

Human Resources & Insurance Committee Minutes  
October 26, 2021 – 4:30 p.m.

Present: Chairman Kevin Tollisen; Committee Members Joe Grasso, John Lant, Jon Schopf, Tom Richardson, Matt Veitch, Tom Wood; Supervisor Gaston; Steve Bulger, Ridge Harris, Matt Rose, County Administrator; Michael Hartnett, County Attorney; Scot Chamberlain, Adam Kinowski, Wendy Tennant, Human Resources; Andrew Blumenberg, Public Defender.

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

**On a motion made by Mr. Wood, seconded by Mr. Veitch, the minutes of the September 28, 2021 meeting were approved unanimously.**

*Workers Compensation Report*

Mr. Chamberlain reported that there were 21 new claims for this month which is down from 32 claims last month. Out of the 21 claims only 2 people did not call the 24/7 number. These incidents were excused as they involved being taken to the ER. The total YTD expenses are at \$1.9M which is 61% of the budget.

**A motion was made by Mr. Lant, seconded by Mr. Grasso, to authorize a salary revision for John DeLong under Public Defender. Unanimous.**

Mr. Chamberlain said that Mr. DeLong recently re-joined the Public Defender's office having previously worked for the County for ten years from 2006-2016, at which time he left to be a Saratoga County Family Court Clerk. The revision is to take into account his 10 years of previous service to the office and to compensate him for his service time, experience and excellence in his position. Mr. Blumenberg said that Mr. DeLong was placed at an entry level salary when he came back but the request is to pick up at the incumbent's salary which reflected 8 years of service.

**A motion was made by Mr. Richardson, seconded by Mr. Lant, to authorize an agreement with Bartlett, Pontiff, Stewart & Rhodes, PC for labor relations services. Unanimous.**

Mr. Chamberlain said that the County recently solicited proposals for the provision of professional legal services and comprehensive labor relations upon expiration of the previous agreement with Goldberg and Segalla on December 31st of 2020. A comprehensive review of proposals from five separate firms was conducted by the Chair of the HR and Insurance Committee, the County Administrator, County Attorney and Director of Human Resources. Based on that review, three firms were interviewed resulting in Bartlett Pontiff Stewart and Rhodes PC out of South Glens Falls, being selected as the firm of choice.

*Other Business*

Mr. Chamberlain reported that the current Collective Bargaining agreement for CSEA contains a clause that allows the County to exercise an option to pay out comp time that's on the books. Under

that clause, the Union must be notified of intent by November 1st. The clause has been in effect since 2018. The County has exercised the clause every year, except for last year due to the COVID pandemic. The County is now moving to exercise the right to pay out those balances. Mr. Veitch confirmed with Mr. Adam Kinowski that the totals to be paid out will include the past year also.

**On a motion made by Mr. Lant, seconded by Mr. Veitch, the meeting was adjourned unanimously.**

Respectfully submitted,  
Therese Connolly  
Clerk of the Board