



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, September 12, 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 abolish the Fiscal Administrative Officer (FAO) position in the Department of Community Services. [ID-6762](#)
2. Advocating for increased wages and policy reforms to support Direct Care and Home Care Professionals in New York State. [ID-6769](#)

Adjourn



Sullivan County
Legislative Memorandum

100 North Street
Monticello, NY 12701

File #: ID-6762

Agenda Date: 9/12/2024

Agenda #: 1.

Narrative of Resolution:

Abolish a position in the Department of Community Services.

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

Amount to be authorized by Resolution: \$0 (Total savings of approximately \$106,752)

Are funds already budgeted? Yes

Specify Compliance with Procurement Procedures:

RESOLUTION INTRODUCED BY THE HUMAN RESOURCES COMMITTEE TO ABOLISH THE FISCAL ADMINISTRATIVE OFFICER (FAO) POSITION IN THE DEPARTMENT OF COMMUNITY SERVICES

WHEREAS, the Commissioner of Human Resources/Personnel Officer and the Deputy Commissioner of Health & Human Services have identified a need to align program oversight functions within the Department of Community Services; and

WHEREAS, Sullivan County put forth a Request for Proposal for all of the billing services (“RFP No. R-24-26”) for the Department of Community Services, which is set to be authorized in the Management & Budget Committee; and

WHEREAS, there is no longer a need for the position of Fiscal Administrative Officer in the Department of Community Services; and

NOW, THEREFORE BE IT RESOLVED, the Sullivan County Legislature hereby abolishes position No. 3594, Fiscal Administrative Officer in the Department of Community Services.



Sullivan County
Legislative Memorandum

100 North Street
Monticello, NY 12701

File #: ID-6769

Agenda Date: 9/12/2024

Agenda #: 2.

Narrative of Resolution:

Advocating for increased wages and policy reforms to support Direct Care and Home Care Professionals in New York State.

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

Amount to be authorized by Resolution: 0

Are funds already budgeted? Choose an item.

Specify Compliance with Procurement Procedures:

N/A

RESOLUTION INTRODUCED BY HUMAN RESOURCES COMMITTEE ADVOCATING FOR INCREASED WAGES AND POLICY REFORMS TO SUPPORT DIRECT CARE AND HOME CARE PROFESSIONALS IN NEW YORK STATE

WHEREAS, Direct Care Professionals (DCPs), including home health aides, childcare workers, personal care aides, workers supporting individuals with developmental disabilities, and human services jobs provide essential services to vulnerable populations, ensuring their health and well-being; and

WHEREAS, DCPs in New York have historically been underpaid, with wages that do not reflect the critical nature of their work or the growing demand for their services, leading to high turnover, workforce shortages, and inadequate care; and

WHEREAS, New York State has introduced several bills aimed at improving wages and working conditions for DCPs, recognizing their pivotal role in healthcare and social services; and

WHEREAS, the *Fair Pay for Home Care Act* would raise wages for home health and personal care aides by at least 30% above the minimum wage, establishing a minimum wage of \$19.80 per hour upstate New York, and mandating overtime for work beyond 40 hours per week, addressing workforce shortages and improving care quality; and

WHEREAS, this Act also promotes equity by benefiting a diverse workforce that includes individuals from various backgrounds and racial groups, while enhancing economic stability for these essential workers; and

WHEREAS, *NY State Senate Bill 2023-S4127A* proposes a direct support wage enhancement for employees earning less than \$125,000 annually, helping to address wage disparities and attract more professionals to the field of developmental disabilities care; and

WHEREAS, while the FY 2023 budget included a \$3.00 minimum wage increase for home care

workers, phased over two years, further action is necessary to ensure all DCPs receive livable wages and adequate benefits; and

WHEREAS, investing in DCPs not only improves the well-being of workers but also enhances the stability and quality of care for those who depend on these services, reducing long-term costs related to turnover and inadequate care.

NOW, THEREFORE, BE IT RESOLVED, that we, the Sullivan County Legislature, advocate for the swift passage and full implementation of the *Fair Pay for Home Care Act, NY State Senate Bill 2023-S4127A*, and other legislation that seeks to improve wages and working conditions for DCPs, including both home care and direct care professionals, across New York State; and

BE IT FURTHER RESOLVED, that the State Government continue to pursue policy reforms that raise wages, provide comprehensive benefits, including healthcare, retirement plans, paid leave, and mental health support, and ensure access to career development for all DCPs; and

BE IT FURTHER RESOLVED, that we support efforts to protect DCPs through laws that promote fair wages, safe working conditions, and representation in policymaking; and

BE IT FURTHER RESOLVED, that the Clerk to the Legislature forward a copy of this resolution to the New York State Governor Kathy Hochul, Assemblywoman Aileen Gunther, Senator Peter Oberacker, and Assemblyman Brian Maher and relevant state agencies, urging them to prioritize the needs for DCPs by enacting legislation that recognizes their indispensable contributions and fosters a sustainable, equitable workforce.