

**PERSONNEL AND HIGHER EDUCATION COMMITTEE**  
**AGENDA**  
**DECEMBER 20, 2019**

***Committee Members: Geraghty, Frasier, McDevitt, Leggett, Braymer, Simpson, Hyde, Diamond, Loeb, Merlino and Sokol***

I. Committee meeting called to order by Chairman.

II. Action Agenda

1) Requests/Items to be Discussed by the County Administrator:

- A) Request to approve final payroll disbursement to a former employee of the Veterans' Services Department.
- B) Request to approve the terms of the Warren County Correctional Supervisors Association memorandum of agreement and authorizing the Chairman of the Board to sign collective bargaining agreement.
- C) Amending the Warren County Salary Schedule to reduce the salary for the Undersheriff position from \$107,941 to \$35,000 effective January 1, 2020. *(This will be a amendment to proposed Resolution No. 593 of 2019 which was already distributed for the December 20<sup>th</sup> Board Meeting)*

2) Request/Items to be Discussed by the County Attorney:

Request to create and fill the position of Secretary to the County Attorney #2, *Annual Salary \$45,000 - pro-rated to not to exceed 32 hours per week*, to be effective from December 20, 2019 - June 30, 2020 to cover the medical leave of absence of a current employee. *(This will be a amendment to proposed Resolution No. 593 of 2019 which was already distributed for the December 20<sup>th</sup> Board Meeting)*

III. Privilege of the Floor

IV. Motion to Adjourn

# Warren County Board of Supervisors

## RESOLUTION NO. OF 2019

**RESOLUTION INTRODUCED BY SUPERVISORS GERAGHTY, FRASIER, MCDEVITT, LEGGETT, BRAYMER, SIMPSON, HYDE, DIAMOND, LOEB, MERLINO AND SOKOL**

### **APPROVING A FINAL PAYROLL DISBURSEMENT IN THE VETERANS' SERVICES DEPARTMENT**

WHEREAS, the Program Coordinator Peer-to-Peer Support Services position was created and filled in 2019 with the expectation that personal services expenses for this position would be 100% reimbursed by State funds, and

WHEREAS, the current Program Coordinator Peer-to-Peer Support Services submitted her resignation effective December 20, 2019, and

WHEREAS, the County of Warren has incurred personal service expenses subsequent to December 4, 2019, the date upon which her resignation was submitted, and such expenses are not reimbursable by State funds, now, therefore, be it

RESOLVED, that personal service expenses in the final payroll disbursement payable to the Program Coordinator Peer-to-Peer Support Services that are not reimbursable by State funds are hereby approved to be paid with County funds, and be it further

RESOLVED, that the final payroll disbursement will be made pursuant to the approval of the County Administrator, County Attorney and the County Treasurer.

# Warren County Board of Supervisors

RESOLUTION NO. \_\_\_ OF 2019

**RESOLUTION INTRODUCED BY SUPERVISORS GERAGHTY, FRASIER, MCDEVITT, LEGGETT, BRAYMER, SIMPSON, HYDE, DIAMOND, LOEB, MERLINO AND SOKOL**

**AUTHORIZING THE TERMS OF THE WARREN COUNTY CORRECTIONAL SUPERVISORS ASSOCIATION MEMORANDUM OF AGREEMENT AND AUTHORIZING THE CHAIRMAN OF THE BOARD TO SIGN THE COLLECTIVE BARGAINING AGREEMENT THAT INCORPORATES THE TERMS OF THE MEMORANDUM OF AGREEMENT**

RESOLVED, that the Warren County Board of Supervisors does hereby authorize the terms of the Warren County Correctional Supervisors Association Memorandum of Agreement and does hereby authorize the Chairman of the Board to sign the Collective Bargaining Agreement for the three-year period commencing January 1, 2020 and terminating December 31, 2022 which incorporates the terms of the Memorandum of Agreement.

**Allen, Amanda**

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**From:** Moore, Ryan  
**Sent:** Wednesday, December 18, 2019 12:53 PM  
**To:** Allen, Amanda  
**Subject:** FW: Correction Lieutenants

**Importance:** High

This can also go in agenda packet

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**From:** Moore, Ryan  
**Sent:** Wednesday, December 11, 2019 1:25 PM  
**To:** WarrenCountySupervisors  
**Subject:** Correction Lieutenants  
**Importance:** High

Dear Supervisors:

One other late-breaking item. I was able to negotiate a deal, finalized this morning, with the Correction Lieutenants union (2 members). Their current contract expires 12/31. Pending legal review and the Lieutenants' execution of the contractual documents, I would like to get this on for the 12/20 Board meeting for your ratification. If we can do that, their take-home pay goes up January 1<sup>st</sup>. If not, they will have to wait for the February Board meeting and we'd pay them retro. Below are the terms we negotiated and how it compares to the contract with the Road Patrol Lieutenants that you approved a couple months ago:

\*New deal expires 12/31/2022 [same as road patrol]

\*Wages: +2.625% (2020), +2.65% (2021), +2.65% (2022) [same as road patrol]

\*Health: currently 18%. 20% effective 12/2/21. 21% effective 12/1/22. [road patrol was at 13%...they're now at 17%...they go to 18% on 12/1/20]

\*Retirees pay same percentage as actives (2 current members will be grandfathered out) [same as road patrol]

\*One-time payment of \$600 each at ratification [road patrol lieutenants got \$300 each]

\*Uniform allowance: currently \$650; 1/1/20 increase to \$800. [road patrol will have \$775 on 2020 and 2021, then \$800 in 2022]

\*Same language as PSBA contract with respect to mandatory holidays.

\*Same language as PSBA in side letter.

Thanks for your consideration and please let me know if you have any questions.

Ryan

## RESOLUTION No. 593 OF 2019

## REVISED

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**SHERIFF****Reducing Salary from:****A.3110 110****TITLE:****Undersheriff****EFFECTIVE DATE****01/01/2020****ANNUAL SALARY****\$107,941****Reducing Salary to:****A.3110 110****TITLE:****Undersheriff****01/01/2020****\$35,000**Creating Position:A.3150.110TITLE:

Corrections Officer #80

01/01/2020

\$41,590

Deleting Position:A.3150 110TITLE:

Corrections Inspector

01/01/2020

\$64,823

**SOCIAL SERVICES**Decreasing Salary From:A.6010 110TITLE:

Assistant Social Services Attorney #2

EFFECTIVE DATE

01/01/2020

ANNUAL SALARY

\$76,704

Decreasing Salary To:A.6010 110TITLE:

Assistant Social Services Attorney #2

01/01/2020

\$69,891

**Allen, Amanda**

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**From:** Moore, Ryan  
**Sent:** Wednesday, December 11, 2019 12:08 PM  
**To:** DeLorenzo, Tammie; Allen, Amanda; Figueroa, Jackie; Nenninger, Patricia; Kissane, Mary  
**Subject:** FW: floor resolution  
**Attachments:** doc17495020191211101528.pdf

Pls see below...we will need this for 12/20. Thanks.

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**From:** Moore, Ryan  
**Sent:** Wednesday, December 11, 2019 12:07 PM  
**To:** WarrenCountySupervisors  
**Cc:** LaFarr, James (Sheriff); Comeau, Terry M  
**Subject:** floor resolution

Dear Supervisors:

As the attachment states, the Governor has signed into law legislation changing the pension waiver threshold from \$30,000 to \$35,000. What this means is that starting next year, employees who've retired in the state pension system and are earning their pensions currently can now make up to \$35,000 working in a governmental position without obtaining special permission from the state.

Because of this change, I would like to ask you for a resolution on December 20<sup>th</sup> amending the 2020 Compensation Schedule to decrease the Undersheriff salary from \$107,941 to \$35,000. Major LaFarr and Terry Comeau, who will be appointed Undersheriff, have requested this amendment and I support it. The County will save \$72,941 plus fringe. If you have questions on this, please call me.

Ryan

Ryan R. Moore  
County Administrator  
Warren County Administrator's Office  
1340 State Route 9  
Lake George, New York 12845  
(518) 761-6539  
Fax: (518) 761-7652

**Department of  
Civil Service****ANDREW M. CUOMO**  
Governor  
**LOLA W. BRABHAM**  
Acting Commissioner

PAR-09-19

**POLICY ADVISORY REPORT**

TO: Municipal Civil Service Agencies  
FROM: Municipal Service Division  
SUBJECT: Change in Section 212 of the Retirement and Social Security Law  
DATE: December 9, 2019

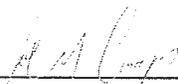
Please advise all appointing authorities under your jurisdiction that Chapter 589 of the Laws of 2019, signed by the Governor on December 6, 2019 (effective January 1, 2020), raises the amount that a retired public employee who is re-employed in public service may earn without diminution of his/her retirement allowance. The amount will remain at an annual earnings limitation of \$30,000 for calendar year 2019 and will be raised to \$35,000 beginning in calendar year 2020 and thereafter.

The earnings of retirees age 65 or older are not limited by Section 212 of the Retirement and Social Security Law.

Retirees who will earn over \$30,000 for calendar year 2019 or \$35,000 for 2020 will require approval to be re-employed by the State Civil Service Commission under Section 211 of the Retirement and Social Security Law. The prospective employer must complete an online application which is available at: <https://www.cs.ny.gov/retirees/211apply.cfm>.

If employers require access to a paper form, please advise your appointing authorities that the form is available at: <https://www.cs.ny.gov/retirees/>.

Please direct any questions regarding this change to Frank Belleville at: [211Inquiries@cs.ny.gov](mailto:211Inquiries@cs.ny.gov).

  
\_\_\_\_\_  
Joe Cavazos, Deputy Commissioner  
Municipal Service Division

**RESOLUTION REQUEST FORM NO. 11****Request to Create New Position****DEPARTMENT NAME: COUNTY ATTORNEY****DATE: DECEMBER 20, 2019**

- (a) Title of Requested Position: **Secretary to the County Attorney #2**
- (b) Annual **Base** Salary (and Grade if Applicable): **\$45,000 (pro-rated; NTE 32 hrs/wk)**
- (c) Effective Date for New Position:\* **12/20/2019**  
\*Please do not backdate unless the purpose is to correct an error.
- (d) List Any Position in the Department's Table of Organization Being Deleted as a Result of this Request: (Include annual salary and grade if applicable):
- (e) Where are Funds in the Budget for this Position? List Budget Code, Object Code, Full Title and Amount:  
**A.1420 130, Law (County Attorney), Salaries-Part Time**
- (f) Has Personnel Officer Reviewed and Approved of the New Position Title? (This is necessary **BEFORE** bringing the request to committees.)
- (g) Is this a mandated position? If so, please explain:  
**No**
- (h) Is there expected revenue from this position? If so, please explain:  
**No**

# RESOLUTION REQUEST FORM NO. 12

Schedule "A"

## NOTICE OF INTENT TO FILL VACANT POSITION

This notice of intent is filed whenever a department head plans to fill an *existing* funded position in their budget that is vacated due to a retirement, resignation, termination or promotion. This notice may not be used for requests to create a *new* position. For complete instructions on the procedure to be followed, see the reverse of this form.

### DEPARTMENT HEAD COMPLETES THIS SECTION

Department: COUNTY ATTORNEY Payroll Dept. No: \_\_\_\_\_  
Title of Position: SECRETARY TO THE COUNTY ATTORNEY #2 Base Salary of Position: \$45,000(pro-rated) Grade: \_\_\_\_\_  
Filling at Step # (If Known): \_\_\_\_\_ Not to exceed 32 hours per week  
Budget code and title: A.1420 130 Union  Non-Union   
This position is vacated due to:  Retirement  Resignation  Termination  Promotion  Other  Creation  
Employee No./Last Name: \_\_\_\_\_ Date of Vacancy: \_\_\_\_\_  
Is this position mandated?  Yes  No Is the position reimbursable?  Yes  No  
Source of reimbursement:  Federal \_\_\_\_\_ %  State \_\_\_\_\_ %  Other \_\_\_\_\_ %

### CIVIL SERVICE STATUS AND HUMAN RESOURCES DIRECTOR APPROVAL

Competitive-active eligible list  Competitive-no list (*hiring would be provisional*)  Non-Competitive  Other Temp  
Actual Impact to Budget Report will be provided monthly by Human Resources Director.  
Candidate's qualifications must be approved by Personnel Officer prior to hiring. PCW 12/19/19  
Human Resources Director has approved this form when initialed. AS 12/19/19

### COUNTY ADMINISTRATOR COMPLETES THIS SECTION

- The Administrator has no objection to the filling of the vacancy.  
 The Administrator objects to the filling of the vacancy.

Administrator Signature [Signature] Date 12/19/19

### BUDGET OFFICER COMPLETES THIS SECTION

- The Budget Officer has no objection to the filling of the vacancy.  
 The Budget Officer objects to the filling of the vacancy.

Budget Officer Signature Frank E. Thomas Date 12/20/19

### SUPERVISORY COMMITTEE COMPLETES THIS SECTION

Name of Committee Support Services  
 The committee has no objection to the filling of the vacancy.  
 The committee objects to the filling of the vacancy.  
 In the case of an emergency, Committee Chair has no objection to the filling of the vacancy.  
 In the case of an emergency, Committee Chair objects to the filling of the vacancy.

Ranking Committee Member Signature [Signature] Date 1-3-2020  
Vice Chair

# Warren County Board of Supervisors

## RESOLUTION NO. 593 OF 2019 REVISED

RESOLUTION INTRODUCED BY SUPERVISORS GERAGHTY, FRASIER, MCDEVITT, LEGGETT, BRAYMER, SIMPSON, HYDE, DIAMOND, LOEB, MERLINO AND SOKOL

### AMENDING TABLE OF ORGANIZATION AND WARREN COUNTY SALARY AND COMPENSATION PLAN FOR 2020

RESOLVED, that the Table of Organization and the Warren County Salary and Compensation Plan for 2020 are hereby amended as follows:

**COUNTY ATTORNEY**

<u>Creating Position:</u>	<u>EFFECTIVE DATE</u>	<u>ANNUAL SALARY</u>
<u>A.1420 130</u>	<u>December 20, 2019 -</u>	<u>\$45,000*</u>
<u>TITLE:</u>	<u>June 30, 2020</u>	<u>*pro-rated not to exceed</u>
<u>Secretary to County Attorney #2</u>		<u>32 hours per week</u>

**DISTRICT ATTORNEY**

<u>Increasing Salary From:</u>	<u>EFFECTIVE DATE</u>	<u>ANNUAL SALARY</u>
<u>A.4220 130</u>		
<u>TITLE:</u>	01/01/2020	\$28.1462/hr
Investigator #4		
 <u>Increasing Salary To:</u>		
<u>A.4220 130</u>	01/01/2020	\$28.7095/hr
<u>TITLE:</u>		
Investigator #4		
 <u>Increasing Salary From:</u>		
<u>A.4220 130</u>	01/01/2020	\$28.1462/hr
<u>TITLE:</u>		
Investigator #2		
 <u>Increasing Salary To:</u>		
<u>A.4220 130</u>	01/01/2020	\$28.7095/hr
<u>TITLE:</u>		
Investigator #2		
 <u>Increasing Salary From:</u>		
<u>A.4220 130</u>	01/01/2020	\$28.1462/hr
<u>TITLE:</u>		
Investigator #3		
 <u>Increasing Salary To:</u>		
<u>A.4220 130</u>	01/01/2020	\$28.7095/hr
<u>TITLE:</u>		
Investigator #3		