

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

Members: Chairwoman Nacerino, Legislators Jonke and Sullivan

Thursday

February 22, 2018

The meeting was called to order at 7:45p.m. by Chairwoman Nacerino who requested Legislator Jonke lead in the Pledge of Allegiance. Upon roll call Legislators Jonke, Sullivan and Chairwoman Nacerino were present.

Item #3) Approval/Personnel Committee Meeting Minutes/January 17, 2018

Chairwoman Nacerino stated that the minutes were accepted as submitted.

Item #4) Approval/Fund Transfer (18T008)/Fund an Environmental Health Services (EHS) Aide/Fiscal Manager William Orr

Chairwoman Nacerino made a motion to approve to the Audit Meeting Fund Transfer (18T008)/Fund an Environmental Health Services (EHS) Aide; Seconded by Legislator Sullivan. All in favor.

Item #5) Approval/Fund Transfer (18T021)/Cover Overtime for Officers on Leave and 207C/Undersheriff Corrigan

Chairwoman Nacerino made a motion to approve to the Audit Meeting Fund Transfer (18T021)/Cover Overtime for Officers on Leave and 207C; Seconded by Legislator Jonke. All in favor.

Item #6) Approval/Reclassification- Health Department/ Intermediate Clerk, CSEA Grade 10 to Principal Clerk, CSEA Grad 12/ Personnel Director Paul Eldridge

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

Personnel Director Paul Eldridge stated the department submitted a request in 2015 to have the title changed for the 2016 budget. He stated after evaluation and consideration of the information that was submitted, it was not granted. He stated subsequently the individual filed a grievance in March of 2016 over this issue. He stated as far as reclassification is concerned it is not a grievable item by law. He stated it is the authority of the County to grant or not grant. He stated there was a clause in the contract that stated an employee who believes they are working out of title could file a grievance for out of title pay. He stated this is a very talented and good employee. He stated the original request was to get four (4) grades above their current position. He stated that was not warranted. He stated the position did take on additional responsibility from the Acting Commissioner of Health, which the employee was not getting compensated for. He stated based on that, which all took place in December of 2017, after the budget. He stated that it was agreed that two (2) grade levels would be approved not four (4) and that it could be

effective January 1, 2018. He stated the Acting Commissioner of Health is in support of this proposal. He stated the employee has taken many responsibilities of the Commissioner of Health's Confidential Secretary Position that was eliminated a few years back.

Legislator Albano stated that based on the report from Personnel Director Eldridge he will support this proposal.

Personnel Director Paul Eldridge stated that he is very comfortable with this. He stated he was not comfortable with the four (4) grade request. He stated that he has been doing this for a long time and he is confident with this decision, and both parties are comfortable with it as well.

Chairwoman Nacerino stated the additional document to this item is the Fund Transfer needed to adjust the salary as a result of this reclassification.

Personnel Director Paul Eldridge stated for clarification there is no fiscal impact to the 2018 budget, because the additional funding is being taken out of vacant budget lines.

Chairwoman Nacerino stated for clarification that there is no fiscal impact for 2018. She explained in 2019 there will be a fiscal impact of \$5,089.

Chairwoman Nacerino made a motion to approve to the Audit Meeting Fund Transfer (18T034); Seconded by Legislator Sullivan. All in favor.

Item #7) FYI/2018 - Accident Report – Duly Noted

Item #8) Other Business- None

Item #9) Adjournment

There being no further business, at 7:55P.M. Chairwoman Nacerino made a motion to adjourn; Seconded by Legislator Jonke. All in favor.

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