

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

**Members: Chairwoman Nacerino, Legislators Castellano and Tartaro**

**Wednesday**

**August 20, 2014**

**The meeting was called to order at 5:30p.m. by Chairwoman Nacerino who requested Legislative Counsel Van Ross lead in the Pledge of Allegiance. Upon roll call, Chairwoman Nacerino and Legislators Castellano and Tartaro were present.**

**Item #3) Approval/Personnel Committee Meeting Minutes/July 15, 2014**

Chairwoman Nacerino stated that the minutes were accepted as submitted.

**Item #4) Discussion/Approval/Vacancy/Putnam County Coroner  
4a.) 2013 & 2014 Coroners Activity Report**

Chairwoman Nacerino stated present this evening to address this topic is Dr. Michael Nesheiwat, Putnam County Coroner and Coordinator.

Dr. Nesheiwat stated that he would like to begin by introducing his Confidential Secretary, Laureve Wilson. He stated that she has been working since January 2014 in the Office of the Coroner and has been doing a great job. He stated per the written request of Personnel Chair Nacerino he did send the 2013 & 2014 Coroners Activity Report, however the copy that was sent, has been updated to date. He submitted an updated report for acceptance by the Committee.

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

Legislator Oliverio requested that the Committee go into Executive Session to discuss personnel matters relating to the Office of the Coroners.

Chair Nacerino stated she would agree to Legislator Oliverio's request. However she stated she will begin by providing Dr. Nesheiwat an opportunity to provide information on the material that he submitted to the Committee.

Dr. Nesheiwat stated in the packet he provided the 2014 statistics show that there have been 49 autopsies, year to date. He stated that of the 49 cases he handled 33 of them and 16 were handled by the other County Coroner, Dan Stephens. He stated in 2013 there were a total of 73 cases of which he handled 42 cases, Dan Stephens handled 19 and Dr. Chakravorty, a County Coroner during 2013, handled 12 cases. He stated that Dr. Chakravorty retired in October 2013. The breakdowns are done in categories of suicide, accidental, undetermined and natural deaths.

He stated in 2014 year to date there have been four (4) confirmed suicides, five (5) confirmed accidental, one (1) undetermined, seventeen (17) natural deaths and there are 22 cases pending. He stated that it takes eight (8) to twelve (12) weeks, that is the usual national timeframe for autopsy reports, toxicology reports, tissue specimens and DNA specimen reports to be returned. He stated in 2013 there were fifteen (15) suicides, eighteen (18) accidental, one (1) undetermined and thirty-nine (39) natural deaths.

5:35p.m.

Chair Nacerino made a motion to go into Executive Session to discuss Personnel Matters; Seconded by Legislator Castellano. All in favor.

6:05p.m.

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

Chair Nacerino stated that no action was taken in Executive Session. She stated that the discussion of the matter of the vacancy in the Coroner's Office will be discussed in the future.

**Item #5) Discussion/Reclassification of Vacant Position/Senior (*Principal*) Typist to Confidential Secretary/Office For Senior Resources**

Chair Nacerino stated that there is a correspondence that has been submitted to the Legislature pertaining to this matter from Personnel Director Eldridge. She stated that Director Eldridge had a scheduling conflict this evening and was unable to be present. However, she did speak with him regarding the reclassification of the vacant position in the Office For Senior Resources. She stated that he explained after the retirement of an employee who had served in the position as a Senior Typist the position was reviewed. She stated that the vacancy was re-evaluated and the position duties and responsibilities analyzed resulted in the reclassification of the position from Senior (*Principal*) Typist to Confidential Secretary. She stated both positions are in the "Competitive Class". She stated that it is within the purview of the Director of Personnel to make this determination.

Chair Nacerino made a motion to approve the Reclassification of Senior (*Principal*) Typist to Confidential Secretary in the Office For Senior Resources; Seconded by Legislator Tartaro. All in favor.

**Item #6) Approval/Fund Transfer (14T159)/ Use Savings from Vacant CPS Caseworker Position To Cover Services Projected Overtime and On-Call Through Year End/Department Social Services**

Chair Nacerino made a motion to approve Fund Transfer (14T159)/ Use Savings from Vacant CPS Caseworker Position To Cover Services Projected Overtime and On-Call Through Year End/Department Social Services; Seconded by Legislator Castellano. All in favor.

**Item #7) Update/2014 Management/Confidential Compensation Review Commission**

Chair Nacerino stated as Chair of the Personnel Committee she believes it paramount to analyze and focus in on the compensation for Management. She stated that Management has not received an increase in half a decade in Putnam County. She stated that there is a dire need to balance out and to have our Managers compensated equitably, as we did in the District Attorney's Office and the Sheriff's Department. She stated that the Commission has met several times beginning in May 2014. She stated she serves on the Commission along with: Personnel Director Paul Eldridge, Deputy County Executive Bruce Walker, Auditor Michele Sharkey, Commissioner of Finance Bill Carlin and Legislator Sam Oliverio. She stated the Commission is approaching this review very conservatively recognizing the economic times the County is facing. She stated the Commission believes there is a need to recognize the value of the Department Heads and Management Employees. She stated that a preliminary tentative proposal that may be addressed during the budget process is to return to Management personal, vacation and sick time that had been taken away with the agreement that fiscal compensation would be provided in increments. She stated that only one (1) phase of the incremental increase was completed. She stated due to the drop in the economy there were no other increases given; however the days that had been forfeited were not returned. She stated after close review by the Commission of the CSEA, PBA, and other Union Contracts, it was agreed that it would be fair and reasonable to restore those days. She stated there will be a proposal made during the budget process to return the two (2) days of vacation, personal and sick days that the Department Heads and Management employees had lost. She stated that would restore them to where they were approximately ten (10) years ago. She stated that also they are considering requesting a 1% cost of living increase. She stated that the Commission Members believe this is very conservative and respectful of the very lean budget that the County works within. She stated that the 1% would not include Elected Officials or the County Management Employees who have joined the newly formed Union. She stated that there are approximately 25 County employees who have joined the newly formed Union and those employees are currently negotiating on their own behalf.

Legislator Oliverio stated he would like to add another exempt group; anyone in managerial positions that have received a pay increase in the past year.

Chair Nacerino stated that the Commission Members will continue to discuss and evaluate that group. She stated it will be discussed as the Commission approaches the budget process. She stated that she believes it is important to recognize the value and hard work that the County's Department Heads and Management employees do. She stated that they are very dedicated and loyal employees. She stated that she believes this is well past due. She stated again this is all very preliminary but there will be further discussion during the budget process. She stated if anyone has any feedback or input that they would like to offer the Commission Members would welcome that.

Legislator Oliverio stated that 1% does not sound like a great deal. However when you mix in the vacation, personal and sick days it is a nice give back; showing appreciation for the non-union managerial workers.

Chair Nacerino stated that she will be investigating the option of allowing the non-union managerial workers the choice to buy back some vacation days. She stated that many of these

employees cannot take the time off. She stated they do work hard to accrue that time and it is their time. She stated that the Commission will look closer and study this consideration further.

**Item #8) Other Business – None**

**Item #9) Adjournment**

**There being no further business, at 6:20P.M. Chairwoman Nacerino made a motion to adjourn; Seconded by Legislator Castellano. All in favor.**

**Respectfully submitted by Diane Trabulsy, Deputy Clerk of the Legislature.**