- APPROVAL OF MINUTES FOR June 6, 2024, COMMITTEE MEETING
- FINANCIAL
 - Benefits & Workers' Compensation Reports Camille Corneby
 - Monthly Departmental Budget Tracking Linda Parke
- OLD BUSINESS
 - None
- NEW BUSINESS

• Linda Parke, Kelly Quick and Karen Weston attended the New York State Association of Personnel and Civil Service Officers Conference on Monday, June 10, 2024, in Saratoga Springs, NY.

• Linda Parke will be attending the New York State Public Employer Relations Association Annual Conference from July 8th through July 10th in Saratoga Springs, NY.

- Discuss 2025 Personnel Department budget.
- 2nd Quarter Exit Interview Report
- PERSONNEL
 - Head Count & Monthly Exam Reports
- RESOLUTIONS
 - Authorize Salary Above CSEA Base for Probation Officer
 - Authorize Creation of a Full-Time Certified Peer Specialist Position (Mental Hygiene)

• Authorize Creation of a Full-Time Senior Clinical Social Worker Position (Mental Hygiene)

- Staff Change 2024 Budget (Public Health)
- Appoint Secretary to the 1st Assistant County Attorney (Law Department)
- Create (1) Full-time Benefit Assistant Position (Personnel)
- Authorize Three (3) Position Reclassification (Social Services)
- Authorization to Fund and Fill Economic Development Specialist Position
- Approve Salary Above Hiring Base Deputy Sheriff Position (Sheriff's Office)
- Appointment of Election Clerk (PT) (Board of Elections)

- Adjust Salary Range for 2nd Assistant County Attorney (Law Department)
- PROCLAMATIONS None
- ADJOURNMENT

2024 TIOGA COUNTY INSURANCE COSTS

Function 240 24	2024 HDHP - CSEA & Management/Confidential	JAN	FEB.	MAR.	APR.	MAY	JUNE	TOTAL
educitble Each Month 0 14 4 9 9 1 Insurance Cost 193.804.7 171.279.55 179.262.22 172.484.21 482.405.6 407.762.1 Insurance Cost 1.389.00.0 1.385.00.0 1.385.00.0 1.385.00.0 497.74.49 407.75.4 Diors Administative Cost 1.3990.56 165.434.15 115,629.76 111,740.00 73.655.56 49.774.49 Dio Exp (Based on Jan contract 1.073.800.00 896.1265 82.236.16 80.774.49 13.856.70 VMEDIDE 549.812.66 644.002.10 596.230.36 565.52.34 557.410 14.99.94.79 VMEDIDE 52.916.10 52.756.13 \$2.336.16 \$2.236.64 \$2.065.62 VMEDIDE 52.916.10 52.957.35 \$2.236.16 \$2.065.16 \$2.740.51 VMEDIDE 55.91.12 52.702.44 \$2.752.04 \$2.740.52 \$2.066.62 VMEDIDE 55.91.12 52.723.52 \$2.236.16 \$2.760.61 \$2.760.61 VMEDIDE 55.66.11 \$2.702.41	Participants	249	250	249	249	250	255	
Insurance Cost 489,389,47 477,278,55 479,278,55 472,484,21 482,405,28 490,782,51 indore Administrative Cost 1,358,00 1,328,00 1,328,70 1,338,70 1,338,70 ibit Exp (Based on Jan contract 1,073,800,03 1,516,697 1,11,74,01,53 351,885,70 ibit Exp (Based on Jan contract 1,073,800,03 6,44,022,10 566,452,94 57,410,53 531,885,70 ibit Exp (Based on Jan contract 1,073,800,05 54,41,15 557,410,53 531,885,70 ibit Exp (Based on Jan contract 1,073,800,05 55,551,33 52,351,62 531,895,70 ibit Exp (Based on Jan contract 54,91,12,55 172,945,65 644,022,10 54,64,11 149,994,79 ibit Exp (Based on Jan contract 152,551,35 52,531,55 52,236,44 52,493,17 52,198 ivert Exp (Based on Jan contract 152,551,35 52,533,59 52,498,40 52,493,67 52,493,67 ivert Exp (Based on Jan contract 115,160 157,029,11 52,105,233,52 52,498,40 52,493,67 irea Eligible Retirees <	# of people Hit Deductible Each Month	0	14	4	σ	თ	11	47
Rither Administrative Cost 1,338,00 1,338,00 1,338,00 1,338,00 1,349,30 1,3	TC HDHP Insurance Cost	469,359.47	477,279.55	479,262.22	472,484.21	482,405.28	480,782.51	2,861,573.24
79,063.58 165,434.15 115,629.76 111,740.03 73,655.95 49,74449 1 1,073,800.00 596,230.98 585,552.94 557,410.53 531,885.70 \$2,206,08 \$2,576,13 \$2,394,50 \$2,351,62 \$2,229,64 \$2,085,82 \$2,208,08 \$2,576,13 \$2,394,50 \$2,351,62 \$2,229,64 \$2,086,82 \$2,208,08 \$2,576,13 \$2,394,50 \$2,351,62 \$2,229,64 \$2,086,82 \$2,90 \$2,566,14 \$2,702,47 \$2,532,73 \$2,532,78 \$2,994,79 \$50 \$6,4 \$2,702,47 \$2,532,73 \$2,533,78 \$2,994,79 \$50 \$2,702,47 \$2,532,73 \$2,553,59 \$2,438,40 \$2,499,91 \$50 \$2,105,57 \$2,532,73 \$2,55,63,59 \$2,105,23 \$2,038,22 \$50 \$2,101,67 \$2,203,91 \$2,105,23 \$2,105,23 \$2,038,22 \$50 \$2,500 \$2,105,23 \$2,105,23 \$2,038,22 \$2,55 \$2,500 \$2,750,00 \$2,750,00 <	Lifetime Benefit Solutions Administrative Cost	1,359.60	1,318.40	1,339.00	1,328.70	1,349.30	1,328.70	8,023.70
bib Exp (Based on Jan contract Eco + 164 x 5200) I/O73,800.00 I/O23,800.00 I/O23,800.00 I/O23,8	Monthly Paid Deductibles	79,093.58	165,434.15	115,629.76	111,740.03	73,655.95	49,774.49	595,327.96
Vr Emips & Retirees KV Emips & Retirees S56,552.04 557,410.53 531,866.70 v Peducethiel \$2,208.06 \$2,576.13 \$2,334.50 \$2,229.64 \$2,065.62 r Participant \$2,208.06 \$2,576.13 \$2,344.50 \$2,2351.62 \$2,065.62 r Participant \$2,208.06 \$2,576.13 \$2,344.50 \$2,2351.62 \$2,065.62 r Participant \$2,208.06 \$2,576.13 \$2,344.50 \$2,351.62 \$2,065.62 r Participant \$2,563.59 \$2,553.59 \$2,553.59 \$2,489.91 \$2,699.91 ciente Fligble Retirees \$2,109.67 \$2,037.91 \$2,553.73 \$2,553.59 \$2,499.91 ciente Fligble Retirees \$2,109.67 \$2,037.91 \$2,553.50 \$2,499.91 \$2,699.91 ciente Eligble Retirees \$2,109.67 \$2,037.91 \$2,216.91 \$2,165.23 \$2,106.23 \$2,038.22 ciente Eligble Retirees \$2,109.67 \$2,037.91 \$2,216.50 \$1,15,787.76 \$15,787.76 \$2,658.25 are Fligble Retirees \$2,105.23 \$2,106.23	laxiumum Annual Deductible Exp (Based on Jan contract counts 85 x 2600 + 164 x 5200)	1,073,800.00						
Numance Cost + EBS Adm Cost 549,812 65 644,032.10 556,552.94 557,410.53 551,405.55 557,410.53 551,405.55 557,410.53 551,405.55 551,405.55 551,405.55 551,405.55 551,615.55 551,615.55 551,615.55 551,615.55 551,615.55 551,615.55 551,615.55 551,615.55 551,615.55 551,615.55 551,615.55 551,615.55 551,615.75 551,747.56 115,787.76	2024 All County Emps & Retirees							
y revolution \$2,576,13 \$2,394,50 \$2,235,62 \$2,2066,82 \$2,006,682 remicipant 55,61,16 152,581,39 172,957,35 157,029,18 150,561,16 149,994,79 remicipants 55 60 82,232,73 \$2,563,59 52,499,91 15,787,76 15,787,76 15,787,76 15,787,76 15,787,76 15,787,76 15,787,76 15,787,76 55 <t< td=""><td>Cost of HDHP (Health Insurance Cost + EBS Adm Cost -Monthly Deductible)</td><td>549.812.65</td><td>644.032.10</td><td>596,230.98</td><td>585,552.94</td><td>557,410.53</td><td>531,885,70</td><td>3,464,924.90</td></t<>	Cost of HDHP (Health Insurance Cost + EBS Adm Cost -Monthly Deductible)	549.812.65	644.032.10	596,230.98	585,552.94	557,410.53	531,885,70	3,464,924.90
employees in PPO 152,581.99 172,957.95 157,029.18 150,561.18 149,904.79 r Participants 59 64 62 62 62 60 55 60 ricipant for CO/Law \$2,566.14 \$2,702.47 \$2,533.59 \$2,428.40 \$2,499.91 56 54 55	Cost Per Participant	\$2,208.08	\$2,576.13	\$2,394.50	\$2,351.62	\$2,229.64	\$2,085.82	
Perticipants 59 64 62 62 62 62 60 repricipants \$2,586.14 \$2,702.47 \$2,553.59 \$2,428.40 \$2,499.91 cipant for CO/Law \$2,586.14 \$2,702.47 \$2,553.59 \$2,428.40 \$2,499.91 cirate Eligible Retirees 118,141.25 110,046.97 122,094.94 115,787.76 115,787.76 15,787.76 cirate Eligible Retirees \$2,109.67 \$2,109.67 \$2,105.23 \$2,038.22 \$5,55.55 \$5,55.55 \$5,55.55 \$5,55.55 \$5,55.55 \$5,55.55 \$5,55.50 \$2,105.23 \$2,038.22 \$2,038.22 a Retirees \$2,105.15 \$2,105.23 \$2,105.23 \$2,038.22 \$2,038.22 \$2,038.22 \$2,038.22 a Retirees \$2,515.00 \$2,515.00 \$2,515.00 \$2,105.23 \$2,038.22 \$2,535.00 a Retirees \$2,515.00 \$2,515.00 \$2,75.00 \$2,75.00 \$2,75.00 \$2,75.00 \$2,75.00 \$2,75.00 \$2,75.00 \$2,75.00 \$2,75.00 \$2,75.00 \$2,75.00	Cost of CO/I aw employees in PPO	152.581.99	172,957.95	157,029.18	158,322.78	150,561.18	149,994.79	941,447.87
Icipant for CO/Law \$2,586.14 \$2,702.47 \$2,532.73 \$2,553.59 \$2,428.40 \$2,499.91 Icipant for CO/Law 118,141.25 110,046.97 122,094.94 115,787.76 115,787.76 115,787.76 55,008.22 10,007 12,2004 10,25,000 80,575.00 80,300.00 80,575.00 81,125.00 81,125.00 81,125.00 81,125.00 81,125.00 81,125.00 81,125.00 81,125.00 81,125.00 81,125.00 8275.0	CO/Law Participants	59	64	62	62	62	60	
Icare Eligible Retirees 118,111.25 110,046.97 122,094.94 115,787.76 115,787.76 115,787.76 115,787.76 115,787.76 115,787.76 115,787.76 155 5	Cost Per Participant for CO/Law	\$2,586.14	\$2,702.47	\$2,532.73	\$2,553.59	\$2,428.40	\$2,499.91	
are Participants 56 54 55	Cost of Non-Medicare Eligible Retirees	118,141.25	110,046.97	122,094.94	115,787.76	115,787.76	115,787.76	697,646.44
dicare Eligible Retirees \$2,105.01 \$2,219.91 \$2,105.23 \$2,038.22 e Retirees UHC Med Adv Plan 81,125.00 80,575.00 80,575.00 81,125.00 8275.00 81,125.00 8275.00 81,125.00 8275.00 81,125.00 8275.00 81,125.00 8275.00 81,125.00 8275.00 826,135 878,651.95 826,135 848,3651.95 848,3651.95 848,3651.95 8	Non-Medicare Participants	56	54	55	55	55	55	
Retirees UHC Med Adv Plan 81,125.00 80,575.00 80,575.00 81,125.00 82,75.00	Cost Per Non-Medicare Eligible Retirees	\$2,109.67	\$2,037.91	\$2,219.91	\$2,105.23	\$2,105.23	\$2,038.22	
e Participants 295 297 294 295	Cost of Medicare Eligible Betirees UHC Med Adv Plan	81,125.00	80,575.00	80,300.00	80,575.00	81,125.00	81,125.00	484,825.00
are Eligible Retirees \$275.00 \$275.00 \$275.00 \$275.00 \$275.00 \$275.00 al Health insurance Cost 901,660.89 1,007,612.02 955,655.10 940,238.48 904,884.47 878,793.25 / Health insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 / Health insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 / Health insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 / Health insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.19 838,651.95 / Health insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.19 848,306.70 / Health insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.19 848,306.70 / Health insurance Cost 836,511.60 903,023.44 907,577.93 848,306.70 30,540.45 / Health insurance Cost 866,549.31 878,367.123 848,306.70 30,540.45	Medicare Participants	295	297	294	294	295	295	
al Health Insurance Cost 901,660.89 1,007,612.02 955,655.10 940,238.48 904,884.47 878,793.25 / Health Insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 / Health Insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 / Health Insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 / Health Insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 / Health Insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,336.70 / Health Insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,306.70 / Health Insurance Cost 836,571.60 907,577.97 866,549.31 878,306.70 948,306.70 / Health Insurance Cost 836,571.97 866,549.41 878,306.70 30,540.45 1673.37 / Health Insurance Cost 812,172 846,224 846,254 846,254 846,256 846,256 846,256	Cost per Medicare Eligible Retirees	\$275.00	\$275.00	\$275.00	\$275.00	\$275.00	\$275.00	
/ Health Insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 / Health Insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 / Health Insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 / Health Insurance Cost 836,511.60 903,023.44 907,577.97 866,549.31 878,306.70 / Anticolut 2023 HRA as of 12/31/23 848,306.70 30,540.45 30,540.45 / March 2024 run-out 2024 run-out 1,673.37 1,673.37 1,673.37 / March 2024 run-out 0.00 0.00 0.00 0.00	Tioga County's Total Health Insurance Cost	901,660.89	1,007,612.02	955,655.10	940,238.48	904,884.47	878,793.25	5,588,844.21
836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 836,511.60 903,023.44 907,577.97 866,549.31 878,356.18 838,651.95 836,511.60 2023 HRA as of 12/31/23 848,306.70 30,540.45 30,540.45 930 January 2024 run-out 2024 run-out 1,673.37 30,540.45 930 April 2024 run-out 646.25 646.25 930 June 2024 run-out 0.000 0.00	r Comparison Purposes:							
	2023 Tioga County Health Insurance Cost	836,511.60	903,023.44	907,577.97	866,549.31	878,356.18	838,651.95	5,230,670.45
							2023 HRA YTD	
out tr				2023 HRA as	of 12/31/23		848,306.70	
				January 2024	run-out		30,540.45	
			-	February 2024	t run-out		1,673.37	
				March 2024 ru	in-out		561.76	
				April 2024 run	-out		646.25	
				May 2024 run	out		0.00	
				June 2024 rur	-out		0.00	



Tioga County YEAR-TO-DATE BUDGET REPORT

AVAILABLE PCT BUDGET USE/COL

ENCUMBRANCES

YTD ACTUAL

REVISED BUDGET

TRANFRS/ ADJSTMTS

ORIGINAL APPROP

ACCOUNTS FOR: A General Fund

FOR 2024 06

	11.0%* 0%*	37.1%		29.5%		80.0% %0	94.2%	53.6%				- A				a a	49.4% 43.2%	38.8%		38.8%	
	-3,630.00	162,321.82	250.00	45,155,99	207.42	100.00	35.01	278.22	2,575.00	2, 135.00	10.00	169.	, 500.	, 318.	9,412.23	•	28,226.97 41.00	279,360.82		279,360.82	-3,635.00 282,995.82
	8.0	00.	00.	88	00	8.0	80.	00.	8.	8.8	38	1.76	00.	00.	6.0	00	8.8	1.76		1.76	.00 1.76
	-450.00	.00.95,567.18	00.	18 894 01	372.58	00.	L, 100.44	321.78	00.	865.00	01.5/2	2,220.00	1.000.00	13,236.59	ω.	2,343.34	27,527.29	177,029.81		177,029.81	-450.00 177,479.81
	-4,080	 257,889	•	2,600			2,200								17,027		55,754 72	456.392		456,392	-4,085 460,477
	0	00	0	00	00	0	00	0	0	0	00			7.397	17,027	5,484	21,545 72	51.815		51,815	0 51,815
	-4,080	757_889	250	2,600	64,USU 580	100	2,200	009	2,575	6,000	1,350	000°	111,000	15,159	0	00	34,209	404 577		404,577	-4,085 408,662
A1430 Personnel		427702		540010	A1430 540140 Contracting Servic	540220	540320	Al430 540340 Literature Al430 540420 Office Supplies	540450	540470	540480	540620	A1430 540732 Training/County Re	540/33			585588 586088	300700 Cap	IDIAL PERSONNEL	TOTAL General Fund	TOTAL REVENUES TOTAL EXPENSES

Report generated: 06/26/2024 15:09 User: ParkeL Program JD: g]ytdbud

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Exit Interview Quarterly Report

Dates From 4/1/2024 To : 6/30/2024 Quarter : 2

How many interviews were conducted 3

Which Departments were represent	Sheriff	1
	Probation	I
	Public Works	1

What reasons did people give for leaving?

Education	Health	Retirement	Family	New Job	Moving	Care	er Change	Job Disatisfa	ction O	ther
0	0	0	0	0	0	(c c	0		3
QUESTIONS	6					ALWAYS	SOMETIM	ES SELDOM	NEVER	N/A
1. Did you u	nderstand De	partment/County	policies and	the reasons fo	or them?	2	0	1	0	0
2. Do you fe	el you have h	ad the support of	managemen	it on the job?		2	0	1	0	0
3. Were you	ı adequately t	rained for your job	o?			1	2	0	0	0
4. Were you	ı paid adequa	itely for the work y	/ou did?			1	0	0	2	0
5. Were the	working cond	ditions conducive	to doing a go	od job?		1	1	1	0	0
6. Was the	amount of wo	ork requested of yo	ou reasonable	e?		2	1	0	0	0
7. Was the	amount of ov	ertime requested	reasonable?			2	1	0	0	0
8. Do you fe	el managem	ent cared about a	nd listened to	your concerr	is?	1	2	0	0	0
9. Were you	ur skills and a	bilities properly ut	ilized?			1	1	0	1	0
10. Were yo	u encouraged	d to learn and acq	uire new skill	s?		1	1	0	1	0
11. Did your	immediate s	upervisor recognia	ze your contri	ibutions?		2	1	0	0	0
12. Were pe	erformance ap	praisals you rece	ived timely?	Meaningful? F	air?	2	0	0	1	0
13. Did you	find your wor	k rewarding?				1	1	0	1	0
14. Do you f	feel there was	s favoritism shown	at the workp	lace?		1	1	0	1	0
15. Do the f	ringe benefits	provide you valu	₽?			1	2	0	0	0
16. Did you	feel had som	ething been differ	ent here at w	ork, you wouk	d have stayed	1	1	0	1	0
17. Did you	feel comforta	ble approaching r	nanagement	with concerns	;?	2	1	0	0	0
18. Were th	ere adequate	advancement op	portunities?			1	0	1	1	0
19. Were st	aff meetings	held in your depar	tment?			1	1	0	1	0
20. Were yo	ou aware of a	ny fraud, waster o	r abuse occu	ring?		Yes	0 No	3		
		EXCELLENT	GOOD	FAIR	POOR N	I/A	13			
Over All Ra	ting	1	0	1	1	0				

July 2024 HEADCOUNT REPORT

	UTIN ACOC					2024 ALITH				2024
DEPARTMENT/OFFICE	ET T	ACTUAL	UNFUNDED	DIFF		РТ	ACTUAL	UNFUNDED	DIFF	TEMPS
Board of Elections	4	4		0		240	190		-50	0
Coroners	0	0		0		4	4		0	0
County Clerk	15	14	1	0		1	0		-1	0
District Attorney	S	ŝ		0		2	1		-1	0
Eco Devel & Planning	6	7	1	-1		1	0		Ļ	0
Emergency Services	2	1		-1		12	6		ų.	0
Historian	0	0		0		1	1		0	0
Info. Technology	10	89		-2		0	0		0	0
Law / Co Attorney	8	6		-2		2	2		0	0
Legislature	4	4		0		6	7	1	-1	0
Mental Hygiene	42	34	2	-6		3	2		-1	0
Personnel	2	5	1	-1		0	0		0	0
Probation	17	14	1	-2		1	1		0	0
Public Defender	9	9		0		4	4		0	0
Public Health	33	24	3	-6		6	3	1	-2	1
Public Works	48	47		-1		1	1		0	m
Real Property	2	2		0		1	0	1	0	0
Sheriff	108	97		-11		4	2	1	-1	0
Social Services	88	84	1	-3		10	5		-5	0
Treasurer	7	7		0		З	Э		0	1
Veterans	3	3		0		1	1		0	0
TOTAL	418	372	10	-36		306	236	4	-66	5
2024 Staff Reductions	ions		FUNDED							
TCS0 473-23			ПSS							
PH 179-24			~~~~	PT: Casework	er, Comm Serv	PT: Caseworker, Comm Serv Worker, YB Dir, Mail Clk	Mail Clk			
			Dist Attorney	PT: Confidential Assistant	ial Assistant					
2024 Staff Increases	<u>ses</u>		Emerg Svcs	FT: Deputy Di	FT: Deputy Dir of ES PT: Skills Instructor	s Instructor				
LEG 350-23			П	FT: Network	FT: Network Administrator, OSII	OSII				
BOE 523-23			LAW	FT: 2nd ACA						
TREAS 527-23			MH	FT: Cert A&D	Counsl, CSW, 2	FT: Cert A&D Counsl, CSW, Sr. CSW/ PT: ACT		-		
PH Reso.140-24			Hd	FT: CH Prog. ET: MEO II	Spvr, Spv PHN,	FT: CH Prog. Spvr, Spv PHN, Local Coord. / PT: Dentist, Speech Pathlogist CT: MEO II	l: Dentist, Spe	ech Pathlogist		
PH 183-24				r I.: IvieO II cT: Drohation Officer 1	Officer 1					
			CHEDICE		FT: Froudului Uniter 1 ET: CO PSDT Denuty Sheriff PT: Cook	DT. Cook				
			JUGNIT		Depart arrest					

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VACANCIES FILLED - SALARY DIFFERENCE

DEPARTMENT	TITLE	DATE OPEN	FILLED BY	НОД	\$ RATE	\$ PREVIOUS	\$ PREVIOUS ANNUAL DIFFERENCE
DPW	Maintenance Mech III (D. Marcocci)	7/29/2023 J. Burless	J. Burless	7/1/2024	\$23.00	\$22.65	\$728.00
							\$0.00
							\$0.00
							\$0.00
							\$0.00
							\$0.00
							\$0.00
							⊨ \$0.00
			TOTAL	TOTAL MONTHLY IMPACT:	ACT:		\$728.00

AMOUNT	-\$24,279.00	-\$798.00	-\$739.00	\$2,703.00	-\$9,583.00	-\$35,360.00	\$728.00					
MONTH REPORTED	January	February	March	April	May	June	Aint	August	September	October	November	

YEAR TO DATE TOTAL:

(\$67,328.00)

July 2024

CHANGE IN CLASSIFICAITON and TEMPORARY APPOINTMENTS

CHANGE IN CLASSIFICATION	ASSIFICATION								
							NEW	EFFECTIVE ANNUAL	ANNUAL
RESO #	DEPT	TYPE	NAME	PREV TITLE	PREV SALARY NEW TITLE	NEW TITLE	SALARY	DATE	DIFFERENCE
530-23	PD	RC	T. Cline	2nd Assistant PD	\$65,892.00	\$65,892.00 Assistant PD	\$72,913.00	0 1/1/2024	(7,021.00)
				Probation Officer 2/Sr.					
31-24	Probation	RC	F. Kiechele	Probation Officer	\$50,738.00	\$50,738.00 Probation Officer	\$48,941.00	0 1/1/2024	1,797.00
									0.00
									0.00
									0.00
									0.00
									0.00
									0.00
									0.00
									0.00
	Type Codes:	DA = Desk Audit	DA = Desk Audit of current employee	ууее	RC = Review of Cl	RC = Review of Classification of vacant position - base salaries represented	sition - base sa	alaries represer	ited
TEMPORARY A	TEMPORARY APPOINTMENTS								
Public Works									
M.Gentile		Highway Worker (Seasonal)		05/20/2024 -	142-24	4/15/24 - 10/11/24			

TEMPORARY APPOINTMENTS						
Public Works						
M.Gentile	Highway Worker (Seasonal)	r (Seasonal)	05/20/2024 -	142-24	4/15/24 - 10/11/24	
R. Hutchison	Highway Worker (Seasonal)	r (Seasonal)	05/08/2024 -	142-24	4/15/24 - 10/11/24	
D. Grier	Highway Worker (Seasonal)	r (Seasonal)	05/06/2024 -	142-24	4/15/24 - 10/11/24	
Treasurer's	2					
A. Fahey	Clerk (Seasonal)	(5/20/2024 -	111-24	04/08/24 - 09/30/24	
Public Health						
K. Sharma	Clerk (Seasonal	(1	7/1/2024 -	141-24	05/06/24 - 08/30/24	
						~
		:				

REFERRED TO:	PUBLIC SAFETY COMMITTEE
	PERSONNEL COMMITTEE

RESOLUTION NO. -24 AUTHORIZE SALARY ABOVE CSEA BASE FOR PROBATION OFFICER

WHEREAS: Legislative approval is required to hire above the established CSEA salary base; and

WHEREAS: The Probation Director has identified a candidate to fill the Probation Officer 1 (CSEA SG XI, \$48,941 - \$49,941) with over four years of prior relevant work experience including current employment with the New York State Office of Children and Family Services as a Youth Support Specialist at the Finger Lake Residential Center. Certification in Crisis Prevention and Management including Dialectical Behavioral Therapy skills and more than three years of experience as a Correction Officer; therefore be it

RESOLVED: That Jeremiah Warnimont is hereby appointed to the title of Probation Officer 1 at \$49,941/year (increment stage 2 of CSEA SG XI) effective July 15, 2024. REFERRED TO: HEALTH & HUMAN SERVICES COMMITTEE PERSONNEL COMMITTEE FINANCE COMMITTEE

RESOLUTION NO.-24 AUTHORIZE CREATION OF A FULL-TIME CERTIFIED PEER SPECIALIST POSITION MENTAL HYGIENE

WHEREAS: Legislative approval is required for the creation of positions within a County Department; and

WHEREAS: The Director of Community Services has a demonstrated need of creating a full-time Certified Peer Specialist position due to the state request to have a mobile crisis service; and

WHEREAS: A Certified Peer Specialist is required to receive the designation to operate a licensed Mobile Crisis Program; and

WHEREAS: Funding for this position is Office of Mental Health State Aid and future Fee-For-Service billable revenue; therefore be it

RESOLVED: That one Full-Time Certified Peer Specialist (CSEA SG VI \$35,451) position is created effective August 1, 2024 and may be filled effective August 12, 2024; and be it further

RESOLVED: That the Mental Hygiene Department's headcount shall increase from 42 to 43; and be it further

RESOLVED: That funding be appropriated as follows:

From: A4310 434900	State Aid-Mental Health	\$35,430.13
To: A4310 510010	Full Time Salary	\$17,725.50
A4310 581088	State Retirement Fringe	\$2,472.47
A4310 583088	Social Security Fringe	\$1,180.85
A4310 584088	Workers Compensation Fringe	\$636.61
A4310 585588	Disability Insurance Fringe	\$33.93
A4310 586088	Health Insurance Fringe	\$13,372.84
A4310 586988	Eap Fringe	\$7.93

REFERRED TO: HEALTH & HUMAN SERVICES COMMITTEE PERSONNEL COMMITTEE FINANCE COMMITTEE

RESOLUTION NO.-24 AUTHORIZE CREATION OF A FULL-TIME SENIOR CLINICAL SOCIAL WORKER POSITION MENTAL HYGIENE

WHEREAS: Legislative approval is required for the creation of positions within a County Department; and

WHEREAS: Due to OMH (Office of Mental Health) request to create a Mobile Crisis Program, the Director of Community Services has a demonstrated need of creating an additional full-time Senior Clinical Social Worker position; and

WHEREAS: A Licensed Clinical Social Worker is required to receive the designation to operate a Mobile Crisis Program; and

WHEREAS: Funding for this position is Office of Mental Health State Aid and future Fee-For-Service billable revenue; therefore be it

RESOLVED: That one full-time Senior Clinical Social Worker (CSEA SG XVII \$66,879) position is created effective August 1, 2024, and may be filled effective August 12, 2024; and be it further

RESOLVED: That the Mental Hygiene Department's headcount shall increase from 43 to 44.

RESOLVED: That funding be appropriated as follows:

From	n: A4310 434900	State Aid-Mental Health	\$53,018.24
To:	A4310 510010	Full Time Salary	\$33,439.50
	A4310 581088	State Retirement Fringe	\$3,054.65
	A4310 583088	Social Security Fringe	\$2,472.78
	A4310 584088	Workers Compensation Fringe	\$636.61
	A4310 585588	Disability Insurance Fringe	\$33.93
	A4310 586088	Health Insurance Fringe	\$13,372.84
	A4310 588988	Eap Fringe	\$7.93

REFERRED TO:

HEALTH & HUMAN SERVICES COMMITTEE PERSONNEL COMMITTEE

RESOLUTION NO24	STAFF CHANGE 2024 BUDGET
	PUBLIC HEALTH

WHEREAS: Tioga County Public Health (TCPH) requested staffing changes as part of the 2024 Budget Process; and

WHEREAS: Those changes were approved by the County Legislature and included in the Approved Budget; and

WHEREAS: The required resolution to capture the approved changes for Personnel Office records was not previously done; therefore be it

RESOLVED: That the following staffing change is effective retroactively to January 1, 2024:

<u>Name</u>	Current Title/	New Title/	Budget
	<u>Salary Grade</u>	<u>Salary Grade</u>	Impact
VACANT	Public Health Technician (Grade 7)	Fund	\$40,212

REFERRED TO:	FINANCE, LEGAL AND SAFETY COMMITTEE
	PERSONNEL COMMITTEE

RESOLUTION NO. APPOINT SECRETARY TO THE 1ST ASSISTANT COUNTY ATTORNEY LAW DEPARTMENT

WHEREAS: Legislative approval is required for any appointments made to a Management/Confidential position; and

WHEREAS: Since May 16, 2024, the position of Secretary to the 1st Assistant County Attorney has been vacant; and

WHEREAS: The 1st Assistant County Attorney has recruited for a replacement and after interviewing a satisfactory candidate has been identified; therefore be it

RESOLVED: That the County Attorney is hereby authorized to provisionally appoint Sandra Short to the title of Secretary to the 1st Assistant County Attorney, with a start date of July 15, 2024, pending successful completion of the of civil service requirements at an annual Management/Confidential salary of \$41,528.

REFERRED TO:

PERSONNEL COMMITTEE

RESOLUTION NO. -24 CREATE (1) FULL-TIME BENEFIT ASSISTANT POSITION (PERSONNEL DEPARTMENT)

WHEREAS: Legislative approval is required for the creation of any new positions within Tioga County; and

WHEREAS: Due to numerous changes within the department the Personnel Officer has reviewed work assignments, staffing structure, and future succession training needs within the department for the administration of Benefits; and

WHEREAS: In order to address said issues, the Personnel Officer has determined that creating a Benefit Assistant, will help in those efforts; and

WHEREAS: Funding for the position is available in our current budget, therefore, no increase to the budget; therefore be it

RESOLVED: That one (1) full-time Benefits Assistant position is created within the Management/Confidential annual salary range of \$44,000-\$54,000, effective July 15, 2024; therefore be it

RESOLVED: That the Personnel Department's full-time headcount shall increase from 7 to 8.

REFERRED TO: HEALTH & HUMAN SERVICES COMMITTEE PERSONNEL COMMITTEE

RESOLUTION NO. -24 AUTHORIZE THREE (3) POSITION RECLASSIFICATIONS SOCIAL SERVICES

WHEREAS: Legislative approval is required for position reclassification; and

WHEREAS: On April 8, 2024, the Personnel Department received position description questionnaire for three Office Specialist I positions in the Department of Social Services (CSEA grade III); and

WHEREAS: This resulted in the review of work tasks performed by Kathleen Wage, Crystal Wagstaff and Sarah Dusinberre in comparison to the Office Specialist classification levels; and

WHEREAS: Due to the type of work assigned to and performed by Ms. Wage, Ms. Wagstaff and Ms. Dusinberre, the Personnel Officer has determined justification exists to reclassify them to Office Specialist II (CSEA grade IV); therefore be it

RESOLVED: That the Tioga County Legislature authorizes the reclassification of three Office Specialist I positions currently filled by Kathleen Wage, Crystal Wagstaff and Sarah Dusinberre to Office Specialist II, and they each shall receive an increase of \$1,728 to their current annual salary; and be it further

RESOLVED: That Kathleen Wage's new rate will be \$31,131 retroactive to April 8, 2024; and be it further

RESOLVED: That Crystal Wagstaff's new rate will be \$31,131 retroactive to April 8, 2024; and be it further

RESOLVED: That Sarah Dusinberre's new rate will be \$31,131 retroactive to April 8, 2024.

REFERRED TO:

ED&P COMMITTEE PERSONNEL COMMITTEE FINANCE COMMITTEE

RESOLUTION NO. -24 AUTHORIZATION TO FUND AND FILL ECONOMIC DEVELOPMENT SPECIALIST POSITION

WHEREAS: Legislative approval is required for the appropriation of unfunded positions within Tioga County; and

WHEREAS: The Economic Development and Planning 2024 authorized full-time head count is nine (9), of which there is an unfunded full-time Economic Development Specialist position noted; and

WHEREAS: Due to a recent retirement and part-time vacancy, there is no need for an increase to the 2024 Economic Development budget salary appropriation; therefore be it

RESOLVED: That one full-time Economic Development Specialist position shall be funded within the Management/Confidential salary range of \$54,725.00 - \$64,725.00 effective July 9, 2024.

REFERRED TO:	PUBLIC SAFETY COMMITTEE PERSONNEL COMMITTEE
RESOLUTION NO24	APPROVE SALARY ABOVE HIRING BASE

DEPUTY SHERIFF POSITION SHERIFF'S OFFICE

WHEREAS: Resolution No. 211-99 requires Legislative approval for any appointments made above an established base salary amount; and

WHEREAS: There is one full-time Deputy Sheriff position vacant; and

WHEREAS: In order to maintain adequate staffing levels for the Road Patrol Division, the Sheriff has an immediate need to backfill said position; and

WHEREAS: The Sheriff has received approval from the Tioga County Law Enforcement Association to hire a new Deputy Sheriff, who has over four years of police experience, at an annual salary rate reflecting four years of experience per the current union contract, or \$74,501; and

WHEREAS: Morgan Smith, a transfer candidate with over 4 years of Police Officer experience, has applied and has been found both eligible and willing to accept a transfer from the Sidney Police Department to a Deputy Sheriff vacancy in Tioga County; therefore be it

RESOLVED: That the Sheriff is hereby authorized to backfill the vacant, full-time Deputy Sheriff position with Morgan Smith at an annual salary of \$74,501 effective July 13, 2024.

REFERRED TO:	ADMINISTRATIVE SERVICES COMMITTEE
	PERSONNEL COMMITTEE

RESOLUTION NO. -24 APPOINTMENT OF ELECTION CLERK (PT) BOARD OF ELECTIONS

WHEREAS: Legislative approval is required for any appointment to any position not covered by a collective bargaining agreement or part of the Management/ Confidential listing; and

WHEREAS: The position of the Democratic Election Clerk (PT) has been vacant since June 14, 2024; and

WHEREAS: Authorization to backfill the vacancy was approved on June 11, 2024; and

WHEREAS: The Democratic Election Commissioner has selected a candidate to fill said vacancy; therefore be it

RESOLVED: That Julia Ferencik be appointed as Democratic Election Clerk (PT) effective July 17, 2024 at the 2024 rate of \$18.57/hr.

FINANCE, LEGAL AND SAFETY COMMITTEE
PERSONNEL COMMITTEE

RESOLUTION NO. -24 ADJUST SALARY RANGE FOR 2ND ASSISTANT COUNTY ATTORNEY LAW DEPARTMENT

WHEREAS: Legislative approval is required for any salary range adjustments for Management/Confidential positions; and

WHEREAS: Due to a retirement and promotion the position of the 2nd Assistant County Attorney has remained vacant since May 20, 2024; and

WHEREAS: The County Attorney has been unable to complete a successful search for a qualified candidate to fill the position; and

WHEREAS: The County Attorney, in consultation with the Personnel Officer, has identified a need to increase the salary range of this position; therefore be it

RESOLVED: That the salary range for the 2nd Assistant County Attorney position be increased from \$67,407-\$77,407 (2024 M/C) to \$77,518-\$87,518 (2024 M/C) effective July 9, 2024.