

## PERSONNEL COMMITTEE MEETING

**July 2, 2008 – 2:30 p.m.**

PRESENT: Chairman Peck; Supervisors A. Johnson; Lucia, Richardson, Rowland, Wood; Thompson; David Wickerham, Co. Administrator; Sue Lent, Self-Insurance; Bill Baker, Jack Kalinkewicz, Personnel; Sheelagh Baily, formerly of Mental Health; Steve Williams, Daily Gazette

Chairman Peck called the meeting to order.

Mr. Wood moved to approve the minutes of the June 5<sup>th</sup> meeting. Mr. Rowland seconded. Unanimous.

Mrs. Lent distributed copies of the Self-Insurance Pool Report for the period 1/1/08 through 6/30/08 and the report for the same time period as last year for comparison. She pointed out the cases for the month are down by 22; cases for the year down by 15; expenses through May up by \$176,098; expenses through June up by \$54,524; year-to-date expenses up by \$230,622.

Mrs. Lent stated the draft Self-Insurance budget for 2009 that was distributed last month will have to be adopted this month. **Mr. Lucia moved to approve this draft budget. Mr. Richardson seconded. Unanimous.** Mrs. Lent mentioned this will go as a report to the Board Meeting. Chairman Peck commended this budget for being kept in line.

Mr. Kalinkewicz said last month, we talked about Nurse Practitioners providing psychiatric services. He stated Russell Sage graduates about 5 to 10 each year in this specific discipline. Those people graduate with jobs, and that is a result of their internships, he said. He stated maybe we would want to consider this. We struck up a relationship with the College, and they would be glad to help us with placements and working with Mental Health to see if they would be interested in providing internships, he stated. He mentioned their salaries range around \$80,000. Mr. Johnson asked if they get paid while being an intern. Mr. Kalinkewicz said no. Mrs. Baily asked what job description would they be doing as opposed to a Psychiatrist. Mr. Kalinkewicz said they must work under a Psychiatrist. They can write scripts and do the same case work as a normal Psychiatrist would do. The Department would determine what cases they would handle, he said. Mr. Rowland asked if the Personnel Department thinks this is viable. Mr. Kalinkewicz said yes. We have to defer to Mental Health as how this would fit with them, he stated. Chairman Peck said we should get on the list with Russell Sage.

Mr. Richardson asked if we have hired another Psychiatrist. Mr. Baker said last month, we had an individual contract for part-time psychiatric work. Saratoga Hospital filled their position, so we will pick up some of his hours and pay our contract rate, he said. He stated Mr. Angstadt has been interviewing a number of Psychiatrists, and we are set to offer employment to someone who may not be able to start until December. We received

a fax this morning from an individual downstate. We have a number of positive leads, and we will have some other vacancies, he added. Mr. Richardson asked what generated the leads. Mr. Baker stated we have advertised in three national journals. Mrs. Baily said from her experience, Saratoga is an easy place to sell, but the problem is salary, benefits and the limit of two weeks vacation per year. That has always been a stumbling block, she said. Chairman Peck said in our negotiations, we look at salaries with our competitors, and we are right there. We have given leeway to Personnel for structuring their vacation, he said. We are trying to be competitive on all of those fronts, he stated. Mrs. Baily said that is good to hear. She mentioned one of Saratoga Hospital's Psychiatrists is also leaving. Chairman Peck said we are trying to foster a relationship with the Hospital because we want to work together. The challenges of today's society are not getting simpler, he stated.

Mr. Richardson moved to adjourn to executive session to discuss litigation. Mr. Lucia seconded. Unanimous.

Respectfully submitted,

Elaine M. Sodemann