

HR Commission Regular Meeting – February 25, 2016
By Lorraine Lopez (in Kathie Aberman's absence)

In attendance: Judy Balaban, Gabriel Bertonazzi, Samuel Encarnacion, Sr., Bill Liblick, Lorraine Lopez, Donna Schick, Roland Ward and, Kathie M. Aberman (via video)

Welcome to Bill Liblick! Congratulations to Gabriel and new baby!

Minutes were approved after correction by BL – “he did not request to be on the HRC Board, but was offered the seat by Sullivan County Legislator and Chair Luis Alvarez.”

Executive Committee

- **Executive Director Position** - There are 8 applicants for the HRC's executive director's position. Interviewing committee members: Judy, Donna, Peggy and Sam. Two applicants were interviewed on Feb 23, two will be interviewed on 2/26 and four on 3/4. The applicants are Alvin Dumas, Pamela Krauss, Gabriel Bertonazzi (withdrew his application at tonight's meeting), Richard Altman, Alyta Gomez and Lorraine Lopez. Matt Miggliaccio withdrew his application due to health reasons. Lynda Levin assisted with the job description. Salary for the position is unknown, but is in the low \$20's with ½ of the health benefits paid by the executive director. A retirement with ERS is included. JB will inquire about specifics with Josh. BL asked about interviewing procedures. Currently, an invitation is made to those interested to participate on the interviewing committee. The IC interviews the candidates and presents 1 recommendation to the rest of the board and submits the recommended applicant for approval to the legislature. A discussion about amending the current procedure to submit 3 top candidates to the board instead of one took place. DS made a motion to put the options up to a vote. The board voted 5-1 to maintain the current procedure; LL abstained due to conflict of interest.
- HRC bylaws were submitted to the legislature 10 years ago, but a resolution to accept them is not on file. Therefore, the bylaws were resubmitted to the county attorney. Reason for resubmission is to 'tighten the language'.

Interim Executive Director's Report

- GB is acting interim executive director. Based on his experience during this time, GB feels the position does not require a full-time commitment. With only 73k Sullivan County residents and the limitations on the Commission, a part-time position is sufficient. According to JB, the commission is looking for an executive director with broader skills that will do more outreach. Legislator Chairperson Luis Alvarez prefers a full-time position, but the consensus is that it will not pass legislation.
- GB addressed 2 complaints this month – 1) Person from Russia complained he paid more taxes than his American counterparts. GB investigated. A letter to apply for change was sent to him and the issue was resolved; 2) A Black woman who applied for a supervisor's position at the factory she works. The position was offered to

another employee with less seniority. GB investigated. No discrimination by employer was found. Issue resolved.

- BL asked '*how many cases did Eric look into*'? JB responded it was necessary to look through the records to find out exact number. To '*how do people in Sullivan County know about the HR Commission*', one needs to visit its page on the Sullivan County official website. JB reiterated that the incoming executive director will do more outreach to inform the public.

Outreach

- 4th Annual Eileen Haworth Weil Scholarship Fund Brunch – EHW was a founding member of the Commission. A \$1K scholarship will be awarded to a SUNY Sullivan graduate who is going to a 4-year college. There is \$8k in the scholarship fund account. Individuals being honored include: Tim Havas, Stuart Hirsch and Wendy Levinson. Eileen Gunther will be the keynote speaker.

Anti-bullying

- Third session with 5th graders was recently completed by Peggy and Judy and Desi Oxford. Kathie, Lorraine and Desi have participated in the past as well as Justin and Shaniqua Young.

Dialogue to Change

- The initiative has been in the works for a long time.
- Steering Committee members – Peggy, Judy, Lorraine, Marty Calovito, George K., and Helen Budrock. Each member is a chair or co-chair of a subcommittee.
- Action planning is scheduled for July 2016 once the dialogues are completed.
- JB has a list of community partners.
- More facilitators are needed. Everyday Democracy suggested involving high school and college students.
- Lorraine, chair of the documentation and evaluation committee, will submit a Google invite to all to access any documentation related to the initiative.

Additional discussion

- Transgender is a protected class. Discrimination against can be either a sexual discrimination or, if a disorder, disability discrimination.

Public comment: NYS laws have changed, but federal laws treat transgender as sexual issue.

- BL suggested the Commission hold a forum with the Orthodox community in early June 2016 to build tolerance and acceptance. The suggestion should be presented to the *Outreach Committee*. Current members include KA, BL, GB (co-chair).
- *Issues Committee* members: Roland and Sam