

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

Members: Chairman DiCarlo, Legislators Gross and Nacerino

Tuesday **August 13, 2013**

(Immediately Following the Health Meeting.)

The meeting was called to order at 7:00 p.m. by Chairman DiCarlo who requested Legislator Gross lead in the Pledge of Allegiance. Upon roll call, Chairman DiCarlo and Legislators Gross and Nacerino were present.

Item #3) Approval/Personnel Committee Meeting Minutes: April 10, 2013, May 22, 2013 & June 11, 2013

The minutes were approved as submitted.

Item #4) Testimonials/Participants of the "Putnam Invest in Leaders of Tomorrow (P.I.L.O.T.)"

Director of Personnel Paul Eldridge introduced three interns that took advantage of the P.I.L.O.T. program, Caitlyn Baranowski, who worked in the District Attorney's office, Jason Hecker, who worked in the Historian's office, and Leah Gargano, who worked in the County Clerk's office.

Chairman DiCarlo asked them what they thought they had gained from their internship and how they thought their internship went.

Caitlyn Baranowski stated she was grateful for the experience. She stated that she hopes to be a prosecutor and gained great court room experience. She stated that she became familiar with PCMS, their online database. She stated that she gained practical skills that she is sure she can use during her gap year before entering law school.

Jason Hecker stated that his experience was enjoyable and worthwhile. He stated that he learned a lot during his time spent in the Historian's office.

Leah Gargano stated that it was great to be able to apply what she had learned in school to real life right in her hometown. She stated she was able to do a little bit of everything in the County Clerk's Office. She stated that she is very thankful to have had this experience.

Chairman DiCarlo asked if the interns had any suggestions of what to do differently or better as this is the first year the program has been in place.

Caitlyn Baranowski stated the application process was very user friendly.

Jason Hecker stated he found it by chance and suggested making it better known.

Chairman DiCarlo stated that he would like to track this to see who comes back to Putnam County to work.

Leah Gargano stated that First Deputy County Clerk Michael Bartolotti asked her to come back in December over her winter break, which she is very excited about.

Legislator Nacerino stated that this is how First Deputy County Clerk Michael Bartolotti began his career. She stated that this is a program that has come back as her children went through it and worked in different departments as well. She stated that having this internship is an asset for their career.

Rebecca Wittenberg of the Health Department stated she was the supervisor of the PILOT interns. She stated it was a fabulous experience and the interns exceeded their expectations.

Legislator Gross stated this is a great program and he understands how important programs like these are for young adults.

County Executive MaryEllen Odell stated her thankfulness toward Director of Personnel Paul Eldridge. She stated that Department heads reported the interaction between personnel was excellent. She stated that there is a genuine enthusiasm in expanding the program as the interns did real work.

Item #5) Approval/Re-Appointment/Director of Real Property Tax Services/L. Johnson

Legislator Gross made a motion to approve the re-appointment; Seconded by Legislator Nacerino. All in favor.

Item #6) Approval/Fund Transfer (13T164)/Department Social Services/Coverage due to Maternity Leave

Legislator Gross made a motion to approve Fund Transfer 13T164; Seconded by Legislator Nacerino. All in favor.

Item #8) Update/Bureau of Emergency Services & Office of Emergency Management Proposed Reorganization

Deputy County Executive Bruce Walker stated that in April they met with stakeholders in the community. He stated that they looked in the Charter to find out what the scope of the Bureau of Emergency Services was and they found that Information Technology was an outlier. He stated that as they investigated why it was there, they realized the

budget was separate and was not streamlined into the Emergency Services budget. He stated that an area that is a liability for them is the IT/GIS component. He stated that by the beginning of this year, 2013, they were supposed to have identified and GISed their conveyance system. He stated that they met with the DEC and they have given them additional time. He stated that Director of IT/GIS Tom Lannon moved the location of the IT/GIS offices as to not interfere with the Bureau's.

Legislator Nacerino stated she was surprised that the move of Director Lannon was not taken up with the Legislature. She stated that Director Lannon is still under the Commissioner of the Bureau of Emergency Services Adam Stiebeling. She questioned how that working relationship is going to work.

Commissioner Stiebeling stated that Director Lannon does not have any Emergency Services responsibilities.

Legislator Nacerino questioned why the Personnel Committee was not notified of restructuring and shifting responsibilities.

Deputy County Executive Walker stated he understood and the thought would be addressed during the budget process.

Legislator Nacerino stated she respectfully disagreed. She stated the Legislature should have been notified.

Chairman DiCarlo asked that as a part of the budget process, if they would provide a cost analysis and benefit of the changes.

Legislator LoBue stated she agreed with Legislator Nacerino. She stated that she was a part of the healthy discussion with the Deputy County Executive in April. She stated that she was disappointed to find out afterwards. She questioned if Director Lannon was still receiving pay for his role in Emergency Services.

Commissioner Stiebeling stated that in 2008 when the maps needed to be incorporated to Emergency Services, Director Lannon came to help but the budget remained separate.

Legislator LoBue asked if Director Lannon received additional pay.

Commissioner Stiebeling stated that Director Lannon was not receiving anything additional from Emergency Services.

Legislator Oliverio stated that if Director Lannon's salary was coming from two departments, it should be reduced as he is currently in only one department now.

Deputy County Executive Walker stated they are looking to eliminate the aggregation of salaries.

Legislator Oliverio stated that the problem is that the Legislature does not know what is going on and this keeps happening.

Deputy County Executive Walker stated he disagreed. He stated that the Charter gives day to day responsibility to the County Executive.

Legislator Oliverio stated that this is something they should be aware of through the Personnel Committee.

Chairman DiCarlo stated the issue of lack of communication gets the government into trouble.

Legislator Nacerino stated this was not a bad move, but it is a professional courtesy for the Legislature to know. She questioned that it would be discussed in the budget process is for 2014 yet the change was already made in 2013.

Legislator Othmer stated this is a chain of command issue. He stated that Director Lannon, as IT, serves every department in the County. He stated that when he was in Emergency Services, in order to get IT service, a department needed to go through Emergency Services to get to him and now he is in this own department.

At 7:30 P.M., Chairman DiCarlo made a motion to go into Executive Session to discuss personnel matters; Seconded by Legislator Nacerino. All in favor.

At 8:10 P.M., Chairman DiCarlo made a motion to come out of Executive Session; Seconded by Legislator Nacerino. All in favor.

No action was taken.

Item #7) Update/Personnel Matter /Putnam County Health Department was discussed in the Executive Session referenced above along with Item #8.

Item #9a) Dated: June 20, 2013 From: County Executive Odell To: Chair of Personnel Committee DiCarlo & Chair of Putnam County Legislature Othmer Re: Commissioner of Planning, Development and Public Transportation Advertisement/FYI

County Executive Odell stated that former Commissioner of Planning Anthony Ruggiero has offered to help conduct the interviews when it comes time. She stated that consulting firms are responding to the application and that interviews will be set up very soon.

Item #10a) Other Business - Brewster as Opportunity Area

County Executive Odell stated because of the acceptance of Brewster as an Opportunity Area, they now have a partnership with Peekskill.

There being no further business, at 8:15 p.m., Legislator Gross made a motion to adjourn; Seconded by Legislator Nacerino. All in favor.

Respectfully submitted by Beth Green, Administrative Assistant.