

HUMAN RESOURCE COMMITTEE MEETING MINUTES

1

Committee meetings are now open to the general public.
We ask that you continue to practice safe social distancing requirements.

Thank you!

Date: Tuesday, January 27, 2026 @ 9:00 AM

Location: *Supervisors' Chambers, 2nd floor of the government center.*

Present: **Roché, Becker (9:17 AM)**, Kehl, Prior, Leuer (9:07 AM), May, Perkins

Absent:

Also Present: C. Ketchum/Board Clerk; J. Wilkinson/Co. Atty.; S. Schrader/Co. Admin.; J. Brick/Board Chair; M. Krobe/Sec. to the Co. Admin.; D. Nikiel/Dep. Budget Officer; L. Roberts, T/Genesee Falls; M. Merrill, T/Wethersfield; D. Granger, T/Gainesville; A. D. Berwanger, T/Arcade; J. Cook/Budget Officer; D. Farberman/Human Resource Director; K. Proper/Co. Historian

Department Agenda Item	Discussion	Decision	Action
Committee Chair's Agenda			
		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
9:00 AM County Clerk w/G. Skidmore			
	~Nothing to Report~	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
DMV w/G. Skidmore			
1. FYI- Office hours due to NYSDMV software launch. - DMV offices will be closed, Friday, February 13, 2026, beginning 2 PM with anticipated reopening to occur on or about Thursday, February 19, 2026. - Notices will be provided to the general public through WCJW and Web Site. - Doors will be locked.		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
9:15 AM Historian w/K. Proper			
1. Professional Service Contract (\$3,000-\$4,999.99): Authorize Chairman to sign a contract, pursuant to General Municipal Law §104(b), with Arc GLOW Printshop , 3 E. State St., Mt. Morris, NY 14510 to print <i>Historical Wyoming</i> magazine quarterly in an amount not to exceed \$4,848.00; effective January 8, 2026 through December 31, 2026. (MUNIS CONTRACT #3488)		Motion: Kehl Ayes: 5 Noes: Absent: 2 Becker, Leuer	Carried: XXX Defeated: Referred to: APPROVED
At 9:07 AM Supervisor Leuer, T/Middlebury entered the meeting during the below agenda item.			
2. <u>Monthly Update:</u>	<u>Wyoming County 250th Logo</u>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

Committee Chair Initials: _____

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Department Agenda Item	Discussion	Decision	Action
<i>Approve the logo from the above block.</i>		Motion: Perkins Ayes: 6 Noes: Absent: 1 Becker	Carried: XXX Defeated: Referred to: APPROVED
<i>Supervisor Kehl, T/Attica asked if the County Board of Supervisors would be interested in doing something? Template Resolutions are available for the Board to pass. The County Historian is promoting throughout Town Historians and Historical Societies. Offer ideas to K. Proper, if so. Supervisor Leuer, T/Middlebury offered that the Town of Middlebury has set aside funding for musicians in celebration. They are going with a patriotic theme...</i>			
<i>At 9:17 AM Supervisor Becker, T/Sheldon entered the meeting during the below agenda item.</i>			
<i>Fair Theme this year is, "Stars and Strips and Summer Nights" Supervisor Leuer, T/Middlebury asked if the county could consider funding enhancement of local fireworks displays.</i>			
3. <i>Letter from New York State</i> Parks, Recreation and Historic Preservation dated January 2, 2026 re: Arcade, NY Downtown Commercial Historic District	<i>Comments are due by March 11, 2026. County Historian and the County Administrator may offer letters of support.</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
County Attorney w/J. Wilkinson			
1. <i>Social Media training for Board of Supervisors to refer to Committee of the Whole</i>	<i>Last Training done at Committee of the Whole November 12, 2024</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to: 02/10/26 COW
2. <i>FYI - Agreement with Erie County Bar Association's Aid to Indigent Prisoner's Society Inc, (known as the Erie County Assigned Counsel Program), 403 Main Street, Suite 215, Buffalo, New York 14203 to provide the services connected with the Social Work Program to Assigned Counsel Program attorneys and their clients in an amount not to exceed \$2,999.00; agreement to be open ended and renewable, on a "case by case" basis. (MUNIS CONTRACT # pending)</i>	<i>Update on global proposal</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

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Department Agenda Item	Discussion	Decision	Action
3. <i>FYI</i> - Appropriation may be needed for 2025 (approximately \$1,800.00 plus fringes) for additional hours above 35 hrs./week for M. Cordaro, not to exceed 40 hours/week to be paid at her hourly rate (\$27.48) to perform specific tasks assigned in preparation for relocation of offices, i.e. reviewing all SCU files to either transfer to Records Retention or to relocate to new office location.	<i>Update</i>	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
4. <i>FYI</i> - Open Meetings Law - Discussion: Any proposed changes to recommend? <i>The New York's Open Meetings Law (OML) was last renewed in 2024 and is scheduled to expire in 2026, requiring legislative action during the upcoming session. In advance of that debate, NYSAC is compiling recommendations from counties regarding whether to support a straight extension or to seek specific amendments that would improve the statute's clarity, workability, and alignment with contemporary meeting practices.</i>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
5. <i>FYI</i> : Professional <i>Service Contract under \$3,000.00:</i> Authorize Chairman to sign an extension contract with <i>NYS Defenders Association, Inc.,</i> 40 Beaver Street, 4th Floor, Albany, NY 12207 for one (1) license for the computerized Public Defense Case Management System Maintenance and Support Agreement in the amount of \$500.00 for the period 2/9/2026 – 2/8/2027. Funds provided through Hurrell-Herring Grant. Contract No. CSTWIDE252 Year 2. <i>(MUNIS Contract # pending)</i>		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
6. <i>2025 Appropriation:</i> To: 146989.540301 - Professional Svc Contract \$60,000.00 <i>From Budgeted Funds for Broadband Project</i> Reason: To pay legal counsel expenses	<i>Broadband counsel</i>	Motion: Kehl Ayes: 7 Noes: Absent:	Carried: <i>XXX</i> Defeated: Referred to: <i>FINANCE</i>
7. <i>Monthly Update (or Report):</i> - Plan to deliver Social Media Training to Town Historians @ 2/23/2026 meeting - Litigation updates (Atty./Client)		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

Committee Chair Initials: _____

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Department Agenda Item	Discussion	Decision	Action
Human Resource w/D. Farberman			
1. Authorize the Chairman, Director of Human Resources and the Sheriff to sign and execute a successor agreement between Wyoming County and the Wyoming County Deputy Sheriffs Association . Upon approval by the Wyoming County Board of Supervisors, the agreement will be in effect January 1, 2026 through December 31, 2028.	<i>Tentative Agreements were signed by Chairwoman Ryan in Dec. 2025.</i>	Motion: Perkins Ayes: 7 Noes: Absent:	Carried: XXX Defeated: Referred to: *RESOLUTION
HR Director Farberman talked about: • Changes to 207C. • Prior contract deputies were allowed to accrue benefits. Now capped at 6 mos. • Requires medical documentation that injury is job related, not a pre-existing condition • Increased shift differential ○ \$.75 to \$1.00 ○ \$1.00 - \$1.25 for nights • 01/01/26 – 12/31/28 ○ 2026 – 5% increase ○ 2027 – Jan 2027 – 2% increase / Jun 2027 – 2% increase ○ 2028 – Jan 2028 – 2% increase / Jun 2028 – 2% increase			
2. Authorize Chairman to sign interdepartmental cooperation agreement for 2026 between Wyoming County Community Health System and Wyoming County for Human Resources & Civil Service . This agreement is to provide Human Resource and Civil Service support.		Motion: May Ayes: 7 Noes: Absent:	Carried: XXX Defeated: Referred to: APPROVED
3. Amend Resolution #25-683 to reflect updated wage schedules for M/MC. Effective January 1, 2026.	<u>See Attached</u>	Motion: Becker Ayes: 7 Noes: Absent:	Carried: XXX Defeated: Referred to: FINANCE

Committee Chair Initials: _____

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Department Agenda Item	Discussion	Decision	Action
4. Amend the Compensation Policy Manual for Department Heads, Management Employees, and Management Confidential Employees: Remove language in section II Compensation, A. See attached for revision. Effective January 1, 2026.	See attached	Motion: Becker Ayes: 7 Noes: Absent:	Carried: XXX Defeated: Referred to: *RESOLUTION
Supervisor Kehl, T/Attica stepped out of the meeting during the vote of the below agenda item.			
5. Amend the Mgmt/Mgmt Confidential Title schedule: Add the title of Deputy EMS Operations Coordinator to Grade 8 (\$78,280-\$90,748). Effective February 11, 2026	Going from CSEA to Mgmt/Mgmt Conf.	Motion: May Ayes: 6 Noes: Absent: 1 Kehl	Carried: XXX Defeated: Referred to: FINANCE
6. Amend the Mgmt/Mgmt Confidential Title schedule: Reclassify the Secretary to the Superintendent of Buildings and Grounds MC Grade 5 (\$27.57-\$31.97) to Secretary III on MC Grade 3 (\$30.61-\$35.31). Effective February 11, 2026.	Pursuant to results of a recent desk audit and wage comparisons. Public Works Committee Chair Smith sent an e-mail expressing concern over placement of the position on the Wage Scales	Motion: Leuer Ayes: 7 Noes: Absent:	Carried: XXX Defeated: Referred to: FINANCE
7. Amend the Mgmt/Mgmt Confidential Title schedule: Retitle Training & Development Specialist Grade 7 (\$82,400-\$95,524), to Employment and Development Specialist to Grade 7 (\$82,400-\$95,524). Effective February 11, 2026	To best describe duties of the position.	Motion: May Ayes: 7 Noes: Absent:	Carried: XXX Defeated: Referred to: FINANCE
8. Amend the Mgmt/Mgmt Confidential Title schedule: Add the title of Valuation Data Coordinator to MC Grade 9 (\$23.03-\$26.70). Effective January 20, 2026	Approved in 2026 Budget	Motion: Perkins Ayes: 7 Noes: Absent:	Carried: XXX Defeated: Referred to: FINANCE
Supervisor Kehl, T/Attica stepped out of the meeting during the vote of the below agenda item.			

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Department Agenda Item	Discussion	Decision	Action
9. Amend the Management and Department Heads Salary Schedule: Reclassify Deputy County Treasurer from Grade 15 (\$53,135-\$61,792) to Grade 12 (\$59,740-\$69,591). Effective February 4, 2026	<i>Pursuant to results of a recent desk audit and wage comparisons.</i> <i>There was a lengthy discussion over the process for upgrading positions.</i> <i>Application for Out of Title pay was discussed</i>	Motion: May Ayes: 6 Noes: Absent: 1 Kehl	Carried: XXX Defeated: Referred to: FINANCE
10. Professional Service Contract (\$5,000 or greater): Authorize Chairman to sign a contract, pursuant to General Municipal Law §104(b), with Governmentjobs.com, Inc. d/b/a NEOGOV , 2120 Park Place, Suite 100, El Segundo, CA 90245 for operation of a digital and automated system to manage civil service needs in an amount not to exceed \$17,000.00; effective January 1, 2026 – December 31, 2026. (MUNIS CONTRACT #2874)	<i>This is a yearly maintenance contract.</i>	Motion: Perkins Ayes: 6 Noes: Absent: 1 Kehl	Carried: XXX Defeated: Referred to: *RESOLUTION
7. Discussion Items: EAP Report FMLA Report Federal OT Rules - W2 processing - Town reminder- Complete salary survey		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
Civil Service w/D. Farberman			
8. January 2026 Civil Service Update		Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

At 10:18 AM the committee entered into a discussion with the attorney over legal matters, a privileged attorney / client discussion pursuant to §4503 of the Civil Practice Law and Rules...

At 10:22 AM the committee resumed its regular meeting.

Committee Chair Initials: _____

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Department Agenda Item	Discussion	Decision	Action
Records Retention w/G. Royce			
	~Nothing to Report~	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
County Administrator w/S. Schrader			
	~Nothing to Report~	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:
Board of Elections w/J. Schlick & H. Bush			
	~Nothing to Report~	Motion: Ayes: Noes: Absent:	Carried: Defeated: Referred to:

Chairman Brick, T/Perry brought up the increase for the Sheriff's salary in comparison to the Undersheriff. If the current practice continues the Undersheriff will make more than the Sheriff...

There was a conversation relative to promises made that the Sheriff would receive the same rate increase as the Deputy Sheriffs. County Admin. Schrader offered that this is a "horrible" practice. If this should be the practice, the Sheriff should not be part of contract negotiations. He is essentially negotiating his own salary. He concluded by explaining both he and HR Director Farberman are working with the Sheriff on finding comparable salaries. County Admin. Schrader also suggested another solution would be to add the title of Sheriff to the M/MC Schedule and Wage Scales (by local law).

Signature of Committee Chairman: p/B. Becker (minutes prepared by C. Ketchum).

Next Human Resource Committee Meeting scheduled for **Tuesday, February 24, 2026 @ 9:00 AM.**

Committee Chair Initials: _____