



PERSONNEL COMMITTEE

March 8, 2012– 9:15 A.M.

Personnel Committee Members

**Ira Steingart, Chair
Gene Benson, Vice Chair
Kathy LaBuda
Kitty Vetter
Cindy Kurpil Gieger**

AGENDA

DISCUSSION: None

REPORTS:

- 1. Human Rights – Monthly Report**

DEPARTMENTS:

- 1. Personnel**
- 2. Risk Management and Insurance**

RESOLUTIONS:

- 1. To create two (2) temporary positions in the Department of Community Services.**
- 2. To reclassify position in the Sullivan County Treasurer's Office.**
- 3. To create a position of Audit Clerk in the Office of Audit and Control.**
- 4. To create and abolish positions in the Sheriff's Office.**
- 5. To authorize the County Manager to execute documents and to execute a Settlement Agreement with the Main Unit, Teamsters Local 445, International Brotherhood of Teamsters related to Longevity.**

PUBLIC COMMENT:

RESOLUTION INTRODUCED BY THE PERSONNEL COMMITTEE TO CREATE TWO (2) TEMPORARY POSITIONS IN THE DEPARTMENT OF COMMUNITY SERVICES

WHEREAS, the Director of Community Services has requested that two (2) temporary positions be created within the Community Services department, and

WHEREAS, the two temporary positions would allow the department to meet revenue targets by increasing billable hours and to ensure that billing for services provided is completed within statutory deadlines, and

WHEREAS, the hourly rate for the positions will be the same as the hourly rate for the positions included in the Teamsters Main Unit Local 445 salary schedule.

NOW, THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby creates one temporary Social Worker I position in Community Services Mental Health Clinic (A4320-40), and one temporary Database Clerk in Community Services Admin (A-4310), effective until December 31, 2012.

**RESOLUTION INTRODUCED BY THE PERSONNEL COMMITTEE TO
RECLASSIFY A POSITION IN THE TREASURER'S OFFICE**

WHEREAS, the Treasurer has requested that a position within his office be reclassified, and

WHEREAS, the position being reclassified will allow for the continued functionality within the office, and

WHEREAS, the Personnel Officer has determined that the reclassification complies with Civil Service rules and regulations.

NOW, THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby authorizes the reclassification of position number 2775 Tax Clerk III to Tax Clerk II in the Treasurer's Office.

**RESOLUTION -12 INTRODUCED BY THE PERSONNEL COMMITTEE TO
CREATE A POSITION OF AUDIT CLERK IN THE OFFICE OF AUDIT AND
CONTROL.**

WHEREAS, the Charter designates the auditing of claims to the County Auditor;
and

WHEREAS, there is a need for the County Auditor to have proper segregation of duties
established within the department for the timely processing of claims for the County; and

WHEREAS, it is also necessary for that office to meet certain contractual
obligations to employees, clients and vendors as it relates to timely payments.

NOW, THEREFORE, BE IT RESOLVED, that the position of Audit Clerk be
created and filled in the Office of Audit and Control at the entry level rate.

Moved by _____,
Seconded by _____,
and adopted on motion _____, 2012

RESOLUTION INTRODUCED BY THE PERSONNEL COMMITTEE TO CREATE AND ABOLISH POSITIONS IN THE SHERIFF'S OFFICE

WHEREAS, the Sullivan County Sheriff has requested two civil service promotions within the Sheriff's Office, and

WHEREAS, the Sheriff has requested that one Deputy Sheriff (Detective Assignment) and one Deputy Sheriff Corporal be abolished, and

WHEREAS, the Sheriff has requested that one Deputy Sheriff Sergeant be created to replace the Deputy Sheriff Corporal position, and

WHEREAS, the Sheriff has requested that one Deputy Sheriff Sergeant (Detective Assignment) be created to replace the Deputy Sheriff (Detective Assignment) position, and

WHEREAS, the funding associated with the abolished positions in the 2012 Adopted Budget is sufficient to cover the cost of the newly created positions.

NOW, THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby abolishes and creates the following positions:

ABOLISH:

<u>Position #</u>	<u>Title</u>	<u>Department</u>
1205	Deputy Sheriff Corporal	A-3110-29 Sheriff, Patrol
175	Deputy Sheriff (Detective Assignment)	A-3110-29 Sheriff, Patrol

CREATE:

<u>Position #</u>	<u>Title</u>	<u>Department</u>
New	Deputy Sheriff Sergeant	A-3110-29 Sheriff, Patrol
New	Deputy Sheriff Sergeant (Detective Assignment)	A-3110-29 Sheriff, Patrol

**RESOLUTION NO. INTRODUCED BY THE PERSONNEL COMMITTEE
TO AUTHORIZE THE COUNTY MANAGER TO EXECUTE DOCUMENTS
AND TO EXECUTE A SETTLEMENT AGREEMENT WITH THE MAIN UNIT,
TEAMSTERS LOCAL 445, INTERNATIONAL BROTHERHOOD OF
TEAMSTERS RELATED TO LONGEVITY**

WHEREAS, the current Collective Bargaining between the County of Sullivan and the Main Unit, Teamsters Local 445, International Brotherhood of Teamsters contains provisions regarding the payment of longevity to its membership, and

WHEREAS, the County’s interpretation of the said language of sections 202.2 c and 501 of the Collective Bargaining Agreement is the subject of a grievance filed by the Main Unit, Teamsters Local 445, International Brotherhood of Teamsters, and

WHEREAS, the grievance is scheduled for Arbitration on March 26, 2012, and

WHEREAS, the County Manager, in accordance with his duties as specified in the County Charter, has reached a Tentative Settlement Agreement related to the provisions of 202.2 c and 501 of the Collective Bargaining Agreement with the Teamsters Business Agent, which agreement has been attached hereto as Schedule “A”, and

WHEREAS, the Teamsters Business Agent has acknowledged that she has the authority to enter into this Tentative Settlement Agreement, and

WHEREAS, it is in the best interests of the County of Sullivan for the County Legislature to ratify said Settlement Agreement.

NOW, THEREFORE, BE IT RESOLVED, by the Sullivan County Legislature that:

1. The Tentative Settlement Agreement between the County and the Main Unit, Teamsters Local 445, International Brotherhood of the Teamsters, attached hereto as Schedule “A” is hereby ratified.
2. The County Manager is hereby authorized to execute the Side Agreement with the Main Unit, Teamsters Local 445, International Brotherhood of Teamster.

Moved by _____,
Seconded by _____,
and adopted on motion _____, 2012.

Tentative Settlement Agreement
By and Between the
County of Sullivan
and
Main Unit
Teamsters Local 445, International Brotherhood of Teamsters

This agreement is between the County of Sullivan (hereinafter "County"), and the Main Unit, Teamsters Local 445, International Brotherhood of Teamsters (hereinafter "Union") to resolve Grievance No. 06718 dated February 4, 2010.

Whereas, the parties have engaged in discussions, in good faith, in an effort to resolve issues raised in aforementioned Grievance without the necessity of Arbitration which is scheduled to take place on March 26, 2012.

Whereas, as a result of those discussions, the parties have reached a tentative agreement and are desirous of reducing that agreement to writing, and

Whereas, the Business Agent for the Union has indicated that she has the authority to enter into this agreement on behalf of membership of the Union and which agreement shall be subject to ratification by the Sullivan County Legislature:

1. Pursuant to Section 202.2 c. of the Collective Bargaining Agreement, regular part-time employees who had completed a continuous period of employment were eligible to receive Longevity payments. The payments were to have been calculated at a rate of \$50.00 for each full year of continuous service completed. It is agreed that the first Longevity payment should have been made to those eligible in the first pay check of January 2010 and each year thereafter.
2. Pursuant to the section 501 of the Collective Bargaining Agreement, full time employees who had completed a continuous period of employment were eligible to receive Longevity payments. The payments were to have been calculated at a at a rate of \$100.00 for each full year of continuous service completed, up to 25 years of service, and \$100.00 for each full year for those employees who had completed 30 years of continuous service or more by December 31, 2008. It is agreed that the Longevity payment for 2008 should have been made to those eligible in the first pay check of January 2009.
3. Pursuant to section 501 of the Collective Bargaining Agreement, full time employees who had completed a continuous period of employment were eligible to receive Longevity payments. The payments were to have been calculated at a rate of \$100.00 for each full year of continuous service completed. It is agreed that the first Longevity payment should have been made to those eligible in the first pay check of January 2010.

4. The County Department of Payroll will recalculate the longevity payments that should have been made pursuant to this agreement in 2009 and 2010 and any underpayments shall be made to union members within 45 days of ratification of this agreement.
5. As part of this agreement the Union will withdraw Grievance No. 06718 and its Demand for Arbitration.

This Settlement Agreement shall not impact any other Collective Bargaining Agreements or Side Agreements. All other terms and conditions of the original Collective Bargaining agreement, not otherwise impacted by this agreement, shall remain in full force and effect.

We affirm, by our signatures below, that the foregoing is a true representation of the tentative agreement reached by the parties.

DATE: March , 2012

County of Sullivan

David P. Fanslau, M.G.A., ICMA-CM
County Manager

Main Unit, Teamsters Local 445,
International Brotherhood of Teamsters

Sandra Shaddock, Business Agent