

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

Members: Chairwoman Nacerino, Legislators Castellano and Wright

Wednesday

June 22, 2016

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

Item #3) Approval/Personnel Committee Meeting Minutes/May 22, 2016

Chairwoman Nacerino stated that the minutes were accepted as submitted.

Item #4) Approval/Fund Transfer (16T122)/Position was not filled until end of April – Temp Hours Used to Cover the Office/Finance-Real Property Department

Chairwoman Nacerino made a motion to move Fund Transfer (16T122)/ Position was not filled until end of April – Temp Hours Used to Cover the Office/Finance-Real Property Department to the Audit & Administration Committee; Seconded by Legislator Castellano. All in favor.

Item #5) Approval/ Confirmation/ Appointment of Director of Consumer Affairs/ Weights & Measures/ Trades Licensing & Registration/ Budzinski

Chairwoman Nacerino stated the Legislative Office received a letter from the County Executive's Office on June 15, 2016 recommending Mr. Michael Budzinski become the Director of Consumer Affairs/Weights & Measures ("Director of Consumer Affairs"). She stated along with being appointed to the director position, Mr. Budzinski will maintain his position as Director of Engineering in the Department of Health; therefore, the County Executive is recommending a \$20,000 stipend for assuming the additional responsibilities.

Director of Personnel Paul Eldridge stated Mr. Budzinski is a great candidate for the Director of Consumer Affairs position. He stated as the tax cap will create a tough budget year, having him take on both positions will create a cost savings. He stated he contacted New York State Department of Agriculture and Markets, who are pleased that the position will be filled. He stated this appointment will be provisional due to it being a civil service competitive position, which mandates that Mr. Budzinski take the civil services exam.

Chairwoman Nacerino stated this will create a substantial cost savings to the County as the Director of Consumer Affairs salary was approximately \$80,000. She questioned if it has been determined how his time will be appropriated at each position.

Director Eldridge stated it is estimated approximately 20% of Mr. Budzinski's time will be spent at the Consumer Affairs Department. He stated this Department is functioning very well at this point in time; however a director is needed and it is required by the State.

Chairwoman Nacerino believed the employees at the Department of Consumer of Affairs have been very proactive in remedying the department. She stated she is very supportive of the proposal.

Legislator Wright stated Mr. Budzinski is a very good employee. He believed the Personnel Committee (“Committee”) should have a job description of the two (2) different positions, and a separate appropriating resolution if there is a stipend. He questioned if there are any structural issues with devoting time to two (2) different positions.

Director Eldridge believed that there would not be a need for a special legislation. He stated Mr. Budzinski’s role as the Director of Engineering at the Health Department will not be diminished and he is expected to complete the necessary tasks. He stated it is the intent to not neglect the departments that he will be serving.

Legislator Wright questioned if the County would be at risk for violating any manager overtime or regulations.

Director Eldridge stated that issue has been looked into. He stated due to Putnam County’s size, it does not fall under the new set of regulations.

Chairwoman Nacerino requested Legislative Counsel Clem Van Ross’ opinion on the need to revise the resolution to reflect the stipend for this position.

Legislative Counsel Clem Van Ross stated there will have to be two (2) separate resolutions. He stated the Finance Department would need to provide the Legislature with a budgetary transfer for the stipend.

Chairwoman Nacerino stated due to the vacancy of the position, there is money in the budget to fund the stipend. She questioned if a resolution is needed to state that Mr. Budzinski will be paid a stipend for his role as Director of Consumer Affairs.

Legislative Counsel Van Ross stated yes it would be wise to have a resolution in place regarding the stipend.

Legislator Wright stated he would like a resolution to be in place regarding the stipend for formality purposes.

Chairwoman Nacerino stated she would like a resolution stating the stipend will be in the amount of \$20,000 and the date in which it will be effective. She stated once Mr. Budzinski passes the civil service exam this matter can be revisited.

Legislator Albano stated he supports the proposed appointment of Mr. Budzinski as the Director of Consumer Affairs as he is a tremendous and valued employee.

Legislator LoBue stated she does not understand the rational for this proposal. She stated in the past it was discussed how important this role is and the need to have a full-time employee for this

position. She believed that the position of director should be a full-time position; therefore she does not support this proposal. She questioned if the \$20,000 would be pro-rated.

Director Eldridge stated the stipend would be pro-rated.

Legislator Castellano questioned if it is anticipated that the stipend would increase over time.

Director Eldridge stated any increase in pay would be subject to the Legislature's approval. He stated there is no step increase or upgrades for management employees. He stated it was the feedback of the Consumer Affairs Department employees who stated there is a need for a part-time director. He stated with the tax cap situation, the County will be looking at more situations with the need to consolidate and save money.

Legislator Gross questioned if there is a deputy director position or an employee who acts in a similar role when the director cannot be present.

Director Eldridge stated yes, that responsibility would fall under the Weights & Measures Inspector.

Chairwoman Nacerino stated she would like to move forward with this recommendation. She stated she would like to include a separate resolution reflecting the resolution to year end. She stated nothing is set in stone, and if this course of action needs to be changed, it can be revisited.

Legislator Wright concurred with Legislator Nacerino. However, he does share the same reservations that Legislator LoBue has. He requested for the two (2) job descriptions of the Director of Consumer Affairs position and the Director of Engineering.

Director Eldridge stated he will send that to the Legislature.

Legislator Addonizio questioned if the civil service notice for the exam will be posted to the public and how the salary would be posted.

Director Eldridge stated it would be published and stated that it is a part-time position at a salary rate.

Chairwoman Nacerino made a motion to confirm appointment of Director of Consumer Affairs/Weights & Measures/Trades Licensing & Registration Michael Budzinski; Seconded by legislator Wright. All in favor

Chairwoman Nacerino made a motion to approve in concept for the necessary Budgetary, which will include wording addressing pro-rated stipend for the Audit & Administration Committee; Seconded by Legislator Castellano. All in favor.

Item #6) Approval/ Standard Work Day & Reporting Resolution

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

Chairwoman Nacerino made a motion to approve the Standard Work Day & Reporting Resolution; Seconded by Legislator Castellano. All in favor.

Item #7) FYI/2016 Accident Report- Duly Noted

Item 8) Other Business

a. Update/Deputy County Executive Walker/Teamsters & Chauffeurs Union/Notice of Labor Dispute with Titan Concrete Inc.

Deputy County Executive Bruce Walker stated the County Executive's Office and the Legislative Office received a letter regarding a notice of a labor dispute between Titan Concrete Inc. and the Westchester Teamsters Local 456. He stated he met with the County's Law Department and reviewed all the contracts and records. He stated the County does not have any contracts with Titan Concrete Inc. He stated he then followed up with the union office and informed them that Putnam County does not have any contracts with the entity.

Item #9) Adjournment

There being no further business, at 7:00P.M. Chairwoman Nacerino made a motion to adjourn; Seconded by Legislator Castellano. All in favor.

Respectfully submitted by Administrative Assistant, Lisa Sommers.