

**PERSONNEL COMMITTEE MEETING
40 Gleneida Avenue Room #318
Carmel, NY 10512**

Committee Members: Chairman Jonke, Legislators Castellano & Nacerino

Tuesday

December 12, 2023

(Immediately Followed 6:30p.m. Rules Mtg.)

The meeting was called to order at 6:35p.m. by Chairman Jonke who requested Legislator Castellano lead in the Pledge of Allegiance. Upon roll call Legislators Castellano, Nacerino and Chairman Jonke were present.

Item #3 - Acceptance/Personnel Committee Meeting Minutes – October 16 & November 14, 2023

Chairman Jonke stated the minutes were accepted as submitted.

Item #4 - Approval/Local Law Establishing the 2024 Salary of Certain Elected Officials Serving for Fixed Terms

Chairman Jonke stated this is done on an annual basis.

Legislator Ellner stated that he refused the COLA increase, therefore he believes the amount listed for his salary needs to be corrected.

Chairman Jonke stated the Local Law information is correct. He explained the salary listed is what was approved and is in the 2024 budget. He stated the salary you accept will be different based on your letter to the Commissioner of Finance.

Legislator Montgomery questioned the wording “Serving for Fixed Terms” which is in the title of the Local Law. She stated that she reads that to say the elected official is given a salary at the start of their term and that is the salary throughout that position’s term.

Chairman Jonke stated the salary is an annual salary, the term referenced is longer than a year.

Legislator Montgomery stated that she believes language is important. She stated she believes the way this is currently written implies an elected official is accepting the salary for their fixed term.

Chairman Jonke stated he believes the wording to be clear in that the verbiage includes “elected for a fixed term”.

Chairman Jonke made a motion to Approve Local Law Establishing the 2024 Salary of Certain Elected Officials Serving for Fixed Terms; Seconded by Legislator Castellano. All in favor.

Item #5 – Approval/Local Law Establishing the 2024 Salaries of Certain Appointed Officers Serving for Fixed Terms

Chairman Jonke made a motion To Waive the Rules and Accept the Additional Revised Local Law Establishing the 2024 Salaries of Certain Appointed Officers Serving for Fixed Terms; Seconded by Legislator Nacerino. All in favor.

Chairman Jonke questioned if there is a discussion on the Additional item.

Legislator Gouldman questioned what was revised.

Chairman Jonke stated the salary of the Commissioner of Social Services/Mental Health/Youth Bureau position salary was revised. He stated the original document that was part of the backup for this item has the salary of the previous Commissioner. He stated the salary for the recently hired Commissioner is less.

Legislator Montgomery questioned why this salary is being reduced. She stated she believes there have been past scenarios where a new hire was brought into the position at the current salary.

Chairman Jonke stated this is a matter that was addressed and negotiated by the County Executive with the candidate who was selected to fill the position.

Legislator Montgomery questioned will the salary be brought up to what it was at some point, because that has been done in the past.

Chairman Jonke stated that is not what is in front of the Committee tonight. He recommended Legislator Montgomery contact the County Executive on this matter and her concerns.

Chairman Jonke facilitated further discussion on this matter.

Personnel Officer Eldridge stated typically when a new person is hired in a management level position the rule of thumb has been to reduce the salary by 10%. He stated the outgoing Commissioner, Mike Piazza, was with the County 43 years. He stated the new Commissioner was aware of the former Commissioner's salary and of the salary that was being offered to her. He stated there is an exception sometimes if there is a problem with recruitment to fill a position. He stated that was not the case in this matter.

Legislator Montgomery stated she believes this is a blatant inconsistency.

Chairman Jonke made a motion to Approve the Amended Local Law Establishing the 2024 Salaries of Certain Appointed Officers Serving for Fixed Terms; Seconded by Legislator Castellano. All in favor.

Item #6 - Approval/ 2024 Salaries for Officers and Employees Paid from County Funds

Chairman Jonke made a motion to Approve the Local Law Establishing the 2024 Salaries for Officers and Employees Paid from County Funds; Seconded by Legislator Nacerino. All in favor.

**Item #7 - Approval/ Fund Transfer 23T396/ To Properly Allocate To Cover Overtime Expenses Thru through the End of the Year for the Department of Public Works (DPW) / DPW
Commissioner Thomas Feighery**

Chairman Jonke stated there is no fiscal impact with this request.

Chairman Jonke made a motion to Approve Fund Transfer 23T396/ To Properly Allocate To Cover Overtime Expenses Thru through the End of the Year for the Department of Public Works (DPW); Seconded by Legislator Nacerino. All in favor.

**Item #8 - Approval/ Fund Transfer 23T454/ Reclass in the Department of Real Property Two (2) Positions to Senior Office Assistant Effective November 1, 2023/ Director of Real Property
Trish Mcloughlin**

Chairman Jonke stated this is something that should have been done a very long time ago. He stated these two (2) employees have worked very hard and have never received an adjustment.

Legislator Montgomery stated Director of Real Property Trish Mcloughlin spoke to this during the 2024 budget process. She stated that she agrees it is well overdue.

Chairman Jonke stated over the years he has had a great deal of interaction with that Department. He stated these two (2) employees go above and beyond.

Chairman Jonke made a motion to Fund Transfer 23T454/ Reclass in the Department of Real Property Two (2) Positions to Senior Office Assistant Effective November 1, 2023; Seconded by Legislator Nacerino. All in favor.

**Item #9 - Approval/ Fund Transfer 23T459/ Funds to Cover Overtime for the County's 911 Dispatch Center for the remainder of December 2023/ Bureau of Emergency Services
Commissioner Robert Lipton**

Chairman Jonke invited Bureau of Emergency Services Commissioner Lipton to speak to this request.

Bureau of Emergency Services Commissioner Lipton stated earlier in the year they did move money to cover overtime, because of all of the training that is being conducted with the new hires in the department. He stated unfortunately another dispatcher left, which is resulting in the need for overtime that was not anticipated.

Chairman Jonke questioned why a fiscal impact of \$50,000 is shown on the fund transfer. He stated he would think the budgeted money from the vacated lines could be used to cover the Overtime.

Auditor Michele Sharkey stated Chairman Jonke is correct. She stated there would be no fiscal impact.

Legislator Castellano questioned how many vacancies there are.

Bureau of Emergency Services Commissioner Lipton stated there are four (4) trainees and three (3) vacancies.

Personnel Officer Eldridge stated the New York State Department of Civil Service, Municipal Services Division (MSD) recently announced the Hiring Emergency Limited Placement Program (HELP Program). He explained this is a temporary program to help local government employers address the current staffing issues for critical health and safety titles. He stated it will streamline the hiring process.

Chairman Jonke made a motion to Approve Fund Transfer 23T459/ Funds to Cover Overtime for the County's 911 Dispatch Center for the remainder of December 2023; Seconded by Legislator Nacerino. All in favor.

Item #10 - Approval/ Fund Transfer 24T001/ Reclass Caseworker Position to Sr. Caseworker Position/ The Department of Social Services (DSS)/ Commissioner of Department of Mental Health, Social Services and Youth Bureau Sara Servadio

DSS Fiscal Manager Kristen Wunner explained this position was approved to be in the 2023 budget. She stated due to the lack of a list of eligibility the position was not filled. She stated in the summer of 2023 an exam was given and the list of eligibles is available. She stated in 2024 the County would like to fill the upgrade of the Caseworker Position to a Senior Caseworker Position in 2024.

Chairman Jonke requested clarification as to when the start date would be.

DSS Fiscal Manager Kristen Wunner stated January 2024.

Personnel Officer Paul Eldridge stated the position was erroneously removed from the DSS budget.

Chairman Jonke questioned if the person being promoted is a current employee.

Personnel Officer Paul Eldridge stated that is correct.

Chairman Jonke made a motion to Approve Fund Transfer 24T001/ Reclass Caseworker Position to Sr. Caseworker Position; Seconded by Legislator Castellano. All in favor.

Item #11 - Approval/ Budgetary Amendment 24A001/ NYS Department of Health Public Health Infrastructure Workforce and Data Systems Grant/ New Position Contingent on Renewal of the Grant Beyond 11/30/2027/ Senior Fiscal Manager of the Health Department William Orr

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

Chairman Jonke stated the additional is an amended budgetary to reflect the correct title on the Budgetary Amendment 24001. He stated the correct title of the position is: "Quality Improvement/ Program Management Coordinator". He stated that he did speak today with Fiscal Manager William Orr, who was unable to be in attendance this evening. He explained this is the Grant that was presented to the Personnel Committee back in July of 2023. He stated that the plan was to hire four (4) part-time positions funded by this grant. He stated they were not able to attract part-time employees. He stated so they have hired one (1) full-time employee. He stated this budgetary request is to consolidate the funding to pay for two (2) full-time positions for the length in which this grant is in place which is until November 30, 2027. He stated the annual salary will be \$79,031.

Chairman Jonke made a motion to Approve the Amended Budgetary Amendment 24A001/ Seconded by Legislator Nacerino. All in Favor.

Item #12 – FYI/ Accident Report – Duly Noted

Item #13 - FYI/ Incident Report – Duly Noted

Item #14 - Other Business- None

Item #15 - Adjournment

There being no further business at 6:54PM Chairman Jonke made a motion to adjourn; Seconded by Legislator Castellano. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.