


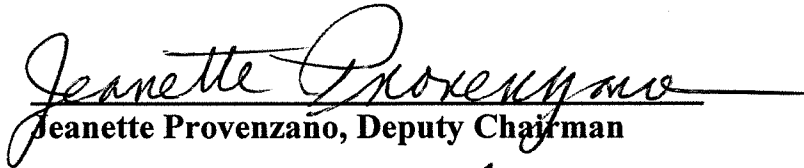
Date: April 29, 2013

COMMITTEE MINTUES APPROVAL

HEALTH AND PERSONNEL:



Robert Aiello, Chairman

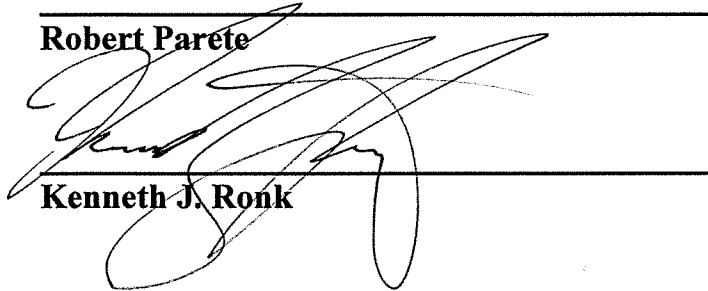


Jeanette Provenzano, Deputy Chairman



Carl Belfiglio

Robert Parete



Kenneth J. Ronk

Today's Date: June 3, 2013

## Health and Personnel Committee

### Regular Meeting Minutes

**DATE & TIME:** April 29, 2013, 5:30 PM

**LOCATION:** Karen L. Binder Library, 6<sup>th</sup> Floor, COB, Kingston, NY

**PRESIDING OFFICER:** Chairman Robert T. Aiello

**LEGISLATIVE STAFF:** Krista Barringer, Deputy Clerk

**PRESENT:** Legislators Jeanette Provenzano, Carl Belfiglio, and Robert S. Parete (arrived 5:36 PM)

**EXCUSED:** Legislator Kenneth J. Ronk, Jr.

**QUORUM PRESENT:** Yes

**OTHER ATTENDEES:** Legislator James Maloney, Legislative Counsel Erica Guerin, Deputy County Executive Ken Crannell, and Lee Cane of the League of Women Voters of the Mid Hudson Valley's Observer Corp

Chairman Aiello called the meeting to order at 5:30 PM.

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#### **MOTION NO. 1      RESOLVED To Approve the Minutes of April 8, 2013**

**Motion Made By:** Legislator Belfiglio

**Motion Seconded By:** Legislator Provenzano

**Discussion:** None

**Roll Call Vote:** No

**Voting In Favor:** Legislators Aiello, Belfiglio, and Provenzano

**Voting Against:** None

**No. of Votes in Favor:** 3

**No. of Votes Against:** 0

**Disposition:** Carried

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#### **Old Business (Monthly Personnel Report) :**

Legislator Belfiglio queried if the new Assistant County Attorney hired for Golden Hill Health Care Center was for the real estate transactions. Deputy County Executive Crannell noted on the April 11, 2013 public health planning unit approved the sale of the facility. He noted a transition team of six administrators would be established to assist with the close out. He noted these employees would not be laid off. Legislator Provenzano confirmed these employees would remain as County employees after the sale of the facility. Deputy

County Executive Crannell stated the Office of the Medicaid Inspector General would require a full audit after the sale and this transition team would remain as County employees for the balance of 2013 and into 2014.

Chairman Aiello asked about the nursing staff at the facility. Deputy County Executive Crannell stated the new buyer would hire all nurses. He stated the one new hire was a legal staff to assist with the transition.

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**Motion No. 2**                      **To take three resolutions as a packet**

**Text of Motion:**                Resolve to take Resolutions 228, 229, and 230 as a packet

**Motion Made By:**              Legislator Provenzano

**Motion Seconded By:**        Legislator Belfiglio

**Discussion:**                    Legislator Provenzano noted all three resolutions were appointments to the Community Services Board.

**Roll Call Vote:**                No

**Voting In Favor:**              Legislators Aiello, Provenzano, and Belfiglio

**Voting Against:**                None

**No. of Votes in Favor:**        3

**No. of Votes Against:**        0

**Disposition:**                    Carried

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**Motion No. 3**                      **Draft Resolution Nos. 0228-0230 – May 14, 2013**

**Text of Motion:**                Resolve to Approve Draft Resolution No. 0228, 229, and 230 - Confirming Appointment Of A Member To The Community Services Board

**Motion Made By:**              Legislator Belfiglio

**Motion Seconded By:**        Legislator Provenzano

**Resolution No. 228 Summary:** This Resolution confirms Penelope Bishop as a member of the Mental Health Subcommittee of the Ulster County Community Services Board for the term of June 1, 2013 to December 31, 2015.

**Resolution No. 229 Summary:** This Resolution confirms John Brillon, Jr. as a member of the Mental Health Subcommittee of the Ulster County Community Services Board for the term of June 1, 2013 to December 31, 2016.

**Resolution No. 230 Summary:** This Resolution confirms Tim Distel. as a member of the Mental Health Subcommittee of the Ulster County Community Services Board for the term of June 1, 2013 to December 31, 2016.

**Discussion:**

Legislator Belfiglio noted two of the appointments included individuals who work for People, Inc and as in some appointments, the field in which the individual works is noted. Deputy County Executive Crannell stated the Community Services Board has a deficit of people serving on the Board and has been actively recruiting. He noted the Commissioner of Mental Health send a letter to the President of the Chamber of Commerce seeking graduates of their Leadership program to possibly serve. He stated these recommendations were passed to the County Executive by the Community Services Board and that the County Executive was respecting the recommendations of the Community Services Board and forwarded them on.

<b>Roll Call Vote:</b>	No
<b>Voting In Favor:</b>	Legislators Aiello, Belfiglio, Parete and Provenzano
<b>Voting Against:</b>	None
<b>No. of Votes in Favor:</b>	4
<b>No. of Votes Against:</b>	0
<b>Disposition:</b>	Carried

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**New Business:**

Legislator Belfiglio clarified the Certificate of Need was approved for the new owners of the Golden Hill Health Care Center. Deputy County Executive Crannell confirmed the Public Health and Health Planning Council voted to approve the Certificate of Need. He indicated the Health Department will now send the buyer a letter stating the Board has approved their application pending a handful of contingencies such as their ability to show proof of financing as well as a plan to keep the Medicaid recipients.

Legislator Belfiglio asked when the sale would be complete. Deputy County Executive Crannell indicated the closing is expected in the summer. He stated there were lots of details that were being discussed and finalized such as easements. He noted the County was meeting with employee unions and bargaining back and forth on various issues. He stated there were a large amount of employees that would be transitioning and they have been informed that they will be a paid out for accrued time. He stated they will begin the process to negotiate the impact of the lay off.

Legislator Belfiglio noted there appeared to be two focus areas – the real estate closing and the labor issue. Deputy County Executive Crannell confirmed there would be a layoff notice to employees. He stated this would be for all except the handful of administrators who would remain as the transition team. He stated the buyers would be hiring the employees that are laid off and they were attempting to make this seamless with the doors closed on one day as County owned and the next day opened as buyer owned. He felt the employees would be noticed of this change approximately 60 days prior.

Legislator Belfiglio indicated he received concerns from union officials and employees who were mandated to work extra shifts and as a result were burnt out. He highlighted the situation of RNs that held the keys to the narcotic cabinet being unable to leave until they handed the key to another authorized narcotic nurse. He felt the nurses cannot continue to operate long term with this staffing level. Legislator Provenzano reported while the employees were told they were being paid out for their benefit time, many are taking their vacation and sick time which is resulting in there not being enough people available from the temporary agency. Deputy County Executive Crannell stated they are plugging the holes in staffing when they can in coordination with the union but that not all the holes can be plugged utilizing temporary staff. He noted there is a core of professional staff that are committed and respond whenever asked and another segment that call in and abuse the flexibility they have as a County employee. He indicated it was a difficult time but that they are working through it. He stated they are filling the shifts but it is getting tight. He noted the State approval of the Certificate of Need was helpful as the private operator can use incentives or perks to fill in the holes where mandates are required whereas the publicly owned facility can only use Section 75s or giving people notice of discipline to address staffing holes. Legislator Provenzano asked if the State approval helps. Deputy County Executive Crannell indicated they will be able to address the gap in staffing through impact bargaining process and specify any benefit that people would derive from that negotiation would be only to those with 95% attendance record between now and the closing date. He noted the staffing is being filled by temporary agency employees who often work for other local facilities that take on the extra shifts to make additional money. He stated they have exhausted that pool of people. He stated they have some flexibility in the hiring process but not a lot.

Legislator Belfiglio stated he would gather the additional questions he had and email them to Deputy County Executive Crannell. Deputy County Executive Crannell encouraged this and noted there are a million moving parts to this transition that they have their arms around. He felt having the closing as soon as possible would address many of the issues.

Legislator Belfiglio asked if the Local Development Corporation met in 2013. Deputy County Executive Crannell stated they met a month ago but that there was no meeting since to approve the minutes from that meeting. Deputy County Executive Crannell stated at that meeting the members of the Local Development Corporation reviewed all the PARIS findings and all the State required filings.

Legislator Parete asked if the new buyer would keep the same Medicaid ratio. Deputy County Executive Crannell stated their application built in the same ratio and one of their contingencies to be satisfied prior to the issuance of the license is to provide a plan for how they will maintain any percent of the Medicaid average for the regional need. He stated the State will review this plan periodically to ensure they are meeting that commitment.

Deputy County Executive Crannell noted the County facility was in competition with many facilities in the region and there is a glut of nursing home beds in the region. He stated of

the 280 beds, the facility has only 245 occupied. He reported in a census of the neighboring facilities in the region, they are all down.

Legislator Provenzano noted there are more assisted living facilities in the area. She noted there is a proposal to establish an Assisted Living Facility with 200 beds at the soon to be vacated Kingston Hospital.

Deputy County Executive Crannell noted the new buyers would be under taking a substantial renovation at the Golden Hill Health Care Center with a design to attract new customers to the nursing home with increased physical and occupational therapy and a lot more complex medical needs and skills required. Legislator Parete noted this would bring in higher reimbursements.

Deputy County Executive Crannell stated the Committee will begin to see ads in the help wanted sections as they will be seeking new employees for Golden Hill Nursing Facility and Rehabilitation Center. He stated they would be hiring a Human Relations Director and a Medical Records Director.

Legislator Parete noted the need for the new buyer to diversify and have rehabilitation components. Deputy County Executive Crannell stated the new buyer would be bringing in new Medicaid Assisted Living Beds that would be a home run for the County and the City of Kingston. He stated these new beds were part of the State's Medicaid Re-Design two years ago and that the County was not able to do Medicaid Assisted Living beds based on the Federal statute but private operators can. He noted the lifting of a moratorium on the Certified Home Health Care Agencies which allowed an unlimited number of CHHCAs and also distributed a Request for Proposals to allow for a substantial number of assisted living beds around the State. He noted these beds were part of what was being requested by these buys and felt some of the upcoming changes were exciting.

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### **Adjournment**

**Motion Made By:** Legislator Provenzano

**Motion Seconded By:** Legislator Parete

**No. of Votes in Favor:** 4

**No. of Votes Against:** 0

**TIME:** 5:54 pm

**Dated the 30<sup>th</sup> day of April, 2013**

**Krista J. Barringer, Deputy Clerk**

**Minutes Approved on:**