

# HUMAN RESOURCES & INSURANCE

## Transcript 10/26/2021

### **SPEAKERS**

John Lant, Adam Kinowski, Joe Grasso, Matt Veitch, Scot Chamberlain, Kevin Tollisen, Several Supervisors, Andrew Blumenberg, Therese Connolly, Tom Richardson

### **Kevin Tollisen**

Good afternoon, everyone. Welcome to Human Resources and Insurance. Therese has attendance been taken?

### **Therese Connolly**

It has you have a full committee.

### **Kevin Tollisen**

Okay, thank you. Could I have approval of the minutes of the September 28 2021 meeting please.

### **Kevin Tollisen**

Supervisor Wood, I'll make the motion.

### **Matt Veitch**

I'll second.

### **Kevin Tollisen**

Thank you, Supervisor Wood. Thank you, Supervisor Veitch. Any further discussion? All in favor?

### **Several Supervisors**

Aye.

### **Kevin Tollisen**

Anybody opposed? Motion is carried. I'm going to turn it over to our Director Mr. Chamberlain, you're up.

### **Scot Chamberlain**

Thank you Supervisor. Let's start by going over the Worker's Comp Report for the month. We had 21 new claims for the month, that's down from 32 last month. Out of those 21 claims there were 2 that didn't call the 24/7 system. Both were excused from calling due to being taken to the ER for severe incidents. Our years to date total expenses are at \$1.9 million which is 61% of the expense budget.

### **Kevin Tollisen**

Any questions from anyone on the phone? Thank you. And the next matter is regarding a salary revision for Public Defender's office

**Scot Chamberlain**

So the next item relates to an Assistant Public Defender salary revision. Specifically, this revision is requested for John DeLong, who recently joined us as an Assistant Public Defender in Family Court. After having previously worked for the County for 10 years, between 2006 and 2016, upon which time he left to be a Saratoga Family Court Clerk, and this 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.

**Kevin Tollisen**

Does anyone have any questions regarding this item?

**Matt Veitch**

Mr. Chair.

**Kevin Tollisen**

Supervisor Veitch.

**Matt Veitch**

For Public Defender Blumenberg. How are you doing?

**Andrew Blumenberg**

Good how are you?

**Matt Veitch**

Good. So is this just that he's coming back and that he would be placed on a lower step because of that?

**Andrew Blumenberg**

He did have an entry level salary coming back but we're asking that he be allowed to assume Sarah Shellinger's salary.

**Matt Veitch**

Okay. But then giving him basically the credit for his prior service?

**Andrew Blumenberg**

Not fully. He'd be assuming her, she had 8 years of service when she left, so he would just be assuming that salary.

**Matt Veitch**

All right. Thank you.

**Andrew Blumenberg**

Okay. Thank you. Any other questions?

**Kevin Tollisen**

Anyone else have any questions?

**John Lant**

I'll make motion to approve them.

**Kevin Tollisen**

Supervisor Lant made a motion to approve. Is there a second?

**Joe Grasso**

I'll second.

**Kevin Tollisen**

Supervisor Grasso. Any further discussion? All in favor?

**Several Supervisors**

Aye.

**Kevin Tollisen**

Any opposed? Motion is carried. Thank you very much.

**Andrew Blumenberg**

Thank you very much.

**Kevin Tollisen**

The next item on the agenda is authorizing an agreement for labor relations services.

**Scot Chamberlain**

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.

**Kevin Tollisen**

Are there any questions regarding this item? Is there a motion to approve?

**Tom Richardson**

I'll do that.

**Kevin Tollisen**

Supervisor Richardson motion to approve Bartlett Pontiff Stewart and Rhodes for Labor relations.

**John Lant**

I'll second it.

**Kevin Tollisen**

Second Supervisor Lant. Any further discussion? All in favor?

**Several Supervisors**

Aye.

**Kevin Tollisen**

Any opposed? Motion is carried. Is there any other business to come before this committee today?

**Scot Chamberlain**

You have one item under other business. 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 our intent by November 1st. This clause has been in effect since 2018. We have exercised that clause every year, except for last year due to the COVID pandemic, and at this point, we are moving to exercise our right to pay out those balances and clear the books on that.

**Kevin Tollisen**

Do we need a motion for that?

**John Lant**

I'll make a motion to approve.

**Matt Veitch**

Yeah, it's in the agreement. So I don't think we need to right?

**Scot Chamberlain**

Yeah, I don't think it requires board resolution, no.

**Kevin Tollisen**

Just a notification.

**Matt Veitch**

I do have a question though. So is this comp time that is collected from last year up until now? So all of it or is it just for this year and they get the hold on to what they had for last year?

**Scot Chamberlain**

Yeah, Adam will speak to that.

**Adam Kinowski**

It includes last year too.

**Matt Veitch**

Okay. So no special provision for anything that would be held over for?

**Adam Kinowski**

Nope.

**Matt Veitch**

Okay. All right. Thank you.

**Kevin Tollisen**

Any other questions? Any other business to come before this committee?

**John Lant**

I make a motion for adjournment.

**Kevin Tollisen**

Supervisor Lant thank you.

**Matt Veitch**

Second.

**Kevin Tollisen**

Supervisor Veitch. All in favor.

**Several Supervisors**

Aye.

**Kevin Tollisen**

Have a good afternoon, everyone.