

PERSONNEL COMMITTEE MEETING

June 5, 2008 – 3:30 p.m.

PRESENT: Chairman Peck; Supervisors Johnson, Rowland, Wood; David Wickerham, Co. Administrator; Dale Angstadt, Mental Health; Bill Baker, Jack Kalinkewicz, Personnel; Susan Lent, Self-Insurance; Barbara Thomas, LWV

Chairman Peck called the meeting to order.

Mr. Wood moved to approve the minutes of the May 7th meeting. Mr. Johnson seconded. Unanimous.

Mrs. Lent distributed copies of the Self-Insurance Pool report for the period 1/1/08 – 5/31/08 and for the same time period in 2007 for comparison. She said cases for the month are up by 5; cases for the year up by 7; expenses through April have increased by \$211,769; May expenses down by 35,670; year-to-date expenses up by \$176,098. Chairman Peck asked how many cases are County vs. towns. Mrs. Lent stated there are more claims in the County. She said it is the nature of employment as well as the number of employees.

Mrs. Lent distributed copies of the Tentative 2009 Self-Insurance Budget. She said this is being passed out now for review, as we will be seeking a vote in July. We are trying to keep it status quo at \$3,304,974 with a 0% increase. She said their fund balance is \$1,845,619, and we will contribute \$1 million to the Contributory Reserve. She mentioned the Workers' Comp reform does have an increase in benefits, but they believe they have sufficient funds. We use the Contributory Reserve in case we have a catastrophic loss, she said. She stated if anyone has any questions, they can give her a call. She said she will be out of the office next week.

Mr. Baker stated they did a quick survey, and there are about four counties in the State that use Nurse Practitioners who provide psychiatric services, and they are allowed to dispense drugs. We could amend the Compensation Plan and have an either/or (position to be filled by either a Psychiatrist or a Nurse Practitioner), he said. It is another tool to find qualified people, he added. Mr. Angstadt pointed out a Nurse Practitioner would have to work under the supervision of the Psychiatrist, so you could not substitute all for the other. None of my Psychiatrists have ever worked with Nurse Practitioners, he stated. He mentioned there is only one college in Albany that has that field. He said he does not know what their salary scale would be.

Mr. Baker stated Russell Sage has a program, so maybe we could recruit to see what is out there. Chairman Peck said he believes it would be excellent for the workload and dealing with the shortage of Psychiatrists. Mr. Johnson asked if Nurse Practitioners are limited as to what they could do. Mr. Angstadt stated they can prescribe medications, but they cannot do the kinds of examinations that the courts require. They cannot do criminal evaluations or competency to stand trial. Mr. Johnson asked Mr. Angstadt if they would help his workload. Mr. Angstadt said yes. He mentioned they interviewed one Psychiatrist this week and they have another interview scheduled for the 17th. We have some possibilities on the line, he said. Mr. Johnson said we can look into this as an alternative. Chairman Peck stated the Personnel Department should follow up with those just graduating from Russell Sage and look at the salary schedule. Mr. Baker said they can pursue that. Chairman Peck requested Mr. Baker to get back to him, and he can call another meeting if needed. This might be a way to fill in the workload a little bit, he stated.

Chairman Peck said the rate for the Psychiatrist contracts, for those who are not employed by the County, was \$104/hr., but that is below market rate. He said he is looking for this Committee to recommend an increase to \$115/hr. for these contracts. Mr. Wickerham said this would just be

the contract rate. **Mr. Johnson moved to increase the contract rate for Psychiatrists to \$115/hr. Mr. Rowland seconded. Unanimous.**

Mr. Rowland moved to adjourn to executive session to discuss personnel matters. Mr. Wood seconded. Unanimous.

Respectfully submitted,

Elaine M. Sodemann