

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

**Members: Chairman Jonke & Legislators Addonizio & Nacerino**

**Monday**

**6:00PM**

**October 16, 2023**

The meeting was called to order at 6:00PM by Chairman Jonke who requested that Legislator Castellano lead in the Pledge of Allegiance. Upon roll call Legislator Castellano, and Chairman Jonke were present. Legislator Nacerino arrived at 6:04PM.

**Item #3 – 2024 Budget Review**

Chairman Jonke began by stating the order he would be addressing the review of the tentative 2024 Personnel portion of the budget. He stated the Personnel Department will begin the review, then the Elected Officials who are present and then Department by Department, in no particular order. He stated each representative will be presented with questions from the members of the Legislature. He stated once the individual's department review is over, they could feel free to leave.

**Personnel Dept. -1430 (Pages 34 – 36) Expenditures/Revenues**

Chairman Jonke stated Personnel Officer Paul Eldrige and Deputy Officer Adriene Iasoni were present to speak to the Personnel Department budget.

Personnel Officer Paul Eldridge began with the Personnel Department Expenses/ Revenues portion of the budget. He stated there is an increase in the Advertising line page 34 – 54664 due to the fact that they are expanding the County's advertising for employment opportunities to reach a larger audience.

Legislator Nacerino questioned on page 34 -54640 Education and Training shows an increase. She questioned if that is a cost related to all County Employees and if yes why was the same line item funded in each of the department's budget.

Personnel Officer Paul Eldridge stated all the County Contracts have commission reimbursement. He stated there are standard training sessions that must be done for all employees such as Sexual Harassment Prevention, Workplace Violence, etc. He stated those are paid out of Personnel Departments budget line. He stated there are specialized training requirements in various departments, specific to the needs of the department, and that is why they have that budget line. He explained also there are State regulations that require certain training for different departments. He stated as an example, the Sheriff's Department has a lot of State required training.

**Unemployment Insurance – 9050 (Page 239) Expenditures/Revenues**

Legislator Castellano questioned when an employee leaves Putnam County employment and takes a job somewhere else and they get laid-off at their new job what is the time period that Putnam County has to pay the unemployment.

Personnel Officer Paul Eldridge stated up to a one (1) year.

Personnel Officer Paul Eldridge stated for the record this is budget line is calculated and prepared by the Finance Department.

**Accident/Health Insurance – 9060 (Page 241) Expenditures/Revenues – Duly Noted**

Chairman Jonke stated next they will be moving to the Personnel section of the budget.

**Personnel Department Page 12**

Personnel Officer Paul Eldridge began by stating there is a long-time employee who will be retiring at the end of the year. He stated said employee will be a great loss. He stated they are eliminating the position that will be vacated, Senior Personnel Assistant. He stated the job responsibilities will be distributed. He stated currently there are three (3) clerical level positions in the department and an Office Assistant temp. He stated he requested that the temp position be changed to a full-time as of January 2024 and then grant a reclassification for that position, page 12 – 14300918, from Office Assistant to Senior Office Assistant as of July 1, 2024. He stated also there is a request to reclass a receptionist position to a Personnel Clerk page 12 – 143010919. He spoke to some of the job responsibilities of the position.

Legislator Nacerino stated that she sees the Personnel Department is growing and you are bringing in new talent to rise to a new level. She questioned why is there \$45,000 in the Overtime line (correction the Temporary line) page 34 – 51094.

Personnel Officer Paul Eldridge stated his department has not increased the headcount. He explained the employee who will be retiring at the end of the year has agreed to stay on and train the 3 employees who will be taking over the job responsibilities. He stated the \$45,000 is still within the budget amount of what is being saved from the position said employee will be vacating, Senior Personnel Assistant.

Legislator Nacerino stated there are 21 upgrades or reclassifications in this tentative budget. She requested a copy of those requests that were submitted to the Personnel Department requesting a desk audit be conducted.

Personnel Officer Paul Eldridge stated he would provide the copies of the requests for the Desk Audits and he spoke to the Civil Service Process Section 22 of the Civil Serve Law. He stated as a point of reference that in a year the Personnel Department receives approximately 250 requests from all throughout the County's entities consideration for a Reclassification. He spoke to the impact that COVID-19 had on this.

Legislator Castellano stated he agrees with Legislator Nacerino that 21 seems like a lot of reclassifications. He stated he agreed that COVID-19 may have had a lot to do with it. He spoke to his job in Westchester County where part of his responsibility is to make sure that the employees are working within their job classification description. He stated he looks forward to reviewing the requested information.

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

Chairman Jonke explained the additional is requesting the Personnel Committee review for approval the request to remove the Senior Personnel Assistant position page 12 – 143010117 at \$80,707.00 and the associated costs.

Personnel Officer Eldridge stated that he did make the request to remove said position, it fell through the cracks.

Chairman Jonke made a motion to remove the Senior Personnel Assistant position, page 12 – 143010117, at \$80,707.00, and the associated County expenses: State Retirement, FICA, Workers Compensation, Dental, Health Plans and Vision; Seconded by Legislator Nacerino. All in favor.

### **Sheriffs' Department page 18 – 10311000**

Chairman Jonke cited on page 18- 311010910 there was a proposed salary increase for a Confidential Secretary position that was denied.

Undersheriff Thomas Lindert stated there has been an increased workload placed on this employee. He stated they proposed an increase that would bring the employee's salary up to a Senior Office Assistant.

Sheriff Kevin McConville spoke to the position's responsibilities, which included the processing of personnel records for the Department.

Legislator Nacerino stated she believes the requested increase is warranted, and she would support re-instating it.

Legislator Nacerino made a motion to re-instate the requested salary increase for Confidential Secretary position (Pg. 18 – 311010910); No Second. Motion Failed.

Legislator Castellano stated he does believe it is a fair amount, but at the same time he questioned if they would take a \$3,000 increase.

Sheriff McConville stated they would be amendable to that.

Legislator Nacerino made a motion to approve a \$3,000 salary increase for Confidential Secretary position (Pg. 18 – 311010910); Seconded Legislator Castellano. All in favor.

Legislator Montgomery stated she does not support the cost of living adjustment for the Command Staff in the Sheriff's Department. She stated she believes that should not be applied until there is a contract negotiated for the Deputy Sheriffs.

Legislator Crowley stated the employee who was in the Deputy Sheriff position, on page 21 – 311015103, has retired. She questioned if that funding for the position should be removed or at least reduced.

Sheriff McConville the employee's retirement recently occurred.

Chairman Jonke stated the funding needs to remain in the line to pay the replacement.

Legislator Nacerino stated she would like to hear about the Sheriff's request for a Deputy Sheriff Sergeant in the Civil Division, page 21 – 31105102, which was not approved by the Administration.

Sheriff McConville stated in 2021 the Deputy Sheriff Sergeant in the Civil Division position was not authorized in the budget. He stated after he and his administration have reviewed the operations of the Civil Division, they believe it to be necessary to request this position in the 2024 budget. He stated a Sergeant in the Civil Division would have the responsibility of reviewing and approving FOIL requests, communicate with the County Law Department, and communicate with the Captain regarding the final assessment from the Law Department. He stated the Civil Division receives over 475 FOILS annually. He stated the FOIL request involving Body Worn and Dash Camera video has a long process. He stated it can take several hours per day to review the video recordings. He stated the video footage must be reviewed by a sworn law enforcement Officer. He stated additionally over 500 record checks are performed for other law enforcement agencies and employers. He stated there are also good conduct letters, volunteer Fire Fighter background checks and background checks for school employees such as bus drivers and monitors. He stated the Civil Division handles on average, \$800,000 in collection and judgements, civil judgements, and funds due to various litigants and approximately 800 cases involving orders of protection and evictions, including judgments per year. He stated all the aforementioned at present require the direct involvement of the Captain from beginning to end. He stated soon added to these current responsibilities will be the footage from the School Bus Safety Cameras that will need to be reviewed as affidavits of violations will be prepared. He continued to speak to the need for the requested Civil Division Deputy Sheriff Sergeant position.

Legislator Nacerino questioned if the savings in the longevity of the retired Deputy Sheriff could be applied to offset this requested Deputy Sheriff Sergeant in the Civil Division position.

Personal Officer Director Eldridge explained it would be dependent on the qualification of the person who would be put into the position.

Legislator Nacerino stated when the Bus Patrol Camera topic was discussed in committee one of the concerns was who would have the responsibility and access to the footage of the recordings.

She stated Sheriff McConville just spoke to that. She stated her position is based on the offset of the retired personnel in the Sheriff's Department, the fiscal impact would be modest if the requested Deputy Sheriff Sergeant in the Civil Division position were approved.

Legislator Montgomery questioned what has changed since 2020, 2021, and 2022, when she requested the Deputy Sheriff Sergeant in the Civil Division position be reinstated.

Legislator Nacerino stated the addition of the Bus Patrol recordings, the other programs and the increase in FOILS will have and are having an impact on the Civil Division, as stated by Sheriff McConville.

Chairman Jonke made a motion to waive the Rules and reinstate the requested Civil Division Deputy Sheriff Sergeant Position page 21- 311015102; Seconded by Legislator Nacerino. All in favor.

Legislator Crowley questioned two (2) positions that are budgeted, but she believes both the Deputy Sheriff Positions (page 22 – 311016116 & 311016117) will be vacated at the end of this year. She stated obviously the positions will be filled, but they would not be filled at the same salary. She stated she believes that should be considered while reviewing the budget.

Chairman Jonke questioned what Legislator Crowley was suggesting.

Legislator Crowley stated she believes the funding should be moved to a different budget line or put the funds in sub contingency until the position(s) are filled.

Legislator Castellano stated he is not aware when said positions became vacant and noted it must have occurred after the Administration's budget process. He stated the positions will be filled and the salaries will be adjusted at that point.

Chairman Jonke requested Commissioner of Finance Lewis please speak to this.

Commissioner of Finance Lewis explained that there are several scenarios in filling a vacancy: an employee moves into the position or they underfill the position.

Legislator Crowley stated with one of the said positions, she believes it is over funded.

Chairman Jonke stated he would think it would be prudent to have a position over funded.

Commissioner of Finance Lewis stated that is accurate.

Legislator Castellano stated that is also the case with Civil Service positions in the County. He stated past Commissioner of Finance Bill Carlin would come to the Legislature's Audit Committee every three (3) months or so and explained these positions were underfunded and moved into Vacancy Control. He stated he would think the same practice and procedure is followed in the Sheriff's Department.

Commissioner of Finance Lewis stated that is accurate.

Personnel Officer Eldridge stated there are several other factors that come into this, such as the type of Health Insurance that is selected, the education that the individual has, longevities, etc.

**District Attorney Page 2 - 10116500**

Chairman Jonke stated District Attorney Tandy did touch on some of his Personnel requests at the Protective Budget Meeting. He stated Chair of Protective Nacerino reminded District Attorney Tandy, that the matters involving Personnel requests, would be addressed in this Personnel Budget Meeting. He invited District Attorney Tandy to speak to his department's personnel items.

District Attorney Tandy stated he would like to request that the Legislators look at the salary increases he submitted. He explained all of the salary increases he submitted would be funded by Grants, it would be at no cost to the Putnam County Taxpayers. He stated the District Attorney's Office, since 2021 and going into April of 2024 has received \$403,476.00 in grant funding. He stated of that amount he is requesting \$55,244.00 for 2024, leaving a balance of \$348,232.00. He explained the reason behind this grant funding is the Governor and the State Legislators realized the District Attorney Offices throughout New York were losing, especially senior staff members, at a tremendous amount. He stated in three (3) years he has lost six (6) Assistant Attorneys, who all loved working in the Office, but they could not afford to stay working here. He continued to speak to his grant funding and to his requested increases. He stated other District Attorney's Offices have requested a Discovery Bureau be created with the Grant Funding, additional Assistant District Attorneys. He stated he is requesting a Clerical Staff member be brought from part-time to full-time and has asked that the Assistant District Attorneys (ADAs) and his Chief of Staff be given, what he believed to be a very modest increase. He explained he is requesting this because he has requested the ADAs to take on additional responsibilities as well as his Chief of Staff. He repeated his requests would be 100% funded by grant funds.

Legislator Nacerino questioned if the two (2) grants will be sunseting in March of 2024.

District Attorney Tandy stated this grant is applied for annually. He stated each year the amount of the grant has increased. He stated he cannot imagine that they would pull these grants, as there would be total chaos in the legal system if they did that.

Legislator Nacerino stated part of the issue the Legislature needs to remain cognizant of is once the grants do sunset the County would be in the position to pick up the escalated salaries along with the legacy costs that are incurred with those positions.

District Attorney Tandy continued to speak to his request. He explained as the Sheriff just spoke to the demand on the Civil Division to review the camera footage. He stated the ADAs have to review the camera footage as well, for different reasons than the Sheriff's Department, but they need to do that, and it takes up a huge amount of time. He stated he believes it would be very unwise not to approve the modest increases he has requested. He stated it sends the message that

you do not understand how hard they work and how much work they have to do, now especially. He stated that he understands the Legislature needs to be concerned about legacy costs, however, if you ask an Attorney to consider these jobs, he believes after a dedicated career providing a decent pension for them to retire on is a good legacy.

Chairman Jonke stated that he and the District Attorney had a conversation earlier that day. He stated he has discussed this with Personnel Officer Eldridge. He stated he will do his research on the requests between tonight and the Budget and Finance Meeting. He stated additionally he has brought this up with the District Attorney and has recommended several times, if salaries are the issue, then a salary structure needs to be developed. He stated he would stress that again.

Legislator Ellner requested confirmation that the grant amount keeps increasing and there is a concern if they are not used the grant funding will be lost.

Commissioner of Finance Mike Lewis stated from the Finance Department's perspective it is less on taxation in total and they feel the funds are being used accordingly.

Chairman Jonke facilitated further discussion.

Commissioner of Finance Mike Lewis stated the grant funds are in the District Attorney Department and absorb in the operating budget.

District Attorney Tendy stated the grants funds must be used for prosecutorial services, including and the main purpose, for retention purposes of ADAs. He stated the State Legislature recognizes ADAs are leaving those positions.

Chairman Jonke facilitated further discussion.

Legislator Montgomery stated the State has studied this situation, and it is clear based on the grant funding available for the District Attorney's Office that there is a justified need. She stated the qualifications of the ADAs she believes warrants salaries in line with the upper management salaries. She stated she would be in support of the District Attorney's requests.

Deputy County Executive James Burpoe stated Grants are great and very valuable, but as a County we need to get away from our using them as a crutch. He stated a Grant can end at any time. He stated we take full advantage of the funds. He explained we need to wean from the reliance on them if the County wants to sustain permanent type of employment.

Chairman Jonke concluded the discussion by stating he has suggested in for the past few years that a pay schedule for the ADAs be put into place. He stated that way we would have a base salary to work from when reviewing the compensation based on the tenure of the ADA in their employment with the County.

**Real Property Tax Services page 8**

Chairman Jonke stated there are two (2) reclass positions in the Real Property Tax Services Office that have been approved by the Administration. He stated his support of this action.

Director of Real Property Tax Services Patricia McCloughlin stated the Real Property Tax Services Office is a small office, staffed with three (3) employees, including herself. She stated they handle all the Real Property Tax Services work for the entire County of Putnam. She stated being new to her position, as Director of Real Property Tax Services for the County of Putnam starting in June of 2023, she has been doing a lot of research, and looking at how other Counties are run. She stated that she has found most other Counties have four (4) to five (5) employees and most of the Counties outsource the billing work. She stated the billing for Putnam County is done four (4) times a year. She explained for the first time she outsourced the School Billing, which she will try to keep as the process. She stated her Office will be handling all of the rest of the billing through the Real Property Tax Services Office. She explained the billings are a lot of work. She stated the employee in the Assistant Clerk position 135510103 started her process for a Reclass and took the test, prior to COVID-19. She stated after COVID-19 her predecessor did not continue the process. She explained that she is in full support of this reclass as said employee pretty much runs the front office of the department, and she spoke to some of the specific responsibilities. She stated her full support of the approved Reclass of said position to Senior Office Assistant. She stated the employee in 135510104, under her direction and how she will be running the department will be taking a lot more responsibility and do a higher level of work. She explained in many Counties the employee who handles the type of responsibilities, this County employee will be doing has the title of Deputy Director of the Real Property Tax Services department. She stated said employee will know all of the Directors' responsibilities, in order to serve as a backup. She stated her predecessor did not include this employee and therefore there was no resources for process and procedure once she left the position.

Legislator Nacerino stated her support for the requests and complimented Director McCloughlin on her leadership in training another employee in the department on the work that she does, that is good business.

### **County Attorney page 11**

County Attorney Compton Spain stated that he did request increases for his staff members. He stated the Administration did not approve what he requested, but he is appreciative of what was approved. He explained that it was his staff that provided him with the institutional knowledge to assist in his getting up to speed, as he took the position as County Attorney in January of 2023. He stated each one of his staff members is talented and very valuable to the County. He stated he does not want to lose these employees due to salary.

Chairman Jonke stated as he said in reference to the salaries in the District Attorney's office, he would like to have a schedule set up with a minimum salary, and then have a scale of salary ranges, based on years of service.

Legislator Nacerino stated that there appears to be an error in the "Group" of proposed on page 11 – 142010917 it is listed as a PUMA. She stated she believes it should be MGMT.



Commissioner of Finance Lewis confirmed it is an error, it is MGMT. He confirmed that will be corrected.

County Attorney Compton Spain spoke to the savings he and his staff have created for the County. He stated he did speak to the fact that there will be some outside billing due to the need for them to address the Personnel Matters, as he represents everyone in the County.

Legislator Ellner questioned on page 11 -142010120 it is listed as Vacant PUMA position, and it says in parenthesis “Social Services Attorney (move to DSS Legal)”. He requested clarification on that position.

Commissioner of Finance Lewis stated that needs to be corrected, it should say: (move from DSS Legal). He stated that will be corrected.

### **Youth Bureau page 90**

Director of Youth Bureau Janeen Cunningham stated her request that was approved by the Administration came as a result of having a difficult time filling the vacant position of the Deputy Youth Director at the salary it was posted at. She explained that the position is a supervisory position, and the current salary would have the individual making less than some of the employees they would be supervising. She stated the approved increase she believes will help to attract qualified candidates.

### **Coroners page 3**

Legislator Nacerino had a statement she read from and made a proposal. She explained that the tentative 2024 Budget has been prepared by the Administration. She stated now it is the Legislature’s budget for review. She stated she does not believe it to be equitable to not include the County’s elected officials to receive the Cost-Of-Living Adjustment, which has been recommended for the non-union employees. She listed and made comment regarding the elected officials. She stated the County Executive received an increase last year and she commended him for freezing his salary for this year. She stated the County Executive does not have oversight of the Legislature’s budget, it is not within his purview to set the Legislators salary. She stated the District Attorney’s salary is set by the State, again the County Executive has no authority over that salary. She stated that leaves the following Putnam County elected officials: Coroners, County Clerk, and the Sheriff. She stated spoke to her reasoning and support of approving the COLA for the Coroners, County Clerk, and the Sheriff. She continued to speak to her support of this adjustment.

Interim Commissioner of Health and Coordinator of Coroners Dr. Michael Nesheiwat expressed his appreciation for Legislator Nacerino’s recognition of the fine job that is being done by the Coroners.

Chairman Jonke expressed his agreement and spoke to the fact that the Coroners are available 24/7.

Legislator Nacerino made a motion to approve the 2.75% COLA increase for the Coroners; Seconded Chairman Jonke. All in favor.

Legislator Nacerino made a motion to approve the 2.75% COLA increase for the County Clerk; Seconded Legislator Castellano. All in favor.

Legislator Nacerino made a motion to approve the 2.75% COLA increase for the Sheriff; Seconded Chairman Jonke. All in favor.

### **Purchasing Department page 7**

Chairman Jonke stated there has been a proposal by the Administration to change the title of the Purchasing Department to “Department of General Services”.

Director of Purchasing John Tully stated that is correct and if that is agreed to and approved by the Legislature the Charter change would be proposed.

Chairman Jonke requested confirmation that this change will not require any new employees.

Director of Purchasing John Tully stated there are no FTE (full-time equivalent) employees being added to the budget. He explained there is a position, Asset Manager, that is being moved from the Department of Public Works to the “Department of General Services”. He stated that a lot of the expenses that are germane to all of departments have been centralized to Purchasing, such as certain technology. He explained those use to be in the IT/GIS budget.

Legislator Nacerino requested clarification.

Deputy County Executive Burpoe stated that the Administration will be coming forward to the Legislature with a complete proposal that will give clarification. He stated at the presentation of the tentative 2024 Budget County Executive Byrne did speak to the fact that information pertaining to his proposal would be forthcoming.

Legislator Nacerino spoke to her initial support of this proposal, and she looks forward to learning more about it.

### **Office For Senior Resources page 71**

Director of Office For Senior Resources Michael Cunningham explained there is a Head Driver position page 71 – 17677210102 that has taken on additional responsibilities resulting in a reclass of the positions to Transportation Coordinator. He spoke to the responsibilities that have been added to this position.

Chairman Jonke cited the salary increase request for the Senior Center Manager position page 73 – 677210126.

Director of Office For Senior Resources (OSR) Michael Cunningham stated that position has taken on a significant amount of responsibilities as a result of a retirement in the position a couple of years back. He spoke to some of the responsibilities that this position and stated the employee in the position has done a great job and has exceeded his expectations. He stated the Administration did not approve his requested amount, but they did approve an increase. He spoke next to the OSR's nutrition program on page 75 that continues to evolve and grow. He stated he would like to redistribute the responsibilities among the Cooks. He stated there will be no additional employees. He stated in summary he is separating the coordinators responsibilities.

Legislator Montgomery stated she would like the Personnel Committee Members to consider approving the full increase amount of \$3,000 that was submitted and requested by OSR Director Cunningham for the Senior Center Manager position page 73 – 677210126 position. She stated that the type of work that is done is wonderful and the change that has occurred in our Senior Centers is great.

Fiscal Manager Kristin Wunner provided clarification that the request for the increase for this position, Senior Center Manager position page 73 – 677210126, is in a few different areas of the OSR budget. She stated the original total amount requested was \$5,000 (see pages 71, 81, & 86) a total of \$3,000 was approved by the Administration.

Chairman Jonke facilitated further discussion. There was no motion made.

### **Health Department page 37**

Legislator Castellano requested an explanation for the Reserve for Salary Adjustment in the amount of \$12,725.00 on page 37 – 401010905.

Chairman Jonke stated he believes that was submitted in the budget by the Administration to create a salary range for the Commissioner of Health position, with the expectation that Dr. Nesheiwat will be leaving said position at the end of this year, 2023.

Deputy County Executive James Burpoe confirmed that was correct.

Legislator Montgomery questioned if a budget line has been created so that Interim Commissioner of Health Dr. Nesheiwat could stay on during the transition period.

Chairman Jonke stated he does not believe that was done, and questioned if it was something the County wanted to do, would Interim Commissioner of Health Dr. Nesheiwat be qualified to stay on.

Interim Commissioner of Health Dr. Michael Nesheiwat stated he is working in the capacity of “Interim” until he completes his Masters of Public Health. He stated once he submits his Masters of Public Health he would then go back to being “Commissioner”. He stated his projected graduation date is May 20, 2024.

Legislator Montgomery stated it is mid-October. She questioned if there is a candidate to fill the Commissioner of Health position.

Personnel Director Eldridge stated the County has been actively recruiting to fill the position since the beginning of the year.

Legislator Castellano stated he believes as this involves a personnel matter, this discussion should be done in Executive Session.

Personnel Director Eldridge concurred.

**8:00p.m**

Legislator Castellano made a motion to go into Executive Session to discuss a Personnel Matter; Seconded by Chairman Jonke. All in favor.

**8:16p.m**

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

Chairman Jonke stated there was no action taken in Executive Session.

Chairman Jonke made a motion to put the funding \$12,725.00 in budget line labeled Reserve for Salary Adjustment on page 37 – 401010905 into Sub-Contingency; Seconded by Legislator Castellano. All in favor.

Legislator Montgomery questioned on page 39 – 401011915 there was a reclass to Supervisor Public Health Nurse position denied. She stated she does not support that. She stated this position did exist in the past, but was cut. She stated the request for this position has been requested for the past five (5) years. She stated to her that demonstrates there is a need for the position. She spoke to information that she had regarding ratios of managers to employees and programs in that department.

Fiscal Manager William Orr stated this position has been requested for the past five (5) years. He stated this is the first request for the new Nursing position, that was denied. He stated the reclass has been submitted and denied by the past Administration and then again by the new Administration.

Legislator Montgomery continued to speak to her dissatisfaction of the denial. She requested this Committee make a motion to approve the reclassification to Supervisor Public Health Nurse on page 39 – 401011915.

Personnel Director Eldridge stated this reclassification was submitted. He stated if the employee was already doing the duties, then a recommendation would have been made to reclass the position. He stated the employee is not doing the duties. He provided some history relevant to this matter. He stated in December 2011 the County's Certified Home Health Agency license was sold to the Visiting Nurse Services of Westchester. He stated in 2010 there were 15 County

Nurses, today there are eight (8). He explained there are five (5) Public Health Nurses and three (3) Supervisors. He continued to speak to the structure of the Health Department – Nursing section of the County.

Legislator Nacerino continued to speak to her dissatisfaction with response from the Administration to these requests. She requested again that the Committee reconsider and approve the reclassification request.

Chairman Jonke stated there was no motion.

**Department of Social Services, Mental Health and the Youth Bureau (Personnel Sect. page 56)**

Commissioner Mike Piazza stated two positions that were requested and approved by the Administration are the Director of Mental Health and the Dual Recovery Coordinator. He stated this has been discussed throughout the year regarding the need and purpose of those positions. He stated the Department's two (2) major projects are the Stabilization Center and the formation of a County's Mobile Crisis Intervention Team. He explained that in the last three (3) weeks the County was notified by the Office of Mental Health that Putnam would receive \$150,000 a year for two (2) years for the establishment of a Mobile Crisis Intervention Team. He stated hence there will be more that will need to be supervised. He stated they are trying to address some of the departmental challenges. He stated the County's Mental Health Department currently is understaffed. He stated he, his Deputy, and Fiscal Manager split about 50% of their time to the Mental Health Department. He stated these approved positions will help to address those challenges. He stated 100% of the funding to support the Dual Recovery Coordinator position will come from the Opioids Settlement funds. He spoke briefly to the program. He stated beginning in 2016 – 2017 the region led the way for the State to be able to train every agency so, as they say in Orange County, have no wrong door. He explained no matter which clinic an individual goes into they will be able to be treated. He stated there has been a lot of training on co-occurring disorders done.

**Bureau of Emergency Services – Dispatch Center (Personnel Sect. page 33)**

Legislator Nacerino stated she is not in support of the salary increase listed for the Deputy Commissioner proposed by the Administration on page 33- 398913903. She stated this employee has not been in the position for even a year yet. She continued to speak to her reason as to why she does not support this proposal.

Legislator Nacerino made a motion to remove the proposed salary increase page 33- 398913903; No Second. Motion Failed.

**Highway -Engineering (Department of Public Works) page 13 – 144010901**

Commissioner of Department of Public Works Thomas Feighery stated there were some salary adjustments proposed by the Administration. He stated the employees are trained and qualified.

He stated the proposed increases will make the salaries competitive with the like positions in the construction field.

Legislator Montgomery stated the employee in that position, page 13 – 144010901, is a great communicator with the residents. She explained that he has been to her Legislative District explaining projects and addressing questions and easing concerns with his plans and designs.

Commissioner of Department of Public Works Thomas Feighery stated the proposed increase on page 13 – 144010909, Project Manager is due to the increase in the workload for that position due to the fact that it is the only Project Manager position for the County. He spoke to the fine job this individual does for the County. He continued to address inquiries regarding other salary increases throughout the DPW budget.

Legislator Addonizio questioned on page 14- 149010909 Salary Increase request of \$5,000 for the Confidential Secretarial position. She stated the Administration approved \$2,500.

Commissioner of Department of Public Works Thomas Feighery explained the Confidential Secretary position in addition to the administrative responsibilities also receives all the calls that come into the DPW, and they are inundated with calls.

Legislator Montgomery stated this is the most forward-facing position of the DPW. She stated she would be in support of reinstating the original request of \$5,000 for this position.

Legislator Nacerino stated she too would support the requested amount of \$5,000. She stated the DPW is a very busy department and the individual's skills and commitment warrants the requested amount. She continued to speak to her reasons supporting her opinion.

Legislator Nacerino made a motion to restore the full amount of \$5,000 for the Confidential Secretary on page 14- 149010909; No Second. Motion Failed.

Chairman Jonke reminded his colleagues that recommendations can be brought up at the Budget and Finance Meeting.

### **Recommendations from the Committee Members:**

Chairman Jonke stated he would like to make a motion to increase the salary on page 6 - 132010101, County Auditor, by \$5,000. He stated the individual in this position does a fantastic job.

Chairman Jonke made a motion to approve a salary increase of \$5,000 for the County Auditor, page 6 – 132010101; Seconded for Discussion by Legislator Castellano. All in favor.

Legislator Montgomery stated she wholeheartedly supports this motion, the County Auditor is always responsive to her inquiries and provides great detail.

Legislator Nacerino stated she too is in support of this proposal. She stated the County Auditor does a great job. She stated the County Auditor works long hours. She stated in the eleven (11) years she has been a Legislator, the individual in the position has not received a salary increase, other than the sporadic COLA that were approved. She stated she is happy to support this.

Legislator Castellano stated he too supports this proposal. He stated this employee does a great job for the Legislature. He stated this employee is in early and is always very attentive this proposed salary increase is very deserving.

Chairman Jonke made a motion to approve a salary increase of \$5,000 for the County Auditor, page 6 – 132010101; Seconded by Legislator Castellano. All in favor.

Legislator Montgomery stated on page 1- 101010190 the Legislative Stipend. She explained the Stipend goes to the Legislator who is chosen, annually, by his/her colleagues in the Legislature to serve as Chair of the Legislative Board. She stated it is her opinion that it is an honor to be chosen Chair and the constituents did not vote the individual in on that salary. She stated she believes that budget line should be eliminated. She continued to speak to that.

Legislator Nacerino stated she does not support removing the Legislative Stipend. She spoke to the role of the current Chairman, Legislator Jonke. She stated he spends an inordinate amount of time in his role as Chair of the Legislature. She continued to speak to her opinion including the fact that she served as Chair of the Legislature and is aware of the additional work that comes with that responsibility.

Legislator Castellano stated he does not support removing the Legislative Stipend. He stated he too served as Chair of the Legislature and can confirm there is an additional amount of work that must be done. He stated the Chairman is elected annually and there is a cap that a Legislator can only serve as Chair, it is a maximum of two (2) years if voted in by the Legislators. He stated he supports the way this is handled. He stated his recognition of the fine job Legislator Jonke is doing as Chair of the Legislature for 2023.

Legislative Attorney Robert Firriolo stated it would not be a procedurally proper motion to remove the Legislative Stipend. He explained the Charter specifies the Chair shall receive the stipend. He stated he does not believe that budget line could be defunded with a super majority vote, the Charter would need to be changed.

Chairman Jonke thanked Legislative Attorney Robert Firriolo for his professional guidance on the matter.

#### **Item #4 - Other Business - None**

#### **Item #5 - Adjournment**

There being no further business at 8:52 PM Chairman Jonke made a motion to adjourn; Seconded by Legislator Castellano. All in favor.

Respectfully submitted by Deputy Clerk Diane Trubusy.