve a resolution authorizing the Chairman to enter into agreements with the Conflict Defender and two Assistant Conflict Defenders at an annual salary not to exceed the equivalent hour pay rate of a grade 20 employee for Conflict Defender, and a grade 18 employee for Assistant Conflict Defender, calculated at 910 hours per year and amending the compensation schedule in relation thereto. Unanimous.

A motion was made by Mr. Lucia, seconded by Mr. Lawler to approve a resolution authorizing the Chairman to enter into agreements with Upstate Quality Improvement Caseload Reduction Attorneys at an annual amount not to exceed the hourly pay rate of a grade 18 employee calculated at 910 hours per year and amending the compensation schedule in relation thereto.

Ms. Daly said the committee to review applicants for the Director of Mental Health position has met and they have been interviewing four applicants. It is anticipated that the recommendation for the position will be presented at the July meeting for the committee approval.

On a motion made by Mr. Wright, seconded by Mr. Barrett the meeting was adjourned unanimously.

Respectfully submitted,
Chris Sansom