

Law and Finance Committee Minutes
November 12, 2020 – 4:00 p.m.

Present: Chairman Daniel Pemrick; Committee members Ed Kinowski, Todd Kusnierz, Jonathan Schopf, Kevin Tollisen, Sandra Winney, Mo Wright; Supervisors Phil Barrett, Eric Connolly, Tara Gaston, John Lant, Darren O'Connor, Bill Peck, Jean Raymond, Tom Richardson, Mike Smith, Benny Zlotnick and Chairman of the Board Preston Allen; Spencer Hellwig, Chad Cooke, Brian O'Connor, Matt Rose, County Administrator; Steve Dorsey, County Attorney; Sandi Cross, Office for the Aging; Penny Heritage, Animal Shelter; Craig Hayner, County Clerk; Karen Heggen, District Attorney; Jennifer McCloskey, Employment & Training; Marcy McNamara, Adam Kinowski, Human Resources; Eileen Bennett, Information Technology; Michael Prezioso, Mental Health & Addiction; Jason Kemper, Planning; Cathy Medick, Public Health; Tom Speziale, Public Works; John Warnt, Purchasing; Anna Stanko, Real Property; Dan Rourke, Sewer; Rick Castle, Sheriff; Tina Potter, Social Services; Andrew Jarosh, Treasurer; J. Wes Carr, Youth Bureau; Scott Brackett, CSEA; Shelby Schneider, Jennifer Kelly, Saratoga County Prosperity Partnership; Jonathan Bernstein, Goldberg Segalla.

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

On a motion made by Mr. Wright, seconded by Mrs. Winney, the minutes of the October 4, 2020 meeting were approved unanimously.

On a motion made by Mr. Wright, seconded by Mr. Tollisen, the following resolutions were approved unanimously.

HEALTH & SOCIAL SERVICES

- Authorizing the Youth Bureau's 2020 Funding Applications and Contracts.
- Accepting a donation from the Light Rain Foundation in Stillwater in the amount of \$1,000 and amending the budget in relation thereto.
- Authorizing 2021 subcontracts for the Office for the Aging.
- Authorizing a major contract with Shelby Farrelly for contact tracing services in an amount not to exceed \$52,000.

Mr. Hellwig said that this is an annual item. The contracts are with the various municipal and human service agencies for delinquency prevention programs across the County. The resolution is required by the State Office of Children and Family Services, which is the State agency that oversees this funding stream. There is no budget amendment necessary. For the second item, the donation was offered to the Office for the Aging to help support and supplement the Senior Nutrition Assistance Program. For the third item, this is a housekeeping item and will authorize the 2021 renewal contracts with the agencies that provide home care services for the elderly in their homes. Transportation, legal services, personal care, household chores are some of the

services that are provided. The program is an effort to keep seniors in their homes as opposed to being placed in a skilled nursing facility or assisted living. For the final item, the rate is \$25 per hour. Ms. Farrelly is a nursing student and has been a contact tracer since July 2020. She is being paid under a minor contract and at this point Public Health is asking that this contract be supported to allow them to continue Ms. Farrelly's services. Costs associated with the contract will be covered under a grant from Health Research Inc.

On a motion made by Mr. Tollisen, seconded by Mr. Wright, the following resolutions were approved unanimously.

HUMAN RESOURCES & INSURANCE

- Authorizing an amendment to the County's property insurance coverages for the new Public Safety Building and a premium increase totaling \$10,905.78.
- Authorizing an amendment to the County's 2020 Compensation Schedule to reclassify (1) Computer Programmer to (1) PC Network Technician, Create (1) PC Technical Network Specialist in the IT Department.
- Authorizing ratification of the 2020 Collective Bargaining Agreement with the United Public Service Employees Union, amending the 2020 Compensation Schedule, and amending the 2020 budget and the 2021 Tentative County Budget.
- Authorizing a flexible schedule policy be included in the Policies and Procedures Manual.
- Authorizing the temporary appointment of Thomas Speziale to the position of Commissioner of Public Works.

For the first item, Mr. Hellwig said that the additional premium has been pro-rated to the end of the policy cycle which is May 8, 2021. For the second item, the changes have been requested by the I.T. Department to meet the increasing demands of the department to support various operations, some related to Covid. The reclassification is budget neutral, the additional position will result in costs totaling \$7,600 for the remainder of 2020 and funds are available in the budget. For the third item, ratification of the agreement will include a 2% COLA for 2020, 2021 and 2022, as well as an amendment to the Compensation Schedule to increase the salary grades for Civil Clerks to match that of Cooks. Additional costs for 2020 total \$161,807 and will require an appropriation from fund balance. An amendment to the 2021 Tentative Budget will also be required in the amount of \$315,754. For the fourth item, this is an update to Resolution 210-2020 which authorized an alternative work arrangement on a trial basis. The trial was in the Auditors office and the Department of Social Services. The Departments that participated have provided information to the Human Resources and Insurance Committee and it is the recommendation of the Committee to extend the Policy to other Departments on a trial basis. For the final item, this appointment will be effective November 18th, 2020. This will be until a new Commissioner is appointed. The Resolution will also include an increase to Mr. Speziale's pay

to the same level as the retiring Commissioner for this temporary time period. It is anticipated that a new Commissioner will be appointed by January 1, 2021.

Mr. Kusnierz asked if someone could point out, compare and contrast, the significant similarities and differences between the PBA MOA and the Corrections. Mr. Peck said that first off, Mo Wright and Alan Grattidge were part of the negotiating team, as well as the Sheriff. The negotiations have been ongoing with PBA and Corrections. Starting with Corrections, they had an MOA in the spring time to carry them through 2019. For 2020 there is a 2% increase in pay which is retroactive for the year. For 2021 and 2022 2% each. The agreement expires December 31, 2022. The Co-pay on emergency visits was increased, which encourages individuals going to Urgent Care where the overall costs are much less to the Self Insurance plan. If someone needs to be in the Emergency Room, that Co-pay is waived if they are admitted. A week of vacation was added upon hiring in order to try to encourage attraction and retention. Mr. Peck said that they are under the number of employees in Corrections and this results in higher costs due to mandatory overtime. There was a change in the comp time that can be reserved, but can then be converted into paying their portion of retirement, the health insurance portion. There was also a management rights clause for the Sheriff in managing the Department. Mr. Peck said that these are two different unions and each has their own wants and needs when negotiating. For the PBA agreement, the negotiations finished up a week ago and they finished ratification with their membership yesterday 85-17. For the PBA, 2019 was still outstanding, there was 2% retro pay for 2019, 2% for 2020 retro to the current date, 2% for 2021 and 2022. Mr. Peck said that they went back and forth between a 3-year and a 4-year, and ultimately they decided to do 2022 also. Expanded duty pay of \$900 starting in 2020 and 1 day personal time was added. Mr. Peck said that the wants and needs of each Union are different. With this side we also have a management right clause that was inserted, which were a lot of the issues that were raised during the emergency situation that Covid brought. These were negotiated so that the issues that arose this past year that were not necessarily in the contract, not foreseen, now during emergency situations the Sheriff can accomplish. On call pay for investigators was also slightly bumped up. Included in the PBA were 8 outstanding improper practices, 7 of them were taken care of during negotiations, the 8th one deals with outside employment back when Covid hit, and it was agreed to be removed from PERB and go to binding arbitration. Mr. Kusnierz thanked Mr. Peck for touching on those highlights and had an additional question. Mr. Kusnierz said that the Corrections MOA was characterized among other things as a retention tool. Mr. Kusnierz asked if the PBA MOA would also be characterized as a retention tool. Mr. Peck said absolutely and added that it's attraction and retention. The PBA and Corrections is a big part of the Saratoga team. The Corrections Department is understaffed a fair amount and it's the same situation in the Sheriff's Department in that we are fairly well staffed, and under by a handful of open positions, but we do lose some individuals to lateral transfers, to the State Police and others. So we want to continue to attract and retain in that Department as well. There are outstanding people working in both Departments and we want to continue to keep those employees and attract others as well.

On a motion made by Mr. Kusnierz, seconded by Mr. Tollisen, the following resolution was approved unanimously.

PUBLIC SAFETY

- Authorizing an amendment to the contract with Pittsfield Communications, Inc. in the amount of \$4,077.45 for 800 MHz radio installation and programming services.

Mr. Hellwig said that this is for the installation and programming services for 800 MHz in County vehicles in the Sheriff's Department, Public Works and Emergency Services.

On a motion made by Mrs. Winney, seconded by Mr. Wright, the following resolutions were approved unanimously.

REAL PROPERTY TAX

- Authorize the acceptance of \$95,549.17 in pre-auction tender offers from the Towns of Corinth, Greenfield, Malta, Stillwater and Clifton Park.

Mr. Hellwig that these are 2017-2020 back taxes.

On a motion made by Mr. Tollisen, seconded by Mr. Schopf, the following resolutions were approved unanimously.

BUILDINGS & GROUNDS

- Introducing a Local Law identified as A Local Law Establishing Rules and Regulations covering Parking on County owned and County Leased Property, and repealing Local Law No. 6 of 1978, and setting a public hearing for Wednesday, December 9, 2020 at 4:25pm.
- Authorizing an Intermunicipal Agreement with the Village of Ballston Spa allowing public parking in the County's West High Street Parking Lots after business hours and on weekends.

Ms. Gaston asked if the Intermunicipal Agreement was the same as what currently stands but just extending the time. Mr. Dorsey said that Supervisor Veitch had agreed to speak with Mayor Woolbright to clarify the details. Ms. Gaston confirmed with Mr. Dorsey that this information will be available prior to the full meeting.

On a motion made by Mr. Tollisen, seconded by Mr. Schopf, the following resolutions were approved unanimously.

ECONOMIC DEVELOPMENT

- Granting an easement to the Clifton Park Water Authority to construct, operate and maintain a pump station on lands of Saratoga County adjacent to the Zim Smith Trail.

Mr. Hellwig said that it is located near the intersection of Eastline Road and the trail behind Stewarts Shop.

On a motion made by Mr. Wright, seconded by Mrs. Winney, the following resolutions were approved unanimously.

LAW & FINANCE

- Amending the Policies and Procedures Manual to revise the County's Purchasing Procedures, and regulations for contracts and spending.
- Adopting the 2021 County Budget (TO BE TABLED).
- Appropriating amounts finally set forth in the 2021 Saratoga County Budget (TO BE TABLED).
- Setting December 2, 2020 at 4:30 pm in the County Board Room as the date, time and place for the public hearing on the 2021 tentative Saratoga County Budget as amended.
- Approving the 2021 Tax Bill Flyer, pursuant Local Law introductory #1, Print #1 of 2012, establishing Truth in Taxation in Saratoga County.
- Authorizing an amendment to the contract with Chazen Companies in the amount of \$83,500 for additional design and construction services related to the Riverside pump station upgrade project.
- Authorizing the construction of a capital project that consists of rehabilitating 14.04 miles of the Saratoga County Sewer District's interceptor.
- Authorizing a contract with Weston and Sampson in the amount of \$305,300 for design and construction services associated with upgrades to the Saratoga Springs forcemain and pump station.
- Authorizing ratification of the Collective Bargaining Agreement with the Saratoga County Deputy Sheriffs' Police Benevolent Association, and amending the 2020 budget and the 2021 Tentative County Budget.
- Appointing Daniel Kuhles, M.D. as Saratoga County Commissioner of Health.

For the first item, Mr. Hellwig said that under the Purchasing policy the changes include clarifying language regarding quoting requirements for services and language under piggybacking to include Federal contracts for IT and law enforcement related products. Under the contracts and spending section, changes include a purchase order limit change which will be consistent with an earlier updates to the policy. It will also clarify language for departmental responsibility for certain maintenance rental and license agreements. The second and third items

will be tabled at next week's Board Meeting until after the Public Hearing on December 2nd. For the fourth item, the tax bill flyer includes the definition of State and Federal mandates, a brief narrative summary of key financial impacts, a table illustrating the various expenses in the General Fund, and contact information for the Governor and all State and Federal representatives. For the sixth item, the engineering cost estimates for the total project are \$29.8M. For the seventh item, the RFP for this project requested fees based on forcemain rehabilitation as well as replacement alternatives. For the eighth item, the agreement expired on December 31st 2018, and this agreement includes amendments to the 2020 compensation schedule and the 2020 budget. The agreement will include retroactive 2% COLA for 2019, 2020, 2021 and 2022 as well as a \$900 annual payment for expanded duty beginning in 2020. For the final item, there were five applications received and 4 of the 5 qualified candidates were interviewed by the interview group which included the Board Chair, Chair of Law & Finance, Acting HR Chair, HR Director and the County Administrator. Dr. Kuhles is being unanimously recommended by this group based on his credential, references, education and work experience. Mr. Hellwig introduced Dr. Kuhles. Dr. Kuhles is a resident of Saratoga Springs.

CHAIRMAN'S ITEM

- Appointment of Stephen Obermayer to the Saratoga County Prosperity Partnership.

Mr. Hellwig said that this is a request from Penny Hill who is the acting Chair of the Saratoga County Prosperity Partnership Board.

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

Respectfully submitted,
Therese Connolly
Deputy Clerk of the Board