



## AGENDA & MEETING NOTES

### MEETING INFORMATION

MEETING TITLE:	<b>Compensation and Benefits Workgroup</b>	
DATE/TIME:	December 15, 2015	9:00am – 10:00am
LOCATION:	Conference Call	
NEXT MEETING:	TBD	

### ATTENDEES

**WG Leader: Sadie Spada, The Adirondack Arc**  
 Marti Burnley, Hudson Headwaters Health Network  
 Cindy Flansburg, Glens Falls Hospital  
 Kathleen Korman, NYSNA  
 Darlene Lewis, Canton Potsdam Hospital  
 Megan Murphy, AHI  
 Cyndi Reynolds, Hudson Headwaters Health Network  
 Scott Tooker, North Country Home Services  
 Maureen Tomlinson, 1199 SEIU

**AHI Staff:** Kelly Owens

**Unable to attend:**  
 Brooke Daley, Washington Center  
 Kathy LaFond, Glens Falls Hospital  
 Rosa Maria Lomuscio, 1199 SEIU  
 Michael Prezioso, Saratoga County Mental Health  
 Brett Smith, Canton Potsdam Hospital  
 Kathy Tucker, 1199 SEIU

### AGENDA OVERVIEW

**TOPICS:**

**Welcome**

Sadie Spada welcomed two new members to the workgroup: Kathleen Korman, NYSNA and Rosa Maria Lomuscio, 1199 SEIU.

**Review**

The group discussed the compensation and benefits information which will be included in the current state assessment. Recent updates from DOH indicate a question will need to be added regarding collective bargaining. Suggestions to enhance the document were to include vacancies in FTE's for clarity and to include a brief job description of all titles. The compensation and benefits analysis will need to be completed for DSRIP years 1, 3 and 5. After completion by 6/30/16, additional assessments will need to be completed by 3/31/18 and 3/31/2020.

It was noted that the Workforce Committee wished to include Inpatient Behavioral Health as another facility type to the nine that were provided by DOH.

There is agreement among the workgroup members that with the date now 6/30/16, data will be requested from partners as of 12/31/15 which will meet the antitrust rules of aged data for the analysis.

Members also made suggestions for changes related to training questions on the same survey.



Suggested changes related to the compensation and benefits survey along with other recommendations will be sent to the Center for Health Workforce Studies for revision. The final survey will be sent to workgroup members prior to being sent to partners in mid January.

**Next Steps**

The survey will be finalized and sent to workgroup members prior to being sent to partner organizations.

**Next Meeting**

All on the call felt it would be preferred to plan all meetings for 2016 at once. A survey will be sent to determine the best meeting date and a meeting schedule will be sent to all in early January.