

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

Members: Chairman Jonke, Legislators Castellano & Nacerino

Tuesday

April 9, 2024

(Rules Meeting Immediately Followed)

The meeting was called to order at 6:30PM by Chairman Jonke who requested Legislative Counsel Robert Firriolo lead in the Pledge of Allegiance. Upon roll call Legislators Castellano, Nacerino and Chairman Jonke were present.

Item #3 - Approval/Personnel Committee Meeting Minutes/ March 12, 2024

Chairman Jonke stated the minutes were accepted as submitted.

Item #4 - Approval/ Budgetary Amendment 24A029/ Department of Public Works (DPW) Three (3) Positions Related to this request: Automotive Division Temp Position, Reclass to Senior Account Clerk and Soil & Water District Manager Salary Increase / Commissioner of DPW Thomas Feighery

Chairman Jonke welcomed Commissioner of DPW Thomas Feighery and Deputy Commissioner Joseph Bellucci. He requested that they speak to this item.

Commissioner of DPW Thomas Feighery stated he would begin with the Automotive Division Temp Position request. He explained they have had a difficult time filling all of the vacancies in said department. He stated they contacted a retiree who worked for the County 34 years and was an excellent employee. He stated the employee did come back to bridge that gap and it has been a tremendous help. He stated the individual's expertise and 34 years of experience have proven to be very beneficial. He stated the individual is a great complement to DPW. He stated they are requesting to take funding from the DPW operating budget to cover the cost of having this employee part-time.

Chairman Jonke questioned if this was budgeted for the first six (6) months of 2024.

Commissioner of DPW Thomas Feighery stated it was budgeted in the 2023 budget, but not the 2024.

Chairman Jonke requested confirmation that this request is for all of 2024.

Commissioner of DPW Thomas Feighery stated that is correct. He stated that the County would like to bring back the bi-annual sand blasting of the County's fleet which would extend the life of the vehicles. He stated that is an example of one of the jobs this individual would help with.

Legislator Nacerino stated the request is for two (2) days a week. She questioned if Commissioner Feighery sees if there will be a need for additional time.

Commissioner of DPW Thomas Feighery stated for the most part they will stick to the two (2) days a week. He explained in the summer, they would like to utilize this individual to help cover the employees who go on vacation, so that may result in additional time.

Legislator Castellano requested an explanation of where the funding would be coming from, because the budgetary amendment shows a zero (0) fiscal impact for 2024.

Deputy Commissioner DPW Joseph Bellucci stated the funds are coming from a vacant DPW position and will cover the costs for 2024.

Commissioner of DPW Thomas Feighery stated the second part of the request is related to the Soil and Water Department, which falls under DPW. He stated the individual who is the provisional Soil and Water District Manager also helps DPW with the Dam Program, Agricultural Board and Soil and Water Board. He stated this individual was a great help during the 2023 storms. He stated also the County has been presented with the unfunded mandate of MS4 (Municipal Separate Storm Sewer System), which will require a lot of work to be done, and this individual would help with that. He stated the funding for the requested increase for said individual will come from the State's Soil and Water Conservation District, resulting in a zero (0) fiscal impact to the County's budget.

Legislator Nacerino expressed her appreciation to Commissioner Feighery for providing an overview of the importance of this position to the County, she will support this request.

Legislator Castellano stated he is glad to hear that the funding will be coming from Soil and Water and agrees this is a good use of said funding.

Legislator Crowley stated that she is in support of this request. She stated she is aware of the competitiveness of getting salaries funded and keeping the employees who are invested in our County and have good working relationships. She thanked Commissioner Feighery for bringing this forward.

Legislator Ellner stated he is also in support of this request. He questioned Commissioner of Finance Mike Lewis if with the Soil and Water funding does the County need to spend more to get more money back and then it is a benefit to the Taxpayers or is it proportional.

Commissioner of Finance Mike Lewis stated as the County achieves more performance measures the County receives more funding.

Legislator Ellner stated it sounds like a step trigger program. He questioned what the next threshold is.

Commissioner of DPW Thomas Feighery stated it is based on a formula which does change.

Commissioner of DPW Thomas Feighery stated the third, and last part of this request is a position that will help put employees in the roles and carry out the jobs they were hired for. He explained currently there are Senior Supervisors doing clerical work, when they should be out supervising the staff. He stated there is an existing position, Park Attendant in the Parks Division. He stated the original position was created many years ago to meet the needs of the Department. He explained from the time that position was created and moving forward to 2024 the Parks Division of the DPW has changed drastically with the additions of Tilly Foster Farm, Putnam Golf Course, Camp Wilbur Herrlich, miles of bike path etc. He stated after working with the Personnel Department and the Finance Department it is recommended the position be reclassified to a Senior Account Clerk. He stated his request for funding of the Senior Account Clerk position will account for the increase in salary associated with said position. He stated the funding would come from the Parks Temp line.

Chairman Jonke made a motion to Approve/ Budgetary Amendment 24A029/ Department of Public Works (DPW) Three (3) Positions Related to this request: Automotive Division Temp Position, Reclass to Senior Account Clerk and Soil & Water District Manager Salary Increase; Seconded by Legislator Castellano. All in favor.

Item #5 - Approval/ Budgetary Transfer 24T079/ Department Social Services- funding for Administrative and Legal Training for 2024/ Commissioner of Mental Health, Social Services & Youth Bureau Sara Servadio

Fiscal Manager, DSS, Mental Health, and Youth Bureau Kristen Wunner stated upon retirement and part of the succession plan the former Director of Children and Family Services transitioned into a temporary position to assist in support for the DSS legal department. She stated they have one (1) attorney who was started with the County earlier this year. She stated there is a vacancy for a second attorney, which is needed, the workload is exorbitant. She stated what has been submitted for consideration by the Legislature is to repurpose unused funds from vacant administration positions resulting in a zero (0) fiscal impact for 2024. She stated that will support the temporary position at an average of 20 hours per week.

Chairman Jonke made a motion to Approve the Budgetary Transfer 24T079/ Department Social Services- funding for Administrative and Legal Training for 2024; Seconded by Legislator Nacerino. All in favor.

Item #6 – Discussion/ Update on the Commissioner of Health/ Public Health Director Posting and Corresponding Compensation/ County Executive Kevin Byrne

Chairman Jonke stated that Deputy County Executive Burpoe was present and invited him to speak to this item.

Deputy County Executive Burpoe stated the memo from County Executive Byrne highlights the actions that brought the Administration to this action.

Chairman Jonke stated as a recap the Commissioner of Health position was posted in 2023, there was an interested candidate, but at the last minute said candidate withdrew. He stated the

County's Health Commissioner agreed to stay on board. He explained the additional funding that was approved in the 2024 budget to entice a new candidate to come work for Putnam County, the County Executive believes it to be the fair thing to do and give the County's current Health Commissioner the additional funds. He stated he agrees with that. He stated moving forward the current Commissioner of Health will be receiving an increase in his pay. He questioned Deputy County Executive Burpoe as to if the County is still searching for a Commissioner of Health and a Public Health Director.

Deputy County Executive Burpoe confirmed that to be correct.

Legislator Nacerino stated her support of this. She stated that she believes this to be a fair and equitable decision. She stated she understands the County is advertising for both positions, a Commissioner of Health and a Public Health Director, possibly things will be moving in a different direction in the future.

Legislator Gouldman stated he also agrees with giving the funds that were approved in the 2024 budget for the Commissioner of Health position to the current person in said position.

Item #7 – FYI/ Accident Report – Duly Noted

Item #8 – FYI/ Incident Report – Duly Noted

Item #9 – Other Business - None

Item #10 – Adjournment

There being no further business at 6:47PM Chairman Jonke made a motion to adjourn; Seconded by Legislator Castellano. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.