



ONEIDA COUNTY BOARD OF LEGISLATORS

ONEIDA COUNTY OFFICE BUILDING ♦ 800 PARK AVENUE ♦ UTICA, N.Y. 13501-2977

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Mikale Billard
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EXPEDITED COMMUNICATIONS FOR DISTRIBUTION FOR THE July 13, 2022 MEETING

Volume #2

(Correspondence relating to upcoming legislation, appointments, petitions, etc.)

<u>FILE NO.</u>	<u>COMMITTEE</u>	<u>PAGES</u>
2022-232.2	Airport, Ways & Means	1
2022-237	Health & Human Services, Ways & Means	2-4
2022-238	Ways & Means	5-8
2022-239	Ways & Means	9
2022-240	Ways & Means	10-13

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Griffiss International Airport

660 Hangar Road, Suite 223
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ANTHONY J. PICENTE
County Executive

Edward A. Arcuri
Commissioner of Aviation

FN 20 22-232.2

07/07/2022

Anthony J. Picente, Jr.
County Executive
800 Park Ave
Utica, NY 13501

AIRPORT WAYS & MEANS

Dear Mr. Picente:

The Board of Legislators' file number 2022-232 on July 13, 2022, requires the establishment of a new capital project. This resolution accepted a grant offered by the Department of Aviation and the United States through the Federal Aviation Administration in the amount of \$321,300 with a local and New York State 5% match of \$17,850 each. These funds will be used to design and eventually rehabilitate Taxiway A and connecting taxiways at Apron 1 & 2. Also, reconstruction of 16 airfield guidance signs at Griffiss International Airport.

I, therefore, request your Board's approval for the following:


A.) Establishment of **Capital Project H-649- Griffiss Taxiway A Design & Rehab.**

B.) **Funding for Capital Project H-649 is as follows:**

H-649- 5031 Transfer from General Fund....	\$17,850.00
H-649- 4597 Federal Funds.....	\$321,300.00
H-649- 3597 New York State Funds.....	\$17,850.00
Total Funding.....	\$357,000.00

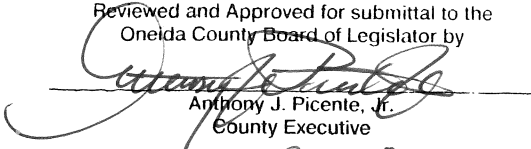
Thank you for kind attention to this request.

Sincerely,


Edward A. Arcuri
Commissioner of Aviation

CC: Comptroller
County Attorney
Budget

Reviewed and Approved for submittal to the
Oneida County Board of Legislator by


Anthony J. Picente, Jr.
County Executive

Date 7-8-22



ONEIDA COUNTY
 DEPARTMENT OF MENTAL HEALTH
 120 Airline Street, Suite 200
 Oriskany, NY 13424
 Phone: (315) 768-3660 Fax: (315) 768-3670

ANTHONY J. PICENTE, JR.
 County Executive

ASHLEE L. THOMPSON
 Commissioner

July 5, 2022

FN 20 22-237

Honorable Anthony J. Picente, Jr.
 Oneida County Executive
 800 Park Avenue
 Utica, NY 13501

HEALTH & HUMAN SERVICES

WAYS & MEANS

Dear Mr. Picente:

I am forwarding four (4) copies of the 2022 Purchase of Services Agreement between the Oneida County Department of Mental Health and **Integrated Community Alternatives Network, Inc.**, for your review. If this meets with your approval, please forward this to the Board of Legislators upon completing your review.

The Agreement begins on **July 1, 2022 and ends on June 30, 2023**. The total funding amount for this period will be a maximum of **\$936,003.00**. This amount reflects 100% OMH State Aid Funding.

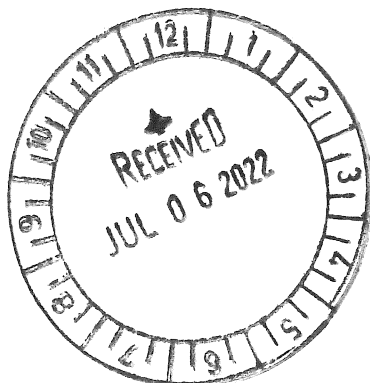
Integrated Community Alternatives Network, Inc., will operate a 48-Slot Youth Assertive Community Treatment (ACT) Team program to address the significant needs of children ages 10 up to 21, who are at risk of entering, or returning home from high intensity services, such as inpatient settings or residential services, through the use of a multi-disciplinary team. The Youth ACT Team program will deliver intensive, highly coordinated, individualized services and skilled therapeutic interventions through an integrated, multi-disciplinary team approach to better achieve success and maintain the child in the home, school and community.

Thank you very much for your time and consideration of this request. I would be pleased to respond to any questions or concerns you might have with regard to this Agreement.

Respectfully,

Ashlee Thompson
 Ashlee L. Thompson, MHA, MEd., Master CASAC
 Commissioner of Mental Health

ALT/jh
 Encs.



Reviewed and Approved for submittal to the
 Oneida County Board of Legislator by

Anthony J. Picente, Jr.
 Anthony J. Picente, Jr.
 County Executive
 Date 7-6-22

Oneida Co. Department: MENTAL HEALTH

Competing Proposal _____
Only Respondent _____
Sole Source RFP _____
Other X

**ONEIDA COUNTY BOARD
OF LEGISLATORS**

Name & Address of Vendor: Integrated Community Alternatives Network, Inc.
310 Main Street
Utica, NY 13501

Title of Activity or Service: Youth Assertive Community Treatment (ACT) Team
Program

Proposed Dates of Operation: July 1, 2022 through June 30, 2023

Client Population/Number to be Served: Children with mental health needs and their families within Oneida County.

Summary Statements

1) Narrative Description of Proposed Services:

Integrated Community Alternatives Network, Inc., will operate a 48-Slot Youth Assertive Community Treatment (ACT) Team program to address the significant needs of children ages 10 up to 21, who are at risk of entering or returning home from high intensity services, such as inpatient settings or residential services, through the use of a multi-disciplinary team. The Youth ACT Team program will deliver intensive, highly coordinated, individualized services and skilled therapeutic interventions through an integrated, multi-disciplinary team approach to better achieve success and maintain the child in the home, school and community.

2) Program/Service Objectives and Outcomes:

The purpose of Youth ACT is to support children with complex mental health needs and their families so that they may remain in their homes and communities, achieve success in their educational, vocational or employment endeavors and foster positive relationships among friends and family. As such, the expected outcomes of Youth ACT include:

- Youth is stabilized and able to successfully remain in their home, school, and community
- Youth and their families are actively engaged in community-based services and have adequate supports to sustain gains achieved in the program
- Youth eliminate or reduce frequency or duration of inpatient admissions, emergency room use, crisis services use,

- Youth and families acquire effective skills such that youth can achieve age-appropriate developmental milestones
- Youth and family have enhanced capacity to sustain healthy interactions, secure emotional attachment, and functional relationships

3) Program Design and Staffing

The NYS Office of Mental Health (OMH), as applicable. The program meets the appropriate staffing model developed and monitored by the NYS Office of Mental Health (OMH) and guidelines and regulations.

Total Funding Requested: \$936,003.00

Account # A4310.49541

Oneida County Dept. Funding Recommendation: \$936,003.00

Proposed Funding Sources (Federal \$/ State \$/County \$): 100% OMH State Aid Funding

Cost Per Client Served: N/A

Past Performance Data: N/A

O.C. Department Staff Comments: N/A

Mandated Service: Mandated Service

Anthony J. Picente Jr.
Oneida County Executive



Amanda L. Cortese-Kolasz
Commissioner of Personnel

**ONEIDA COUNTY
DEPARTMENT OF PERSONNEL**

County Office Building ♦ 800 Park Avenue ♦ Utica, New York 13501-2986
Phone: (315) 798-5726 ♦ Fax: (315) 798-6490
E-mail: labor@ocgov.net

July 12, 2022

FN 20 22-238

Hon. Anthony J. Picente, Jr,
Oneida County Executive
800 Park Avenue
Utica, New York 13501

Re: Memoranda of Agreement with UPSEU Blue Collar Unit

WAYS & MEANS

Dear County Executive Picente:

At your direction, I have negotiated the enclosed Tentative Agreement that would make further changes to the 2022-2023 successor Collective Bargaining Agreement previously approved by both UPSEU and the County. The aim of this Agreement is to raise our starting salaries to compete with private sector minimum wage rates set by New York State Law and assist in recruitment and retention efforts. The highlights are:

Salary: The first four (4) steps of the salary schedule will be dropped, such that Step 6 will now be the new starting Salary. Two (2) additional steps will be added to the end of the schedule. An additional 1% increase will be added to the salary schedule, and an additional 1.5% increase will be added to those employees who are "off step." The unscheduled call-out incentive paid to those employees who respond to requests to respond to work outside of their regular shift for snow and ice control operations, as well as the bonus paid to those employees designated as Snow Inspectors will be increased. An incentive payment is added for employees who hold a certified motor vehicle inspector license. There are also increases to shift differential payments.

Holidays: June 19th ("Juneteenth") and Columbus Day will be added as paid holidays, and Floating Holidays will be reduced from two (2) per year to one (1) per year.

UPSEU ratified this Tentative Agreement by a vote of 115 – 8.

I believe these additional changes are fair to employees and taxpayers, and will position us competitively to recruit and retain employees. As such, I recommend approval of this agreement and ask that you forward the same to the Board of Legislators for consideration at the July meeting. As always, I am available to address any questions or concerns that either you or the Board has regarding this matter.

Respectfully submitted,

Amanda Cortese-Kolasz
Commissioner of Personnel

Enclosure

Reviewed and Approved for submittal to the
Oneida County Board of Legislators by

Anthony J. Picente, Jr.
County Executive

Date 7-12-22

15

TENTATIVE AGREEMENT

By and between

THE COUNTY OF ONEIDA/MOHAWK VALLEY COMMUNITY COLLEGE

and

UNITED PUBLIC SERVICE EMPLOYEES UNION (BLUECOLLAR UNIT)

WHEREAS, the County of Oneida/Mohawk Valley Community College (the "County") and the United Public Service Employees Union (Blue Collar Unit) ("UPSEU") have settled a collective bargaining agreement for the period of January 1, 2022 to December 31, 2023 and a successor collective bargaining agreement for that period is awaiting signature; and

WHEREAS, the parties have reached a settlement regarding additional terms and conditions of employment they wish to incorporate in the final collective bargaining agreement and wish to commit such to writing;

BE IT RESOLVED, as a negotiated Tentative Agreement, the parties hereto agree, in addition to the Memorandum of Agreement executed on March 29, 2021 as follows:

1. Step 2, Step 3, Step 4 and Step 5 shall be eliminated from the salary schedule effective January 1, 2022 such that Step 6 shall be the new starting salary on the schedule. Any employee that is at Step 2, Step 3, Step 4, or Step 5 on January 1, 2022 shall be moved to Step 6.
2. Effective January 1, 2022, there shall be two (2) additional steps added to the salary schedule, namely Step 14 and Step 15.
3. Any employee who was "off step" in 2021, and whose base salary for 2022 taking into consideration the previously negotiated 2.75% increase to the base salary for employee's "off step," would have resulted in a base salary between Step 13 and Step 14, or equal to Step 14 on the 2022 salary schedule shall be placed at Step 14 of the 2022 salary schedule and shall progress pursuant to Article 9 of the collective bargaining agreement thereafter. Any employee who was "off step" in 2021, and whose base salary for 2022 taking into consideration the previously negotiated 2.75% increase to the base salary for employee's "off step," would have resulted in a base salary between Step 14 and Step 15, or equal to Step 15 on the 2022 salary schedule shall be placed at Step 15 of the 2022 salary schedule and shall progress pursuant to Article 9 of the collective bargaining agreement thereafter.
4. Effective January 1, 2022, there shall be an additional 1% increase to the salary schedule, such that the total increase to the salary schedule from December 31, 2021 to January 1, 2022 shall be 2.5%. Effective January 1, 2023, there shall be an additional 1% increase to the salary schedule, such that the total increase to the salary schedule from December 31, 2022 to January 1, 2023 shall be 2.5%.
5. Effective January 1, 2022, there shall be an additional 1.5% increase to the salary of individuals "off step," such that the total increase to the salary of individuals "off step on

January 1, 2022 shall be 4.25%. Effective January 1, 2023, there shall be an additional 1.5% increase to the salary of individuals "off step," such that the total increase to the salary of individuals "off step on January 1, 2023 shall be 4.25%.

6. Section 9.13 of the collective bargaining agreement shall be amended as follows: Effective January 1, 2022 the unscheduled call-out incentive for response to 75% of calls shall be \$500; response to 85% of calls shall be \$1,250; response to 95% of calls shall be \$2,500; and response to 100% of calls shall be \$5,000. The parties acknowledge that the County is undertaking a salary study, and the parties agree that they will revisit this provision in the event there are changes to salary allocation or salary schedule changes for the affected titles.


Employees who respond to an unscheduled call-out for winter snow and ice removal on a day they are not regularly scheduled to work, or a Holiday designated in 13.3 of the collective bargaining agreement shall be paid at two (2) times their regular rate of pay if and only if they choose to earn it as pay. Any employee who chooses to earn this compensation as compensatory time will continue to earn the same pursuant to the overtime pay and holiday provisions of the collective bargaining agreement.

7. Section 9.14 shall be amended such that effective January 1, 2022, the one-person snow plowing bonus payment shall be \$7.00 per hour.
8. A new Section 9.15 shall be added to read: Any individual holding the title of Automotive Mechanic, Automotive Mechanic Supervisor or Heavy Equipment Mechanic that holds a certified motor vehicle inspector license shall receive an annual bonus of \$5,000 per year, to be paid on a pro-rata basis each pay period.
9. Section 10.4(E) of the collective bargaining agreement shall be amended to reflect that shift differential for the "2" shift shall be increased to \$2.00 per hour effective January 1, 2022.
10. Shift differential for Senior Public Safety Officers at Mohawk Valley Community College who are assigned to work a 12 hour shift and work the "2" shift shall be increased to \$2.00 per hour effective January 1, 2022.
11. Section 29.6 of the collective bargaining agreement shall be amended as follows: Effective January 1, 2022, the payment to employees designated as Snow Inspectors shall be increased to \$2,500. The parties acknowledge that the County is undertaking a salary study, and the parties agree that they will revisit this provision in the event there are changes to salary allocation or salary schedule changes for the affected titles.
12. June 19th ("Juneteenth") and Columbus Day shall be added as paid holidays commencing January 1, 2023. Floating Holidays shall be reduced from 2 to 1 commencing January 1, 2023.
13. The parties acknowledge that during their joint discussions which resulted in this Tentative Agreement, that they were fully and fairly represented; that they had the unlimited right and opportunity to propose the terms of this Tentative Agreement; that they knowingly, voluntarily, and of their own free will, entered into this Tentative Agreement, having read

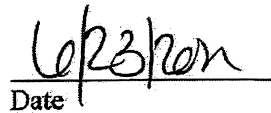
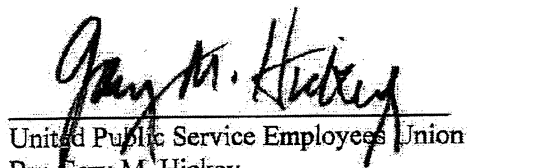
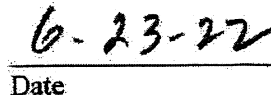
and fully understanding its terms; and that all understandings and agreements between the parties on the issues addressed herein are set forth in this Tentative Agreement.

14. This Tentative Agreement shall be construed and enforced in accordance with and governed by the statutes and common law of the State of New York.
15. This Tentative Agreement constitutes the entire agreement and understanding between the parties on the issue addressed herein.
16. The parties acknowledge that no representation, promise, inducement or statement of intention has been made by any party to this Tentative Agreement that is not embodied in this Tentative Agreement and agree that no party shall be bound by, or liable for, any alleged representation, promise, inducement, or statement of intention not set forth in this Tentative Agreement.
17. This Tentative Agreement may not be modified except by a writing signed by all parties.
18. This Tentative Agreement shall be binding upon and inure to the benefit of each of the parties hereto, and each of their respective legal representatives, estates, successors, assigns, heirs, administrators, personal representatives, and executors.
19. Except herein expressly agreed, the terms and provisions of the existing collective bargaining agreement and the Memorandum of Agreement executed on March 29, 2021 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Tentative Agreement to be executed on the date shown by each of their signatures below.



County of Oneida
BY: Amanda L. Cortese-Kolasz
Commissioner of Personnel


Date
United Public Service Employees Union
By: Gary M. Hickey
Executive Vice President/Regional Director
Date

Anthony J. Picente Jr.
Oneida County Executive



Amanda L. Cortese-Kolasz
Commissioner of Personnel

**ONEIDA COUNTY
DEPARTMENT OF PERSONNEL**

County Office Building ♦ 800 Park Avenue ♦ Utica, New York 13501-2986
Phone: (315) 798-5726 ♦ Fax: (315) 798-6490
E-mail: labor@ocgov.net

FN 2022-259

July 12, 2022

Hon. Anthony J. Picente, Jr.,
Oneida County Executive
800 Park Avenue
Utica, New York 13501

WAYS & MEANS

Re: Extension of the Additional Salary and Holiday Benefits of the UPSEU White Collar Agreement to the H, M and P Scales

Dear County Executive Picente:

I am recommending that the additional salary adjustments and the holiday related benefits of the UPSEU White Collar Tentative Agreement presented to you today be extended to the H, M and P Scales. I believe that application of these changes to the H, M and P Scales will aid in recruitment and retention of non-union employees.

If you concur, please forward this request to the Board of Legislators for consideration at the July meeting.

As always, I am available to address any questions or concerns that either you or the Board has regarding this matter.

Respectfully submitted,

Amanda Cortese-Kolasz
Commissioner of Personnel

Reviewed and Approved for submittal to the
Oneida County Board of Legislator by

Anthony J. Picente, Jr.
County Executive

Date 7-12-22



**ONEIDA COUNTY
DEPARTMENT OF PERSONNEL**

County Office Building ♦ 800 Park Avenue ♦ Utica, New York 13501-2986
Phone: (315) 798-5726 ♦ Fax: (315) 798-6490
E-mail: labor@ocgov.net

July 12, 2022

Hon. Anthony J. Picente, Jr.,
Oneida County Executive
800 Park Avenue
Utica, New York 13501

FN 20 22-240

Re: Tentative Agreement with UPSEU White Collar Unit

WAYS & MEANS

Dear County Executive Picente:

At your direction, I have negotiated the enclosed Tentative Agreement that would make further changes to the 2022-2023 successor Collective Bargaining Agreement previously approved by both UPSEU and the County. The aim of this Tentative Agreement is to raise our starting salaries to compete with private sector minimum wage rates set by New York State Law, and also to attempt to address some of our recruitment and retention issues in our Department of Family and Community Services where we have experienced severe and continuous recruitment difficulties in certain areas. The highlights are:

Salary: The first two (2) steps of the salary schedule will be dropped, such that Step 4 will now be the new starting Salary. An additional 1% increase will be added to the salary schedule, and an additional 1.5% increase will be added to those employees who are "off step." Incentive payments will be added to the base salary of individuals holding certain titles where we have experienced significant recruitment and retention issues.

Holidays: June 19th ("Juneteenth") and Columbus Day will be added as paid holidays, and Floating Holidays will be reduced from two (2) per year to one (1) per year.

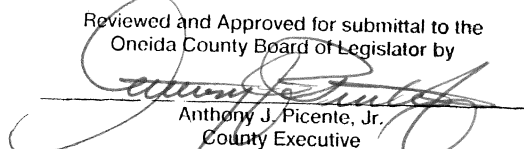
UPSEU ratified this Tentative Agreement by a vote of 224 – 45.

I believe these additional changes are fair to employees and taxpayers, and will position us competitively to recruit and retain employees. As such, I recommend approval of this agreement and ask that you forward the same to the Board of Legislators for consideration at the July meeting. As always, I am available to address any questions or concerns that either you or the Board has regarding this matter.

Respectfully submitted,


Amanda Cortese-Kolasz
Commissioner of Personnel

Enclosure

Reviewed and Approved for submittal to the
Oneida County Board of Legislator by

Anthony J. Picente, Jr.
County Executive
Date 7-12-22

TENTATIVE AGREEMENT

By and between

THE COUNTY OF ONEIDA/MOHAWK VALLEY COMMUNITY COLLEGE

and

UNITED PUBLIC SERVICE EMPLOYEES UNION (WHITE COLLAR UNIT)

WHEREAS, the County of Oneida/Mohawk Valley Community College (the "County") and the United Public Service Employees Union (White Collar Unit) ("UPSEU") have settled a collective bargaining agreement for the period of January 1, 2022 to December 31, 2023 and a successor collective bargaining agreement for that period is awaiting signature; and

WHEREAS, the parties have reached a settlement regarding additional terms and conditions of employment they wish to incorporate in the final collective bargaining agreement and wish to commit such to writing;

BE IT RESOLVED, as a negotiated Tentative Agreement, the parties hereto agree, in addition to the Memorandum of Agreement executed on March 29, 2021 as follows:

1. Step 2 and Step 3 shall be eliminated from the salary schedule effective January 1, 2022 such that Step 4 shall be the new starting salary on the schedule. Any employee that is at Step 2 or Step 3 on January 1, 2022 shall be moved to Step 4.
2. Effective January 1, 2022, there shall be an additional 1% increase to the salary schedule, such that the total increase to the salary schedule from December 31, 2021 to January 1, 2022 shall be 2.5%. Effective January 1, 2023, there shall be an additional 1% increase to the salary schedule, such that the total increase to the salary schedule from December 31, 2022 to January 1, 2023 shall be 2.5%.
3. Effective January 1, 2022, there shall be an additional 1.5% increase to the salary of individuals "off step," such that the total increase to the salary of individuals "off step on January 1, 2022 shall be 4.25%. Effective January 1, 2023, there shall be an additional 1.5% increase to the salary of individuals "off step," such that the total increase to the salary of individuals "off step on January 1, 2023 shall be 4.25%.
4. Each employee the title of Intake Processing Specialist, Social Welfare Examiner, Senior Social Welfare Examiner, Principal Social Welfare Examiner, Head Social Welfare Examiner, Chief Social Welfare Examiner, or Assistant Director of Income Maintenance shall receive incentive pay of \$3,500 per year, and the same shall be added onto the base salary. The parties acknowledge that the County is undertaking a salary study, and the parties agree that they will revisit this provision in the event there are changes to salary allocation or salary schedule changes for the affected titles.

5. Each employee the title of Caseworker Assistant, Caseworker, Senior Caseworker, Case Supervisor - Grade B, Case Supervisor – Grade A, or Assistant Director of Services shall receive incentive pay of \$4,000 per year, and the same shall be added onto the base salary. The parties acknowledge that the County is undertaking a salary study, and the parties agree that they will revisit this provision in the event there are changes to salary allocation or salary schedule changes for the affected titles.
6. Each employee the title of Office of Continuing Care Program Nurse, Nurse Coordinator, or Licensed Practical Nurse shall receive incentive pay of \$4,000 per year, and the same shall be added onto the base salary. The parties acknowledge that the County is undertaking a salary study, and the parties agree that they will revisit this provision in the event there are changes to salary allocation or salary schedule changes for the affected titles.
7. June 19th (“Juneteenth”) and Columbus Day shall be added as paid holidays commencing January 1, 2023. Floating Holidays shall be reduced from 2 to 1 commencing January 1, 2023.
8. The parties acknowledge that during their joint discussions which resulted in this Tentative Agreement, that they were fully and fairly represented; that they had the unlimited right and opportunity to propose the terms of this Tentative Agreement; that they knowingly, voluntarily, and of their own free will, entered into this Tentative Agreement, having read and fully understanding its terms; and that all understandings and agreements between the parties on the issues addressed herein are set forth in this Tentative Agreement.
9. This Tentative Agreement shall be construed and enforced in accordance with and governed by the statutes and common law of the State of New York.
10. This Tentative Agreement constitutes the entire agreement and understanding between the parties on the issue addressed herein.
11. The parties acknowledge that no representation, promise, inducement or statement of intention has been made by any party to this Tentative Agreement that is not embodied in this Tentative Agreement and agree that no party shall be bound by, or liable for, any alleged representation, promise, inducement, or statement of intention not set forth in this Tentative Agreement.
12. This Tentative Agreement may not be modified except by a writing signed by all parties.
13. This Tentative Agreement shall be binding upon and inure to the benefit of each of the parties hereto, and each of their respective legal representatives, estates, successors, assigns, heirs, administrators, personal representatives, and executors.

14. Except herein expressly agreed, the terms and provisions of the existing collective bargaining agreement and the Memorandum of Agreement executed on March 29, 2021 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Agreement to be executed on the date shown by each of their signatures below.



County of Oneida
BY: Amanda L. Cortese-Kolasz
Commissioner of Personnel

6/21/2022
Date



United Public Service Employees Union
By: Gary M. Hickey
Executive Vice President/Regional Director

6-17-22
Date