

HUMAN RESOURCES & INSURANCE

Transcript 5/25/2021

SPEAKERS

John Warmt, John Lant, Jonathan Schopf, Marcy McNamara, Jason Kemper, Matt Veitch, Joe Grasso, Several Supervisors, Therese Connolly, Darren O'Connor, Tom Wood

Darren O'Connor

Thank you for coming to this month's meeting of the Human Resources and Insurance Committee. Welcome. And Therese I think we have attendance already taken?

Therese Connolly

Correct.

Darren O'Connor

Okay, the first item on the agenda is the approval of the minutes from the April 27. meeting. Do we have a motion?

Darren O'Connor

Supervisor Wood, I'll make that motion.

Darren O'Connor

Thank you Supervisor Wood. Do we have a second?

Matt Veitch

I'll second that.

Darren O'Connor

Second Matt Veitch. Thank you. Discussion? All in favor?

Several Supervisors

Aye.

Darren O'Connor

Opposed? Carried. The next item, we would like to recognize the enormous contributions of Amy Frederickson. She began working in Real Property on September 29 1989 as a Tax Map Technician, she'll be retiring next month, June 18. And by my calculations, that's 33 years of service. She will be the longest tenured Tax Map Technician in the history of Saratoga County Real Property. Her institutional knowledge is unrivaled. Her absence is going to create a big void in this Department. So we thank Amy

for her incredible duration and years of service. And yes, your absence is going to be felt dearly. So thank you very much. Okay, next item on the agenda is the Workers Compensation Report.

Marcy McNamara

So for this month, we have 25 new claims, we're at 22% of our budget four months in, and \$176,000. We had 4 that did not call the 1-800 number. Wendy called them reminded each municipality to do so. We continue to see success in our Maplewood Manor closing of cases. We have closed 29 out of 36 total cases, which is significant.

Darren O'Connor

Great. That's great Marcy okay. And 22% after four months, that sounds good. Very good. Any questions? Okay, we're good. Thank you, Marcy. Okay, the next item, I hope nobody minds. But we'd like to remove the Aging Services 2021 Compensation Schedule matter from the agenda, because we have a little bit more work to do on that item. So if there are no objections, we'll remove that from the agenda. The next item on the calendar is General Service for purchasing on the Compensation Schedule. And, John?

John Warnt

Thank you, Chairman. So we have a part time Clerk position that was vacated a couple of months ago. In review of that job title and the actual responsibilities that that position is responsible for, and in concert with Human Resources, we decided that we'd like to ask for a change of job title to the Facilities Distribution Coordinator title part time. We have a member of the staff with that title. Big change in that is the actual physical delivery of goods to the different departments throughout, that part time position also acts as a backup to the mail clerk or the Facilities Distribution Coordinator in their absence to deliver mail to the various departments, so we thought that was a much better fit job title for the actual duties of that position is doing.

Darren O'Connor

Okay, that sounds perfectly reasonable to me. Any questions for John? or concerns?

Joe Grasso

Yeah, Mr. Chairman, just I had a question. Do we have other folks in this same position at the county already?

John Warnt

I just have the one, it's a full time position that works in our mailroom. So, yes.

Joe Grasso

Do we know what the compensation is for that position?

John Warnt

There would be a slight increase in pay for this part time position of about \$1 an hour?

Joe Grasso

Yeah, so it's 6% from the reclassification, but in terms of what somebody else is already in this position of?

John Warmt

There's nobody in that time position currently.

Joe Grasso

Okay.

John Warmt

Right. Correct.

Darren O'Connor

Any other questions? Okay. Do we have a motion?

Jonathan Schopf

I'll move it.

Darren O'Connor

So moved by Supervisor Schopf.

John Lant

I'll second it.

Darren O'Connor

Second by Supervisor Lant. Discussion? All in favor?

Several Supervisors

Aye.

Darren O'Connor

Opposed? Carried. Okay, the next item on the agenda is some modification to the 30 day hold policy. And I think this proposed modification would eliminate the requirement for holding on 30 days and getting a waiver for that. So we talked about the history of this, and what went into the original development of the rule way back, and Marcy was it the seventies or something?

Marcy McNamara

Yes.

Darren O'Connor

Whether it was to save the money for the 30 days where the salary wouldn't have to be paid or to possibly examine the need for that position. Maybe it was both, but we think that the major point was to save the 30 days of money. Jason, do you have any other kind of ideas on that, on the history of that?

Jason Kemper

No, Chairman, I defer to Human Resources. Like I said, I did have a discussion with Marcy, this is something that has been brought up by and discussed among the Chairman and Vice Chairman of the Board.

Darren O'Connor

We've discussed it, we think it was simplified. I don't think we've ever had a request for a waiver of a 30 day period denied. Am I right about that, Marcy?

Marcy McNamara

Yes.

Darren O'Connor

So it seems like a more streamline policy might be the best way to go, but I open it up for discussion or questions.

Matt Veitch

Mr. Chairman?

Darren O'Connor

Yeah.

Matt Veitch

I don't have any real problem with this. I think this is probably much more efficient than what we were doing. I can tell you that over the years, I've not really quite understood why we've done the policy the way that we've done so I appreciate the revisions. I would only ask that the Director of Human Resources, or whoever, come to the Government Review and Efficiency committee next week for this as well as this also falls under that committee. Thank you.

Darren O'Connor

Sounds good. We'll go with that. Marcy right? Yep. Okay. That sounds good. Any other questions, concerns? Okay, do we have a motion for a resolution to change this policy?

Tom Wood

Supervisor Wood I'll make that motion.

Jonathan Schopf

Second.

Darren O'Connor

Second by Supervisor Schopf. Further discussion? All in favor?

Several Supervisors

Aye.

Darren O'Connor

Opposed? Carried. Next item is the vacancy review. Marcy, anything unusual here?

Marcy McNamara

I can read it or, so in Public Health, we have Director of Patient Services. In Department of Social Services, we have four Social Welfare Examiners. In the District Attorney, we have a Senior Typist. In the Sheriff's we have a Correction Officer. And in Public Works, we have three retirements, the Cleaner, a Laborer and MEO.

Darren O'Connor

When in June is the exam for Social welfare?

Marcy McNamara

Is Social Welfare June 20? Oh, I don't have that date.

Darren O'Connor

Okay. How many are generally taking that test? Marcy, do we know how many are going to sit, or are we going to have a good kind of selection to choose from?

Marcy McNamara

Yeah, there are a lot of people taking the test. Over 30.

Darren O'Connor

Okay. Any questions, concerns for Marcy on the vacancy review? Okay, fair enough. Thank you, Marcy. Other business. Do we have any other business before this committee? Hearing none, do we have a motion to adjourn?

Jonathan Schopf

So moved.

John Lant

Second.

Darren O'Connor

Discussion? All in favor?

Several Supervisors

Aye.

Darren O'Connor

Opposed? Carried. Thanks, everybody. Have a good day.