WARREN COUNTY BOARD OF SUPERVISORS

COMMITTEE: **HEALTH SERVICES**

DATE: **JULY 20, 2012**

COMMITTEE MEMBERS PRESENT:	**OTHERS PRESENT:**
SUPERVISORS SOKOL	REPRESENTING WESTMOUNT HEALTH FACILITY:
THOMAS	BARBARA TAGGART, ADMINISTRATOR
FRASIER	BETSY HENKEL, COMPTROLLER
TAYLOR	PAUL DUSEK, COUNTY ADMINISTRATOR
MCDEVITT	JOAN SADY, CLERK OF THE BOARD
	SUPERVISORS CONOVER
	DICKINSON
	KENNY
	MASON
	DON LEHMAN, *THE POST STAR*
	THOM RANDALL, *ADIRONDACK JOURNAL*
	CHARLENE DIRESTA, SR. LEGISLATIVE OFFICE SPECIALIST

Mr. Sokol called the meeting of the Health Services Committee to order at 9:33 a.m.

Motion was made by Mrs. Frasier, seconded by Mr. Taylor and carried unanimously to approve the minutes of the previous Committee meeting, subject to correction by the Clerk of the Board.

Privilege of the floor was extended to Barbara Taggart, Administrator of Westmount Health Facility, who distributed copies of the agenda to the Committee members; *a copy of the agenda is on file with the minutes.*

Commencing the agenda review, Ms. Taggart requested to fill the vacant part-time position (24 hours per week) of Leisure Time Activity Aide #2, annual base salary $14,539 (Grade 3), due to resignation. She noted the current salary was $15,539 and a total budgetary savings of $503 would be realized. She informed that the current employee had given notice on Monday, July 16, 2012 that they would not be returning to work due to personal reasons. She added the position was currently vacant and the Leisure Time Activities Director would be retiring next month.

Paul Dusek, County Administrator, distributed copies of a salary study for the Leisure Time Activities Director position which had been conducted by his Office. He noted there had been questions in the past pertaining to the number of Leisure Time Activity Aides required for the Facility and he noted the number of Aides had been included in the study. He pointed out that based on the salary study results, Westmount Health Facility was currently at minimum staffing level for the Activities Department.

Mr. Dusek explained there was a procedural issue with authorizing the filling of the Leisure Time Activity Aide position as the Rules of the Board required a 2/3 majority approval of the Personnel and Finance Committees prior to presentation at the Board meeting. He stated the Committee could approve the request for presentation at today's Board meeting and if the Board wanted to approve the request, it would be necessary to waive the Rules of the Board pertaining to the required 2/3 majority vote by the Personnel and Finance Committee.

Motion was made by Mr. Taylor, seconded by Mr. McDevitt and carried unanimously to approve the request to fill the vacant position as outlined above. *A copy of the Notice of Intent to Fill Vacant Position form is on file with the minutes.*

Ms. Taggart requested to increase the salary of the Union position of Leisure Time Activities Director from an annual base salary of $31,289 (Grade 9) to an annual base salary of $34,561 (Grade 13) as determined by the salary study conducted by the Office of the County Administrator. She pointed out the retiring employee's salary was $40,383 and a total budgetary savings of $5,822 would be realized due to her accrued longevity. She said she had a potential candidate who had 12 years experience as a Recreational Therapist and would be an asset to the Facility. She noted this person was a prime candidate for the position and came highly recommended.

Mr. Dusek stated that salary and pay grade changes of Union positions required the approval of the Union. Pertaining to the salary study, he commented that the requested increase was within reason. He said if the pay grade was increased from a Grade 9 to a Grade 13, the starting salary would be $34,561 but the 10th year salary would be $42,103.

Ms. Taggart pointed out that the candidate was currently making a salary of approximately $37,000 and would incur a salary decrease by accepting the Leisure Time Activity Director position at Westmount Health Facility. She added the candidate had been impressed with the benefits package offered by Warren County and found the salary decrease to be acceptable based on the benefits.

Following a brief discussion, motion was made by Mr. McDevitt, seconded by Mrs. Frasier and carried by majority vote with Mr. Taylor voting in opposition to approve the request to increase the salary of a Union position as outlined above. *A copy of the resolution request form is on file with the minutes and the necessary resolution was authorized for the July 20, 2012 Board meeting.*

As there was no further business to come before the Health Services Committee, on motion made by Mrs. Frasier and seconded by Mr. McDevitt, Mr. Sokol adjourned the meeting at 9:44 a.m.

Respectfully submitted,
Charlene DiResta, Sr. Legislative Office Specialist