

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

Members: Chairman Jonke, Legislators Castellano & Nacerino

Tuesday

May 14, 2024

(Immediately Followed 6:30p.m. Health Mtg.)

The meeting was called to order at 7:03PM by Chairman Jonke who requested Legislator Castellano lead in the Pledge of Allegiance. Upon roll call Legislators Castellano, Nacerino and Chairman Jonke were present.

Item #3 - Approval/Personnel Committee Meeting Minutes/ April 9, 2024

Chairman Jonke stated the minutes were accepted as submitted.

Item #4 - Approval/ Budgetary Transfer 24T090/ To Increase the District Attorney's Salary Pursuant to Judiciary Law 183-a, Statewide Compensation of all District Attorneys in New York State

Chairman Jonke introduced the item. He stated District Attorney salary is set by New York State and they passed the budget recently. He said the Putnam County District Attorney's salary will be increasing by \$22,499. He asked if anyone had any questions.

Legislator Nacerino asked about the formula used to determine increases in salary as compared to other counties.

Personnel Officer Paul Eldridge stated he does not know how the New York State District Attorneys salaries are calculated.

Legislator Montgomery stated it is linked to the Supreme Court Judges' salaries.

Robert Firriolo, Counsel stated under statue it is tied to salary of the County Judge and in Putnam County we have two acting Supreme Court Judges who receive a higher salary.

Chairman Jonke stated he will send a memorandum to Commissioner of Finance Mike Lewis, and request that he speak to this matter at the May Audit Meeting.

Chairman Jonke made a motion to Approve Budgetary Transfer 24T090/ To Increase the District Attorney's Salary Pursuant to Judiciary Law 183-a, Statewide Compensation of all District Attorneys in New York State; Seconded by Legislator Castellano. All in favor.

Item #5 - Approval/ Budgetary Amendment 24T120/ IT/GIS/ Permanent Status of an IT Systems Specialist/ Director IT/GIS Thomas Lannon

Chairman Jonke welcomed Director IT/GIS Thomas Lannon. He requested that he speak to this item.

Director IT/GIS Thomas Lannon stated the County's Putnam Invests in Leaders of Tomorrow (PILOT) Program is a very successful program, as many current employees were once interns. He stated this employee was a PILOT Program participant. He stated this individual received a master's degree and graduated with a Cyber Security degree. He stated he is an asset to the department and would like the County to hire this individual as a permanent employee.

Legislator Nacerino stated she is very supportive of this and supports the IT Department. She said we need to stay on top of IT technology, because it is a necessary function of County government.

Chairman Jonke stated it is a tribute to the PILOT Program, which brings young people into County government and gives them a taste of how public employment works.

Legislator Nacerino said she applauds former County Executive MaryEllen Odell for bringing back the PILOT Program.

Personnel Officer Paul Eldridge stated young people are not thinking about working for local government and the PILOT Program has introduced them to the career possibilities they were not thinking about.

Legislator Montgomery stated the need for IT and the QR Code is needed in the County. She said Putnam is a little behind on this technology.

Director IT/GIS Thomas Lannon stated we must help our departments to embrace the technology to make things easier and less paper oriented.

Chairman Jonke stated tonight is the first night using equipment installed by in collaboration with an outside vendor and the County's IT Department. He thanked IT for all their work. He said we are recording tonight and evolving into the one click method.

Legislator Montgomery said thank you to IT. She stated disappointment that it is not live streamed but glad it is being recorded.

Legislator Nacerino stated the recording will be available tomorrow to whomever wants to access it.

Legislator Crowley asked if live streaming was approved in the State assembly.

Robert Firriolo, Counsel answered it only applies to public authorities, transit authority, MTA. He said it would apply to IDA, EDC and bodies like that because that is how the State law is written.

Chairman Jonke made a motion to Approve Budgetary Amendment 24T120/ IT/GIS/ Permanent Status of an IT Systems Specialist; Seconded by Legislator Nacerino. All in favor.

Item #6 – Approval/ Update to The Putnam County Military Leave Policy/ Senior Personnel Specialist Patricia Rau

Chairman Jonke introduced Senior Personnel Specialist Patricia Rau.

Senior Personnel Specialist Patricia Rau stated this is an update to the procedure, of an employee providing notification to the Finance and the Personnel Departments of their upcoming leave. She stated it is now in its own section. She stated also language was added to provide clarity regarding when an employee returns to work, which is taken from the New York State law. She said the goal was to make the policy workable and functional for all parties.

Chairman Jonke stated this policy was adopted for the first time back in 2021 (R #141).

Senior Personnel Specialist Patricia Rau explained in 2002 a resolution was passed that brought this differential pay into existence, but it was never a formal written policy. She said in 2021 the resolution was put into policy format. She stated this is a request to approve some fine tuning to the 2021 resolution.

Chairman Jonke stated this was done to protect those employees who are veterans who are called to serve on active duty. He said it shows we respect our employees, and our veterans and we thank them for their work. He said tonight we are considering updating the policy and defining communication.

Legislator Nacerino asked if a person comes off payroll how does it affect their pension.

Senior Personnel Specialist Patricia Rau stated their retirement time is still reportable, which was confirmed with the New York State Retirement Office, back in 2021. She said there is a mechanism for the employee to receive credit for military service when they are receiving payment that is reportable to the pension system. She added when they are not receiving payment there is a mechanism about actual military time.

Personnel Officer Paul Eldridge stated all military time is creditable with the retirement system whether paid or not.

Legislator Crowley questioned what is meant by “the five (5) year period is cumulative” in the “Return To Work” section.

Senior Personnel Specialist Rau answered it would need to be looked at on a case-by-case basis. She said the County has not had anyone reach the five-year period.

Legislator Crowley suggested the language regarding “case-by-case basis” be added to the policy.

Senior Personnel Specialist Rau stated yes, this could be considered because each deployment is different.

Chairman Jonke stated he would like to get it approved tonight and then get feedback for future amendment (s) if needed.

Senior Personnel Specialist Rau stated this policy was reviewed by the Law Department and the policy committee.

Chairman Jonke requested that Senior Personnel Specialist Rau would run Legislator Crowley’s request through the Law Department.

Personnel Officer Paul Eldridge stated the 2002 resolution was passed after 911. He realized then that after 22 workdays, or 30 calendar days, employees would get military pay. He stated he believed that these people are serving their country and not getting the same money as when they were working for the County. He stated actually they were taking a pay cut. He stated that was why the 2002 resolution was passed by the Legislature. He said someone came back to him to report that she was the only one in her unit who received supplemental pay.

Chairman Jonke stated it is evidence that Putnam County Takes care of their Veterans and their Employees.

Senior Resource Specialist Rau stated that in 2021 the County’s 260 Days of Differential Pay was the most generous in the State. She stated that is something that we should all be proud of.

Chairman Jonke made a motion to Approve Update to The Putnam County Military Leave Policy; Seconded by Legislator Nacerino. All in favor.

Item #7 – FYI/ Accident Report – Duly Noted

Item #8 – FYI/ Incident Report – Duly Noted

Item #9 – Other Business

- a. Approval/ Fund Transfer 24T127/ IT/GIS/ Establish a GIS Tech part-time position and assist in funding GIS Aid full-time position/ Director IT/GIS Thomas Lannon**

Chairman Jonke made a motion to Waive the Rules and Accept the Other Business; Seconded by Legislator Castellano. All in favor.

Chairman Jonke stated a letter of necessity was submitted by Director IT/GIS Tom Lannon for consideration of this item. He requested that Director Lannon address the committee on this item.

Director IT/GIS Thomas Lannon stated they have a 30 plus year employee who retired. He stated the employee has a great deal of knowledge and has agreed to come back to work on a part time basis which is very important to the GIS Department, which is where this position is. He said they have a former PILOT Program employee who has graduated and who would like to come back to work for the County in the GIS Department. He stated this candidate is believed to be a very good fit for the position. He stated the time sensitivity is that they do not want to miss out on this candidate. He stated through the retirement of the employee, while funding that person back on a part-time basis and hiring the full-time candidate to fill that job with salary and benefits the County will have a cost savings.

Chairman Jonke stated with the employee who left and is back on a part time basis and with new funding for the GIS full time position the County in the fiscal year of 2024 will have a savings of \$26,474. He requested confirmation that the retiree will work next year, 2025, with further savings for the County.

Director IT/GIS Thomas Lannon stated the retired employee has agreed to work part time in 2025.

Chairman Jonke made a motion to Approve Fund Transfer 24T127/ IT/GIS/ Establish a GIS Tech part-time position and assist in funding GIS Aid full-time position; Seconded by Legislator Nacerino. All in favor.

Item #10 – Adjournment

There being no further business at 7:36PM Chairman Jonke made a motion to adjourn; Seconded by Legislator Castellano. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.