

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

Members: Chairwoman Nacerino, Legislators Castellano and Wright

Tuesday

August 18, 2015

The meeting was called to order at 6:00.m. by Chairwoman Nacerino who requested Legislative Counsel Clem VanRoss lead in the Pledge of Allegiance. Upon roll call, Chairwoman Nacerino and Legislators Castellano and Wright were present.

Item #3) Discussion/Feedback From P.I.L.O.T Program Participants

Chair Nacerino welcomed the student participants of the Putnam Invests In Leaders of Tomorrow (P.I.L.O.T.) Program. She stated as the summer internship program for 2015fast approaches its completion, it was the consensus of the Legislature to hear firsthand from a few of the participants. She first invited Adriene Iasoni, Putnam County Personnel Specialist who was responsible for the coordination and implementation of the program to say a few words.

Adriene Iasoni, Personnel Specialist stated that there were 90 applicants and there were 40 of the applicants who were placed throughout the departments of the County. She stated that all of the candidates were phenomenal. She stated the focus was to place each student in a department of their interest. She stated that it was a wonderful experience for her and looks forward to hearing what they have to say.

Chair Nacerino stated that she would like to begin by allowing Richard (Riccardo) Casale to start this off. She stated that Richard was the intern in the Legislative Office.

Richard Casale (P.I.L.O.T Interned Legislature) stated that he is going into his Senior Year at Texas A&M University. He stated that he wants to pursue a career in governmental relations. He stated that his experience this summer in the Legislative Office was one of the best experiences of his life. He stated the one regret he had was during the summer he did study abroad so it deducted time that would have been spent in the Legislative Office. He stated all of the people he has met during his internship have all been so nice and have offered him great advice in terms of how to pursue his career. He stated that being a part of the County and community has been special. He stated to have had the opportunity to meet the Legislators who are running the County he lives in has made him very confident and it makes him want to live the remainder of his life in Putnam County.

Zak Cecere (P.I.L.O.T Interned Purchasing) stated that he is from Brewster. He stated that he is going into his Senior Year at Mount Saint Mary College. He stated that he agrees with Richard that this was one of the best experiences of his life. He stated everyone was very kind and eager to help him, especially his Supervisor Alex Mazzotta in the Purchasing Department. He stated that he learned a lot about the workings of the Purchasing Department and many of the other departments. He stated his task was to physically inspect some of the bigger County assets such

as cars and buses. He stated that provided him the opportunity to meet many of the Department Heads of the County face to face. It was a great experience.

Meredith Jennings (P.I.L.O.T Interned OSR) stated she will be a Junior at the Carmel High School this year. She stated that she interned in the Office of Senior Resources (OSR). She stated she has enjoyed everyone who works there as well as the Seniors. She stated everyone who works there works so hard to help all of the Seniors. She stated that she sees the Senior population as the backbone in our community. She stated the Seniors are fun and very into their bingo!

Lianne O'Reilly (P.I.L.O.T Interned Personnel) stated that she will be a Sophomore at Boston University this Fall. She stated that Adriene Iasoni was one of her Supervisors. She stated that it was a wonderful experience. She stated that she believes she has gained many great skills. She stated that probably the best thing that came from this internship was the confidence that she gained. She stated that the sense of value and responsibility that was given to her through this experience helped build her confidence.

Chair Nacerino stated that these young people's feedback is truly valued and appreciated. She thanked them and stated she hopes to see them again next year.

Legislator Wright stated that he would like to encourage each of them to offer their insight and recommendations to Personnel Specialist Iasoni with ways the program can further improve. He stated that the actual interns' viewpoint of the program is a unique perspective that cannot be captured by anyone else.

Adriene Iasoni Personnel Specialist stated that the Personnel Department has already requested each intern to provide feedback about the program and ways that it can be improved and move the process forward. She stated that there have been some really great and candid responses submitted. She stated in addition the department representatives have had the opportunity to meet with their Intern and provide them with feedback on their strengths and their performance during their assignment and offer them recommendations on what areas they may want to continue to develop which would serve them in the future.

County Executive Odell stated that she would like to thank Personnel Specialist Iasoni who worked very hard in her coordination and selection of some of the best and the brightest; our future. She stated that the hope is that the opportunity will continue to expand. She stated there are Interns who get paid and there are Interns who participate for school credits and to gain the experience. She stated she would like to recognize also, Personnel Director Eldridge and his entire team for doing such an outstanding job. She stated she believes it is important to note, on the record, this program is for Putnam County Residents, tax payers. She stated it is not for employees children. She stated all of the applicants who meet the simple criteria have an equal chance. She stated this program was not designed as the Friends and Family Network. She stated the program has been designed to give the taxpayers and the Youth of our County an opportunity to see what drives Putnam County Government. She stated, thank you again to Personnel Specialist Iasoni for a job well done!

Item #4) Approval/ Confirmation/Appointment/Commissioner of Bureau of Emergency Services/A. Sutton

Chair Nacerino stated that this appointment was discussed at the August Protective Services meeting and approved. She stated at the recommendation of Legislator Wright there has been some language that has been removed from the resolution referring to litigation that was not necessary.

Legislator Wright made a motion to waive the Rules and Accept the Additional: Amended Resolution/Confirming the appointment of Commissioner of Bureau of Emergency Services, Anthony Sutton; Seconded by Chair Nacerino. All in favor.

Chair Nacerino stated without reservation the Personnel Committee Members would also like to make a motion to approve the appointment of Anthony Sutton as the Putnam County Commissioner of Bureau of Emergency Services; Seconded by Legislator Castellano. All in favor.

Item #5) Discussion/Tilly Foster Farm-Carpenters Union

Legislator Wright questioned County Attorney Bumgarner if there is a Project and Labor Agreement (PLA) with the Carpenters Union that will be working at Tilly Foster Farm (Farm).

County Attorney Bumgarner stated that there would not be a PLA. The County would sign onto their Collective Bargaining Agreement (CBA). She stated it would be a one page agreement. She stated that the Administration did obtain a copy of their CBA to review. She stated her office is currently reviewing the CBA. She stated that Senior Deputy County Attorney For Risk and Compliance Adrienne Lotto and the County's Insurance carriers are currently reviewing certain liability issues, specifically, unemployment insurance and risk compensation insurance etc. She stated that an hourly rate has been calculated including fringes and benefits. She stated all of this work is still being processed in her office. She stated that the County's Union representatives have been notified of this plan to utilize extra personnel on the Farm Project (Farm). She stated due to the abbreviated schedule at the Farm they are working to process this very quickly. She stated that the County is facing March 1, 2016 as the date to bring the BOCES programs on the Farm. She stated basically tonight is informational to the Legislature "hey, so you know". She stated that the funding portion of the \$1million, which was previously budgeted for the Farm Project, will be placed in a Temporary Line, (1094), to pay the employees. She stated that matter will go to the Audit & Administration Committee for review and approval.

Chair Nacerino stated for clarification the County is looking to hire Union Workers due to the fact that there is a short window of opportunity to get the work done at the Farm. She stated the plan is to bring them on board as Temporary Employees, therefore there is no need to bid this out through a Request for Proposal. She requested that County Attorney Bumgarner confirm that her statement is correct.

County Attorney Bumgarner stated that is correct.

Legislator Wright requested clarification from Commissioner of Finance Carlin that the \$75,000 that is documented in the proposed resolution is allocated for the Joiners Trade.

Commissioner Carlin stated that is correct.

Legislator Wright questioned is there a “to be announced” submission for a different amount of funding for the rest of the Trades. He stated if that is a correct interpretation please state how much.

Commissioner Carlin stated he will defer that question regarding the Unions to Commissioner Pena.

Commissioner Pena stated that he believes the division between the two (2) was \$72,000 for the Carpenters and \$75,000 for the Trades.

County Attorney Bumgarner stated she believes it was decided that it will be \$75,000 even.

Legislator Wright stated it would be \$75,000 and \$75,000 for the Joiners and all the others. He questioned if that is the resolution that was referred to that Commissioner Carlin will present to the Audit & Administration Committee on Monday, August 24th.

Commissioner Pena confirmed that is correct.

Legislator LoBue stated that she thought the County has a \$25,000 threshold to go out to bid. She stated that the Union workers, referred to in this discussion as “personnel”, are not “personnel” of the County, at this time. She stated that there is a false deadline, there is no signed agreement. She stated that the County is looking to hire outside contractors to finish the work without a negotiated contract with BOCES. She stated she does not see how this is legal. She stated she would like to see a breakdown of the \$75,000. She stated she would like to see the documentation supporting the \$75,000 amount that will be taken from the \$1million dollar bond that was approved earlier this month for the Farm Project, for the record, she did not vote in favor of that bond. She questioned where are these amounts coming from; without documentation delineating and supporting the estimated costs these amounts being thrown around in her opinion are completely random.

Chair Nacerino stated that she would speculate that the \$75,000 is an amount that is being set as a “not to exceed”, however she will defer it to Commissioner Pena.

Commissioner Pena confirmed that is correct. He stated that \$75,000 is an estimated amount to hire four (4) carpenters for four (4) weeks and work eight (8) hours a day.

Deputy County Attorney Bumgarner clarified that it is for a time period of four (4) to six (6) weeks.

Legislator Lobue stated that there is a Draft plan for the Farm Project that has been shown to the Legislature. She stated so what is the work that these trades people are being brought in to do? She stated she believes someone must have taken the time to calculate the need for \$75,000 to support this part of the work. She stated she is not in support of circumventing the County’s bid

process. She stated it has been a year since the Farm was taken apart, and when the previous lease ended. She stated that she believed it was ludicrous to expect in-house County Employees to do the work at the Farm. She stated now the County needs to go outside of the County to hire people to get the Project done. She stated the proposal before the Legislature is to not use the County's bid process and give other trades people contractors an opportunity. She stated she believes this stinks.

Chair Nacerino requested confirmation from Personnel Director Eldridge that these outside the County Union workers will be processed in the County's Personnel Department as Temporary Personnel for the duration of this project: the four (4) to six (6) time period.

Personnel Director Eldridge stated that he believes that is the intent.

Legislator Wright questioned if this has been done before.

Personnel Director Eldridge stated not with members of the Carpenters Union or any other professional Union such as that, to his knowledge.

Legislator LoBue questioned who is the head of the Union that the County is looking to hire.

Chair Nacerino stated a Mr. Ed Cook.

Legislator LoBue stated Mr. Ed Cook use to be on the Tilly Foster Farm Board. She stated that he came before the Legislature requesting support to change the Code and also gave the County Executive an endorsement in the last election.

Chair Nacerino stated that a lot of people gave an endorsement. She stated that she believes that is irrelevant.

Legislator Albano stated that he believes the key focus here is there is a lot of work that needs to get done, before the winter weather is upon us. He stated that the County Highway & Facilities Department has done a tremendous job to date. However, they have a lot of work to get done throughout the County, also prior to the change in weather. He stated that in his opinion he understands this proposal of brining in a work force of highly trained individuals to work in conjunction with the County. He stated the goal is to have a "building envelope with a roof on it" before the winter. He stated he sees the logic in this proposal.

CSEA President Janet Canaday stated Deputy County Executive Walker spoke with her and the Labors Relation regarding the additional work that needs to be done at the Farm and the hiring of additional Union Carpenters. She stated that she has always been verbal regarding the fact that there are not enough personnel in the Highway and Facilities department of the County. She stated that one of her concerns with this proposal is that the workers being brought in will not take away overtime from the County employees.

Deputy County Executive Walker stated he would like to add to the statements made by Legislator Albano. The County is taking action to assure that the Project will be buttoned up

before the winter season is upon us. He stated this is a cost effective decision and there has been a commitment made to the public in regards to the Tilly Foster property. He stated one of the commitments in response to the voice of the public was to spend the time to re-engineer a building that was already standing . He stated in May of 2014 he gave a presentation to the Legislature which depicted that commitment to the public to make whole the view scape of the Farm. He stated therefore they have retained the shell of the existing building; done so with the excellent skill set of the County Employees. He stated the amount of work that has been done thus far is a tremendous compliment to the County work force. He stated the County is now at a position where the template of the work that has to get done prior to the winter weather requires that the County bring additional workers in. He stated that the County has recognized that there are many Union Employees who belong to the Carpenters Union who live in Putnam County. He stated that there is a short period of time four (4) –six (6) week to complete the work. He stated that this work is critical in its need to be completed allowing the progress of the project to continue. He stated this is a success story. To date the County has saved hundreds of thousands of dollars by doing this work in-house to date. He stated he can go back to past projects that engineered drawings were paid for that will demonstrate that it is true, by doing the work and drawings in-house dollars have been save. He stated the projected Kent Senior Center Project; \$1 million was spent for an outside company to do the engineered drawings. He stated there was not a brick put in the ground on the Project. He stated the Tilly Foster Farm Project is progressing. He stated now the County is offering a work opportunity to Union Employees who live within the County. He stated as Legislator LoBue has stated the County could go out and hire a contracted employee. However it is the decision of the Administration to do the right thing by the community. He stated that the \$1million bond for the Farm project was not restricted to the purchase of material. It was bonded to fund getting things done so that the project will be completed. He stated that this proposal/approach has been the one determined to be the most cost efficient. He stated that he met with CSEA President Canaday and informed her of the Administration’s plan to hire outside Union Employees for a four (4) –six (6) week window to assist the County employees to “button-up” the facility allowing the work to progress during the winter months. He stated the statement that there is not an executed lease with BOCES is correct. However, that is not the focus of the project nor the reason the County is working to restore the Tilly Foster Farm. He stated the preparations that are being done to make the facility a banquet facility also will lends the facility to the likes of a BOCES program that could utilize the facility during the week.

Chair Nacerino stated that she agrees that this proposal is a time and cost efficient method to use to get the work done. She stated the Tilly Foster Project was never contingent on whether BOCES would be coming on board. She stated if the County does not take this action, the window of opportunity to work with BOCES will be missed. She stated she would not support jeopardizing that. She stated that as long as this proposal is legal, she supports it. She stated that she knows in the Town of Patterson there have been sub-contractors hired as temporary employees. She stated to learn that the Union workers who will be selected with be Putnam County Residents she believes that is a win-win.

Legislator Wright questioned if the Union is able to restrict that only Putnam County Union members shall be eligible for employment.

Deputy County Executive Walker stated the document has not yet been finalized between the Union and the County. However the “Putnam County Resident” is part of the negotiations.

Legislator Wright questioned if that appears to be doable.

County Attorney Bumgarner stated that she is not sure if that particular restriction has been specifically included; which it certainly can be, and be part of the negotiations. She stated it certainly never hurts to ask. She stated that she believes that it could be certainly negotiated in the agreement.

Legislator Wright stated to the extent that it was part of the County Executive’s rationale, he does not understand how the County would have control over that.

Chair Nacerino questioned if that language is not specifically incorporated in the agreement, could there be some type of an agreement to say that Putnam County Union residents do get preference.

Legislator Wright questioned how is the County insulated from an accusation or circumvention of competitive bidding requirements that are rather entrenched law in the law. He questioned if there is a declaration of emergency with adequate explanation of it being an emergency.

County Attorney Bumgarner stated that the County does not need the emergency aspect of the law. She stated this was vetted fully through the Purchasing Department and the spirit of the law is such that as long as the County can substantiate a savings to the Tax Payer and document that this would be a more cost effective manner of completing the project then the County has satisfied its fiduciary duty to the Tax Payer under the law. She stated the same job will be done for less money.

Legislator Wright questioned what is the evidence to the Legislature that this proposal is more cost effective. He stated what is being said then is that the cost of \$75,000 to pay four (4) union carpenters for four (4) weeks is more cost effective to the Tax Payer than if an RFP had gone out two (2) months ago.

Commissioner Pena stated the need is to supplement the County’s in-house team. He stated that they have already identified that is cost effective to the extent that the in-house team will need extra hands in order to complete this building and that is why this plan has been put in place.

Legislator Wright questioned if the act of supplementing the in-house team could not be done by using an independent contractor.

Commissioner Pena stated that it could, however not at the cost of what the County is getting negotiating with this proposal.

Legislator Wright stated that he wants the record to justify the statement “the County has satisfied that this will save the Tax Payers money.”

Commissioner Pena stated an example was the Q-Decking and the Steele to be installed by an outside contractor. He stated that was bid at \$4,800 and the County believes it could be done more effectively and certainly below that cost even on an overtime basis in-house.

Legislator Wright stated that is a scenario involving in-house, not Union. He stated that he is in favor of using the Union folks. He stated that he is looking for the reason in the record that supports our yes vote.

Commissioner Pena stated that this agreement will allow the County to supplement their in-house work force on a “as needs basis”. The in-house team of workers the County has are exceptional.

Legislator LoBue stated that she would like to see the Bids referenced by Commissioner Pena regarding the steele.

Commissioner Pena agreed to provide a copy.

Legislator LoBue stated to Legislator Wright’s point, she would like to see on paper, the savings that will be resulted by using the outside Union Workers. She stated that she has been asking for a year for a log of hours spent working by County Employees at the Putnam County Golf Course and the Tilly Foster Farm project. She stated that she and this Legislative Body were told that the County did not have the capability to compile that information. Therefore she does not understand how an analysis of a cost savings can be done with no record of in-house calculations. She stated also there is a draft resolution as backup to this agenda item, prepared by the Administration. She stated that it states that there is a time table driving the need for the work to be done to accommodate a lease with BOCES. She stated tonight it was stated that there is no agreement. She stated so a deadline has been set for a non-agreed upon contract for March 1, 2016.

County Attorney Bumgarner stated that is the date that BOCES has stated that they would need to be in by to be ready to start their 2016 Fall Semester.

Legislator LoBue stated that she requested a copy of the County’s draft agreement with BOCES, probably four (4) months ago. She stated she never received even a response from the Administration acknowledging receipt of her request. She stated that she finds it amazing that money and actions are being taken, putting the County in debt on so called agreements the County doesn’t even have. She stated it is always a situation of being up against the clock. She stated that she does not know how any other work has been getting done in this County. She stated that she has a problem with the County’s bid process being circumvented. She stated she believes there is a conflict of interest here.

CSEA President Canady questioned how many County Employees will be part of the in-house work force working with the outside Union Workers. She stated that the staffing in the Highways & Facilities Department diminishes each year. She stated that although she is agreeing with this now, she does not want to set a precedent that temporary workers will be hired to get work done. She stated that there are positions that should be filled in that department.

Commissioner Pena stated that there will be County Employees mostly from the Facilities Department, some from the Highway Department and some from the Parks Department.

CSEA President Canady questioned what will happen if there is an unexpected incident in a County Building that must be addressed immediately; she wanted to verify that the work would be done by County Employees.

Commissioner Pena confirmed that was correct. He elaborated by stating that he is doing what he can to develop the right team at the right size who will be able to serve the needs of the County.

Chair Nacerino stated that she agrees that she does not want this to set a precedent. She stated in this particular instance time is of the essence.

Legislator Albano stated that he agrees with the statement that the Highways & Facilities Department needs more staff. He stated if this project had been handled by an outside contractor the agreement would have included wording such as this is subject to everything going perfect; which was not the case with this project. He stated with all of the unforeseen surprises would have resulted in the need for action, to address them. He stated in this scenario the County has uncovered everything, inch by inch, and now there is true knowledge of what needs to be dealt with. He stated that he is in support of this action plan.

Legislator Wright stated he recommends moving agenda item #8 into #6 slot. He stated that agenda items # 6, 7, 9 and 10 are all related to the Sheriff's Department.

Chair Nacerino stated that she would agree with that recommendation.

Legislator Wright made a motion to waive the Rules and move agenda item #8 up into the #6 slot; Seconded by Legislator Castellano. All in favor.

Item #8) Approval/Fund Transfer (15T145)/ Unplanned Staff Shortage September–December 2015/ Office for Senior Resources (OSR)

Director Sheehy stated that she did come before the Health, Social, and Educational & Environmental Committee last night and discussed this request. She stated this Fund Transfer request is to cover temp positions. She stated that the OSR Department currently has two (2) employees out on Workers Comp. She stated that funding will cover the Temps through December.

Chair Nacerino made a motion to approve and move Fund Transfer (15T145) to the Audit & Administration Committee Meeting; Seconded by Legislator Castellano. All in favor.

Item #6) Approval/Fund Transfer (15T107)/Sheriff's Department/Overtime

Undersheriff Convery stated that he has received good news from Personnel Director Eldridge. He stated that there are some very good candidates who are being considered to hire to fill the vacancies. He stated that will be very positive for the department as well as the budget.

Legislator Wright stated that the vacancies are in the Corrections Department, with that said, which agenda item is being addressed right now.

Undersheriff Convery stated that the Fund Transfers starting with “15” are all related to the Corrections Department. He stated that is where all of the vacancies are. He stated it has been discussed many times. He stated if the Video Arraignment process were utilized, it would result in a costs savings to the County’s budget. He stated that tonight for example there are four (4) Officers who will be in the Town of Carmel court with ten (10) inmates. He stated that four (4) Officers will be receiving overtime. He stated a great deal of what is done in the Corrections Department is procedural and the Department is obligated to carry the duties out.

Legislator Castellano questioned what is the reason for not using the Video Appearance program.

Undersheriff Convery stated that he believes the Court Clerks are opting not to use it.

Legislator LoBue stated there is a matter of Civil Rights that is part of this matter also. She stated it is up to the inmate to decide whether they want to physically be in court or utilize the Video Appearance process. She stated while waiting for this program to be utilized, other means of reducing overtime should be looked for.

Legislator Wright stated if it is a matter of getting the Court Clerks to schedule the use of the Video Appearance, then that needs to be addressed, and that is what the Undersheriff reported this evening as being the obstacle.

Legislator Castellano stated that the last time this matter was discussed Deputy County Executive Walker mentioned that he and the County Executive were scheduling to meet Judge Alan Scheinkman to discuss this matter. He questioned if there is an update.

Deputy County Executive Walker stated that they have met with Judge Scheinkman and the County Executive and he want to have a follow up meeting as well. He stated that the Judge is supportive of the Video Appearance Program (Program), however as Legislator LoBue stated, there is a civil rights issue.

Legislator Castellano questioned does anyone know if the Program is used in other States.

Undersheriff Convery stated the States out West use it, due to the demographics that exist there. He stated Defense Attorney Joseph Tock requested and utilized the Program here in Putnam County. Attorney Tock reported that it worked perfectly.

Deputy County Executive Walker stated besides the cost savings there is a serious matter of safety in the Courts that needs to be considered.

Legislator Wright questioned if the local court transport has been steadily increasing over the years. He stated that he does not recall this being such a problem.

Undersheriff Convery stated that since he came to work for the Sheriff's Department in 2002, transports have increased dramatically both during the day and night.

Legislator Wright recommended that the Protective Services Committee address this with the District Attorney. He stated that Administratively the matter can be straightened out between the Defense Counsel and the Prosecutor's Office to avoid having a highly paid and trained Officer from transporting potentially dangerous people into the community to go into Court to be told that the case is adjourned for another two (2) weeks. He stated when the inmate has to be in Court he supports that. However, it should not be a question of the prisoner's consent for Video Appearance if there is no Appearance needed. He stated if there is not going to be a substantive determination or a substantive proceeding, in which case the prisoner's presence is required, that is something that is in the unfettered discretion of a District Attorney to control in advance of the case being placed on the calendar in the first place. He stated then there is no need to ask the prisoner if they will waive their right to go to Court; there is no right to Court unless there is something that the Court is going to do when you get there.

Chair Nacerino stated that she agrees with the comments made by Legislator Wright. She stated that she would like to move agenda items #7, 9 & 10 together. They are substantial however, as Undersheriff Convery explained it has been a long a tedious process. She stated Personnel Director Eldridge could attest to that. She stated it has been reported that the right candidates have been found to fill the vacancies.

Undersheriff Convery stated he has mentioned it before, but it is worth stating again. The Putnam County Jail (Jail) is becoming a mental health facility. He stated there is an epidemic of drug use. He stated people who come to the Jail hooked on drugs will receive help and will be put in programs to try to help them beat their addiction. He stated however the purpose of a jail is not to be a mental health hospital or a drug treatment center, but that is what is being done in the Jail.

Legislator Wright requested clarity on agenda item #10, in the backup there is a letter from Captain O'Malley to Sheriff Smith stating that *"Request the below funds transfers be approved to cover overtime costs that were not included when preparing the 2014 budget."* Firstly, is that a misprint, should it read 2015 budget?

Undersheriff Convery stated that is correct, it should read 2015 budget.

Legislator Wright questioned secondly, was the funding cut by the Legislature, is that what is inferred by the wording "not include"?

Undersheriff Convery stated no. He stated the need for the funding is to cover unanticipated costs of the requirement for a number of constant watches, due to mental health and severe

medical issues. As stated earlier, the number of inmates who come into the jail with drug and mental health issues is increasing.

Chair Nacerino made a motion to approve Fund Transfers (F.T.) From the Sheriff's Department: F.T. (15T107)-Overtime/ F.T. (15T109)-Cover Overtime Costs due to Open Personnel Line/ F.T. (15T150)-Cover O.T. Costs due to Open Personnel Line (June)/F.T. (15T152)-Cover Constant Watches–Corrections; Seconded by Legislator Castellano. All in favor.

Legislator Wright questioned what is anticipated for 2016 as a result of these new hires.

Undersheriff Convery stated that he does believe by having the four (4) permanent Deputies will help to reduce the overtime in the Jail budget line. He stated that they will continue to work to use part-time officers for Transports and that will help in bringing that cost down.

Legislator Castellano questioned when the new four (4) permanent Deputies will begin.

Undersheriff Convery stated that they begin the academy the 2nd week of September that three (3) of them will be attending.

Legislator Castellano stated they will be ready to work four (4) months from then.

Undersheriff Convery stated that is correct.

Item #7) Approval/Fund Transfer (15T109)/Cover Overtime Costs due to Open Personnel Line/Sheriff's Department (*see consolidated vote above*)

Item #9) Approval/Fund Transfer (15T150)/Cover O.T. Costs due to Open Personnel Line (June)/Sheriff's Department (*see consolidated vote above*)

Item #10) Approval/Fund Transfer (15T152)/Cover Constant Watches/Sheriff's Department –Corrections (*see consolidated vote above*)

Item #11) Discussion/Copy of Requests Presented to County Executive: 2016 Personnel Proposals (*Upgrades, Re-Titling, Re-Classification etc.*)

a.) Correspondence: From Chair of Personnel Nacerino Dated: February 20, 2015 & July 24, 2015/ From: Director of Personnel Eldridge Dated: August 4, 2015

Chair Nacerino stated that in 2015 during the budget process it was agreed that the process of reviewing, discussing and vetting the Personnel Position recommendations during the budget process did not allot enough time to give the proper consideration. She stated at the February 17, 2015 Personnel Meeting it was agreed with Personnel Director Eldridge that he would come back to this Committee in August and provide an update of the personnel requests that he is bringing to the County Executive for consideration.

Personnel Director Eldridge stated he would like to go back for a moment to the topic of hiring a Deputy. He stated it continues to get more complex everyday- every year. He stated it is an

arduous process. He stated that he just wanted to share that fact. The Sheriff's Department and the Personnel Department are doing all that can be done, it is a long process, and a process you do not want to rush; you want to end up with the right candidate.

Personnel Director Eldridge stated a difficulty he is facing is that the charter allows Departments to submit their budget up to August 15, 2015. He puts a request to get the information to him by August 1st. He stated some Departments are able to do that, but some are not able to meet the August 1st deadline. He stated when he was requested to submit the information he had; he did not have all of the Departments. He stated until he sees and evaluates all of what is being requested/submitted it makes it difficult for him to speak to. He stated the 2% tax cap that is referred to is the maximum. He stated the Tax Cap for 2016 is .73% . He stated he is not in a position to discuss the recommendations at this time. He stated the County Executive nor has the Commissioner of Finance reviewed the entire lists requests yet. He stated that he believes he will be able to present a fairly strong list by the September Personnel Meeting.

Chair Nacerino stated her objective of this request was to get the conversation going. She stated she is aware that the list provided tonight and the one that will be provided in September are not finalized.

Legislator Wright requested an explanation on the Title Change from Automotive Mechanic to Diesel Mechanic in the Highway & Facilities Department.

Personnel Director Eldridge stated the Commissioner of the Department requested that. There was an employee who was in that position for many years as an Automotive Mechanic retired. That employee was the prime person who worked on Diesel Engines and Diesel Equipment. He stated after looking into the matter after receiving the request, it was determined that the position should be retitled as a Diesel Mechanic, which is a higher level than an Automotive Mechanic. However, a savings of \$12,163 in salary will be incurred due to the fact that the person who was in the position had been with the County for many years.

Legislator Wright stated that the Sheriff's Department has a Title Change from Deputy Sheriff to Deputy Sheriff Lieutenant; he questioned if that is a new position to be effective 7/1/2016.

Personnel Director Eldridge stated no. He stated the request is to take an existing Deputy Sheriff position and change it to a Deputy Sheriff Lieutenant effective 7/1/2016. He stated the regular title progression is: Deputy Sheriff, Sergeant, and Lieutenant. He stated it would be considered an upgrade, retitle and would result in an increase in salary.

Legislator Wright stated he stated the question again isn't there a new "Lieutenant" position being created.

Personnel Director Eldridge stated yes, but a Deputy Sheriff position is being eliminated.

Legislator Wright questioned which sector of the Sheriff's Department will this new position be in and why.

Personnel Director stated it will be in the Road Patrol.

Undersheriff Convery stated that in the Patrol Division currently there is no Lieutenant rank. He stated that this is an upgrade request to take place July 1, 2016.

Legislator Wright stated then the annual implication is a \$24,000 change to the structure of the Road Patrol Division .

Undersheriff Convery stated that is correct.

Legislator Wright questioned what is structurally going to change in the operation of that department, which has operated without a Lieutenant.

Undersheriff Convery stated that the Road Patrol Division has full responsibility for the School Resource Officer Program, the part-time Special Patrol Officers program. He stated those two (2) programs have grown to a degree requiring a second in command who can manage the growth. He stated that there are now 60 people working in the Road Patrol Division with one (1) Captain.

He stated that it is not a new employee coming in. The existing employee will be in the new position.

Legislator Wright stated that there will be an Officer being taken off the road patrol.

Undersheriff Convery stated that is correct. He stated however with the increase to the Road Patrol Division personnel that has occurred, there is good coverage throughout the County.

Legislator Wright stated without significant growth, the Road Patrol Division has operated, to his knowledge, without incident and relatively effective over the past two (2) decades. He questioned what are the factors that are mandating a \$24,000 change for the personnel structure and taking a person out of the Road Patrol work, which is the real work of the department.

Undersheriff Convery stated it is a result of all the programs that fall under the purview of the Road Patrol Division is where the need for the Lieutenant position falls: Marine Patrol, Youth Division, Special Patrol Officers, and County Security. He stated that it is a very large division with diverse areas of responsibility. He stated the new position will increase the Sheriff's Department in terms of managing.

Legislator Wright questioned over the past decade or two (2) how many new personnel have been added to the Road Patrol Division (division) that are being supervised by the structure that currently exists.

Undersheriff Convery stated 15 to 16 new employees have been added to the Division over the years.

Legislator Castellano requested for clarification that on the list provided there is only one (1) employee who is retiring and a change of title is being requested: the Automotive Mechanic position.

Personnel Director Eldridge stated that is all that they are aware of at this time.

Legislator Castellano stated all of the others are requests for reclassification for the system.

Personnel Director Eldridge correct.

Chair Nacerino thanked Personnel Director Eldridge and stated that this conversation will continue in September.

Item #12) Discussion/SPO-SRO 2016 Budget

Chair Nacerino stated that it has been stated that the School Resource Officer Program (SRO) is an expensive program to endure, due to the legacy costs. It was proposed to increase the contribution from the participating School Districts. The Schools have asked if they can phase into the increase. She stated the School Districts are struggling with their budgets. However, so is the County. She stated that the County is working to substantiate all of this while protecting and maintaining the integrity of the program while protecting the safety of the students.

Legislator Castellano stated the County's School Budgets are already set til June 30th. He stated he wonders what will happen if the Schools are presented with a 14% increase. He stated that is what was discussed at the Protective Meeting last night, possibly phasing the increase in 7% the first year and 7% the second year. He stated that there were a few different options discussed. He stated regardless, he believes if a 14% increase is presented to the Schools they may decide that they do not want an SRO and take an SPO instead.

Commissioner Carlin stated that the level of the officer assigned to a school as their SRO has a direct impact on how much the school will have to pay. He stated that the County is addressing the Legacy Costs of the SROs. He stated now the Schools will be charged 50% of the ten (10) month cost of the SRO's Health Insurance Costs to make an allowance for the legacy costs. He stated that will shift the cost of the burden of the program from a 60-40 split to more of a 50-50, depending on the Health Insurance Plan that the SRO carries.

Legislator LoBue stated to run the SRO program it is expensive. She stated as a Legislator her job is to be focused with the County's budget. She stated that if the Schools are not agreeable to the increase she believes that would have to look at another option.

Commissioner Carlin stated the reason for the change to pay for the program was to make it more palatable for the County and make it more of a true cost sharing.

Chair Nacerino facilitated further discussion pertaining to this matter.

Legislator Gross stated the SPO program is working out very well at the Mahopac School District, \$22.00 an hour and no legacy cost. He stated that he does not want the SRO program eliminated however, he agrees that there is a modification needed to cover the costs of the SROs.

Commissioner Carlin stated if that is the change that the schools decide to make; shifting to using SPOs, he request he be notified ahead of time, so if a vacancy comes along he will be able to put the SRO in that position and not have to lay them off. There was final clarification regarding the Brewster SRO, assigned to the Elementary School. It was decided by the Brewster School District that they would pay 100% for the SRO: salary and benefits costs. He stated that does not include the SRO's legacy cost. He stated that the SPO program is paid entirely by the School.

Legislator LoBue stated that the SPOs are qualified and do a great job. She stated that she supports having the SPOs cover the parades and other smaller community events rather than having overtime incurred.

Eric Gross stated the SRO at the Brewster Elementary School originally began at Garden Street School. He stated when they closed Garden Street he continued at the JFK Elementary School.

Item #13) FYI/Putnam County Automobile Accident Report – Duly Noted

Item #14) Other Business

Item #15) Adjournment

There being no further business, at 7:45P.M. Legislator Wright made a motion to adjourn; Seconded by Chair Nacerino. All in favor.

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