

**COMMITTEE MEETING  
LAKE PLEASANT, NY  
FRIDAY  
NOVEMBER 20, 2015**

**HEALTH COMMITTEE  
9:00 AM**

Members present: Clark Seaman, Brian Towers, Neil McGovern and Phil Snyder

Also present: Bill Farber, Rick Wilt, Bob Edwards, John Frey, Susan Franko and Frank Mezzano

Mr. Farber reported Public Health Director Franko was here to review budget changes. He spoke with Personnel Officer Byrne regarding Ms. Warrington's title. Officer Byrne requested the email that was received from the Department of Health indicating that Ms. Warrington has the qualifications needed to take the position of Director of Patient Services effective January 1, 2016 for her personnel file.

Director Franko suggested they discuss Ms. Warrington's salary. She proposed starting her in the low 60's. She queried other counties and their Directors are starting out in the low 60's to 90's depending upon experience.

Mr. Farber asked what she is receiving now. Director Franko stated she will be at \$54,000 starting January and then a step in June will bring her up to \$56,208.

Director Franko proposed starting her at \$64,000.

Mr. Farber asked Director Franko if she could tell them more about the Director for Franklin County, years of service, experience and salary. He feels our county compares better with Franklin County.

Director Franko stated that Director has around 30 years' experience.

Director Franko reported Ms. Warrington requested a starting salary of \$70,000 but told her she felt that was a little high.

Mr. Farber stated the county is heavily invested in her education so that request is a little high.

Director Franko then requested hiring a new RN to see patients and be on-call, the starting salary would be \$42,318.

She would then like to make RN Hunt a Senior RN because she is not planning on filling Ms. Warrington's position as Supervising Community Health Nurse. Ms. Hunt is at grade 16, step 11 and she would like her to go up one grade.

Mr. Farber asked for moving her up just one grade would she still be willing to taking on this added responsibility?

Director Franko stated she hoped so, but she hasn't spoken to her about it.

The committee members agreed to the one grade increase.

Director Franko did report that they still use Ms. Beth Waldron per diem.

As there were no further questions Director Franko left at this time.

Mr. Towers stated they need to get a handle on salaries and the step and grade system. He asked Budget Officer Mezzano if he would be interested in re-evaluating the step and grade system for next year. He feels there needs to be someone beside the nine board members to keep them on track.

Mr. Farber updated the other members on what Mr. Towers was referring to. A year ago at budget time we talked about the need to evaluate the grade and step system. The challenge is with the kinds of incremental increases that are tied to steps with an employee that has ten years or more. We tweaked the merit system and what was happening was you have a good employee that is scoring \$1.10 per hour and then they get increased due to an improvement plan and the whole thing starts to creep. We need to continue to think about what we are trying to accomplish. Issues have been raised on department head salaries and the questions is do we have the right incremental steps based on qualifications and responsibilities. As a board we just flat out didn't do it and to make a long story short we need someone to compile this and asked Officer Mezzano if he would be interested.

After some discussion Mr. Farber asked if everyone is happy with the steps. He stated that some did discuss experimenting with some departments on a range and not using the steps. He just wanted to throw out ideas to give them something to think about.

Officer Mezzano stated he doesn't feel he is the right person. His plans are to move out of the area but he doesn't know when just yet. This project will take a lot of thought, research and time.

Mr. Farber stated what their problem really is; staying on a schedule, gathering data and information so that we have the information to make decisions. Maybe they could adjust so that everyone gets their step/merit at the first of the year.

Mr. Frey stated that he likes the idea of starting small and moving everyone to January 1<sup>st</sup>.

Mr. Wilt feels it's a lot to chew, but feels they need to start with department heads because that will be a big undertaking. He feels they owe it to them because we said we would look into it. He also stated that they used to give the department heads an additional 2% to keep that gap so that the newer employee didn't catch up with them.

Mr. Farber explained what happens with the step and grade system from hire rate to step 1 you get a 5% step. Then every 2 years for the next 10 years they get 4% step. Then from 10 to 20 years, every 2 years is a 3% step. We then started the 2% every year or 1.5% for the department heads to keep pace with the employees. Then when we got into dire fiscal times we stopped doing that for the department heads so this is why employees are catching up to their department heads.

## **INTERNAL MANAGEMENT**

**COMMITTEE**  
**1:00 PM**

Members present: Bob Edwards, John Frey and Neil McGovern

Also present: Bill Farber, Brian Towers, Phil Snyder, Clark Seaman, Bob Kleppang, Ann Rhodes, Rachel Lauria, Dr. Zeiss and Frank Mezzano

Director Kleppang explained why he asked for this meeting. The Four Rivers Alliance with the support of the Prevention Council, secured a Drug Free Communities grant. It is a substantial amount of money over the next five years.

Ms. Ann Rhodes explained in order for them to receive grants the Four Rivers Alliance needed to have a coalition which was formed with the Prevention Council and they were awarded the Drug Free Communities grant which started October first. She then hired Rachel Lauria to be the coordinator of the grant. They were awarded \$125,000 per year for five years with a possibility of an additional five more years.

Their focus will be on underage drinking and also doing marijuana education. Their overall goal for Hamilton County is to promote health and wellbeing.

Ms. Rachel Lauria showed an example of a poster that is around the area regarding drinking and driving while snowmobiling. She stated some examples they will also be seeing are letters to the editor and other campaigns.

Mr. Towers asked if they have a presence in the schools, Rachel stated yes.

Ms. Rhodes stated that Rachel will be bringing this to the whole community at large, she will be out in the communities and schools.

Ms. Rhodes explained that they have always worked with the Youth Board to do the Family Fun Day and it has become such a popular event. She put in the grant that the grant will sponsor two more events of this type for children in the whole county with the point of them being alcohol and substance free events.

Mr. Farber stated his big challenge with Four Rivers is that their meeting is the same day as APA so the Chairman of the Board and the Chairman of Human Services are not able to attend.