

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

Members: Chairman Jonke, Legislators Castellano & Nacerino

Tuesday

December 10, 2024

(Immediately Followed the 6:15p.m. Special Full Meeting)

The meeting was called to order at 6:44PM by Chairman Jonke who requested Legislative Counsel Firriolo lead in the Pledge of Allegiance. Upon roll call Legislators Castellano, Nacerino and Chairman Jonke were present.

Item #3 - Approval/ Local Law Establishing the 2025 Salary of Certain Elected Officials Serving for Fixed Terms

Chairman Jonke made a motion to Waive the Rules and Accept the Additional; Seconded by Legislator Nacerino. All in favor.

Legislator Ellner stated for the record, as a Legislator he has refused the Cost-of-Living Adjustment (COLA) increases. He explained that he has sent a letter to the Commissioner of Finance stating he will maintain the same salary he had from when he was first elected.

Legislator Crowley stated she will be doing the same.

Chairman Jonke made a motion to Approve Local Law Establishing the 2025 Salary of Certain Elected Officials Serving for Fixed Terms; Seconded by Legislator Nacerino. All in favor.

Item #4 - Approval/ Local Law Establishing the 2025 Salaries of Certain Appointed Officers Serving for Fixed Terms

Chairman Jonke made a motion to Waive the Rules and Accept the Additional; Seconded by Legislator Nacerino. All in favor.

Chairman Jonke made a motion to Approve Local Law Establishing the 2025 Salaries of Certain Appointed Officers Serving for Fixed Terms; Seconded by Legislator Castellano. All in favor.

Item #5 - Approval/ 2025 Salaries for Officers and Employees Paid from County Funds

Chairman Jonke made a motion to Approve 2025 Salaries for Officers and Employees Paid from County Funds; Seconded by Legislator Nacerino. All in favor.

Item #6 - Approval/ Fund Transfer 24T466/ Cover September through December 2024 Overtime Costs incurred due to Correction Officer (CO) Vacancies/ Sheriff Kevin McConville

Chairman Jonke requested Sheriff McConville speak to his request.

Sheriff McConville stated they have eight (8) CO vacancies. He stated they are having great difficulty filling them. He spoke to the actions they are taking to try to find candidates. He stated many of the applicants have not been able to get past the background check. He stated they are working with the Personnel Office to amend the background process, to reduce expending funds on the background checks. He stated the fund transfer request is to use unused salary funds to cover the Overtime that has occurred due to the vacancies. He explained they are required to maintain certain staffing in specific situations. He continued to speak to some of the current scenarios.

Legislator Castellano stated it is such an unpredictable component, that there is really no way to plan ahead for it. He stated it is good to see that this request has a zero fiscal impact.

Legislator Ellner questioned if the Sheriff believed if the cost of the County's Health Insurance employee contribution was reduced would that help in attracting candidates.

Sheriff McConville confirmed that he believed that would help.

Chairman Jonke made a motion to Approve Fund Transfer 24T466/ Cover September through December 2024 Overtime Costs incurred due to Correction Officer Vacancies; Seconded by Legislator Nacerino. All in favor.

Item #7 - Approval/ Budgetary Transfer 25T001/ Funding for 2025 Salary and Benefit Costs Pursuant to the Ratified Contract Settlement Between Putnam County and Putnam County Sheriff's Employees Association, Inc. (PCSEA)/ Commissioner of Finance Michael Lewis

Chairman Jonke stated Commissioner of Finance Lewis was not present. He requested that Sheriff McConville speak to this agenda item.

Sheriff McConville stated a fair and equitable contract was negotiated very quickly for both the County and the Correction Employees. He recognized and thanked all those who contributed, Personnel Officer Eldridge, the Sheriff's Office Legal Counsel and County Executive Byrne's Administration and the PCSEA. He stated they realized collectively that financial changes needed to be made to the Correction Officer positions to make it more attractive to those seeking employment in the Corrections Field.

Legislator Nacerino stated for the record the monies were encumbered in advance in anticipation of a settlement of the contracts.

Chairman Jonke made a motion to Approve Budgetary Transfer 25T001/ Funding for 2025 Salary and Benefit Costs Pursuant to the Ratified Contract Settlement Between Putnam County and Putnam County Sheriff's Employees Association, Inc; Seconded by Legislator Castellano. All in favor.

Item #8 - Approval/ Budgetary Transfer 25T002/ Department of Mental Health (DMH)/ DMH 2025 Budget Funding for the Purpose of Training Newly Hired Children’s SPOA (Single Point of Access) Coordinator/ Commissioner DSS, Mental Health and Youth Bureau Sara Servadio

Commissioner DSS, Mental Health and Youth Bureau Sara Servadio stated an employee who has been the only person to hold the Children’s Mental Health Coordinator position, will be retiring. She stated they have recruited a local worker to fill said position. She stated this is a request for funds to pay the incumbent to come in on a part-time basis through to the end of February to assist with training and the transition on the new employee.

Chairman Jonke stated he wanted to clarify that this is a request that would affect the 2025 budget.

Chairman Jonke made a motion to Approve Budgetary Transfer 25T002/ Department of Mental Health (DMH)/ DMH 2025 Budget Funding for the Purpose of Training Newly Hired Children’s SPOA Coordinator; Seconded by Legislator Nacerino. All in favor.

Item #9 – FYI/ Accident Report – Duly Noted

Item #10 – FYI/ Incident Report – Duly Noted

Item #11 – Other Business

**a. Approval/ Budgetary Amendment 25T003/ Change the Title on Vacant Position at the Request of the Director of Information Technology
Thomas Lannon**

Director of Information Technology Thomas Lannon stated this request is because the title of the position no longer matched the responsibilities of the position. He stated the request of the position be reclassified from an Account Clerk position to an Information Technology Operations Assistant position. He stated that is an established position the County already has. He stated the reclassified position would start at a Grade 8 Step 1.

Legislator Castellano questioned if there is a candidate for the reclassified position.

Director of Information Technology Thomas Lannon stated they do not have a candidate yet.

Legislator Castellano questioned if this position requires an exam.

Director of Information Technology Thomas Lannon stated it does require an exam, and there is no established list of candidates right now.

Chairman Jonke made a motion to Approve Budgetary Amendment 25T003/ Change the Title on Vacant Position; Seconded by Legislator Castellano.

**b. Verbal Update/ Interim Commissioner of Health/ Public Health Director/
Personnel Officer Paul Eldridge**

Chairman Jonke made a motion to Waive the Rules and Accept the Other Business; Seconded by Legislator Castellano. All in favor.

Personnel Officer Paul Eldridge stated he wanted to provide an update on the leadership in the County's Health Department. He stated as everyone is aware Dr. Michael Nesheiwat has been serving as the Interim Commissioner of Health for Putnam County. He stated they have not been successful in recruiting a physician to replace Dr. Nesheiwat. He stated so they advertised for both a Commissioner of Health and a Public Health Director, which the Legislature was notified about that. He stated a County with less than 250,000 population are not required to have a Commissioner of Health. He stated any candidate for either position must be vetted through the New York State Department of Health, which takes approximately one (1) month. He stated there was a top candidate for the Public Health Director of which interviewed with the County Executive, and Dr. Nesheiwat who both concurred that the individual was an excellent choice. He stated all the necessary paperwork was submitted to the New York State Department of Health. He stated on December 5th they received a response from the Commissioner of the New York State Department of Health stating said candidate was fully vetted and qualified and they supported the appointment of the individual. He stated the practical issue is this occurred after the approval of the 2025 budget, and the title in said budget is Commissioner of Health. He stated the current Interim Commissioner of Health, Dr. Nesheiwat, is able to continue in that role, he will continue until such time they are able to bring forward the individual who would fill the Public Health Director position. He stated the title change in the 2025 budget, cannot be done until 2025. He clarified the funding was accounted for in the 2025 budget. He stated as a reminder, if a County has a Public Health Director, there also needs to be a medical consultant. He stated the medical consultant will be Dr. Nesheiwat and the required funding to cover that was planned for and approved. He stated the Medical Consultant could be a position or a contracted position. He stated they will come to the Legislature in 2025 with this request.

Chairman Jonke suggested once the Chairperson to the Legislature is appointed at the 2025 January Organizational meeting, a memorandum requesting the matter be addressed by the Personnel Committee be submitted to the Legislature.

Legislator Nacerino questioned in the Medical Consultant position, which Dr. Nesheiwat will fill, will it be full-time or on a per-diem basis.

Personnel Officer Eldridge stated it would be a part-time position.

Legislator Nacerino requested the exact title of the new position be stated and will the salary be the same as the salary Dr. Nesheiwat has been receiving as the Interim.

Personnel Officer Eldridge stated the position title is Public Health Director, the salary will be lowered. He stated with this change the estimate is that there will be an approximate \$50,000 savings to the County.

Legislator Ellner questioned if Dr. Nesheiwat in the new position of Medical Consultant position would be considered Part- Time or Less than Full- Time. He explained he is asking that in relation to if he would be receiving benefits.

Personnel Officer Eldridge stated Dr. Nesheiwat needs to decide if he will be retiring or continue as an employee, that has not been confirmed as of yet.

Legislator Montgomery questioned how long the appointment of the Public Health Director is.

Personnel Officer Eldridge stated per Public Health Law section 351.5, it is a six (6) year term.

Item #12 – Adjournment

There being no further business at 7:09PM Chairman Jonke made a motion to adjourn; Seconded by Legislator Nacerino. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.