



Sullivan County

Human Resources Committee

Meeting Agenda - Final

100 North Street
Monticello, NY 12701

Chairman Amanda Ward
Vice Chairman Luis Alvarez
Committee Member Brian McPhillips
Committee Member Catherine Scott
Committee Member Joseph Perrello

Thursday, October 17, 2024

8:30 AM

Government Center

Call To Order and Pledge of Allegiance

Roll Call

Comments:

Reports:

1. Division of Human Resources

Discussion:

Public Comment

Resolutions:

1. TO CREATE ONE FAMILY SERVICES INVESTIGATOR TRAINEE POSITION [ID-6809](#)
2. To abolish 2 Staff Social Worker I positions and to create 1 full-time Staff Social Worker I position in the Dept. of Community Services. [ID-6814](#)
3. To authorize the County Manager to enter into a Memorandum of Agreements (MOA) with each of the unions that represent County employees that are affected by the discontinuation of NYSHIP Excelsior Plan, and to authorize the update of the Non-Union Employee Handbook. to reflect new Health Insurance options for affected employees. [ID-6859](#)

Adjourn



Sullivan County

Legislative Memorandum

100 North Street
Monticello, NY 12701

File #: ID-6809

Agenda Date: 10/17/2024

Agenda #: 1.

Narrative of Resolution:

TO CREATE ONE FAMILY SERVICES INVESTIGATOR TRAINEE POSITION

If Resolution requires expenditure of County Funds, provide the following information:

Amount to be authorized by Resolution: \$84,076.65

Are funds already budgeted? Yes

Specify Compliance with Procurement Procedures: N/A

INTRODUCED BY THE PERSONNEL COMMITTEE TO CREATE ONE (1) FAMILY SERVICES INVESTIGATOR TRAINEE POSITION IN THE DEPARTMENT OF SOCIAL SERVICES SPECIAL INVESTIGATIONS UNIT.

WHEREAS, the promotion of a staff to the position of Senior Family Services Investigator within the Special Investigations Unit of the Department of Social Services (DSS) has left the Family Services Investigator, Budget Position #459, vacant; and

WHEREAS, there is currently no viable Certification of Eligibles list for Family Services Investigator; and

WHEREAS, the desire of the Sullivan County Division of Health and Human Services Commissioner is to create a Family Services Investigator Trainee position and promote a staff from within Social Services to the position of Family Services Investigator; and

WHEREAS, the Trainee position will be funded by the vacant BP#459 until such time as the Trainee is promoted into the vacant position; and

WHEREAS, upon the trainee being promoted into the position of Family Services Investigator, BP#459, the Trainee position will be abolished.

NOW THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby creates a Family Services Investigator Trainee position in the Sullivan County DSS, effective immediately; and

BE IT FURTHER RESOLVED, that the annual salary for this new position will be in accordance with the Teamsters Local 445 CBA; and

BE IT FURTHER RESOLVED, that the Commissioner of the DHHS is authorized to fill this new position immediately.



Sullivan County
Legislative Memorandum

100 North Street
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File #: ID-6814

Agenda Date: 10/17/2024

Agenda #: 2.

Narrative of Resolution:

To abolish two (2) part-time Staff Social Worker I's and to create one (1) full-time Staff Social Worker I in the Department of Community Services.

If Resolution requires expenditure of County Funds, provide the following information:

Amount to be authorized by Resolution: \$39,462.

Are funds already budgeted? Yes

Specify Compliance with Procurement Procedures:

RESOLUTION INTRODUCED BY THE HEALTH & HUMAN SERVICES COMMITTEE TO ABOLISH TWO (2) PART-TIME STAFF SOCIAL WORKER POSITIONS AND TO CREATE ONE (1) FULL-TIME STAFF SOCIAL WORKER POSITION.

WHEREAS, the Department of Community Services is responsible for providing behavioral health counseling to Sullivan County residents with behavioral health issues; and

WHEREAS, the Director of Community Services has reviewed the needs of the patients and the department and has determined that there is a need for another Staff Social Worker I position to accommodate the increase need of behavioral health services; and

WHEREAS, the total cost of the Staff Social Worker I position with benefits is estimated at \$99,524; and

WHEREAS, abolishing the two (2) vacant part-time Staff Social Worker I positions (positions #3308 and #3638) will fund approximately \$60,062 leaving approximately \$39,462 which would be covered by the revenue generated for the services provided; and

NOW, THEREFORE, BE IT RESOLVED, that the Sullivan County Legislature hereby abolishes the two (2) part-time Staff Social Worker I positions (#3308 and #3638) and to create a full-time Staff Social Worker I position in accordance with the Teamsters 445 Salary Schedule; and

BE IT FURTHER RESOLVED, that this position be posted to be filled immediately by the Director of Community Services with a qualified candidate.



Sullivan County

Legislative Memorandum

100 North Street
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File #: ID-6859

Agenda Date: 10/17/2024

Agenda #: 3.

Narrative of Resolution:

To authorize the County Manager to enter into a Memorandum of Agreements (MOA) with each of the unions that represent County employees that are affected by the discontinuation of NYSHIP Excelsior Plan, and to authorize the update of the Non-Union Employee Handbook to reflect new Health Insurance options for affected employees.

If Resolution requires expenditure of County Funds, provide the following information:

Amount to be authorized by Resolution: Click or tap here to enter text.

Are funds already budgeted? Choose an item.

Specify Compliance with Procurement Procedures:

RESOLUTION INTRODUCED BY THE HUMAN RESOURCES COMMITTEE RATIFYING A MEMORANDUM OF AGREEMENT (MOA) WITH THE COUNTY OF SULLIVAN AND EACH OF THE UNIONS THAT REPRESENT COUNTY EMPLOYEES THAT ARE AFFECTED BY THE DISCONTINUATION OF NYSHIP EXCELSIOR PLAN AND AUTHORIZING THE COUNTY MANAGER TO EXECUTE SAID AGREEMENTS AND MAKE NECESSARY UPDATES TO THE NON-UNION EMPLOYEE HANDBOOK

WHEREAS, Sullivan County currently has multiple healthcare insurance plans among its full time employees; and

WHEREAS, one of these health insurance plans is phasing out effective December 31, 2024 and a portion of the employees will need new health insurance coverage; and

WHEREAS, the county retained Brown and Brown for their consulting and broker services seeking alternative and comparable health insurance coverage for all affected employees; and

WHEREAS, the Anthem Blue Cross Blue Shield (“BCBS”) PPO Network and Anthem Blue Cross Blue Shield (“BCBS”) EPO Network plans were presented to the affected unions by Brown and Brown and County Management; and

WHEREAS, there is a desire to enter into an MOA with the various affected unions to allow the offering of the Anthem BCBS PPO Network as the plan that is substantially equal to the NYSHIP Excelsior Plan benefits; and

WHEREAS, there is a desire to also include in the MOA an additional option for affected employees to enroll in the Anthem BCBS EPO Network with a respective Health Savings Account of \$900 for single coverage and \$1,800 for family coverage on an annual basis.

NOW, THEREFORE, BE IT RESOLVED, that the County Manager is hereby authorized to execute the aforementioned Memorandum of Agreements which shall be attached to the current CBA between the County,

the affected Unions and for the required agreements the Sullivan County Sheriff, and

BE IT FURTHER RESOLVED, that said agreements shall be in such form as the County Attorney shall approve; and

BE IT FURTHER RESOLVED, that the Non-Union Employees handbook shall be updated to reflect the two options above for all Non-Union Employees affected by the discontinuation of the NYSHIP Excelsior Plan