

PERSONNEL COMMITTEE

Held via Audio Webinar Pursuant to Temporary Emergency Orders

Members: Chairman Nacerino and Legislators Jonke & Montgomery

Monday

6:30pm

March 30, 2020

The meeting was called to order via audio webinar at 6:30pm by Chairwoman Nacerino who requested Legislator Jonke lead in the Pledge of Allegiance. Upon roll call Committee Members Jonke, Montgomery, & Chairwoman Nacerino were present. Also present via audio webinar were Legislators Montgomery, Gouldman, Addonizio, Nacerino, Jonke, and Sayegh, as well as Legislative Counsel Robert Firriolo.

Item #3 – Approval of Minutes – February 11, 2020

The minutes were approved as submitted.

Item #4 - Approval/ Ratification/ Collective Bargaining Agreement Between County of Putnam and the Putnam County Sheriff's Department – PBA (*Police Benevolent Association Inc.*) / County Attorney Jennifer Bumgarner

Chairwoman Nacerino stated this has been a long and arduous process over the past three (3) years. She stated that there have been proposals and counter proposals along the way. She stated a Declaration of Impasse was filed on July 17, 2019 with the Public Relations Board. She stated several mediation sessions took place between the County of Putnam and the PBA. She stated a letter of recommendation was received March 12, 2020. She stated the Memorandum of Agreement was executed by County Executive MaryEllen Odell and Sheriff Robert Langley and County Attorney Jennifer Bumgarner and the PBA President Daniel Hunsberger on March 13, 2020. She stated Personnel Director Paul Eldridge was also instrumental throughout this process. She stated she is pleased to move forward with the well-deserved approval of the Ratification/ Collective Bargaining Agreement Between County of Putnam and the Putnam County Sheriff's Department – PBA contract. She stated the Memorandum of Agreement (MOA) spans from January 1, 2017 through and up to December 31, 2022. She stated the annual base increase is 2.5% respectfully.

Legislator Jonke stated he finds it hard to believe it took three (3) years to get to this point. He stated he believes this should have taken more like weeks or months. He stated the leadership of the PBA harassed this Legislative Body. He stated he was personally followed by Police Officers. He stated again it is hard to believe it took three (3) years, and the amount of intimidation that was attempted to get to this point. He stated he is disgusted, but this is a win for the County, so he is happy to second this and move this forward.

Legislator Montgomery stated she is happy to move this forward. She stated there was a lot of effort that went into the negotiations. She stated the members of the Sheriff's Department are taking a sigh of relief right now, that they can take care of their families. She stated she is happy to be part of taking care of the Officers, so they can take care

of us. She expressed her appreciation to all involved in bringing this forward, especially the Putnam County Sheriff's employees during this difficult time.

Chairwoman Nacerino stated she agrees there has been a lot of strife over the past three (3) years with this contract. She stated she wants to move forward and believes this is a solid contract. She stated it includes improved efficiencies, the 207C policy was improved, the drug and alcohol policy was improved, and it took care of many aspects of the contract which resulted with a fair and equitable contract.

Legislator Gouldman stated he is happy to see this going through. He stated that the Sheriff's Deputies work very hard for the residents of Putnam County. He stated he wished it had been done sooner but is happy to see it here and the County is moving forward.

Legislator Addonizio stated that she is in support of this proposal. She stated the approval of this agreement is in the best interest of the Putnam County residents and the members of the PBA.

Legislator Albano stated he believes this to be a good and fair contract for the Deputies and the Putnam County Residents. He stated he is thankful to all who were involved in the negotiations and bringing this forward.

Legislator Castellano stated he would like to thank all involved. He stated whenever there are union negotiations there is a need for give and take on both sides. He stated that he believes a reasonable conclusion was reached. He stated he looks forward to moving forward on this matter.

Legislator Sayegh stated she wanted to thank County Executive Odell, Sheriff Langley, County Attorney Bumgarner, PBA President Hunsberger and all involved in the collective bargaining. She stated it is good to have fair contract to vote on. She stated she would like to thank all of the Sheriff's Deputies that do the hard work for the residents of Putnam County.

Legislator Sullivan stated he would like to echo many of the comments made by Legislator Jonke. He stated it has been an extremely long three (3) years to get to this point. He stated there were a lot of mis-steps and not by the Legislators or the Administration. He stated as a result there was a lot of unnecessary friction caused along the way. He stated he believes this is a cleaner contract and a lot of the operational issues have been taken out and the numbers are very reasonable for the Deputies that do a very good job for the Putnam County Residents. He stated he is very thankful to our County Executive, Commissioner of Finance, County Attorney and our Personnel Director for seeing this through and working out such a good contract for the taxpayers of Putnam County.

Legislator Jonke stated for clarification his comments were not directed to the rank and file of the Putnam County PBA. He stated that he recognizes that they work very hard

and they have his respect. He stated his comments are directed to the leadership of the PBA Union. He stated the tactics they took for the past three (3) years, in his opinion, were below what is expected from law enforcement.

Chairwoman Nacerino made a motion to approve Ratification/ Collective Bargaining Agreement Between County of Putnam and the Putnam County Sheriff's Department – PBA (*Police Benevolent Association Inc.*); Seconded by Legislators Jonke & Montgomery.

By Roll Call Vote:

Legislator Jonke – aye

Legislator Montgomery – aye

Chairwoman Nacerino – aye

Motion carries.

Item #5 - Approval/ Fund Transfer (20T062)/ Funding Pursuant to the Ratified Contract Settlement Between Putnam County and the Putnam County Sheriff's Department – PBA/ Commissioner William Carlin

Chairwoman Nacerino stated the fund transfer is in the amount of \$865,090. She stated this funding was budgeted in the 2020 Budget, in anticipation of the settling of this contract.

Legislator Jonke stated that the 2020 funding for this contract is \$865,090 and in 2021 the fiscal impact will be \$886,717. He stated this is another example of how the Sheriff's PBA leadership cost their Officers money and gave the taxpayers of Putnam County an interest free loan for this period of time.

Chairwoman Nacerino made a motion to Approval/ Fund Transfer (20T062)/ Funding Pursuant to the Ratified Contract Settlement Between Putnam County and the Putnam County Sheriff's Department – PBA; Seconded by Legislator Jonke.

By Roll Call Vote:

Legislator Jonke – aye

Legislator Montgomery – aye

Chairwoman Nacerino – aye

Motion carries.

Item #6 - Other Business

Item #7 - Adjournment

There being no further business at 6:52 PM Chairman Nacerino made a motion to adjourn; Seconded by Legislator Jonke. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.