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ERIE COUNTY LEGISLATURE

1999 JAN -5 A 10: 53

County of Erie

DENNIS T. GORSKI
COUNTY EXECUTIVE

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January 5, 1999

The Honorable
Erie County Legislature
25 Delaware Avenue
Buffalo, New York 14202

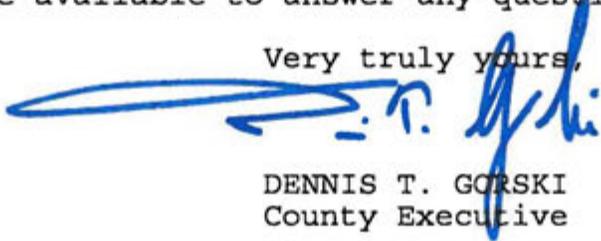
RE: 1999 Variable Minimums

Honorable Members:

Attached please find a proposed resolution and an accompanying memorandum relative to approval to hire in steps above the minimum salary level (variable minimums). This authorization pertains to positions where recruitment would otherwise be impossible.

Please refer this matter to the appropriate committee of your Honorable Body. Representatives of the Department of Personnel will be available to answer any questions.

Very truly yours,



DENNIS T. GORSKI
County Executive

DTG:kj

1E-10

ERIE COUNTY PERSONNEL DEPARTMENT

MEMORANDUM

FROM: Leonard R. Lenihan, Commissioner of Personnel
TO: Legislature, County of Erie
DATE: December 30, 1998
SUBJECT: Variable Minimums, 1999

I. RECOMMEND ACTION:

It is recommended that the Erie County Legislature approve the attached resolution establishing 1999 variable minimum hiring rates.

II. FISCAL IMPLICATIONS:

The monies needed to fund these variable minimums are available within the various Department's 1999 Budget salary appropriation accounts.

III. REASON FOR RECOMMENDATION:

In order to recruit for many County positions in the health and medical services area, it is necessary to recruit at above step 0 on the respective County pay scale. Variable minimums (above minimum step hiring rates) are authorized to hire at steps 1-5.

IV. BACKGROUND:

Variable minimums have been used in the past as a method of increasing recruitment salaries for many County positions. Due to variations in the marketplace, many times the minimum salary level for particular County position is significantly less than paid elsewhere. Therefore, in order to recruit qualified candidates, it is necessary to increase our recruitment salary above the minimum.

V. CONSEQUENCES OF NEGATIVE ACTION:

Without approval of variable minimums, departments may not be able to recruit qualified candidates for these positions indicated on the attached resolution. This will result in extended delays in providing County service.

VI. STEPS FOLLOWING APPROVAL:

Certified copies of the resolution would be sent to the Division of Budget, Management and Finance, the County Personnel Department and the County departments affected by this resolution.

1999 VARIABLE MINIMUMS

WHEREAS, the 1999 Erie County Budget stipulates that all requests for authority to recruit at a higher increment level must be approved by both the Legislature and the County Executive, and

WHEREAS, the authorization of variable minimums is crucial to the delivery of medical and other essential public services,

NOW, THEREFORE, BE IT

RESOLVED, that variable minimums are hereby approved for the following titles commencing January 1, 1999, as follows:

<u>DEPARTMENT</u>	<u>TITLE</u>	<u>JG/STEP</u>
ECMC	Anesthetist	15-4
Legislature	Clerk Typist	1-5
ECMC	Clinical Perfusionist	15-5
Environment & Planning	Coordinator, Industrial Assistance Prog.	14-3
Health	Dentist	14-3
ECMC, Home	Licensed Practical Nurse	4-3
ECMC, Home	Licensed Practical Nurse (2nd & 3rd shift)	4-4
Health	Medical Director (Reproductive Health) (RPT)	18-5
Social Services	Medical Director (SS) (RPT)	20-5
Health	Medical Examiner	15-5
ECMC, Home	Medical Record Administrator	8-3
ECMC	Medical Record Technician	6-3
Health	Medical Specialist	17-5
ECMC	Nuclear Medicine Technologist	8-5
Health	Nurse Practitioner	10-3
Sheriff (Holding Center)	Nursing Supervisor -Holding Center	12-3
ECMC, Home	Occupational Therapist	10-5
Home, Corr. Facility	Pharmacist	12-5
ECMC	Pharmacist-ECMC	13-5
ECMC, Home	Physical Therapist	10-5
ECMC	Radiologic Technologist	7-5
Youth	Registered Nurse	8-3
Sheriff (Holding Center)	Registered Nurse (Holding Center)	8-3
ECMC	Respiratory Care Practitioner	6-3
Public Works-Hwy.	Senior Civil Engineer	14-4
Legislature	Secretarial Assistant(Leg)-District Off.	5-5

<u>DEPARTMENT</u>	<u>TITLE</u>	<u>JG/STEP</u>
Legislature	Senior Clerk Typist	4-5
ECMC, Home	Senior Licensed Practical Nurse (1st Shift)	5-3
ECMC, Home	Senior Licensed Practical Nurse (2nd & & 3rd shifts only)	5-4
Health	Senior Nurse Practitioner	11-3
Home	Senior Pharmacist	13-4
ECMC	Senior Pharmacist-ECMC	14-4
ECMC	Senior Respiratory Care Practitioner	7-3
ECMC	Special Procedures Technologist	8-4
ECMC, Home	Supervising Physical Therapist	12-5
Social Services	Utilization Review Nurse	8-3

and be it further

RESOLVED, that once a variable minimum is approved for a particular position or job title, said variable minimum shall be in effect for all employees placed in said position during the year. It is also intended that where a variable minimum is granted for a full time position, the authorization is extended to any regular part-time or part-time position in any department, and be it further

RESOLVED, that certified copies of this resolution be forwarded to the County Executive's Office, the Division of Budget, Management and Finance and the Department of Personnel.

1E-10

POSITION AUTHORIZATION OR CHANGE REQUEST

(BUDGET FORM-100 6-75) (REVISED 9-76)

DATA CONTROL #

17945

TO: BUDGET DIRECTOR, COUNTY OF ERIE, 95 FRANKLIN STREET, BUFFALO, NEW YORK 14202

(A) DATE SUBMITTED: 10/19/98 (B) REQ. EFF. DATE: 1/1/99

(C) FROM: Personnel Department 1430.00 No.

TYPE OF REQUEST: (D) ADD: 1 No. of Pos. (E) DELETE: 1 No. of Pos. (F) CHANGE: No. of Pos.

Table with 7 columns: (1) TITLE OF POSITION, (2) TITLE CODE, (3) JOB GROUP, (4) FUNCTION, (5) BUDGET ACT., (6) POSITION #, (7) APPROVED EFFECTIVE DATE. Rows include Senior Clerk Typist and Principal Clerk.

(G) REMARKS & JUSTIFICATION:

(H) REQUESTED BY: [Signature] DATE: 10-20-98 (I) APPROVED: PERSONNEL DEPT. [Signature] DATE: 10/20/98 (J) APPROVED: BUDGET DIV. [Signature] DATE: 2/1/99 (K) APPROVED: LEGISLATURE [Signature] DATE: 2/1/99