

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

Members: Chairwoman Nacerino, Legislators Jonke & Montgomery

Tuesday

March 12, 2019

(Immediately followed the Protective Services Meeting)

The meeting was called to order at 6:30PM by Chairwoman Nacerino who requested that Legislator Montgomery lead in the Pledge of Allegiance. Upon roll call Legislators Jonke, Montgomery and Chairwoman Nacerino were present.

Item #3 - Approval/ Personnel Committee Meeting Minutes/ February 13, 2019

Chairwoman Nacerino stated the minutes were accepted as submitted.

Item #4 - Approval/ Confirmation of Putnam County Executive MaryEllen Odell's Appointment: Commissioner of the Departments of Mental Health, Social Services & The Youth Bureau Michael J. Piazza, Jr.

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

a. Approval /Confirmation/ Appointment Commissioner of Social Services/ Michael J. Piazza, Jr.

Chairwoman Nacerino made a motion to approve the Confirmation of the Appointment Commissioner of Social Services Michael J. Piazza, Jr.; Seconded by Legislator. All in favor.

b. Approval /Confirmation/ Appointment Commissioner of Mental Health/ Michael J. Piazza, Jr.

Chairwoman Nacerino made a motion to approve the Confirmation of the Appointment Commissioner of Mental Health; Seconded by Legislator Jonke. All in favor.

Chairwoman Nacerino stated Michael J. Piazza, Jr. has served as the Commissioner of Social Services and Mental Health since 1994. She stated that he does a stellar job and is the consummate gentleman. She stated the residents of Putnam County are very fortunate to have Commissioner Piazza working for their County.

Legislator Montgomery stated she is very happy to support this confirmation. She explained that she had the pleasure during her first two (2) months as a Legislator to meet with Commissioner Piazza and travel throughout the County to the different offices, in which he works. She stated to have the availability to call on a person with Commissioner Piazza's expertise is so valuable. She stated that he works with and on behalf of the most vulnerable of our population. She stated Commissioner Piazza shared his phone contact with her and told her she can call him 24/7. She stated she toured and visited the many programs throughout the County. She stated that she has

introduced Commissioner Piazza to different providers. She stated she looks forward to working with Commissioner Piazza in the next three (3) years.

Legislator Addonizio stated she is a member of the One Army in the War on Addiction Task Force as is Commissioner Piazza. She stated she knows first-hand that he is a wealth of knowledge and highly respected in his field. She offered her congratulations.

Legislator Jonke stated it is an honor to support this re-appointment. He stated the people of Putnam County are very lucky to have Commissioner Piazza working for them.

Item #5 - Approval/ Fund Transfer (19T032)/ To Cover Over Time Expenses for January/ Sheriff Langley (also reviewed at Protective Committee Mtg. 03/12/19)

Chairperson Nacerino made a motion to approve Fund Transfer (19T032)/ To Cover Over Time Expenses for January; Seconded by Legislator Jonke. All in favor.

Item #6 - Approval/ Budgetary Transfer (19T042)/ Hiring Two (2) Full Time Civilian Dispatchers/ Sheriff Langley

Chairwoman Nacerino welcomed Sheriff Robert Langley and Captain James Babcock to speak to this item.

Captain Babcock stated as with any 24/7 operation it is a challenge to fill all of the shifts. He stated this is a result of retirements, 207C, personal days off, vacations and sick time. He stated that the Sheriff's Department is reviewing the 2018 records and looking for ways to minimize their overtime. He stated currently there are two (2) Deputy Sheriffs who work as part of the communications staff. He stated a Deputy Sheriff's hourly rate is more than that of a full time dispatcher. He stated they try to fill the overtime with part time dispatchers, full time dispatchers and then the Deputies. He stated that he and members of the Sheriff's Department met with Commissioner of Finance Bill Carlin and Personnel Director Paul Eldridge to discuss this matter. He stated that this proposal is a request to hire two (2) of the part time dispatchers and employee them as full time dispatchers. He explained this will result in sending the two (2) Deputies back to the road patrol. He stated currently the road patrol over the past year has had a significant amount of open shifts. He stated the projection is that the proposal in front of the Legislature tonight will result in about a \$16,000 per month savings. He stated that they thoroughly vet the financials out with Commissioner Carlin and Director Eldridge. He stated this proposal will minimize overtime in the patrol division. He stated overtime will be used on what it is really created for such as training and doing specialized events.

Sheriff Langley stated the potential total annual savings is \$242,000. He stated the other aspect of this proposal is that it is a proposal of consolidation of communication services. He stated this proposal is not an impact to the tax payers. In fact it would be a savings to the tax payers.

Legislator Montgomery stated that she likes the idea of adding more trained patrol officers on the road. She stated that she often hears from constituents concerns related to speeding vehicles and requesting additional patrols to address that matter. She questioned if there would be two (2) new Dispatchers trained. She continued and stated the consolidation of the 911 Center and the

Sheriffs Dispatchers will be taking place soon, and questioned if these two new Dispatchers need to be retrained.

Captain Babcock stated they are fortunate to have part time Dispatchers that are trained. He stated these two (2) positions will be filled by two (2) of the Part-time Dispatchers, there will be no need for additional training. He stated, however that is correct once the actual merge takes place they will need to receive training.

Legislator Sullivan stated he also supports having the Deputy Sheriffs on patrols. He questioned where will the projected savings of approximately \$242,000 come from.

Sheriff Langley stated it will come from the combination of filling the openings that needed to be covered and not having to use overtime to do that, etc.

Captain Babcock stated for the record the maximum amount that would be saved is a projected \$242,000.

Chairwoman Nacerino facilitated further discussion related to Legislator Sullivan's inquiry.

Sheriff Langley stated that the Sheriff's Department does not have a budget line that is used to fund Comp Time that is cashed in. He stated the Correctional Facilities' Budget has a specific line for Comp Time.

Legislator Jonke questioned if currently when someone cashes in Comp Time, does it come out of the overtime budget line.

Sheriff Langley stated that is correct. He stated they move a lot of budget lines around to cover that.

Captain Babcock stated the hope is that if there is a balance at the end of the year they will look at creating a budget line that would be used to pay Comp Time.

Legislator Addonizio questioned if it has ever been considered to address the need for a Comp Time budget line prior to this.

Captain Babcock stated this Sheriff and his staff are new. He stated in preparing their budget they clearly recognized that this was a liability that no one has ever addressed.

Sheriff Langley stated that he has met with Commissioner Carlin and County Attorney Bumgarner regarding this matter. He stated that they are all working on a solution to this that will bring it under control. He stated this is something that has been cultivating for years and allowed to get out of control.

Chairwoman Nacerino facilitated further discussion.

Legislator Castellano questioned if the two (2) Deputy Sheriffs that will be returning to the road patrol will require training to be ready to go back to that work.

Captain Babcock stated no, they are ready and could go back on patrol this evening, if need be.

Legislator Jonke made a motion to approve and move to the Audit & Administration meeting the approval of Budgetary Transfer (19T042)/ Hiring Two (2) Full Time Civilian Dispatchers; Seconded by Legislator Montgomery. All in favor.

Chairwoman Nacerino stated that she will be going out of order on the agenda. She stated agenda item #7 will be the last item addressed.

Item #8 - FYI/ 2019 Accident Report – Duly Noted

Item #9 - Other Business

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

a. Approval/ Budgetary Transfer (19T054)/ Transferring \$50,000 from the 2019 Sub Contingency Budget Line to fund the Famer Services at Tilly Foster Farm/ Deputy Commissioner Highways & Facilities John Tully

Chairwoman Nacerino stated that there was a letter of necessity sent from Deputy Commissioner of Highways & Facilities John Tully stating that there is a need to approve the Budgetary Transfer. She stated that Park Superintendent Chris Ruthven is present this evening to speak to this matter.

Park Superintendent Chris Ruthven stated that the Five (5) Year plan for the farming that will be done at the Tilly Foster Farm was presented to the Legislature at the February 19, 2019 Physical Services meeting. He stated the presentation was given by the Farmer, Donald Arrant. He stated that the request before this committee tonight is to transfer the \$50,000 from the sub contingency budget line to the Highways and Facilities Department's budget. He stated currently an overview of the Farmer Position's job responsibilities is being worked on. He stated this will be a contract employee. He explained the thinking behind that rationale.

Legislator Albano requested confirmation that the Farmer during the growing season will be anticipated to be at the farm 5 – 6 days a week.

Park Superintendent Chris Ruthven stated that is correct. He stated that is what is being documented, during the different seasons there is specific work and projects that need to be carried out and that will be the responsibility of the Farmer. He stated that there has been discussion with Mr. Arrant to work to balance the week out to as close to 40 hours a week as is possible.

Chairwoman Nacerino questioned if there is an actual contract that will sunset with this position and if so, when is that date.

Park Superintendent Chris Ruthven stated they are working on those details. He stated once they are done with it they will pass it on to the County Law Department to do the proper wording.

Legislator Montgomery stated there is no fiscal impact, because the money is already in contingency.

Chairwoman Nacerino stated the Legislature moved the \$50,000, during the budget process, into the sub-contingency budget line, pending the need for the position.

Park Superintendent Chris Ruthven stated the plan of operation had not been formulated at the time of the 2019 budget process. He stated the plan has been put together, as it was presented at the February Physical Services Meeting. He stated, now the need is to have the person in the role to implement it.

Legislator Montgomery stated for the record that the budget had been planned last year for this, which was prior to the start of her term. She stated that it was an exciting presentation by the Farmer. She stated it is challenging for her to approve, seeing all of the needs of the County. She stated however, since this is a project that the Legislature and County Executive have been working on for a number of years, in an effort to make Tilly Foster a source of revenue for the County. She stated that she hopes it happens and loves the idea of community farming. She stated she also likes the idea of more funding for community resources for drug resource coordinators in the Towns and Fire Departments that need roofs. She stated again since this is addressing funding that was already identified for this purpose she will support it.

Chairwoman Nacerino stated those are very important issues and decisions that are considered. She stated again during the budget process, each proposal made is individually considered. She stated that this will add to the quality of life in the County.

Legislator Jonke stated this proposal is not only about generating revenue. He stated there is an educational component etc.

Park Superintendent Chris Ruthven stated that is correct. He stated additionally there is a Watershed Agricultural Council (WAC) Easement on the farm. He stated the majority of the farm will be used for farming operations. He stated so the County had to come up with a farming opportunity. He stated in his role as Superintendent of the County Parks he sees this as a recreational opportunity to the Public and a quality of life issue. He stated the vegetable production will not be on a large scale, there are not the resources or the land. He stated there is no intention on the part of the County to compete with the local farmers. He stated the vegetables will be supplied to the County venues, which currently do not purchase from the local farmers. He stated the picking at the Tilly Foster Farm will be recreational.

Legislator Jonke thanked Superintendent Ruthven for his clarification.

Chairwoman Nacerino stated Tilly Foster in of itself is a project with a focus on the mission of improving the quality of life. She stated that we have seen many different facets as to how that is evolving. She stated this will add to that mission.

Legislator Sullivan questioned if it is typical to move the entire amount from sub contingency now or transfer just a portion now and the balance six (6) months from now.

Chairwoman Nacerino stated that is the consideration that is before the committee this evening. She stated that she is supportive of moving it in its entirety. She stated the presentation that was made at the February Physical Services meeting demonstrated the scope of services that will be provided by the Farmer, the goals and objectives were also presented. She stated that she does support moving the entire amount that was placed in sub contingency.

Legislative Counsel Firriolo stated that the Law Department will have to negotiate a contract with the vendor. He stated the funds need to be in place to execute the contract.

Chairwoman Nacerino stated on behalf of herself and her colleagues, she would like the Legislature to be notified as to the length of time that the County will hire this contractor for.

Legislator Sayegh questioned if the Legislature will be allowed to review the contract prior to its proposal.

Legislator Clerk Schonfeld stated a contract does not need approval from the Legislature.

Chairwoman Nacerino made a motion to approve and move to the Audit & Administration Meeting Budgetary Transfer (19T054)/ Transferring \$50,000 from the 2019 Sub Contingency Budget Line to fund the Famer Services at Tilly Foster Farm; Legislator Jonke. All in favor.

Item #7 - Personnel Issue Involving Specific Employees

7:10PM

Chairwoman Nacerino made a motion to go into Executive Session to discuss Personnel Issues Involving a Specific Employee; Seconded by Legislator Jonke. All in favor.

7:43PM

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

Chairwoman Nacerino stated that no action was taken in the Executive Session.

Item #10 – Adjournment

There being no further business at 7:44 PM Chairman Nacerino made a motion to adjourn; Seconded by Legislator Jonke. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.