

PERSONNEL COMMITTEE MEETING MINUTES
April 10, 2018

The Personnel Committee of the Broome County Legislature met on Tuesday, April 10, 2018 in the Legislative Conference Room, Sixth Floor, Edwin L. Crawford County Office Building, Binghamton, New York.

Members Present: J. Shaw (Chair), G. Baldwin, C. O'Brien, K. Wildoner, M. Kaminsky

Members Absent: None

Others Present: M. Sopchak, R. Weslar, A. Martin, R. O'Donnell, Legislature; K. McManus, C. Cramer, County Exec's Office; J. Knebel, S. Kane, OMB; S. Cornwell, J. Worhach, DA; N. Williams-Frank, D. Bowersox, S. Bennett, K. White, DSS; R. Kaufman, Health; T. Behan, Personnel; Y. LaViola, Public Defender; B. Roberts, CCE

The Personnel Committee meeting was called to order by the Chairman at 4:05 PM. Mr. Wildoner made a motion to move the agenda, seconded by Mrs. Kaminsky.

The Committee took the following action with regard to the matters before it:

#39 [RESOLUTION AUTHORIZING RENEWAL OF THE INDIGENT LEGAL SERVICES PROGRAM GRANT FOR THE PUBLIC DEFENDER AND ADOPTING A PROGRAM BUDGET FOR 2017-2019](#)

Carried. Ayes-5, Nays-0

#43 [RESOLUTION AUTHORIZING PERSONNEL CHANGE REQUEST FOR THE DISTRICT ATTORNEY'S OFFICE](#)

Mr. Cornwell stated that the position is being changed to require criminal law experience in the job requirements. The position being eliminated is currently vacant.

Carried. Ayes-5, Nays-0

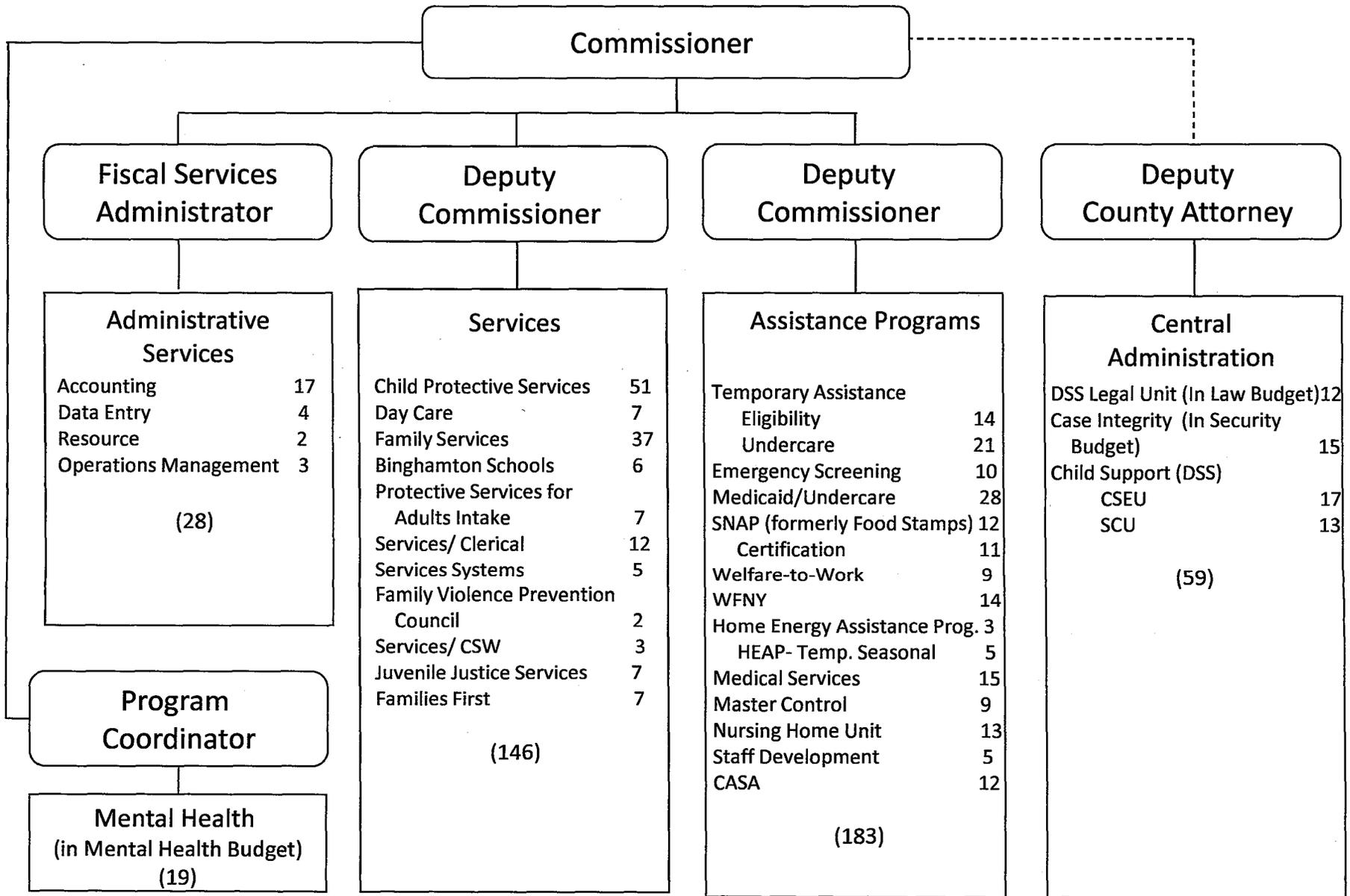
Following the Resolutions, Legislator Jason Shaw and DSS Commissioner N. Williams-Frank along with her staff updated the committee on County employment matters (handouts attached).

There being no further business to come before the Committee at this time, a motion to adjourn was made by Mr. Baldwin, seconded by Mr. Wildoner. The meeting adjourned at 4:33 PM.

	A	B	C	D	E	F	G	H	I	J	K
1	Dept Stats	New Hires	Terminates	Promotions	Demotions	Rehires	Current Employees as of 03/31/18	Males as of 03/31/2018	Females as of 03/31/2018	Temps as of 03/31/2018	PT as of 03/31/2018
2	Mar-18	19	33	14	3	10	2066	946	1120	354	499
3	Feb-18	23	22	15	5	3	2061	942	1117	332	494
4											
5	By Department:										
6	February										
7	Arena	0	3	0	0	0	59	24	35	53	51
8	Audit	0	0	0	0	0	8	5	3	0	2
9	Aviation	0	0	0	0	0	21	18	3	4	4
10	Coroners	0	0	0	0	0	4	1	3	0	4
11	County Clerk	0	0	0	0	1	32	4	28	2	8
12	Co Executive	0	0	0	0	0	9	2	7	3	2
13	Co Legislature	0	0	0	0	0	19	16	3	0	15
14	District Attorney	0	0	0	0	0	49	25	24	0	4
15	DSS	4	5	2	0	1	351	64	287	5	8
16	Elections	0	0	0	0	0	46	25	21	36	40
17	Emergency Svcs	0	2	1	0	0	74	53	21	24	23
18	Enjoie Golf	0	0	0	0	6	16	16	0	12	0
19	Fleet Mngnt	0	0	0	0	0	3	3	0	0	0
20	Forum	0	0	0	0	0	1	1	0	0	0
21	Highway	0	0	0	0	0	57	54	3	0	0
22	IT	0	0	1	0	0	34	24	10	1	2
23	Law	0	0	0	0	0	22	11	11	1	0
24	Library	0	0	0	0	0	22	7	15	0	8
25	Mental Health	0	0	0	0	0	5	0	5	0	1
26	OET	0	0	0	0	0	13	4	9	0	1
27	OFA	1	0	2	0	0	87	11	76	33	55
28	OMB	0	0	0	0	0	14	3	11	0	0
29	Parks	0	0	0	0	0	19	16	3	3	1
30	Personnel	0	0	0	0	0	18	2	16	9	9
31	Planning/BMTS	0	0	0	0	0	15	6	9	1	2
32	Probation	0	1	1	0	0	44	18	26	0	0

	A	B	C	D	E	F	G	H	I	J	K
33	Public Defender	0	1	0	0	0	24	11	13	0	0
34	Public Health	0	1	0	0	0	100	24	76	14	36
35	Public Works	3	0	1	0	1	70	57	13	22	21
36	Purchasing	0	0	0	0	0	4	2	2	1	1
37	Real Property	0	0	0	0	0	18	5	13	9	7
38	Risk and Insurance	0	0	0	0	0	6	3	3	0	0
39	Road Machinery	0	1	0	0	0	11	11	0	0	0
40	Security	1	3	0	0	0	77	58	19	43	43
41	Sheriff	1	3	3	0	0	247	198	49	12	11
42	Solid Waste	0	1	0	0	1	23	16	7	5	5
43	STOP DWI	0	0	0	0	0	1	0	1	0	0
44	Transit	0	0	0	2	0	98	87	11	2	25
45	Veterans	0	0	0	0	0	4	3	1	1	2
46	Weights	0	0	0	0	0	2	2	0	0	0
47	WPNH	9	12	3	1	0	339	56	283	58	108
48											
49											
50	Totals	19	33	14	3	10	2066	946	1120	354	499

Social Services



BROOME COUNTY DSS CASA NURSE SALARY ANALYSIS NARRATIVE

April 2018

Nurse retention and recruitment concerns are adversely affecting many County Departments. Social Services, OFA and the Health Department are having the same issues as Willow Point. The biggest concern being the county salaries are so much lower than all other nursing salaries.

Please see the first chart attached. This chart compares Broome County hourly nurse's salaries to other counties for the same titles at the DSS, Health Department, Colleges, Nursing Facilities and jails. Not all counties have comparable titles or nurses in all areas.

*You will note that none of the other counties indicate they have CASA nurses. Many CASA's have been transitioned to or absorbed by other county departments (perhaps Health Department's or OFA's) since NY Connects transitioned to OFA.

The second sheet shows a comparison of the new hire rate for both the Public Health Nurse and Registered Health Nurse for most counties. Broome County's rate is more than 26% less than the average of all the others for the Public Health Nurse and more than 23% less than the average for Registered Health Nurse.

The second sheet compares Broome County's rates to the managed care plan rates for the same job duties that DSS (CASA) nurses provide.

DSS nurses provide State mandated level of care assessments (LOC) for determination of appropriate care placements for elderly and disabled Medicaid recipients. They also provide LOCs for Nursing Home residents who are being returned to the community, Medicaid recipients on waiver programs, Broome County's Family Type Home Program and our Adult Foster Family Care Program. They also carry a caseload of between 300-400 cases they case manage monthly.

Last year CASA nurses completed 469 initial visits and 747 reassessments. We currently have 3 nurses and 4 vacancies. This equates to 30-35 assessments monthly for each nurse. Each visit or assessment takes between 1.5-2 hours. Due to that, the follow up paperwork, data entry requirements and the average of 80 phone calls the nurses take monthly; it is almost impossible to keep up. The Clinical Nurse Supervisor as well as the Assistant Clinical Nurse Supervisor have had to maintain caseloads and fill in for nurses when they are out. We have been falling behind and even are running into back logs.

As the Medicaid State takeover or redesign continues to move forward, it will affect the need for CASA nurses a bit. However, it will never eliminate it. As part of the redesign, NYS has mandated that most Medicaid eligible individuals join a managed care plan. Once they are in a plan that plan must provide the LOCs and case management. There will however always be a population of Medicaid eligible individuals and programs that will never go to managed care. For example, in the last two months CASA received 147 referrals. Even after all the populations are transitioned to managed care, CASA would still have received 111 of those referrals. That is only a 25% reduction in referrals.

Since 2014 CASA has lost 53% of their caseload. We have concurrently reduced the nursing staff from 15 to 9 which is a reduction of 40%. Personal care regulations were recently changed to require 2 years' recent experience in home care which has further reduced the pool of qualified, interested candidates at this salary.

We hope to propose a salary grade level increase for these positions in hopes to entice more (actually any) candidates' and ensure we keep the ones we have. Currently there are 3 nurses who have met milestones and may be considering retirement. Others are young and with families who may be considering the ever-increasing salaries of other nursing positions in our community.

The final chart I gave you is a proposal to increase salary grades, similar to the one which Willow Point nurses recieved back in 2016. It should be noted that any proposal to increase DSS CASA nurse's salaries would be cost neutral for Broome County as these salaries are in the Medicaid CAP grant. We are hoping for your support with this when we propose it soon.

2018 Hourly Rate of Pay for New Hires into Nursing Positions

<u>Title</u>	<u>Department</u>	<u>Chenango County</u>	<u>Tioga County</u>	<u>Chemung County</u>	<u>Steuben County</u>	<u>Broome County</u>	<u>Niagara County</u>	<u>Dutchess County</u>	<u>Onondaga County</u>
Nursing Supervisory Titles									
Clinical Nurse Supervisor	DSS/CASA					\$23.74			
Clinical Nurse Supervisor	Health Dept								\$27.32
Supervising Public Health Nurse	Health Dept	\$34.50	\$33.40	\$31.40			\$30.71	\$36.15	
Supervisor of Nurses	College							\$31.19	
Supervising Nurse	Nursing Facility			\$28.47					
Nursing Supervisor	Health Dept.							\$36.15	
Assistant Nurse Supervisor	DSS/CASA					\$22.64			
Head Nurse	Nursing Facility			\$27.23					
Head Nurse	Jail			\$27.23					

Nursing Titles - Bachelor (4 Yr) Degrees

Public Health Nurse	Health Dept	\$29.84	\$28.85	\$28.81	\$21.82	\$20.62	\$26.32	\$31.19	\$24.10
Public Health Nurse	DSS/CASA					\$20.03			
Public Health Nurse	Office for Aging							\$31.19	
Community Health Nurse	Health Dept							\$28.70	
Community Mental Health Nurse	Health Dept							\$28.70	
Community Mental Health Nurse	Mental Health	\$26.12							

Nursing Titles - Associate (2 Yr) Degrees

Registered Professional Nurse	DSS/CASA					\$19.03			
Registered Professional Nurse	Office for Aging			\$25.52	\$18.18				
Registered Professional Nurse	Health Dept	\$27.65		\$25.52	\$20.54		\$24.06		
Registered Professional Nurse (W.P.)	Nursing Facility			\$25.52		\$28.24			
Registered Professional Nurse	Jail	\$25.21		\$25.52	\$23.96				
Registered Professional Nurse	Mental Health				\$18.18		\$24.06		
Registered Professional Nurse	College							\$26.21	

Population Size	50,477	51,125	88,830	98,990	200,600	215,124	297,322	467,026
(Year)	(2010)	(2010)	(2010)	(2010)	(2010)	(2012)	(2012)	(2010)

2018 Hourly Rates for New Hires

Public Health Nurse Registered Health Nurse

Chenango County	\$29.84	27.65
Tioga County	\$28.85	none
Chemung County	\$28.81	25.52
Steuben County	\$21.82	20.54
Niagara County	\$26.32	24.06
Dutchess County	\$31.19	26.21
Onondaga County	<u>\$24.10</u>	<u>none</u>
	\$190.93	\$123.98
Average Hrly Rate	\$27.28	\$24.80
Broome County	\$20.03	\$19.03
Hourly Pay Difference	\$7.25	\$5.77
% Less	26.58%	23.25%

Fidelis

Registered Nurse Salaries

<u>Job Title</u>	<u>Fidelis Care Salary</u>
Registered Nurse - Hourly	\$29.72/hr
Registered Nurse - Hourly	\$29.45/hr
Registered Nurse	\$76,312

UHC

<u>Job Title</u>	<u>UHC Salary</u>
Registered Nurse - Hourly	\$25.01/hr
Registered Nurse	\$60,762

Broome County

<u>Job Title</u>	<u>Broome Salary</u>
Register Nurse - Houly	19.03/hr
Register Nurse	\$37,251

Mananged Care salaries as advertized on Glassdoor.com

Employee	Title	2018 Starting Salary	Step Date	Increase with step	Longevity	2018 Annual Salary	State Retirement	Social Security	Workers' Comp	Life Insurance	Health Insurance	Disability Insurance	Total Cost	
Thompson Tracy L	Clinical Nurse Supervisor	\$ 56,555.00	1/2/2017	\$ -	\$ 850.00	\$ 57,405.00	\$ 8,530.38	\$ 4,391.48	\$ 1,148.10	\$ 15.00	\$ -	\$ -	\$ 71,489.97	19 BAPA
Metera Renee A	Assist. Clinical Nurse Superv	\$ 52,201.00	1/30/2017	\$ -	\$ 1,500.00	\$ 53,701.00	\$ 9,676.92	\$ 4,108.13	\$ 1,074.02	\$ 15.00	\$ 17,260.00	\$ -	\$ 85,835.07	18 CSEA
Opie Mary	Public Health Nurse	\$ 51,352.00	6/14/2010	\$ -	\$ 800.00	\$ 52,152.00	\$ 9,397.79	\$ 3,989.63	\$ 1,043.04	\$ 15.00	\$ 17,449.00	\$ 88.00	\$ 84,134.46	17 CSEA
Dino Debora	Public Health Nurse	\$ 52,828.00	6/2/1997	\$ -	\$ 1,300.00	\$ 54,128.00	\$ 9,753.87	\$ 4,140.79	\$ 1,082.56	\$ 15.00	\$ 17,449.00	\$ 88.00	\$ 86,657.22	17 CSEA
Kostek Linda M	Sr. Registered Prof. Nurse	\$ 46,941.00	7/13/2009	\$ -	\$ 600.00	\$ 47,541.00	\$ 8,566.89	\$ 3,636.89	\$ 950.82	\$ 15.00	\$ 17,260.00	\$ 88.00	\$ 78,058.59	16 CSEA
Vacant	Public Health Nurse	\$ 39,205.00		\$ -	\$ -	\$ 39,205.00	\$ 4,202.78	\$ 2,999.18	\$ 784.10	\$ 15.00	\$ 9,559.00	\$ 88.00	\$ 56,853.06	17 CSEA
Vacant	Public Health Nurse	\$ 39,205.00		\$ -	\$ -	\$ 39,205.00	\$ 4,202.78	\$ 2,999.18	\$ 784.10	\$ 15.00	\$ 9,559.00	\$ 88.00	\$ 56,853.06	17 CSEA
Vacant	Sr. Registered Prof. Nurse	\$ 37,260.00		\$ -	\$ -	\$ 37,260.00	\$ 3,994.27	\$ 2,850.39	\$ 745.20	\$ 15.00	\$ 9,559.00	\$ 88.00	\$ 54,511.86	16 CSEA
Vacant	Sr. Registered Prof. Nurse	\$ 37,260.00		\$ -	\$ -	\$ 37,260.00	\$ 3,994.27	\$ 2,850.39	\$ 745.20	\$ 15.00	\$ 9,559.00	\$ 88.00	\$ 54,511.86	16 CSEA
													\$ 628,905.14	
Thompson Tracy L	Clinical Nurse Supervisor	\$ 62,043.00	1/2/2017	\$ -	\$ 850.00	\$ 62,893.00	\$ 9,345.90	\$ 4,811.31	\$ 1,257.86	\$ 15.00	\$ -	\$ -	\$ 78,323.07	22 BAPA
Metera Renee A	Assist. Clinical Nurse Superv	\$ 57,380.00	1/30/2017	\$ -	\$ 1,500.00	\$ 58,880.00	\$ 10,610.18	\$ 4,504.32	\$ 1,177.60	\$ 15.00	\$ 17,260.00	\$ -	\$ 92,447.10	21 CSEA
Opie Mary	Public Health Nurse	\$ 54,548.00	6/14/2010	\$ -	\$ 800.00	\$ 55,348.00	\$ 9,973.71	\$ 4,234.12	\$ 1,106.96	\$ 15.00	\$ 17,449.00	\$ 88.00	\$ 88,214.79	20 CSEA
Dino Debora	Public Health Nurse	\$ 56,023.00	6/2/1997	\$ -	\$ 1,300.00	\$ 57,323.00	\$ 10,329.80	\$ 4,385.21	\$ 1,146.46	\$ 15.00	\$ 17,449.00	\$ 88.00	\$ 90,736.27	20 CSEA
Kostek Linda M	Sr. Registered Prof. Nurse	\$ 49,978.00	7/13/2009	\$ -	\$ 600.00	\$ 50,578.00	\$ 9,114.16	\$ 3,869.22	\$ 1,011.56	\$ 15.00	\$ 17,260.00	\$ 88.00	\$ 81,935.93	19 CSEA
Vacant	Public Health Nurse	\$ 45,651.00		\$ -	\$ -	\$ 45,651.00	\$ 4,893.79	\$ 3,492.30	\$ 913.02	\$ 15.00	\$ 9,559.00	\$ 88.00	\$ 64,612.11	20 CSEA
Vacant	Public Health Nurse	\$ 45,651.00		\$ -	\$ -	\$ 45,651.00	\$ 4,893.79	\$ 3,492.30	\$ 913.02	\$ 15.00	\$ 9,559.00	\$ 88.00	\$ 64,612.11	20 CSEA
Vacant	Sr. Registered Prof. Nurse	\$ 43,389.00		\$ -	\$ -	\$ 43,389.00	\$ 4,651.30	\$ 3,319.26	\$ 867.78	\$ 15.00	\$ 9,559.00	\$ 88.00	\$ 61,889.34	19 CSEA
Vacant	Sr. Registered Prof. Nurse	\$ 43,389.00		\$ -	\$ -	\$ 43,389.00	\$ 4,651.30	\$ 3,319.26	\$ 867.78	\$ 15.00	\$ 9,559.00	\$ 88.00	\$ 61,889.34	19 CSEA
													\$ 684,660.06	

Total cost increase
\$ 55,754.92