

**PERSONNEL COMMITTEE MEETING**  
**Held in Room 318**  
**Putnam County Office Building**  
**Carmel, New York 10512**

Tuesday

August 14, 2012

The meeting was called to order at 7:20p.m. by Chairman DiCarlo. He requested that Legislator LoBue lead in the Pledge of Allegiance. Upon roll call, Chairman DiCarlo and Legislators Oliverio & LoBue were present.

**Legislator Oliverio made a motion to accept the additional and waive the rules; Seconded by Legislator LoBue. All in favor.**

**Item #3 – Approval/Minutes – Personnel Committee Mtg. June 13, 2012**

Chair DiCarlo stated that the minutes were accepted as submitted.

**Item #4 – Approval/Alternatives to Incarceration Position to Full-Time**

Chair DiCarlo stated that Undersheriff Convery is present tonight to address this request.

Undersheriff Convery stated that the person in the position currently does a phenomenal job. He stated that the Alternatives to Incarceration Programs are required by Correction Law in order for the Putnam County jail to maintain a 4 category classification. All of the non-for profit organizations in Putnam County has had workers assigned to them through this program.

Legislator Oliverio stated that it saves bed space in the jail allowing for board-in revenues.

Legislator LoBue stated that she supports the program 100%. However we are considering another position when we are two months away from the Budget Process.

Legislator Oliverio questioned if this can wait to be recommended through the Budget Process.

Undersheriff Convery stated that they will be making this recommendation during the Budget Process. He stated that they wanted to provide the Legislature with some background on this request prior to the Legislature seeing this request.

Chair DiCarlo requested a financial breakdown of the cost savings that this position results in that we discussed this evening.

**Item #5- Other Business**

**#5a. Approval/Local Law/Amend Article 5-A/Putnam County Charter/Entitled “Department of Planning, Development and Public Transportation”**

Legislator Oliverio stated that he will not support any additional requests for Charter Changes that would reduce residency requirements. He stated that he is troubled by putting people in these high level positions of the County that do not live in the County. He cannot believe that there is not a competent Putnam County Resident to fill these jobs. He stated he will not turn his back on the Putnam County Residents. He stated that past Legislators and County Executives he has spoken with agree that the Residency Requirements that are in the Putnam County Charter were put in there to

protect the residents. He compared it to hiring school teachers who do not live in the district that they teach in. Non-resident teachers in some cases will fight to enhance their programs, while not having to pay the potential increase in School Taxes that the enhancement may result in. He stated that he would like the Administration to re-advertise the position to interview candidates who live in Putnam County.

Chair DiCarlo stated that he would like to state for the record that when Deputy County Executive Walker contacted him on this matter, he asked the same question pertaining to whether there was a qualified candidate who lived in Putnam County.

Deputy County Executive Walker stated that Chair DiCarlo did address the residency concern right off the bat. He stated that he understands Legislator Oliverio's concern. He stated that the Administration approached the process based on what they went through when looking for candidates to fill the Commissioner of Highway & Facilities. He stated that the Director of Personnel Eldridge assisted in the process. There was an advertisement placed in County papers. He stated that there were 12 responses to the ad. He stated that a committee was formed to interview the applicants. The committee consisted of Director of Personnel Eldridge, Commissioner of Highways & Facilities Pena, former Commissioner of Planning, Development & Public Transportation Lynch, Commission of Finance Carlin and himself. He stated that after the committee members reviewed the applicants on paper, they selected the ones that they wanted to bring to the next step of a face to face interview. He stated that out of the twelve (12) six (6) applicants were chosen to be interviewed. He stated that the first two (2) preferred candidates were not residents of Putnam County. The third (3<sup>rd</sup>) applicant on the Committee's list of qualified candidates was a Putnam County Resident. However he stated that there was a big gap between the third and the first candidate as far as meeting the qualifications set by the Administration.

Legislator LoBue questioned how many of the six (6) interviewed candidates were from Putnam County.

Deputy County Executive Walker stated that three (3) of the six (6) candidates were from Putnam County.

Director Eldridge stated that the residency requirement is in the Public Officers Law. Which was written a very long time ago. He stated that he would like to discuss the candidate in further detail in Executive Session.

Legislator Oliverio stated that he has no interest in meeting a candidate that is not a Putnam County Resident. He stated that he made that error of judgment once, and will not do it again. He stated that he finds it very hard to believe that there is not a qualified Putnam County Resident that could fill this high level Putnam County position. He stated he will not support giving our high level Management Positions to out of County Residents. He stated that he wants people working in the County who have a vested interest in the wellbeing of the County.

Chair DiCarlo stated that he agrees with Legislator Oliverio, however he has to put some trust in the recommendation of the committee members who have been a part of the interview process. He stated that Personnel Director Eldridge has been doing his job for thirty plus years, he needs to trust his recommendation. Especially since there was no representative included in the interview process from the Legislature. He stated that may need to be addressed.

Legislator Oliverio stated again that he is not comfortable with giving the direction and management of Putnam County to people who are not vested in the County. He stated

that he wants people working for Putnam County who have sincere interest in what goes on in this County. He stated that this is a philosophical perspective. His opinion has nothing to do with the person that is being recommended for the position. He stated that the question is “Do we wish to give our Management Positions to people who are not vested in our County? Do we wish to have out Directors and Managers, the highest level of managerial expertise and highest salaries to people who don’t reside within this County?” He stated that personally and philosophically that does not appeal to him.

Chair DiCarlo stated that it is one thing if a candidate is qualified, it is another issue if we say we want to fill the position with a candidate just because they are a County resident. He stated that he needs to believe that the candidate being recommended by Director Eldridge and Deputy County Executive Walker is superior to the candidate from Putnam County or else he believes that this discussion would not be happening. He stated that the Legislature trusts these two men to make that recommendation. He stated as he earlier stated maybe down the road a decision is made to have a representative from the Legislature be a part of the interviewing process.

Legislator Oliverio stated that the Charter restricts hiring a person, who does not live in Putnam County, to fill this position. However we, the County, are interviewing people from outside of the County. He stated that he does not understand why candidates outside of the County are interviewed for a position with that restriction.

Personnel Director Eldridge stated that the County placed an ad in three (3) local newspapers and the Pennysaver. He stated they received twelve (12) applicants. He stated that the top two candidates were outside of Putnam County.

Legislator Oliverio stated that he believes that the ad should have stated “Putnam Residency Required”.

Legislator Tamagna stated that there has been discussion on changing the Charter in some areas. He stated that John Lynch was hired from North Carolina. He did become a Putnam County Resident.

Legislator Oliverio stated that Dr. Amler, when she was hired as Commissioner of Health moved to Putnam County.

Legislator Tamagna stated that the requirements that the County is looking for in the candidate to fill the position are demanding. He stated that there are only approximately 100,000 people who living Putnam County. Out of the twelve (12) that applied, only six (6) met the qualifications and out of the six (6) three (3) were residents and three (3) were not. He stated based on the qualifications that would compare to those which John Lynch had when he joined the County thirty plus years ago that is a high caliber candidate that the Administration is searching for. If this recommended candidate is so much better than the other candidates, he believes that the Legislators should look at his credentials. He stated that he trusted Personnel Director Eldridge’s recommendation. He has been here doing his job for a very long time. He stated that he is the one who hired John Lynch.

Legislator Oliverio stated that this is still a philosophical issue and it is one he stated that he agrees this side with the hiring of employees at the school district that he works for. He stated if there are two candidates with equal qualifications he wants to hire the candidate who lives within the district.

Chair DiCarlo stated that he agrees with Legislator Oliverio. However the scenario is when the candidates qualifications are the same, but when there is a discrepancy in the qualifications, it becomes an issue.

Chair of the Legislature Conklin questioned if the top candidate for this position would be willing to move to Putnam County.

Deputy County Executive Walker stated that questioned had not been asked of the candidate. However he believes these are tough times to ask someone to consider that when so many home owners are underwater in their mortgages.

7:45p.m.

Chair DiCarlo made a motion to go into Executive Session to discuss Personnel Matters; Seconded by Legislator LoBue. All in favor.

8:05p.m.

Legislator Oliverio made a motion to come out of Executive Session; Seconded by Chair DiCarlo. All in favor.

Chair DiCarlo stated that no action was taken in the Executive Session.

Chair DiCarlo made a motion to move the Local Law to Amend Article 5-A/Putnam County Charter/Entitled "Department of Planning, Development & Public Transportation to the September Full Meeting; Seconded by Legislator LoBue. Opposed by Legislator Oliverio. Motion Carries.

**Item #6- Adjournment**

There being no further business at 8:05p.m., Legislator LoBue made a motion to adjourn; seconded by Legislator Oliverio. All in favor.

Respectfully submitted by, Diane Trabulsy, Administrative Assistant