

Minutes

Human Services Committee

November 14, 2018, 5:15 pm, Room 331

Gerace Office Building, Mayville, NY

Members Present: Wilfong, Whitford, O'Connell, Pavlock

Member Absent: Rankin

Others: Tampio, Ames, Chagnon, Wendel, Dennison, Schuyler, Lis

Chairman Wilfong called the meeting to order at 5:18 p.m.

Approval of Minutes (09/19/18)

MOVED by Legislator Whitford, SECONDED by Legislator Pavlock

Unanimously Carried

Privilege of the Floor

No one chose to speak at this time.

Proposed Resolution- Amend 2018 Budget Appropriations and Revenues Associated
With Juvenile Services Team (JST)

Mrs. Schuyler: The Department of Health and Human Services entered into a memorandum of understanding with the Probation Department to help support the funding of the Juvenal Services Team. Social Services districts are able to utilize our child welfare funding for probation staff if the State approves that memorandum of understanding and we are able to get reimbursement for juvenal probation costs related to PINS Diversion and preventative work to keep kids out of the juvenal justice system. The State did not approve the memorandum of understanding that was submitted to them and that has now resulted in increasing the use of the fund balance from what we thought it would be.

Chairman Wilfong: Did they approve any, or just didn't approve ours?

Mrs. Schuyler: There are many different models across the State for this. Some counties the social services district is the lead agent (*inaudible*) for PINS Diversion and preventative

services. In other counties the probation department is the lead agency. It all depends how your county sets it up. There are different rules that apply based on who the lead agency is.

Chairman Wilfong: So, did the State approve any-

Mrs. Schuyler: The State has approved many across the State.

Chairman Wilfong: Just not ours?

Mrs. Schuyler: They sent ours back with things that needed to be changed in order for it to be approved.

Legislator O'Connell: Is that something that's going to happen?

Legislator Whitford: Is there an opportunity for us to change it?

Mrs. Schuyler: There were opportunities to correct it at the time and if we would've made the corrections the State wanted, they would have approved it. Unfortunately, we could not come to an agreement on those requested changes in order for the State to approve it. One of those changes is the Social Services District has to be designated the lead agency and in our county Probation was designated the lead agency. So, they would have had to agree to switch it to us instead of them, and along with doing that the State has the Office of Family Service and Office of Temporary and Disability Assistance has spelled out certain things that have to happen in order for that reimbursement to flow. One of them is that probation officers who are working on these cases have to open them and document in the child welfare system which is called connections. So, that does result in some double duplication on the part of probation and increases their work, but without the documentation in the child welfare system and the opening of those cases you can't get any reimbursement.

Legislator Whitford: You couldn't come to an agreement?

Chairman Wilfong: And I was going to add, when you say "we," what departments would that be?

Mrs. Schuyler: Well, this MOU is between Health and Human Services as the local social services district and County Probation.

Chairman Wilfong: OK.

Legislator Whitford: And the State requires that you be the lead agency and-

Mrs. Schuyler: And the Probation Department documents in the child welfare system.

Legislator Whitford: You couldn't come up with an agreement?

Mrs. Schuyler: Correct

Legislator Whitford: Do you see that changing in the future?

Mrs. Schuyler: No, I don't see it changing and I can't make it change. What we are planning on now, in meetings that we're currently having, we're working on transitioning the whole PINS Diversion program out of Probation and into Health and Human Services. So, we will be designated as the lead agency and my staff will be doing the PINS Diversion work and working on prevention skills with these juveniles instead of Probation.

Legislator Pavlock: Will you be working in conjunction with Probation or hiring your own probation personnel?

Mrs. Schuyler: You don't need probation- it's not probation personnel, it's really caseworkers. So, we're shifting duties. We will have to have additional staff in order to do the PINS Diversion work. Probation was transferring a couple of their FTE's to us in order to do that. Instead, the probation staff that are doing the juvenile PINS work will be working on the Raise the Age. So, that's where the probation staff to the best of my knowledge will be focusing their work, while we take on the diversion work- the prevention work, while they'll be dealing with kids that are already juvenile delinquents or entering the system.

Legislator O'Connell: So, next year's plan will be totally determined by yourself and not in conjunction with the probation?

Mrs. Schuyler: Yes because the documentation-

Legislator O'Connell: That will qualify you as the lead agency to qualify for-

Mrs. Schuyler: Yes because we get about 65% reimbursement which is kind of what that money amount you see here is. So, in this MOU we were hoping to find some type of common ground and also decrease the local share cost of juvenile justice.

Ms. Lis: I believe the plan is to do so within our current number of FTE's-

Mrs. Schuyler: We're trying. Some of that- we look hard at attrition and when someone leaves what is really the best use of that FTE. As long as the County Executive continues to allow us to have that flexibility where he trusts that we're moving people to where we really need them versus leaving a position we don't need.

Legislator Whitford: This is for approval to use the undesignated fund balance- the \$201,000 because the MOU is rejected, right?

Mrs. Schuyler: Correct-

Ms. Lis: There would be no revenue against those costs. That's basically what's happening here. Giving back that budget to probation because those people will remain in their department and they need that budget to cover their payroll now that they aren't coming to our department.

Chairman Wilfong: Has this been to Audit & Control?

Ms. Lis: Not until tomorrow.

Chairman Wilfong: Any other questions for the ladies?

Mrs. Dennison: Mr. Chairman, I just want to clarify one thing when it comes to the use of fund balance. The net use of fund balance is a little less than \$201,600. In the original budget the revenue was \$182,398. In April, when we amended the budget and moved this function to Health and Human Services we thought there would be additional revenue, so the revenue went up a little bit and now we're going back to the beginning. So, the revenue was projected to be \$182,000, then it was projected to go up to \$201,000, but in the original budget it was the \$182,398. So, that's the net use of fund balance.

Legislator Whitford: So, this will reflect when it goes to the Legislature.

Mrs. Dennison: Yes, if this is-

Legislator Whitford: Do we need to amend this?

Mrs. Dennison: No, because this resolution kind of un-does the amendment from April. In April, we decreased the use of fund balance by around \$20,000 and now we're going to increase it \$200,000, coming up with a net use of fund balance of \$182,000.

Legislator Pavlock: Is it past the deadline to make those changes and resubmit this year?

Ms. Lis: I don't believe so, but we don't have a lot of time. It has to be approved by the State in order to be able to use it-

Mrs. Schuyler: The cases would have had to already been opened and documented on already and that hasn't been done throughout the year.

Ms. Lis: It takes a while for the State to approve them and to make that change to the lead- it's not just a quick change. There are a lot of pieces to that.

Mrs. Schuyler: The plan just didn't come together like we had hoped.

Chairman Wilfong: You said that very nicely. Any other questions for the ladies? All in favor? Opposed?

Unanimously Carried

Proposed Resolution- Amend 2018 Budget for SNAP High Performance Bonus Award Allocation

Ms. Lis: This one is a bit of good news after the other one. We did get the- the State gave out SNAP bonus awards to be mainly used for equipment and payroll. So, we (*inaudible*) it came this year; we didn't know it was coming. So, I need to budget for the revenue to come in and budget for expenses for the items that we're going to be buying for equipment, but the payroll's already been budgeted. So, I'm adding more revenue that we will be able to claim against that, than we normally would have leading to a decrease use of fund balance.

Chairman Wilfong: Excellent. Any questions for the ladies? All in favor of this resolution please say aye. Opposed

Unanimously Carried

Other-

Mrs. Schuyler: I just wanted to make the Committee aware. I have requested that Human Resources Director do a salary survey for registered nurses and Pat Brinkman is on board with that as well. Right now, nurses are a very highly wanted commodity everywhere and we have found that our pay structure for nurses is not anywhere near competitive. Changes to the State pension are really not the lucrative recruitment tools that they used to be. We currently only have two full time nurses in the jail and we're having a very hard time recruiting for a jail position. There is no hazard pay or anything additional that goes along with-

Legislator Pavlock: What is their base pay?

Mrs. Schuyler: Off the top of my head- I'd have to look.

Chairman Wilfong: Are they RN's or are they LPN's?

Ms. Lis: We have openings for both.

(Cross-talk)

Mrs. Schuyler: Registered nurses start here around \$21/hour for a two year RN.

Legislator Pavlock: Plus benefits?

Mrs. Schuyler: Yes. The nurse that recently resigned from the jail went to the hospital for a higher wage. We aren't always going to compete with hospital pay because they usually do pay more, but I at least want to do the salary survey and see where we're at and if it comes out like I expect it will, we will probably be asking for a reclassification of the nurses salary grades. I just wanted you to be aware of that going forward.

Legislator O'Connell: Do you usually hire two year RN's or do you hire people with a bachelor's degree?

Mrs. Schuyler: For this sort of work they are generally two year RN's. Public Health Law stipulates that a true public health nurse that has program oversight has to have a bachelor's degree. In our county, that has been a recruitment issue in the past because most of our nurses locally come out of JCC with a two year degree, so it's not always easy to find the four year prepared nurses.

Legislator Pavlock: That law recently changed from requiring- nurses now need four years to receive their RN?

Mrs. Schuyler: That is changing.

Legislator O'Connell: Is there a program to help the two year RN's that you already have on staff get their four year?

Mrs. Schuyler: If they are interested, yes. I just think it's time that we take a look at it. I don't want to employ any more nurses than we have to because I'm not a big believer in direct service provision. I think that's what we have health care providers and a private sector for. The jail is a place where we don't have any options and certain core public health mandates we don't have any options either.

Chairman Wilfong: I believe the Sheriff always had trouble recruiting nurses also, so this is not just something that popped up.

Mrs. Schuyler: Right. There are certain types of work that people like to do. As a nurse, I can't say that the jail would have been at the top of my list of a place I really wanted to work. It takes special people who want to specialize in certain areas. We have to at least be competitive so the people we hire are good.

Chairman Wilfong: Thank you for that. Any other questions?

MOVED by Legislator Whitford, SECONDED by Legislator Pavlock to adjourn

Unanimously Carried (5:34 p.m.)

Respectfully submitted and transcribed,
Olivia L. Ames, Committee Secretary