

**Minutes of the November 27, 2013  
PERSONNEL COMMITTEE MINUTES**

**Committee Members**

Kristine A. Singer, Chair  
David B. Baker  
Theodore M. Fafinski  
Jeffery L. Gallahan  
Donald C. Ninestine (N/A)  
John T. Sheppard

N/A – Necessarily Absent

**Present at Meeting**

Jack Marren; Chairman of the Board, John Garvey, John Park, Sherman Manchester, Julie Hoffman, Ide Marshall, Catherine Bentzoni, Halle Stevens, Sheriff Povero, Greg Powers and Diane Johnston.

Chairperson Singer called the meeting to order at 3:00 p.m.

Mr. Baker moved and Mr. Fafinski seconded to approve the November 6, 2013 Personnel Committee Minutes. Motion carried.

**SAFETY:**

2. Mr. Manchester presented the Safety Report to the Committee.

Mr. Baker moved and Mr. Fafinski seconded to approve the Safety Report. Motion carried.

**EMPLOYMENT & CIVIL SERVICE:**

3. Item #3 was pulled from the agenda and will be bought back to the Committee at a later date.

**OTHER:**

4. Ms. Hoffman requested approval to adopt the ADA Grievance Procedure. It has been finalized by the County Attorney's Office and must be posted in order for Ontario County to remain in compliance.

Mr. Fafinski moved and Mr. Sheppard seconded to approve adoption of the ADA Grievance Procedure. Motion carried.

**EMPLOYMENT AND CIVIL SERVICE: (Addendum)**

- A1. Ms. Hoffman discussed a meeting she and Ms. Krause had with the CSEA General Unit regarding impact negotiations for employees of the Health Facility and Substance Abuse Services. Ms. Krause presented a retention proposal for the Health Facility employees and a transition proposal for the Substance Abuse Services' employees which followed the same methodology used when the Dietary Unit employees had a reduction in force. The Union representatives agreed with the proposals and signed the memorandum of agreement for each plan. If adopted, the Health Facility plan will cost approximately \$145,000, and the Substance Abuse Services plan approximately \$5,250.00.

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PERSONNEL COMMITTEE MEETING**

Mr. Sheppard questioned the current status of the lawsuit CSEA filed against the County for the sale of the Health Facility. Mr. Park advised that no appeals have been filed.

Mr. Fafinski moved and Mr. Sheppard seconded to adopt MOA 3-2013 and MOA 4-2013 as a block. Motion carried.

Mr. Sheppard advised the Committee he is inclined to oppose the Health Facility Employee Retention Program incentive because of the abrasiveness CSEA has shown this County despite the County's forthrightness during the sale of the Health Facility. However, Mr. Sheppard said he will take the high road and adopt the precedent the County typically offers its employees. He will support the presented award and retention program for those employees who are willing to stay.

**INFORMATION ITEMS:**

5. HR Update:

- "You & Progressive Discipline" presented by John Park will be held December 17, 2013 at the Safety Training Facility from 9:00am – 11:30am.
- "The Difference: Management and Leadership" presented by Dr. Seth Silver will be held December 19, 2013 at 3019 Co. Complex Drive from 1:30pm – 4:00pm.

Chairperson Singer announced Mr. Ninestine as necessarily absent.

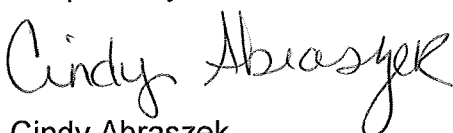
**LABOR RELATIONS:**

Mr. Sheppard moved and Mr. Fafinski seconded to move into Executive Session at 3:12 p.m. to discuss employment of a particular person(s) and collective negotiations pursuant to Article XIV of the Civil Service Law. Motion carried.

Mr. Baker moved and Mr. Sheppard seconded to move out of Executive Session at 3:30 p.m. Motion carried.

Being no further discussion, Mr. Baker moved and Mr. Sheppard seconded to adjourn the meeting at 3:30 p.m. Motion carried.

Respectfully submitted,



Cindy Abraszek  
Secretary I