

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

Members: Chairwoman Nacerino, Legislators Jonke & Montgomery

Wednesday

August 14, 2019

The meeting was called to order at 6:00PM by Chairwoman Nacerino who requested that Legislator Jonke lead in the Pledge of Allegiance. Upon roll call Legislators Jonke, Montgomery and Chairwoman Nacerino were present. As a note at 6:25p.m. Legislator Jonke had to leave and Legislator Sullivan was requested to sit as a member of the Committee for the remainder of the meeting.

Item #3 - Approval/ Personnel Committee Meeting Minutes/ July 10, 2019

Chairwoman Nacerino stated the minutes were accepted as submitted.

Item #4 - Approval/ Fund Transfer (19T167) To Cover Overtime Expenses due to Four (4) Vacancies and Two (2) on 207C/ Sheriff Langley (also addressed at 8/14/19 Protective Svcs. Mtg.)

Chairwoman Nacerino stated this was just addressed at the Protective Services Meeting. She noted this overtime request is to cover the month of June 2019.

Chairwoman Nacerino made a motion to approve Fund Transfer (19T167) To Cover Overtime Expenses due to Four (4) Vacancies and Two (2) on 207C; Seconded by Legislator Jonke. All in favor.

Item #5 - Approval/ Fund Transfer (19T183)/ Funding Shortage in Temporary Line/ Personnel Director Eldridge

Personnel Director Paul Eldridge explained that an employee in his department retired at the end of June. He stated this request is to take funding from that employee's budget line and put it in the Personnel Department's Temporary Line until the end of 2019, until the position is filled with a full time employee.

Chairwoman Nacerino made a motion to approve and move to the Audit and Administration Meeting Fund Transfer (19T183)/ Funding Shortage in Temporary Line; Seconded by Legislator Jonke. All in favor.

Item #6 - Approval/ Fund Transfer (19T187)/ To Cover Salary of Temporary Employee/ Veterans Service Agency Director Karl Rohde

Legislator Montgomery questioned if the Temporary Employees that are being referenced are already hired and working.

Chairwoman Nacerino stated that she will request an explanation of this request from Director Rohde, prior to the Audit and Administration Committee Meeting August 26th.

Chairwoman Nacerino made a motion to approve to the Audit & Administration Meeting Fund Transfer (19T187)/ To Cover Salary of Temporary Employee; Seconded by Legislator Jonke. All in favor.

**Item #7 - Update/ 2019 PILOT (Putnam Invest In Leaders of Tomorrow) Program/
Personnel Director Eldridge**

Chairwoman Nacerino stated that this program has become very popular and successful.

Personnel Director Eldridge stated that the PILOT program had 120 applications, and 45 were selected. There are two (2) of the interns present this evening to speak briefly of their experience. He introduced Samantha Perri, who worked in the Probation Department and Salvatore Pagnotta who worked in the DSS & I/T Departments. He turned the floor over to them.

Samantha Perri, Intern in the Probation Department stated she will be a Senior at Harvard University this school year. She stated she studies Social Anthropology. She stated that the past two (2) years she interned with the Putnam County District Attorney's Office through the PILOT program. She stated that this year she will be writing her Senior Thesis about how Probation Officers understand their role. She stated through her research it seems that Probation Officers have a dialectical role. She stated they are to help, motivate and support an offender, while being an enforcer of the Law. She stated they seem like two very different sides and hard to reconcile. She stated so that is why she applied to intern in the Probation Department. She stated that her internship in the Probation Department this summer was very educational. She stated she was permitted to be a part of every part of a Probation Officer's job. She stated it was an awesome experience. She stated that she felt very supported in that working environment. She stated that the Probation Officers have agreed to allow her to interview them. She stated her experience and the data she compiles from her meetings with the Probation Officers will be so valuable in her writing of her thesis. She stated it has been a very interesting experience.

Personnel Director Eldridge stated that the topic of Ms. Perri's thesis is very interesting. He explained when the County is interviewing for a Probation Officer often they look for candidates with a Social Work background and/or a Criminal background. He stated there is a need for a person with an interesting combination of talents and abilities to be a Probation Officer.

Salvatore Pagnotta, Intern in DSS & I/T Departments stated he will be a sophomore at Iona College. He stated during his summer internship he began by hooking up the other Interns' State Account to their computers. He stated he made sure each of them had a password and user I.D. He stated there was also a new employee hired who needed access to a Medicaid account, which he worked on. He stated July into August he was working on the 30 plus new computers that needed to be switched out. He stated that he personalized each computer to each employee's user account and he made sure that it was imaged through the State's software and made sure

everything was correctly inputted into the computer and the correct software was working and the correct files were carried over from the old computer. He stated that he also followed up to make sure any problems that may have occurred after the switch were addressed and taken care of. He stated he came into this internship with some prior knowledge. He stated that he learned the majority of the skills to perform all of his work from the County Employees. He stated he gained a lot of new skills. He stated he would like to publicly thank everyone for the opportunity he was given.

Personnel Director Eldridge stated that it is interesting that in DSS the employees are connected to the State DSS System in addition to be connected to the County's System. He stated that it did offer a bit of a different combination in terms of the I/T needs.

Chairwoman Nacerino thanked the Interns for attending the meeting and offering the feedback on their PILOT experience. She stated the interns certainly gain valuable work experience. She stated additionally through the PILOT program the Interns lend a lot of assistance to the departments they are assigned to. She stated the PILOT program is a reciprocal partnership.

Legislator Sayegh stated she knows Ms. Perri, who was a graduate of the Mahopac High School. She stated it is a proud moment to watch the kids grow up and go off to college and then come back to serve their community through the PILOT program.

Chairwoman Nacerino stated she agrees. She stated one of the many objectives of the PILOT program is to foster and cultivate the young members of our community to establish themselves in Putnam County, to pass the torch on to the youth, the employees of our future. She stated she would like to compliment Director Eldridge and his staff for the wonderful job they do in the execution and management of the PILOT program.

Item #8 - Update/Proposed Re-Organization of the County Health Department/ Commissioner of Health Dr. Nesheiwat

Chairwoman Nacerino stated Commissioner of Health Dr. Michael Nesheiwat, Personnel Director Paul Eldridge and the Health Department Fiscal Manager William Orr were all present to speak to the proposed re-organization of the County's Health Department.

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

Chairwoman Nacerino thanked Fiscal Manager Orr for his memo and comprehensive backup, which provided the justification of the proposed organizational positions. She stated that she met with Commissioner Nesheiwat, regarding this proposed re-organization. She stated that he told her his hope is that it will prove to be fiscally prudent as well as being efficient, as he moves forward with his vision for the County Health Department. She stated having been the Chairperson of this Personnel Committee for quite a few years now she believes the Department Head is the one with the keen awareness to the logistics and dynamics of their department. She stated she believes they know where the efficiencies can be sought and where the deficiencies can be eliminated in the department.

Commissioner of Health Dr. Nesheiwat stated he wanted to thank Chairwoman Nacerino and the members of the Legislature for allowing him to bring this proposal forward. He stated tonight is the result of a strategic planning evaluation that was conducted approximately three (3) years ago. He stated this proposed reorganization is in concert with the next five (5) years strategic plan. He explained the next 1-3 years is more critical in terms of a timeframe. He stated that there are great and talented people who work in the Health Department of Putnam County. He stated some of these colleagues have been working for the County 25 to 30 plus years, they are the pillars of the Health Department. He stated he sees in the next 1- 3 years these pillars who have institutional knowledge of how to run the programs in the Health Department, will begin to retire. He stated in order to keep the continuity of these programs running consistently the County needs to redesign and re-organize the Health Department. He stated the proposed re-organization that has been designed is a very lean budget with minimal impact. He stated the Health Department has peaks and troughs of issues that cannot be predicted, such as the measles outbreak. He stated the employees are currently working to the extreme and are delivering a superior product to the people that are served. He stated the objective with the re-organization is to maintain that same level of service. He stated he will request now that Fiscal Manager Orr provide an overview of the proposal.

Fiscal Manager William Orr stated the proposed re-organization plan includes 19 changes. He stated the proposal also it incorporates three (3) proposed job placements of the four (4) full-time Women Infants Childrent (WIC) positions (which are being eliminated due to the discontinuation of the County's WIC program). He stated if this proposal is approved as is there would be no additional cost to the County. He stated that Personnel Director Eldridge is confident that the fourth employee, affected by the discontinuation of the County's WIC program, will be placed in a position within another County Department. He stated that he will present the proposed re-organization for the Health Department, which would be applicable in 2020. He stated the second part is tonight the Administration is requesting that the Legislature approve a Fund Transfer (19T193), which must be approved in 2019, in order for the County employees who worked in the WIC Department to have a seamless transition to their new position after September 30, 2019. He requested clarification that the Legislature received the revised Fund Transfer (19T193).

Chairwoman Nacerino confirmed the revised Fund Transfer (19T193) was received by the Legislative Office on August 14, 2019 at 3:12PM. She stated also for the record committee member Legislator Jonke had to leave for an appointment (6:25pm). She stated per her request, Legislator Sullivan will be sitting in as a member of the Personnel Committee.

Fiscal Manager William Orr stated a lot of the items he will present this evening are included in the Health Department's 2020 Budget proposal. He stated that they have received approval from the County Executive. He stated the Legislature will make their determination during the October Budget review. He provided an overview of the proposed re-organization. (Presentation charts attached to minutes).

Personnel Director Eldridge stated there are certain items that have a requested start date of October 1, 2019, because the Administration wants to have a seamless transition for the WIC

employees. He stated that there will be an additional three (3) months also to incorporate some of the things that they hope to have in place by January 1, 2020. He stated that he believes once this is all over and done the County will be in a good position in terms of former employees of the WIC department and the employees of the Health Department.

Chairwoman Nacerino stated that she believes it to be important to have the foresight looking ahead to see that there will be employees retiring and begin to plan so that the County Health Department remains staffed with qualified employee who will carry out the duties of the department to serve the residents of the County.

Personnel Director Eldridge stated that is correct. He stated three (3) employees have retired from the Health Department that collectively had 80 years of experience. He stated fortunately there are many very good employees who have been working in the department for many years and are ready for the transition. He stated that this same scenario will occur throughout the County. He stated the baby boomers will be retiring; he stated the wave has started.

Legislator Sullivan requested clarification that three (3) employees have already retired, so this request is to fill currently vacant positions.

Commissioner Nesheiwat stated that is correct. He clarified there are two (2) positions that must be filled. He stated due to retirements the County is short staffed in the Engineering Department and in the Nursing Department. He stated this proposed re-organization has a minimum impact on the County Budget. He elaborated on the reason for the minimum fiscal impact.

Chairwoman Nacerino stated the Department Heads are the ones who know the key dynamics and logistics and how to improve efficiencies moving forward. She stated she applauds this proposal which meets the needs of the Department. She stated so next will be the discussion of the fund transfer.

Fiscal Manager Orr stated Fund Transfer (19T193) is the next agenda item. He stated the request is to transfer a total of \$72,264.00 from various retired persons account to the accounts that are required in order to have a seamless entry into the Health Department from the WIC Program. He stated the fiscal impact is zero.

Chairwoman Nacerino stated then it is a balancing act. She stated the appropriated funds from this year's budget will be put to cover the needed positions that will be re-classified to improve the efficiencies and also use said funds to pay the employees accordingly.

Legislator Montgomery stated that she is happy to see the members of the public and/or the employees of the Health Department. She stated that she is anxious to hear from anyone who would like to make a comment. She stated that this proposal of 19 Personnel changes in the Health Department is a big change. She stated this will be her first budget, as a Legislator. She stated that she had some of the backup for this matter for a week and some of it was just received at the start of this meeting. She stated she has had experience with the Health Department for as many years as she can remember. She stated she has somewhat of an understanding of how it works from her time as a Town Councilperson and as a resident. She stated that she was a

recipient of WIC in 1999. She stated her parents received nursing services and the meals on wheels from the County Health Department when they were ill. She stated the reason she became involved with local politics was because of land use and the County's important environmental program has been a great resource to our Town. She stated that this proposal is a lot to understand. She stated that she does have some questions. She stated as previously stated this evening there are a lot of employees working in the Health Department with a great deal of institutional knowledge. She stated that she is part of the discussion now but was not part of the discussion leading up to this. She stated that she hopes the Supervisors in the Health Department were allowed to give their input leading up to this point. She questioned if there were regular meetings leading up to this plan. She stated when she was a Town Counsellperson she reached out to the Department heads frequently. She stated she cannot do that any longer because she has to go through the County Executive to speak to any employee of the departments. She stated that she would like to know what the conversations were leading up to this.

Commissioner Nesheiwat stated they had strategic planning meetings which involved the entire department, which was mandatory that all the employees attend. He stated that there have been Managers meeting monthly, after the Departments monthly meeting and Fiscal Manager Orr has met with Department Heads and Supervisors to speak about their department needs as the 2020 budget was prepared. He stated and there have been meetings together trying to resolve all the needs and serve the needs of the residents while remaining reasonable with the budget. He stated the goal is to keep the high standard of service while remaining fiscally responsible. He stated that the 19 changes presented this evening are long overdue. He stated the population of the county is growing and there are new challenges that they are facing such as the blue algae, septic issues, and the measles break out etc. He stated everyone is working above and beyond.

Legislator Montgomery stated that she believes that is as a result of cuts in the past and Supervisors being put in a position of taking on the responsibility of the job cuts. She stated that she as a Legislator is trying to figure out how she can communicate with Commissioner Nesheiwat's Supervisors who have a direct impact in her Legislative District. She stated the Supervisors are the ones she sees on the front line. She stated that she appreciates meeting with Commissioner Nesheiwat, but for her she likes working directly with the Supervisors, as she had in the past. She stated the defunding of the WIC Program, she is not thrilled with. She stated it is disconcerting that there is still one (1) employee for the WIC Program who has not yet found a new position. She questioned in this re-organization proposal is there a creation of a second in command or has there always been a second in command. She stated that there are Deputy Commissioners in other Health Departments.

Commissioner Nesheiwat stated there are three (3) or four (4) Counties in New York State without a Deputy Commissioner of Health, and Putnam County is one of them. He stated as Commissioner he works with the Managers of the department as if they were deputies. He stated that the re-organization includes a Director of Environmental Services (EHS Director). He stated his department does not have a Chief of Staff or a Deputy Commissioner. He stated the EHS Director will be responsible for looking over a lot of the Health Department's Programs.

Legislator Montgomery stated that is the Senior Fiscal Manager that would be doing that.

Commissioner Nesheiwat clarified the Senior Fiscal Manager will be responsible for the fiscal and personnel matters and the EHS Director will look over the environmental side and water matters.

Legislator Montgomery questioned who will the Supervisors and Nursing staff members report to. She stated it appears that the second in command is the Senior Fiscal Manager and not a senior nursing employee or a doctor. She stated that a Senior Fiscal Manager is not licensed to manage Nurses.

Commissioner Nesheiwat stated currently the employee who manages the Nurses speaks directly to him. He stated anything that involves medical and nursing he handles.

Legislator Montgomery requested clarification that if there is a Nursing Personnel issue, that would be brought directly to Commissioner Nesheiwat.

Commissioner Nesheiwat stated if it is a medical issue he would address it along with the directing manager. He stated if it is a personnel issue it would be addressed by the Director of Personnel and the Senior Fiscal Manager.

Legislator Montgomery stated she requested the 80 page document and was criticized for that. She stated that information is needed to make these decisions.

Commissioner Nesheiwat stated he appreciates Legislator Montgomery's line of questioning, and hopes he and or his colleagues have the answers, but if they do not he will get the answer and come back to the Legislature. She questioned what the salary will be for the Senior Fiscal Manager and what was the current salary of the current position of the Fiscal Manager.

Fiscal Manager Orr stated that information is listed on page 6 of the financials associated with the proposed re-organization. He stated the Fiscal Manager salary currently is \$109,146 the proposed Senior Fiscal Manager salary would be 118,000.

Legislator Montgomery stated that she would prefer that the County have a Deputy Health Commissioner, who has expertise in health issues. She stated there are critical health issues in the County, as stated earlier this evening by the members of the Sheriff's Department. She stated she believes the second in command in a Health Department should have an expertise in health issues.

Commissioner Nesheiwat stated that he appreciates what Legislator Montgomery is saying. He stated that would be ideal for him to have a Deputy Commissioner. He stated that he approaches this re-organization from a fiscal standpoint. He stated the proposed salary increase of \$8,854 from Fiscal Manager to Senior Fiscal Manger is certainly a benefit over hiring a Deputy Commissioner, which would warrant a full salary and the fringe benefits. He stated as a tax payer living in this town, he looks at this from that viewpoint. He stated is it going to be a lot of work, of course it is; could the Health Department use more employees, always. He stated that he is trying to keep the department lean, by using talent within the department. He stated that is also what drove the proposal of the reclassification of a Public Health Engineer to a Senior

Public Health Engineer. He is trying to disseminate the responsibility of the department amongst the talent that exists with a small increase in salary. He stated that is in opposition to hiring a full time employee with fringe benefits.

Legislator Montgomery questioned who will take on the job of the Epidemiologist, that position has been eliminated.

Fiscal Manager Orr stated the Epidemiologist will assume the role of the Supervising Public Health Educator. He stated there will still be an Epidemiologist on staff.

Personnel Eldridge stated the current trained Epidemiologist will be taking the reclassified position of Supervising Public Health Educator.

Legislator Montgomery stated that again this process seems rushed. She stated some of this needs to be approved to meet the October 1st deadline, so the County's WIC employees will transfer into County positions seamlessly.

Chairwoman Nacerino stated that the proposed re-organization will be discussed further during the 2020 budget process in October.

Legislator Sullivan stated he would begin by thanking all involved for finding positions in the County's Health Department for the employees who worked in the WIC Program.

Personnel Director Eldridge clarified that three (3) of the four (4) have been placed. He stated that he is continuing to work on the placement of the fourth.

Legislator Sullivan stated that each of the three (3) employees will have a job if they want to accept it. He questioned how many years has Fiscal Manager Orr worked in the Health Department.

Fiscal Manager Orr stated he has worked 31 years in the Health Department.

Legislator Sullivan stated after 31 years he believes Fiscal Manager Orr has a wealth of knowledge and is capable of being the number two person to work and help Commissioner Nesheiwat run the Health Department. He stated he appreciates all Fiscal Manager Orr has done for the County and the time and effort that has gone into this proposed re-organization. He stated that he knows this proposal has been being worked on for a long time. He stated at the end of the day the proposed re-organization is projected to save almost \$90,000 a year for the Health Department, for the County and for the tax payer. He stated re-organizations happen all of the time in big corporations and they do it for a reason. He stated re-organizations occur to improve efficiency, lower costs and try to do the best job, while maintaining jobs. He stated in this proposal jobs are being created. He stated the Full time positions in the Health Department currently are 46 in 2020 under this re-organization there would be 52, and it would be done while still saving money. He again expressed his appreciation for all of the hard work that went into this proposal.

Chairwoman Nacerino stated that she would like to thank Commissioner Nesheiwat for approaching this with a comprehensive view. She stated that she has spoken to a few people in the Health Department. She stated that when a proposal of this magnitude is compiled it is not done solely, it is done in conjunction and collaboration with everyone else who is involved, including Personnel Director Eldridge. She stated through the communications regarding this matter she knows this has been a comprehensive consideration. She stated she relies on their expertise to make the assessment of the titles and positions to best suit the needs of the department not only from a practical point of view but from a fiscal point position as well.

Janet Canaday Resident, Employee and Putnam Union CSEA President thanked Personnel Director Eldridge and Commissioner Nesheiwat for finding three (3) out of the four (4) positions to place the WIC employees in the Health Department and I know you will try very hard to put that last person in somewhere and she appreciates that. She stated even though there will be five (5) temporary employees who will lose their positions, at least we have the members still here and she is thankful for that, truly. She questioned how many employees were at the Health Department in 2015/2016

Fiscal Manager Orr stated he did not have that information with him, he would provide it after the meeting.

Janet Canaday Resident, Employee and Putnam Union CSEA President stated that the Health Department is doing more with less staff. She stated that she understands that the proposed re-organization was done with the Supervisors and Managers. She stated her personal opinion, she stated she was not speaking in her roles as Union CSEA President, she believes that the employees of the department should have been spoken to. She requested clarification on the reference of the creation of new positions.

Fiscal Manager Orr stated there are three (3) new full time positions being created. He stated there will be three (3) new CSEA members.

Janet Canaday Resident, Employee and Putnam Union CSEA President stated she was happy to hear that.

Chairwoman Nacerino thanked Ms. Canaday for her comments.

Kathy Percacciolo Supervising Public Health Nurse at the Health Department stated she was born and raised in Putnam County, she is a resident and has worked 37 years at the Health Department. She stated she had a question related to what Legislator Montgomery raised about the epidemiology work. She stated the proposal is to have the person who is the epidemiologist to also handle the responsibilities of a supervisory position for Health Education. She stated it is her opinion that in order for that person to have those two (2) jobs it will require that person to work overtime, resulting in an increase to the overtime budget. She stated since 2010 she inherited all the duties of the Director of Patient Services when the CHHA (Certified Home Health Agency) closed. She continued to state that over the years she has had to take on many additional responsibilities as a result of employees who retired from the Health Department. She stated that she is paid one salary. She stated she loves her job, loves the people she works

with, loves the people she serves, that is not the issue. She stated the issue is when you are pushed and pushed and pushed and pushed and then you do the job and then you fill out your overtime slip and you get criticized for it, that is kind of tough. She stated in her opinion it will only take the County being hit with one outbreak, from a nursing standpoint, and it will be bad. She stated she appreciates that the position that was retired as a Registered Nurse will be reclassified as a Public Health Nurse. She stated as a Supervisor she needs someone who can work more independently. She stated she needs to rely on her nurses, because she cannot be hovering all the time. She stated she is happy that the WIC employees are getting positions, but it does not solve a lot of other issues of what we do and what we need in the Health Department. She stated there are bigger issues that need to be addressed and I know it comes down to money and I know they are trying really hard to keep within a budget, and I respect that. She stated she believes sometimes you have got to look further.

Chairwoman Nacerino thanked Ms. Percacciolo and stated her points are well taken.

Legislator Montgomery also thanked Ms. Percacciolo for he comments.

Rachel Gressel Senior Public Health Nurse stated she reports to Supervisor Percacciolo. She stated she is responsible to follow all outbreaks, and is following 70+ diseases for the County. She stated she loves her job and always has. She stated that she has worked 14 years in the County's Health Department. She stated she will express what she really truly feels about what is happening. She stated she has not felt this low in a long time about what's going on. She stated the nursing part of the Health Department is very critical and has a lot of mandated programs and a lot of added responsibilities from the State of New York. She stated in the proposed re-organization presented this evening it shows a new high level position of Director of Environmental Health. She stated they are very busy and they work very hard too in that side of the department and she is glad for that. She stated she sees the proposal of Bill Orr Fiscal Manager, who I'm sure does a great job fiscally, as going to be 2nd in command. She stated that does not make sense to her. She stated yes he knows all of the departments, but she does not believe he has an understanding of what each department does. She stated she also has a concern with the employee who is expected to do the job of an epidemiologist and a supervisory position for Health Education. She stated the numbers compiled by the epidemiologist are important to her in her position and the County has to have them. She stated her Supervisor will have to take on additional programs with the loss of a part-time WIC employee. She stated she thinks when it comes down to it we are all feeling a little bit beaten up. She stated nobody knew any of this was going on. She stated that this is absolute news to her in this meeting. She stated her Supervisor did not know all this. She stated there are no lines of communication happening. She stated that she is discouraged.

Chairwoman Nacerino thanked Ms. Gressel for her comments.

Jeanette Baldanza Public Health Nurse stated she has worked in the Health Department for over 40 years. She stated that she has a wealth of knowledge. She stated she agrees with what Ms. Gressel said. She stated the proposal is to have one (1) Supervising Public Health Nurse position. She stated that one (1) Supervising Public Health Nurse would be responsible for all the programs. She questioned if Fiscal Manager Orr knows how many programs there are.

Fiscal Manger Orr stated he does not have the exact number, but knows there are a lot.

Commissioner Nesheiwat stated that he would like to clarify what seems to be confused. The proposed Senior Fiscal Manager position is not going to be second in command. He stated it is not a position of Chief of Staff. He stated if it were, it would have been titled as such. He stated Fiscal Manager Orr has been with the County 31 years. He continued by stating in the proposed position of Senior Fiscal Manager he would be in charge of personnel in addition to the fiscal responsibilities. He stated the Engineering Director would be more of a second in command.

Chairwoman Nacerino responded to comments shouted from the audience stating that the Department Chart displayed shows the Senior Fiscal Manager position directly below the Commissioner of Health. She stated that Commissioner Nesheiwat just provided clarification to that point. She further stated that the purpose of this meeting is to bring forward and clarify any outstanding issues or interpretations that need to be addressed.

Jeanette Baldanza Public Health Nurse stated she believes the County having only one (1) Supervising Public Health Nurse which is a position held by Ms. Percacciolo will be leaving a vulnerability in that there will be no back up for her. She stated it will make it difficult for Ms. Percacciolo if she wants to go on vacation or gets sick. She stated in these incidents there will be no second in command to cover in her absence. She stated she does not understand how an employee can be bumped up when that vulnerability has not been fixed.

Chairwoman Nacerino stated she believes that this was looked at in a comprehensive fashion and the Administration is cognizant of some of the deficiencies. She stated no one is saying that this is the end all to fix every deficiency in the Health Department. She stated that she respects the comments made this evening by the employees. She stated that there are parameters from a fiscal standpoint which hinders some of the things the Administration wishes they could do. She stated she respects Commissioner Nesheiwat's professional insight and she respects his judgement. She stated that she respects Director Eldridge for his commitment to this County and his fair assessment of everything he does. She stated that she is not saying this will be the magic wand that is going to fix everything. She stated a concerted attempt to fill some of the deficiencies, to try to get as much leverage as the County can for the amount of money that will be spent is basically the objective.

Legislator Montgomery stated she thinks this was an important discussion and a hard one and we had to have it. She stated, as she has stated during previous discussions at various meetings, we are not in dire straits in this County. She stated the discussion keeps going to the fiscal issue. She stated we are discussing the County Health Department. She stated she believes there are times when the County needs to spend money to take care of our citizens. She stated she is fearful of the County doing this in a way where we might fall short of that. She stated she wants to be confident and it is no disrespect to you, Dr. Nesheiwat or Bill Orr. She stated that she believes they work really, really hard. She stated she is aware that this is a difficult conversation. She stated she always respects Paul Eldridge and goes to him for advice. She stated but what she is hearing from the employees and from the public is that they were not included enough in this conversation. She stated that she knows how that feels because it is difficult as a Legislator

when I cannot wrap my head around all of it at once. She stated there is a lot of information here, it was a long time coming. She stated these employees feel like they weren't included long term on the conversation. She stated she thinks in the future, that can be corrected. She stated she thinks there is a lot of improvement that can happen here and I'm hopeful for that based on this conversation. She stated she does not want anybody to ever feel fearful to get up and speak their mind, whether they are an employee or member of the public. She stated she thinks we can head in a direction with this County and open government where we can do that more and more. She stated she sees a department that is working really hard and the morale is not great. She stated she hopes that can be improved. She stated she loves the Health Department, and loves that they love their jobs. She stated that has been obvious to her for decades as she has seen them doing their work in her town. She stated hopefully we can make this work for everybody, but we need to take some time to do it. She stated she does not think this can just be pushed through.

Chairwoman Nacerino stated she agrees with the comments made by Legislator Montgomery. She stated the Health Department is so crucial and the work they do is so crucial to our County. She stated she certainly respects what they do and certainly does not want to underscore the value of what they do because the service that they provide to the residents of Putnam County is beyond measure, and she understands that. She stated tonight we are just listening to this proposed re-organization. She clarified that the only thing we are going to have on the agenda to move forward with is the fund transfer, agenda item #9, to incorporate those WIC employees into the budget by October 1st, 2019 which will permit a seamless transition to their employment. She stated as of September 30th the WIC Program will terminate. She stated this conversation will continue throughout our budget process in October. She stated she heard tonight that the employees of the Health Department present all want to be included in the process. She stated but when management has to make decisions and has to meet with the County Executive and meet with the Director of Personnel and all the Department Heads that may be involved, it is not practice to go to the employees first to ask permission to what they are entertaining. She stated this Committee process is the forum where we get to discuss and hear your point of view to understand what your concerns are and where your priorities are. She stated prior to that, it would be premature to entertain a plan that is not really being put forward and we do not want to do that either, that would be a waste of all the County's valuable Department Heads' time as well as yours. She stated it takes a lot of time for these plans to come to fruition to get something that's tangible to move forward with. She stated once it's really designated and can be unveiled, that's when the employees get to see it. She stated that is the process and practice used by the School Boards, Department Heads in the County, Hospital Administration etc. She stated with all due respect she questioned if there is anyone else that would like to speak or any other Legislator that would like to speak?

Legislator Montgomery stated that she strongly disagrees. She stated it was said that there is 80 years of experience in that department. She stated she believes input from the employees who make up those 80 years would be valuable input.

Director Eldridge stated the 80 years of experience referenced was in relation to three (3) employees who retired.

Legislator Montgomery stated her point is that there are employees who have worked in the Health Department for decades. She stated her hope is that the employees can talk freely to their Supervisors.

Director Eldridge stated absolutely. He stated it would be more appropriate that the employees talk to their supervisors rather than at a public meeting like this.

Legislator Montgomery stated they weren't included on the plan they weren't invited to the table.

Director Eldridge stated they have a structure that was developed by the employees and they used that structure. He stated that they may not have gotten down to the specific details. He stated the intent of finding jobs for the Ppeople from WIC was discussed as well as some general conversation regarding the changes.

Legislator Sullivan stated he agrees with Chairwoman Nacerino. He stated in the private sector as an executive in corporations decisions are made by managers and people who run the companies. He stated it is not feasible to involve every single person in a large corporation and try to make a decision. He stated the people that are hired to run the businesses and to run the organization are done so because they have the expertise and they make these decisions. He stated that has been done in this matter and they are here tonight presenting their recommendation based on the good of the residents and the County. He stated the Legislature will have to make a decision based on the information and proposal made. He stated we are glad that you came to this meeting to give us your comments and we appreciate them. He continued by stating at the end of the day the decision is made by the people who run the Administration and by the Legislature. He stated this is the normal course of running businesses or organizations.

Chairwoman Nacerino stated her appreciation for the comments presented this evening and reminded those in the audience to attend the October Budget Meeting, where further discussion and consideration will continue on this matter and we would still love to hear from you. She repeated that this is a work in progress.

Legislator Sayegh stated she understands nursing since her Mother was a nurse, her niece is a nurse, and she worked as a CNA (Certified Nursing Assistant) under a nursing staff when she was attending college. She stated she understands the issues that they face, not only in patient care, but doing book keeping, and records. She stated and to add to all of that she stated she could not imagine how the County's Nurses manage the mandates coming down from the State of New York. She stated that she wanted to say that she sincerely understands what has been stated this evening. She stated at the same time the Administration needs to work with the Department Heads to address the never ending changes that occur or need to occur in operating an effective and efficient County Health Department. She repeated that she just wanted to say she understands. She stated the Legislature will look at all sides, but it is a tough spot. Chairwoman Nacerino stated she agrees. She stated there are always tough decisions to make in Personnel. She stated she has said that over and over again. She stated she understands that personnel decisions are fragile, are sensitive, they affect the workload and they affect peoples'

livelihood. She stated the members of the Legislature understand all of that. She stated as members of the Legislature we are faced with these challenges and we do the best to our ability to ensure that we can move in a seamless fashion to protect the health, and safety, and welfare of the people that we represent. She stated there being no further comments, she would be moving forward to agenda item #9.

Item #9 - Approval/ Fund Transfer (19T193)/ Re-Organization of the County Health Department/ Commissioner of Health Dr. Nesheiwat

Chairwoman Nacerino stated that this fund transfer will support the positions that the WIC employees will be reassigned to. She stated the total amount being transferred is \$72,264.00, and there is a zero fiscal impact.

Chairwoman Nacerino made a motion to move this forward, Legislator Sullivan Seconded. Legislator Montgomery stated prior to her placing her vote she wanted to make sure of the following.

Legislator Montgomery stated she wanted confirmation that Fund Transfer (19T193) is only covering the cost related to the job placement of the WIC employees and nothing else.

Fiscal Manager stated it also includes funding for the new Nurse position. He stated the position currently is vacant and it is a Registered Professional Nurse position, the new position would be a reclassification to a Public Health Nurse.

Chairwoman Nacerino read the verbiage on Fund Transfer (19T193) into the record. She stated this is for action to begin October 1, 2019 with a zero fiscal impact to the 2019 budget.

Legislator Montgomery requested confirmation that there will be further discussion regarding the rest, agenda item #8.

Chairwoman Nacerino stated the rest is not being entertained at this meeting tonight. She stated that was just an overview of the proposed changes.

Chairwoman Nacerino made a motion to approve Fund Transfer (19T193); Seconded by Legislator Sullivan. All in favor.

Item #10 – Update/ Collective Bargaining Agreement Status/ Personnel Director Eldridge

Personnel Director Eldridge stated the general overview is that the Putnam Management Association (PuMA) Agreement was settled earlier this year (R#90/2019), which covers years 2019 through 2023. He stated the Putnam County Sheriff's Benevolent Association (PBA) filed a Declaration of Impasse. He stated that a mediator, Laurie Matles, was assigned. He stated the first mediating session is scheduled for October 15, 2019. He stated he, County Attorney Jennifer Bumgarner and Counsel Bill Wallens have prepared a draft Memorandum of Agreement (MOA) to be presented the Civil Service Employee Association (CSEA). He stated once the final review has been done it will be sent to the CSEA, no later than Monday, October 19th. He

stated also a draft MOA was completed regarding the 911 Dispatchers. He stated one of the things occurring with the CSEA Agreement is that 13 Dispatcher Positions will be incorporated. He stated said dispatchers were at the Bureau of Emergency Services. He stated that they are the only employees that are 24- 7- 365, there is nothing in the existing CSEA Agreement that covers employees in that category. He stated the draft MOA is near completion and will be to the Union by Monday, October 19th. He stated in reference to the Putnam County Sheriff's Employee's Association (PCSEA) the Administration is finalizing a counter proposal to their proposal regarding economic issues and that should occur this Friday, August 16, 2019. He stated if the committee wishes him to go into any more detail, it would require an Executive Session.

Legislator Montgomery questioned if there needs to be consideration of incorporating the potential consolidation of the Sheriff's Dispatchers.

Personnel Director Eldridge stated that has been discussed. He stated that they do not want to hold up the current negotiations. He stated that they have left open a few of the issues that might occur because of that potential consolidation. He stated what can be addressed is being addressed.

Chairwoman Nacerino thanked Personnel Director Eldridge for that update.

Item #11 - FYI/ 2019 Accident Report – Duly Noted

Item #12 - Other Business - None

Item #11 – Adjournment

There being no further business at 7:35PM Chairwoman Nacerino made a motion to adjourn; Seconded by Legislator Montgomery. All in favor.

Respectfully submitted by Deputy Clerk of the Legislature Diane Trabulsy