

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

Members: Chairman Jonke, Legislators Castellano & Nacerino

Thursday

September 5, 2024

(Health Meeting Immediately Followed)

The meeting was called to order at 6:01PM by Chairman Jonke who requested Legislative Counsel Firriolo lead in the Pledge of Allegiance. Upon roll call Legislators Castellano (arrived 6:05p.m.), Nacerino and Chairman Jonke were present.

Item #3 - Approval/Personnel Committee Meeting Minutes/ August 13, 2024

Chairman Jonke stated the minutes were accepted as submitted.

Item #4 - Approval/ Budgetary Amendment 24T259/ Request for an Upgrade of current Forensic Interviewer /Outreach Worker To a Coordinator of The Child Advocacy Center/ Commissioner Department of Mental Health, Social Services and Youth Bureau Sara Servadio

Chairman Jonke welcomed Deputy Commissioner of Mental Health, Social Services and Youth Bureau Nicolle McGuire to speak to this matter.

Deputy Commissioner of Mental Health, Social Services and Youth Bureau Nicolle McGuire stated a Forensic Interviewer is responsible for coordinating forensic interviews of children with the Child Advocacy Center. She stated the employee in the Forensic Interviewer position had coordinated all of the interviews with the Multidisciplinary Team (MDT) and had taken on a lot of additional responsibilities. She stated the Forensic Interviewer position is vacant, and they are requesting to upgrade the Forensic Interviewer /Outreach Worker position to a Coordinator of the Child Advocacy Center. She spoke to the responsibilities of the upgraded position. She stated this position is 100% funded from two (2) grants, OCFS (Office of Children and Family Services) and OVS (Office of Victim Services).

Chairman Jonke questioned how it is measured that the caseloads are increasing and is there a reason for the increase.

Deputy Commissioner of Mental Health, Social Services and Youth Bureau Nicolle McGuire stated for 2024 to date, there have been over 500 CPS (Child Protective Services) Reports. She stated it is her opinion that there is more awareness, more outreach, and more reporting, resulting in more cases and is why they are requesting this upgrade.

Legislator Nacerino stated that she believes this is very important to do. She stated there are a lot of moving parts and players involved in the success of all of the work that is done in this in this department.

Deputy Commissioner of Mental Health, Social Services and Youth Bureau Nicolle McGuire stated part of the program is the “Handle With Care”. She explained it is a program that provides notification to the School Officials if there is an incident that occurs at a student’s residence involving EMS and/or Law Enforcement.

Chairman Jonke made a motion to Approve Budgetary Amendment 24T259/ Request for an Upgrade of current Forensic Interviewer /Outreach Worker To a Coordinator of The Child Advocacy Center; Seconded by Legislator Nacerino. All in favor.

Item #5 - Approval/ Budgetary Amendment 24T262/ Increase of Temporary Budget Line/ Youth Bureau Director Janeen Cunningham

Chairman Jonke introduced Youth Bureau Director Cunningham to speak to this item.

Youth Bureau Director Cunningham stated a Youth Bureau staff member will be out on Maternity Leave come November 2024. She stated the members of the Youth Bureau Department are very excited for her. She stated this request is to transfer money from this individual’s salary to a Temporary Budget Line so they can keep the programs running. She stated there would be no fiscal impact to the County’s budget.

Chairman Jonke made a motion to Approve Budgetary Amendment 24T262/ Increase of Temporary Budget Line; Seconded by Legislator Nacerino. All in favor.

Item #6 - Approval / Fund Transfer 24T264/ Reclassification Request of Lieutenant’s Position To Deputy Sheriff First Sergeant Position / Sheriff Kevin McConville

Chairman Jonke introduced Sheriff McConville to speak to this item.

Sheriff McConville stated at present as the Lieutenant position is constituted it is extremely unattractive to any member of the Sheriff’s Office. He stated it is a managerial position, the rate of pay is such that a Sergeant or First Sergeant could potentially make more by working overtime. He stated there is no compensatory time attached to the position, and there is no Union representation. He stated traditionally in Law Enforcement, Lieutenant positions have been Union oriented and then the next promotion, which would be Captain, would put the individual into a management position. He stated they have an expired list with three (3) names on it. He stated they approached those individuals and asked if another exam were given would they be interested. He stated they also queried other Sergeants that would be potentially eligible to take the Civil Service Exam, in short, the answer was no, the position is unattractive as it is presently designed. He stated they have met with members of the Personnel Department and Finance Department and that is why they are making this request to reclassify the position to

First Sergeant. He explained that it is a much more viable position. He stated there are Union benefits associated to a First Sergeant position. He stated there are approximately six (6) candidates who are available to be interviewed for a First Sergeant position. He stated this will allow them time to address the challenges of the Lieutenant position and address it in the 2025 Budget process.

Chairman Jonke questioned if the Sheriff's Department has time to get this matter to the Administration in time for the Tentative 2025 Budget.

Sheriff McConville stated no. He stated that is why he discussed this with members of Finance and Personnel, and that is why they are requesting this reclassification.

Chairman Jonke questioned what some of the recommendations would be to make the Lieutenant's position more attractive.

Sheriff McConville stated one of the big concerns is health benefits. He stated Health Insurance is a huge matter in the contractual conversations with both Corrections and the PBA. He stated salary is a factor, as it relates to the ability to make some overtime. He continued to speak to the matters.

Legislator Nacerino stated that she hopes this challenge can be addressed. She stated the discussions have been going on since she first became a Legislator. She stated when you have a staff who are looking for a line of succession, but it is not economically advantageous for them to move into this upper management/classes, because they lose the Union benefits, the overtime and the comp time that needs to be reviewed. She stated she hopes this can be resolved and the fine employees of the Sheriff's Department can be retained and not lose them to other agencies.

Sheriff McConville stated it is a matter that requires a thorough review of the proper actions because of the different layers that are involved.

Legislator Castellano requested clarification that there is a Lieutenant who has taken a demotion, and then rather than leave the Lieutenant position vacant the request is to switch it to a First Sergeant Position.

Sheriff McConville stated that is correct. He stated they are requesting approval to reclassify the Lieutenant position to a First Sergeant Position.

Legislator Ellner questioned, in addition to the issue with the salary, is the Lieutenant position medical contribution higher than that of the Deputies.

Sheriff McConville confirmed that is correct.

Legislator Montgomery requested clarification that the First Sergeant Position is eligible for overtime.

Sheriff McConville stated that is correct.

Legislator Montgomery stated that there will be additional costs with a First Sergeant Position due to the fact that the position is eligible for overtime, education etc.

Sheriff McConville stated those are minimal expenses that have been weighed against the fact that no one is willing to take the Lieutenant position.

Chairman Jonke stated Sheriff McConville has identified an issue that needs to be resolved.

Legislator Nacerino stated this issue is not unique to the Sheriff's Department. She stated there are CSEA employees who are making higher salaries than Managers, and in some cases are up for a Managerial position, but have declined because it is not advantageous for them for the same exact reasons discussed this evening, loss of overtime, loss of longevity, etc.

Chairman Jonke made a motion to Approve/ Fund Transfer 24T264/ Reclassification Request of Lieutenant's Position to Deputy Sheriff First Sergeant Position; Seconded by Legislator Nacerino. All in favor.

Item # 7 - Approval/ Fund Transfer 24T265/ Fill Position for Receptionist at Putnam Valley Friendship Center, Equivalent to Positions Existing at 3 other Office for Senior Resource's Sites/ Director of OSR Michael Cunningham

Chairman Jonke stated OSR Director Michael Cunningham was not present. He stated he will be making a motion to approve and move this to the Audit & Administration Committee Meeting. He stated if there are any questions regarding this request, we can get them answered before the Audit & Administration Meeting.

Chairman Jonke made a motion to Approve/ Fund Transfer 24T265/ Fill Position for Receptionist at Putnam Valley Friendship Center, Equivalent to Positions Existing at 3 other Office for Senior Resource's Sites; Seconded by Legislator Castellano. All in favor.

Item #8 – FYI/ Accident Report – Duly Noted

Item #9 – FYI/ Incident Report – Duly Noted

Item #10 – Other Business – None

Item #9 – Adjournment

There being no further business at 6:23PM Chairman Jonke made a motion to adjourn; Seconded by Legislator Nacerino. All in favor.

Respectfully submitted by Deputy Clerk Diane Trubulsky.