

**PERSONNEL BUDGET COMMITTEE MEETING
HELD IN ROOM 318
PUTNAM COUNTY OFFICE BUILDING
CARMEL, NEW YORK 10512**

Members: Chairwoman Nacerino, Legislators Jonke & Montgomery

Tuesday

October 15, 2019

The meeting was called to order at 6:00PM by Chairwoman Nacerino who requested that Legislator Jonke lead in the Pledge of Allegiance. Upon roll call Legislators Jonke, Montgomery and Chairwoman Nacerino were present.

Personnel Department Account 1430 Pages 29 -31 – Duly Noted

Unemployment Ins. Account 9050 Page 216

Chairwoman Nacerino stated that is a standard operating budget.

Accidental Health/ Insurance Account 9060 Page 218 – Duly Noted

Information Technology/ GIS Page 17

Chairwoman Nacerino stated she will be beginning with the I/T/GIS Department Budget. She requested IT/GIS Director Tom Lannon speak to his Department's Personnel Budgets.

IT/GIS Director Lannon stated prior years there was an employee who held the position of Data Systems Specialist. He stated when the employee left the County, the position was never filled. He stated currently he has an Employee, currently classified as a Typist 168010104, who is doing the job of a Data Systems Specialist. He has requested a Reclass to: Mgmt. : Data Systems Specialist 168010112 for said employee.

Chairwoman Nacerino stated for the record, all of the requested Reclassifications have been reviewed by Personnel Director Eldridge.

Chairwoman Nacerino stated next is a request for two (2) new positions: Management: IT Systems Specialist 168010113 and Management: Data Security & Privacy Coordinator.

IT/GIS Director Lannon stated he believes everyone is aware that the workload in the IT Department has increased drastically. He stated the County Clerk's Office has switched from an outsourced product to an in-house product to handle all of the licensing that they do. He stated the IT Department helped with the transition and has taken on the responsibility. He stated it will result in a \$100,000 cost savings to the County by bringing this function in-house. He stated there is always ongoing security concerns. He stated they are currently working with the Board of Elections to get ready for the elections. He stated the tasks are never ending in his department. He stated that the IT/GIS Department needs more employees. He stated based on

the salaries in his department it is difficult to keep good employees. He stated the County's salaries for IT Personnel are not competitive.

Legislator Montgomery stated she would like to state her experience with the IT Department as a new Legislator has been positive. She questioned if this is a living wage. She stated she agrees an IT Person could be making more money. She stated she appreciates what the County's IT Department does and is in full support of these requests.

Chairwoman Nacerino stated as they progress with the review of the Personnel Budget, please be advised any questions regarding Unions will be addressed in Executive Session. She stated there are also more positions that are under review by the Personnel Department, money has been placed in the Sub-Contingency budget line, should those positions reach fruition in 2020.

Department of Motor Vehicle Page 10 & Records Department Page 14

Chairwoman Nacerino stated she will begin with the County Clerk's Personnel Budget. She stated she did speak with County Clerk Bartolotti. She stated unfortunately he nor Deputy County Clerk McConnell were able to attend this meeting.

Legislator Montgomery stated she had a question based on Chairwoman Nacerino's statement about Union questions having to be discussed in Executive Session. She stated she would like to know if there is a CSEA Agreement, before she moves forward with her review of the Personnel Budget.

Chairwoman Nacerino stated they are close however no one is at liberty to discuss it in a public forum because it has not been ratified. She stated any questions Legislator Montgomery may have will be discussed in Executive Session.

Legislator Montgomery questioned if there will be an Executive Session before the Public Hearing on the rest of the budget.

Chairwoman Nacerino stated there will be an Executive Session at the end of this meeting this evening.

Department of Motor Vehicle page 10 - 141110910 Proposed CSEA Reclass to Account Clerk II

Legislator Jonke questioned if there was any backup provided supporting the request of this reclassification by County Clerk Bartolotti.

Chairwoman Nacerino stated that the request for a reclassification was submitted to the Personnel Department. She stated Personnel Director Eldridge has followed the process and completed his evaluations of these requests. She stated the County Executive has approved all of the proposed reclassifications that will be reviewed this evening.

Personnel Director Eldridge stated that is correct that a request is submitted to the Personnel Department by the Department Head. He stated a process of evaluating the information that is submitted and if necessary a desk audit will be performed, however that is not done with every position. He stated he only brings forward the reclassifications that are determined to be appropriate. He explained the appeal process. He confirmed what is before the Legislature this evening are reclassifications that have been fully taken through the process and are supported by the Administration.

Legislator Jonke stated he is uncomfortable that the County Clerk is not present to address this matter.

Chairwoman Nacerino stated that County Clerk Bartolotti did contact her today about this request.

Records page 14 – 146010901 Mgmt - Assistant Records Management Officer

Chairwoman Nacerino stated there is a proposed salary adjustment of \$2,822.00 for the Assistant Records Management officer. She stated this employee has taken on additional work and responsibility. She stated much of which came as a result of the digital system the Records Department is now using.

Sheriff's Department page 23 – 311016999 PBA Reclass to Deputy Sheriff Sergeant

Chairwoman Nacerino stated that there is a request for consideration for a reclassification to a Deputy Sheriff Sergeant position. She stated it would be a financial impact of \$17,962.00. She stated this request was presented to the Legislature in the spring. She stated it was requested that the Sheriff's Department hold off and make the proposal during the 2020 Budget Process. She stated that back in the Spring there was not enough time to ask the questions, because we were focused on the timing and the urgency, at that point in time. She requested that Undersheriff Corrigan and/or Captain Tompkins embellish and provide more information on the duties of this requested Sergeant position. She stated it is her understanding, she asked to be corrected if she is wrong, that this is a request which will result in the proposed Sergeant position of being the second Sergeant to oversee the School Resource Officers (SRO) and the Special Patrol Officers (SPO).

Undersheriff Corrigan confirmed that was correct.

Chairwoman Nacerino stated she would like to know what will be the action of this proposed Sergeant position. She stated that she worked in the Brewster High School building for 20 years. She stated that she knows first-hand that the SROs are quite capable of having command of the building. She stated that she does not believe that they need hand holding or babysitting, in any way. She stated that she does understand if an emergency arises the backup is there and other Officers would come in and assist. She questioned what would be the daily routine for this proposed Sergeant Position.

Captain Harry Tompkins stated the problem they currently have is that there is currently one (1) Supervisor responsible for approximately 19- SPOs and 11- SROs and a Community Officer. He stated roughly that is 30 people this one (1) Supervisor is responsible for among five (5) school districts. He stated to answer Chairwoman Nacerino's question, the current Supervisor will go to a school if there is an incident that he needs to address. He stated also the Supervisor will go to the different schools to check on the SROs and/or SPOs to make sure there is nothing that is requiring his assistance. He stated with the schools there are a lot of administrative issues that arise. He stated having one (1) Supervisor responsible for 30 people is a tremendous amount, and historically it is not how you operate in the police world. He stated the recommendation of a Police Supervisor is to have seven (7) or eight (8) subordinates reporting to one (1) person. He stated this request is an effort to try to even the playing field. He stated there would be a much more fluid and workable program if there was another Supervisor who could help address issues.

Undersheriff Corrigan stated the SRO/SPO Program in the schools, as well as at the DMV and the Town of Carmel Office Building. He stated the training and scheduling is handled by one (1) Supervisor. He stated when the Supervisor is out sick, on vacation etc., there is no Supervisor for the SRO/SPO Program.

Chairwoman Nacerino questioned where they would report to in the mornings.

Captain Harry Tompkins stated they would report into the Sheriff's Department in the mornings. The workday would begin with handling the Administrative work that needs to get done and assess if there are any needs that require being addressed. He stated if there are two (2) Supervisors they will split the School Districts. He stated the (5) Five School Districts are spread around the County. If the current Supervisor is at the Brewster Schools and there is a situation at the Haldane Schools that is a lot of ground to cover. He stated there is a lot that goes on, and he knows that Chairwoman Nacerino is well aware of that.

Chairwoman Nacerino stated that she does know that, but it begs the question.

Undersheriff Corrigan stated then there are the times that there is a situation occurring on both sides of the County and that is a difficult task to cover.

Legislator Jonke stated that a SPO was assigned to the Carmel Town Hall and another SRO was added to the Brewster School District, equaling two (2) additional positions in 2019 added to the SRO/SPO Program. He questioned if this was the tipping point to make it go from one (1) Supervisor to two (2) Supervisors.

Undersheriff Corrigan stated that he believes this was being discussed before the addition of the Brewster School District's SRO was added.

Captain Harry Tompkins stated this has been an issue. He stated he is not sure what the tipping point was, but it was prior to now. He stated unfortunately it was a matter that unfortunately had kept being pushed off, but it is at a point now where something has got to be done to be fair.

Chairwoman Nacerino questioned if there is a new list of candidates. She stated it was mentioned in the Spring when they was initially discussed that the list then was soon to expire.

Captain Harry Tompkins stated there is a brand new Supervisor List.

Chairwoman Nacerino stated for clarification that the top three (3) candidates will be interviewed.

Legislator Jonke questioned if the candidate they wanted to move up, back in the Spring, is in the running for the position.

Undersheriff Corrigan stated he has not even looked at it. He stated he did not want to put the cart before the horse.

Chairwoman Nacerino stated we need to follow the civil service rules and regulations and be in compliance. She stated she will be supporting this position she just had some outstanding questions that she needed answered for her own clarification.

Legislator Montgomery questioned if there is required training for the Supervisor position.

Captain Harry Tompkins stated typically they would go down to Westchester County and attend a three (3) week Supervisor School.

Legislator Montgomery stated the tipping point for her is the need. She stated 30 SROs and SPOs are on the front line and in front of the public more so than anyone. She stated the needs in the Schools include working with mental health issues and even physical health issues and the SROs and SPOs are the first response. She stated she is in full support of the Reclass to Deputy Sheriff Sergeant. She stated that she believes it is way overdue.

Legislator Addonizio stated she is in full support and believes this is a very important position. She stated she supports the idea of splitting the five (5) school districts between the two (2) Sergeants.

Legislator Gouldman stated that he agrees, he supports this proposal.

Legislator Montgomery stated 30 Police Officers reporting to one (1) Supervisor does not support having someone available to speak with an Officer if they need someone to talk to. She stated whether it is to diffuse a situation or offer post incident support.

Captain Harry Tompkins stated he cannot agree more with what Legislator Montgomery is saying. He stated the men and women who are deployed in the schools do a phenomenal job.

Chairwoman Nacerino stated that the Officers have resources of support beyond their direct Supervisor. She stated she was thankful for the patience on the part of the Sheriff's Department. She explained that she is thankful for their understanding that the Legislators have

responsibilities that need to be addressed as does the Sheriff's Department. She expressed her gratitude for that mutual respect.

Undersheriff Corrigan and Captain Tompkins stated that they do appreciate and understand that.

Chairwoman Nacerino stated next is a Personnel matter in the Jail. She stated a memo was received today from Finance Commissioner Carlin on behalf of Corrections Captain Kevin Cheverko. She explained the original request in the tentative 2020 Budget was for two (2) Correction Officers as of 7/1/2020. She stated the request has been revised to the following: One (1) Corrections Officer and One (1) upgrade to a Corrections Officer Sergeant effect 1/1/2020.

Legislator Jonke stated he does not want to sound cynical. He stated earlier this year the Legislature was promised that by making some changes to Dispatchers and returning Sheriff's Deputies to the Road patrol, there would be a savings of \$242,000 in overtime per year. He stated that the letter referenced states this proposal will "decrease overtime generated from the Sergeant position in the Correction Facility". He questioned what is available to back this claim up.

Corrections Captain Kevin Cheverko stated currently there are five (5) Sergeants. He stated for mandatory 24/7 coverage. He stated so three (3) shifts per day there needs to be Sergeant on duty. He stated with only 5 Sergeants, if a person calls in sick or for whatever reason cannot make it in for their shift, there is a high probability that the shift will have to be filled with overtime. He stated after discussing this with Commissioner Carlin it was decided that \$20,000 would be taken from the Overtime budget, which is a realistic savings with this proposal. He stated the additional Sergeant would be available to cover a lot of those shifts.

Legislator Jonke questioned if the requirement to have a Sergeant on duty is a department rule or a requirement of the State.

Corrections Captain Kevin Cheverko stated it is regulated by the New York State Department Commission of Corrections.

Legislator Montgomery questioned there seems to be a formula for the raises throughout the budget. She stated she is only seeing one (1) raise in the Sheriff's Personnel Budget and she does not see any raises in the Corrections Department, is that because the union contract has not been agreed to.

Personnel Director Eldridge stated they are in negotiations currently.

Legislator Montgomery questioned if the contract agreement is not settled by the Public Hearing what happens as far as raises for the Sheriff's employees.

Personnel Director Eldridge stated depending on the agreement settled, and if additional funds are necessary, a request to transfer funds would be presented to the Legislature.

Legislator Montgomery stated that she needs to speak to the point that there are full time Corrections Officers making \$50,000 a year with no raise and we have some salaries in the figures of \$150,000 with a 2.5% - 3% raises in the budget.

Chairwoman Nacerino stated again we are not at liberty to discuss any collective bargaining matters.

Legislator Montgomery stated she understands that. She stated based on the information that she does have, she wanted that statement on the record.

Chairwoman Nacerino made a motion to approve the amended changes One (1) Corrections Officer and One (1) upgrade to a Corrections Officer Sergeant effect 1/1/2020; Seconded by Legislator Jonke. All in favor.

Chairwoman Nacerino made a motion to approve the reduction of Overtime for the Corrections Department 10315000 51093 from \$414,000 to \$394,000, as stated in the memo from Finance Commissioner Carlin; Seconded by Legislator Jonke. All in favor.

District Attorney Page 2

Chairwoman Nacerino stated next are the Personnel proposed requests for the District Attorney's Office. She stated all of the following proposed requests in the District Attorney's Budget have been approved and are included in the tentative 2020 Budget.

Page 2 -116510927 Proposed Reclasse of a management position from Confidential Secretary to Chief of Staff resulting in an increase of \$5,000. – Duly Noted

Chairwoman Nacerino explained the District Attorney sent a very comprehensive memo which outlined the rationale for the upgrades for the four (4) Assistant District Attorneys (ADA). She stated District Attorney Tendy's requests were based on the new laws recently enacted by the New York State Legislature, which will be effective January 1, 2020, New Discovery Requirements. She stated District Attorney Tendy has stated his office is preparing training and seminars for staff and law enforcement agencies throughout the county in order to make sure that there is compliance with the new mandates, and that it is done without the need for additional funding and staff. She stated that District Attorney Tendy has reported that some the other District Attorney's throughout New York State have requested new positions and funding to meet the mandates.

Legislator Albano questioned if there will be a need for a lot of training.

District Attorney Tendy stated the first formal training session is taking place tomorrow. He stated that there has been some informal training done with outside attorneys. He stated there will be members of the Bar Association and members of the Legal Aid Society because they will all be able to access various portals that his Office set up.

Legislator Jonke stated he discussed this request with District Attorney Tandy. He stated that he is in support of this request. He agrees that these professionals need to be paid appropriately.

Chairwoman Nacerino stated that she understands the fiscal restraints on the county, but the salaries need to be competitive to obtain and retain the employees that we need to get the job done.

Legislator Montgomery stated that she would like to thank District Attorney Tandy for explaining and discussing his request with her. She stated that she understands the need to bring these salaries up. She stated that we are a smaller county, but these are employees with skills that could easily travel north and south a few miles and get a higher salary. She stated that she sees it very different, from the salaries of elected officials as opposed to those who are employees of the county and working to keep a county running efficiently and with great skills.

Coroners Dept. Page 3- 118510904 proposed Mgmt. - Confidential Secretary to Coroner Increase to Full- Time

Chairwoman Nacerino stated the Coordinator of Coroner's Dr. Nesheiwat explained to her that there is a need for an administrative person full- time to manage the workload in the Coroner's Office.

Coordinator of Coroners Dr. Nesheiwat stated the current employee is doing an outstanding job. He stated the current employee has archived a lot of the records back to 1902. He stated this employee has assisted in modifying all of the forms and monitors all of the reports from the Police Departments. He stated that he brought with him a list of the job responsibilities of said position.

Chairwoman Nacerino made a motion to waive the rules and accept the additional; Seconded by Legislator Jonke. All in favor.

Legislator Castellano questioned if it will be regular 9:00AM – 5:00PM hours.

Coordinator of Coroners Dr. Nesheiwat stated this person is available after official work hours to resolve issues that come up with the new mandated system, Electronic Death Registration System (EDRS). He stated that she will work 8:00AM – 4:00PM or 9:00AM – 5:00PM.

Legislator Montgomery stated that it sounds as though the work that is done has been made more efficient with the digitizing, and she understands this employee worked very hard to bring the Coroner's Department up to speed. She stated the employee may be well deserving of an increase. She stated however as residents keep leaving the county, and as stated by Dr. Nesheiwat in tonight's discussion there were less deaths this year, to date, versus past years. She stated she does not see Putnam County as a county with a lot of deaths, warranting this full-time position. She stated the position has been a part-time position for many years, and the work has been getting done. She stated that she has not heard from any of her constituents that there is any problem with getting information from the County Coroner's Office.

Coordinator of Coroners Dr. Nesheiwat stated in order to maintain what has been accomplished, it requires a full-time position. He stated if it is kept at a part-time position, traction on the progress made will drop.

Legislator Montgomery stated that she appreciates Dr. Nesheiwat's explanation. She understands the bureaucracy.

Health Department Pages 38- 49

Chairwoman Nacerino stated she will move on to the Health Department. She stated in the Personnel Committee the proposed reorganization of the Health Department was discussed. She stated Dr. Nesheiwat has proposed a structure for his department that allows his department to be more effective and efficient. She stated all of the reclassification, upgrades and new positions all support that vision being realized in the Health Department for 2020 and beyond.

Legislator Montgomery questioned the responsibilities of the proposed Reclassification to Senior Fiscal Manager page 38 – 401010910.

Commissioner of Health Department Dr. Nesheiwat stated in the next 1 -3 years there will be many employees with institutional knowledge leaving County Employment due to retirement. He stated he is trying to create a department where such transitions will occur, and the continuity of care will remain the same. He stated with the input from the Personnel Director and every Manager of the Health Department, along with the Fiscal Manager the conclusion was made that the Nurses will respond directly to him. He stated when it comes to Environmental issues; there is a Proposed Senior Public Health Services position to handle them. He stated that the proposed reclassification to Senior Fiscal Manager will be responsible for the fiscal and personnel matters for the department. He stated so there is not going to be one (1) person second in command. He stated there will be actually three (3) people who will be second in command.

Legislator Montgomery stated she does not agree this way a Health Department should be structured, this comment is nothing personal towards the employees proposed for the positions that Dr. Nesheiwat just spoke to. She stated this is not the structure of a functioning Health Department. She stated she is opposed to this proposed reorganization. She stated that she does not believe it will benefit Putnam County. She stated that she hopes she is proved otherwise. She stated there are many critical health issues that need to be addressed in Putnam County. She stated with that said she has not seen any innovative new programs in the Health Department.

Legislator Jonke stated in the three (3) years he has been a member of the Legislature he has been impressed with Dr. Nesheiwat's management of the county's Health Department. He stated he supports this proposed reorganization.

Chairman Nacerino echoed the sentiment of Legislator Jonke. She stated that she also supports the proposed reorganization.

Legislator Montgomery stated she has concerns with some of salaries of the higher level employees as in comparison to the larger counties around Putnam County.

Commissioner of Health Department Dr. Nesheiwat stated many of the higher salaries are related to the longevity of the employee. He stated in some instances the professional positions are not competitive and they are having a difficult time filling those positions.

Legislator Sayegh stated she believes the proposed re-organization is fiscally responsible and she appreciates the fact that it takes into consideration the future of the department. She stated that she supports the reorganization as well.

Legislator Montgomery stated she fully supports increasing the salaries and offer salaries to attract employees who would be doing the technical work of the Health Department.

Chairwoman Nacerino facilitated further discussion as the overview of the proposed Personnel positions of the Health Department continued. No changes were made to the 2020 Tentative Budget of the Health Department.

Legislator Montgomery stated for the record she wished that there had been more committee meetings to discuss this proposed reorganization. She stated it would have provided an opportunity for the public to be a part of the process. She stated she hopes it all works.

Commissioner of Health Department Dr. Nesheiwat stated these decisions were not made over night, there were meetings with many people. He stated just like Legislator Montgomery, he wants what is best for this County and this Health Department. He stated he feels confident that it will work out very well.

County Executive Page 4

Chairwoman Nacerino stated the Chief of Staff and the Confidential Secretary each have been cited to receive a \$5,000 increase. She stated again there will not be a Deputy County Executive position in the 2020 budget. She stated that is a huge savings both in salary and benefits. She stated the County Executive believes these two staff members are taking on more and more responsibilities as a result of not having a Deputy County Executive. She stated these two (2) employees have not skipped a beat and she supports the proposed increases.

Legislator Montgomery questioned how are these raises determined. She questioned if there are performance evaluations done. She questioned whose/what criteria was the County Executive's raise based on.

Finance Commissioner Carlin stated it is based on the fact that they work long hours and there is no Deputy. He stated so they all had to take on additional responsibilities.

Chairwoman Nacerino stated also these positions do not accrue any overtime, they do not accrue any longevity, they do not have all of the benefits that a union person might have. She stated often times they have to work weekends. She stated just like the Legislature's Office Staff who work above and beyond. She stated it was the County Executive's decision based on her assessment of her office to give these employees each a \$5,000 increase. She stated these

meetings are open to the members of the public. She stated the public can also attend the Public Hearing and make any comments they would like, on the record, related to the tentative 2020 budget. She stated that there is a raise in the 2020 tentative Budget for every elected official, with the exception of the Legislators for the third year. She stated this proposal by the County Executive speaks for itself. She stated anyone who has been in the County Executive's Office knows the work that is done by these two people, this proposal is well deserved and well overdue.

Legislator Albano stated it is the elected official's discretion. He stated the County Executive is using money that is in her budget. He stated like it was said there is no Deputy County Executive so obviously there are more responsibilities being placed on the other members of her staff.

Chairwoman Nacerino stated the same thing was approved in the District Attorney's Office without any questions or concerns.

Legislator Montgomery stated that she has questions and concerns about this category and that is why she is asking. She questioned Finance Commissioner Carlin as to the percentage of a raise that the County Executive will be receiving.

Finance Commissioner Carlin stated 2.5% cost of living amount (COLA), which is the same that every other management personnel received in the 2020 Tentative Budget.

Legislator Montgomery stated the Social Security COLA is 1.6% and the median household income in Putnam County is \$99,000. She stated that again, she believes this is an inflated salary. She stated this is an elected official, a public servant. She stated compared to Dutchess County, which has three times the population, that County Executive's salary is \$139,869.

Finance Commissioner Carlin stated there is a savings of \$150,000 by not having a Deputy County Executive.

Legislator Montgomery stated she would rather have a Deputy County Executive, because she has been waiting six (6) months for some of her memos to get answered.

Legislator Jonke questioned where Legislator Montgomery is getting her salary information from for the Dutchess County Executive.

Legislator Montgomery stated she has gotten it from See Through NY.

Legislator Jonke stated the information on that website is two (2) years old. He stated if you are going to be speaking about factual number comparisons, then you need to have the actual amounts. He stated that we have been listening to this for a couple of years. He stated Putnam's population is approximately 100,000 people and Westchester has 10xs that in population. He stated if you are suggesting that we make 10% of Westchester salaries because of the number of people we serve, he does not see how that makes any sense or the correlation that people try to derive from this.

Legislator Montgomery stated her correlation is that Putnam is a county with less than 100,000 people, going down to 98,000. She stated the Legislature will probably approve a salary for a Health Department, which had a whole category removed; but now the Commissioner of the Health Department is no longer responsible for that category, yet he will be getting a raise.

Legislator Jonke stated by doing what Commissioner Nesheiwat did, removing that category of service, it resulted in saving taxpayer dollars while providing better services to the constituents of Putnam County. He stated that he believes Commissioner Nesheiwat does deserve a raise.

Legislator Montgomery stated better services were not provided to her constituents and his workload was decreased by the elimination of the department and he will be getting a raise.

Chairwoman Nacerino stated she would like to return to the category of the County Executive's staff members. She stated the two (2) positions are in the tentative budget with a proposed \$5,000 increase each. She stated she will reiterate there is no Deputy County Executive and these two (2) women have taken on extra responsibilities and have done so seamlessly. She stated she supports the increases and notes that the salaries of each position are aligned with many other salaries with similar titles throughout the County. She stated a \$5,000 stipend was just approved for the District Attorney's Confidential Secretary to be a Chief of Staff. She stated she does not see any different logic proposed in the consideration, which is her opinion.

Finance Department Page 5

Finance Commissioner Carlin spoke to the Personnel he requested increases for in the Finance Department. He stated Putnam County is smaller than surrounding Counties. He stated as a result the Finance Office of Putnam County serves as the budget office and the finance office. He stated this requires overtime from his management employees to get all of the work done. He stated when management positions are filled by a new person the salary is usually reduced 10% from the salary that the outgoing employee was receiving. He stated in the case of the Payroll Manager position he reduced it even more than 10%. He stated the employee who left the Payroll Manager position was making approximately \$85,000. He stated he had the salary reduced to \$68,000. He stated the employee is proving themselves, so he requested the salary be raised to \$75,000, which is still less than the outgoing employee. He stated he may have been wrong cutting the salary so dramatically, but he did it to save the County money and it did for the first year. Commissioner Carlin stated additionally there is an increase for the Chief Deputy Commissioner of Finance, Deputy Commissioner of Finance. He stated there was also a union, CSEA, Reclass to Assistant Payroll Clerk. He explained this position would provide backup to the Payroll Manager.

Law Department Page 11 & Personnel Department Page 12

County Attorney Bumgarner stated she has done an overall evaluation of the needs of the County's Law Department in relation with the Personnel Department, in concert with County Law and Risk. She stated per past meetings and discussion with Personnel Director Eldridge and Susanne Kantor, who was a member of the Law Department, it was agreed that going back to a

traditional Risk Manager position would be in the best interest of the County. She explained from a Risk liability perspective an attorney can handle that part of the work. She stated however from an insurance perspective of the Risk matters, it would be best to have an employee with an insurance background who can make sure the County is adequately covered and is receiving the best price. She stated her proposed Risk Manager would directly manage the County's Safety Officer and all of the regulatory aspects of safety and risk, as well as the insurance work and the County's Workers Compensation case load.

Personnel Director Eldridge stated the Risk work was deconstructed in the County. He stated in the mid 1980's the County had a full-time Risk Manager who was a part of the Personnel Department. He stated because the county does a lot of self-insuring it made sense to move the Risk Manager along with a Secretary to the Law Department. He stated then the change was made to have a Senior Attorney for Risk and Compliance handle the work. He stated after all of the deconstruction and after many discussions it has been decided it makes the best sense to reconstruct a Risk Manager position. He stated the Personnel Department will continue to handle the insurance related to benefits, health, disability etc. He stated that there is a 207C panel that the Risk Manager along with the Personnel Director and the Sheriff would be a member of. He clarified since the former Senior Attorney for Risk and Compliance, left County Attorney Bumgarner has been filling in. He stated additionally the situation in the Personnel Department is that there are a lot more things that require investigation per New York State Laws. He stated when there is a situation that is beyond what he believes his department should handle, he will request that County Attorney Bumgarner get involved. He stated in addition, he has been Personnel Director for 42 plus years. He stated that he is working with the Administration to have a transition plan. He stated the work that is done in the Putnam County Personnel Department is very involved. He stated due to the size of Putnam, the Personnel Department does more things. He stated after taking a look at all of this, it became clear that there is a need for a second in command in the Personnel Department. He stated the new position that was proposed in his personnel budget, Deputy Personnel Officer, on page 12, would be given the responsibility of doing a lot of the investigations. He stated in looking from the view point of transition, responsibilities, remain compliant to the new laws from the State of New York and keeping the benefits side of the Risk work in the Personnel Department this is a joint decision and proposal for the Law – Risk Manager and the Personnel – Deputy Personnel Officer. He stated in moving forward for the benefit of the County it is believed this would be the proper format. He stated other counties have Personnel or Human Resources Divisions and Civil Service Divisions. He stated in Putnam County the Personnel Department handles it all. He stated he believes that is true that many Putnam County Department's wear two (2) or three (3) hats.

Chairwoman Nacerino stated for clarification that the two positions proposed and just discussed: page 11 Law – Risk Manager \$85,000 and page 12 Personnel – Deputy Personnel Officer \$80,000 would work in tandem with one another to compliment the duties and responsibilities. She stated that she believes there is an objective to possibly move the County's Personnel Department towards a Human Resources Department at some point.

Legislator Jonke questioned if these salaries are competitive.

Personnel Director Eldridge stated that we are hopeful.

Emergency Services Page 35

Commissioner Ken Clair stated that the proposed Director of Emergency Medical Services position salary was initially put in at \$65,000. He stated after further research it was found that salary was not competitive for the position and that is why there was a salary adjustment of \$5,000 requested. He stated that it is believed that \$70,000 would attract qualified candidates. He stated that they have been meeting with Personnel Director Eldridge on this.

Chairwoman Nacerino stated that she has no problem with the \$5,000 increase to make this a viable salary to attract a qualified candidate to this important position who will get the job done.

Commissioner Ken Clair questioned if he could discuss the Emergency Services Dispatcher position on page 37.

Chairwoman Nacerino stated he certainly could speak to his request. She stated for clarification the Emergency Services Dispatcher proposed position was not approved by the County Executive.

Deputy Commissioner Lipton stated back in 2013 there were 14 Dispatchers. He stated there was a vacancy that occurred because one of the Dispatchers left. He stated at that time the County Executive requested that they use the money from the vacant Dispatcher position to create a part-time pool of dispatchers rather than hiring a full-time dispatcher. He stated they have been trying to make that work. He explained that unfortunately because of a multitude of reasons it has not worked out. He spoke to the different obstacles. He stated over the six (6) years of trying to make this happen a lot of time and money has been spent on training and there has been more overtime incurred. He stated the 14th Dispatcher is known as a Float Position. He stated it is how it worked prior to 2013 and they would like to return to it.

Chairwoman Nacerino stated she is sure this argument was made to the County Executive on behalf of this proposed position however it appears she did not deem it necessary to include it in the Tentative Budget. She asked if Commissioner Carlin or Director Eldridge had any additional information. She stated if they do not she would recommend holding off on this because proposed changes would still be able to be made at the Thursday, October 17th Budget and Finance Meeting. She stated personally, she does not want to make a decision on this matter this evening. She stated she would like to find out more information.

Legislator Jonke requested that Commissioner Clair send a copy of the memo that he sent to the County Executive requesting this proposed 14th Dispatcher along with any supporting documentation.

Chairwoman Nacerino stated she would like to reserve the ability to take any action on this until there is more information found.

Commissioner Ken Clair stated he would really like this proposal to be considered. He stated that there is the proposal to have the Sheriff's dispatchers combined with his department. He stated the Sheriff's Department was approved to get two (2) additional Dispatchers. He stated that his Department is the 911 Call Center and he is trying to make this consolidation happen.

Legislator Montgomery questioned if this will be moved to the Budget and Finance meeting.

Chairwoman Nacerino stated it can be visited again at that time.

Legislator Montgomery questioned if there will be a conversation about it or should we exhaust the discussion here.

Chairwoman Nacerino stated she personally would not like to take any action this evening, pending finding out from the County Executive what her rationale was for not including the position in the tentative budget.

Legislator Montgomery stated that she is concerned by what she is hearing tonight. She stated she worked as a Dispatcher. She stated a lot goes into being a Dispatcher.

Legislator Jonke stated again he would like Commissioner Clair to provide the Legislature with a copy of his memo and backup speaking to his request for the 14th Dispatcher position to be included in Bureau of Emergency Services 2020 Budget.

Legislator Castellano stated the salary listed in the tentative 2020 budget showed the position salary as \$42,913. He stated what would it be with the fringe benefits.

Commissioner Carlin stated another 35-40% depending on if and the type of health insurance that is taken.

Legislator Castellano stated so if the 14th Dispatcher is approved the temp-line would be lowered by \$40,000. He stated that would bring the balance of the temp-line down to \$21,000.

Deputy Commissioner Lipton confirmed that is correct.

Legislator Castellano questioned additionally would they consider taking \$20,000 - \$25,000 from the department's overtime line. He explained the cost of the new position with the fringe benefits will come close to costing the County \$70,000.

Commissioner Ken Clair stated currently the overtime line has \$100,000 budgeted. He agreed, if the new Dispatcher position is approved, the overtime budget could be brought down to \$75,000.

Chairwoman Nacerino stated she would like to do some fact finding before any action is taken. She stated that these can be some of the considerations that will assist in making an informed decision.

Department of Social Services Page 57 and the Youth Bureau Page 84

Commissioner Piazza was present. There were no questions regarding what was presented in the 2020 Tentative Budget for the Department of Social Services and the Youth Bureau related to the Personnel.

Highways & Facilities Department Pages 54, 83 & 89

Chairwoman Nacerino explained on page 54 Reserve For Reclasses \$3,733 is funding that will be used appropriately in accordance with certifications that are obtained by the employees during the budgeted year.

Personnel Director Eldridge explained in this instance the Reclass is related to a Driver in the Highway Department who has not yet obtained his CDL.

Chairwoman Nacerino stated on page 54 there is a new Laborer position at a salary of \$40,816.

Legislator Jonke questioned if this new position is to address the maintenance of the County's Bike Path.

Deputy Commissioner of Highways & Facilities John Tully stated that will be the primary focus of the position.

Chairwoman Nacerino stated on page 89 stated there is a Reclass of a Vacant position from RMEO I to RMEO II with a salary adjustment for \$6,546.

Office For Senior Resources Pages 74, 77 & 78

Chairwoman Nacerino stated there was no representative from the Office of Senior Resources Department. She stated Personnel Director Eldridge will speak to any questions that may be presented. She stated that there is a new position of a Cook on page 77 at a salary of \$38,160.

Legislator Addonizio stated she spoke to Director Cunningham regarding this request. She stated he explained there is one Cook currently at the Carmel Senior Center. She stated Director Cunningham explained they need to have a backup.

Personnel Director Eldridge stated there are also new requirements that warrant a second Cook.

Commissioner Carlin confirmed that is what Director Cunningham presented to the Administration during the budget meeting.

Chairwoman Nacerino stated there is also a new CDL Driver position requested. She stated it is her understanding that it is because there is going to be a new route introduced for the Carmel Senior Center. She stated that position is on page 77 at a salary of \$40,816. She stated also there is a new Caseworker position on page 78 at a salary of \$67,633, for Unmet Needs, which is a 100% reimbursable position. She stated there is a salary increase of \$2,050 on page 74 for the Confidential Secretary and an increase of a typist position to 27.5 hours per week on page 74

resulting in a fiscal impact of an additional \$9,862. She stated that Director Cunningham has talked to them about the needs for the Office for Senior Resources department.

8:05p.m. In Executive Session

Chairwoman Nacerino made a motion to go into Executive Session to discuss Collective Bargaining; Seconded by Legislator Jonke. All in favor.

8:40p.m. Out Executive Session

Chairwoman Nacerino made a motion to come out of Executive Session; Seconded by Legislator Jonke. All in favor.

Chairwoman Nacerino stated no action had been taken.

Item #7 – Other Business -None

Item #8 – Adjournment

There being no further business at 8:40PM Chairwoman Nacerino made a motion to adjourn; Seconded by Legislator Jonke. All in favor.

Respectfully submitted by Deputy Clerk of the Legislature Diane Trubulsy