

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

**Members: Chairwoman Nacerino, Legislators Castellano and Wright**

**Tuesday**

**July 14, 2015**

The meeting was called to order at 6:50.m. by Chairwoman Nacerino who requested Legislator Wright lead in the Pledge of Allegiance. Upon roll call, Chairwoman Nacerino and Legislators Castellano and Wright were present.

**Item #3) Approval/Personnel Meeting Minutes/June 17, 2015**

Chair Nacerino stated that the minutes were accepted as submitted.

**Item #4) Approval/Fund Transfer (15T115)/Overtime – Four (4) Correction Officer Vacancies & Three (3) Correction Officers Ext. Sick Leave/Sheriff's Department**

Chairwoman Nacerino stated this item was discussed at the July Protective Meeting. She stated at that meeting Undersheriff Convery stated that the Sheriff's Department was working to fill the four (4) vacancies and he reported there are vacancies in the Correction Department due to Officers out on Sick Leave. She stated therefore the overtime is necessary at this time.

Legislator Wright questioned if at the July Protective Meeting was there any explanation as to how the Overtime Balance got down to \$10,000 before they needed to request almost a quarter of a million dollars. He stated he would like to know how the situation became so financially tight, that now it is being presented to the Legislature as an emergency situation.

Chairwoman Nacerino stated that she understands the question Legislator Wright is posing. She stated that she also wanted to hear how the Sheriff's Department is going to finance the next batch of Overtime that may be accrued next month. She stated that it is unfortunate that there is no representation from the Sheriff's Department here tonight to speak to these questions and concerns.

Legislator LoBue stated given the fact that there is no one present to answer these questions, she would like the item to be held over until next month. She stated that this situation had to have been going on for some time prior to it be presented to this Committee for consideration. She stated that she agrees with Legislator Wright's question as to why did the Sheriff's Department wait until now to make the Legislature aware of this financial matter.

Chairwoman Nacerino stated that the extended sick leave, she can see as being an unanticipated cost. She stated that the Sheriff's Department reported that they are working to fill the vacancies. She stated that these funds were originally requested prior to the adopted budget, but were reallocated to the Temporary Line once the 2015 budget was adopted. She stated the request in front of the Committee tonight is a proposal to take the funds from the Temporary Line to the Overtime Line.

Legislator Castellano stated that he would like to have this item moved to the Audit & Administration meeting, and request further clarification and confirmation to these questions. He stated possibly the Legislature may consider moving a lesser amount to cover the next six (6) weeks, allowing the Sheriff's Department time to get us more information.

Legislator Wright stated it appears that a year ago this matter was contemplated and resolved during the 2015 Budget Process, as stated in Captain O'Malley's memorandum that is backup to this Fund Transfer (15T115). He stated that he is having difficulty accepting the last minute requests.

Legislator LoBue stated that it is disrespectful that a request of this magnitude be presented for approval with no representation from the Sheriff's Department in attendance at this meeting to address questions.

Chairwoman Nacerino stated that Captain O'Malley's memo was dated June 25, 2015, and it also stated there is only \$10,000 in the Overtime Line. She stated that she agrees that there should be a representative from the Sheriff's Department present. She stated that it can be moved to the Audit & Administration Meeting with anticipation of further discussion and clarification.

Legislator Castellano stated that he would not want the Officers who have done the work to be penalized by not receiving their pay.

Legislator Wright stated his preference is to approve \$40,000 to get them through at least a month, and then have the matter go back to the Personnel Committee. He stated that there is a whole Personnel intensive issue here that is not satiated by superficial explanation at the Audit & Administration Committee meeting. He stated he does not understand how this was a matter discussed a year ago and now we are in a crisis mode and wondering how payroll is going to be met. He stated that he would be opposed to send to the Audit & Administration Committee. He stated that he would support the \$40,000 funding and placing the matter back to the Personnel Committee to get an understanding of why these Personnel Issues are in the state that they are. He stated that he does not negate the possibility that there are legitimate explanations, however to move this matter forward without that information, in his opinion, is foolish.

Chairwoman Nacerino stated that Captain O'Malley did address the vacancies and the action being taken to address them at the July Protective Services Meeting. She stated the extended sick leaves, are unanticipated. She stated that Legislator Wright's point is well taken. However, she stated, she has concerns in regards to moving \$40,000. She stated the Legislature does not know for sure if the work has already been done. She stated if the Officers have done the work they are entitled to the pay.

Legislator LoBue stated that she supports Legislator Wright's recommendation. She stated that Legislator Wright's comment of matters being sent to the Legislature in a crisis mode is very accurate. She stated that she believes a bad precedent is being set.

Chairwoman Nacerino stated that she agrees with the comments being made, however she does not want the Personnel to suffer as a result of bad procedure.

Legislator Wright stated he would like to see an analysis that suggest that there is a costs savings by not funding positions. He stated that there will be legacy funding in pensions that will be paid for in the next fifty (50) years.

Chairwoman Nacerino facilitated further discussion. She stated that she will be making a motion to move this matter to the Audit & Administration July Meeting, and requested that a memo be sent to the Sheriff's Department requesting representation for further clarification and discussion regarding the implementation of these procedures and how they will be moving forward.

Legislator LoBue stated that she does not support sloughing the matter off to another committee. She stated that now issues that have not been thoroughly vetted are being stacked up on the Audit & Administration Committee meeting agenda that is not the way this should be done.

Chairwoman Nacerino made a motion to approve and move to the July Audit & Administration Meeting Fund Transfer (15T115)/Overtime – Four (4) Correction Officer Vacancies & Three (3) Correction Officers Ext. Sick Leave/Sheriff's Department; Seconded by Legislator Castellano. One Nay Vote, Legislator Wright.

**Item #5) Approval/Fund Transfer (15T109)/Cover Overtime Costs due to Open Personnel Line/Sheriff's Department**

Chairwoman Nacerino stated that this is another request for Overtime Funds from the Sheriff's Department, with no one present to speak to the specifics of the request.

Chairwoman Nacerino facilitated further discussion.

Chairwoman Nacerino requested a memorandum be sent to the Sheriff's Department asking that a representative be sent to the August Personnel Meeting to address this request. She stated that this matter goes back to the request of this Committee to have a projection from each department of what the vacancies are and plans to fill or not fill them during the review of the next year's budget. She stated these matters need to be forecasted and predicted in terms of personnel in the departments; these matters do not occur overnight.

Chairwoman Nacerino made a motion to Table Fund Transfer (15T109) to the August Personnel Meeting; Seconded by Legislator Wright. All in favor.

**Item #6) FYI/List of 2015 Interns, Schools and the Department Assignments**

Chairwoman Nacerino stated Legislator LoBue requested the list of the Interns.

Legislator Gouldman questioned if there is an Intern Program that goes throughout the year.

Chairwoman Nacerino stated they have expanded the program throughout the year. She stated many students return to work throughout their holiday breaks.

Legislator Castellano stated two (2) years ago a couple of the students who participated in the Summer Internship Program came to the August Personnel meeting and provided feedback on their experience. He stated he would like to see that happen again.

Chairwoman Nacerino stated absolutely, she will send a correspondence to Personnel Director Eldridge requesting that he select some volunteers from the Internship Program to come to the August Personnel Meeting to provide their feedback in regards to their experience working in the County this summer.

**Item #7) FYI/Putnam County Automobile Accident Report**

Chairwoman Nacerino stated that the report is comprehensive in that it is a recording from January 2015 to June 2015.

Legislator Wright requested that the motion to accept the additional documentation for this meeting be split item by item.

Chairwoman Nacerino made a motion to waive the Rules and Accept the Additional #8a. Fund Transfer (15T107)/Sheriff's Department/Overtime & New Personnel attending Academy in August; **Roll Call Vote:** one Nay, Legislator Wright. Motion Failed

**Item #8) Other Business**

- a) **Approval/Fund Transfer (15T107)/Sheriff's Department/Overtime & New Personnel attending Academy in August (was not accepted as Other Business)**

Legislator Wright made a motion to waive the Rules and Accept the Additional #8b Budgetary Transfer (15T125)/Emergency Services/E911 Dispatcher Overtime through Year End; Seconded by Legislator Castellano. All in favor.

- b) **Approval/Budgetary Transfer (15T125)/Emergency Services/E911 Dispatcher Overtime through Year End**

Acting Commissioner of Bureau of Emergency Services Sutton stated that the position of a Dispatcher is often a very fluid position. He stated very often the people who apply and take the Dispatcher position are often on their way to other careers in emergency services. He stated that he is new to Putnam County and is working to get the lay of the land. He stated however it appears, based on his previous position, and this scenario seems no different, budgets for the Dispatcher positions are done very conservatively. He stated it takes 6-9 months before a new hire into a Dispatcher position is ready to go live. He stated that there was discussion in Putnam County in the past to have full-time and part-time Dispatchers. He stated on the surface that seems like a good idea. He stated however there are so many little intricacies with different radio systems, the CAD (computer-aided dispatch) system and the need for familiarity for the job, in his opinion, it is very difficult to have part-time Dispatchers. He stated that they did try to do the part-time with a very qualified person. He stated after some time, the person said it is too difficult to do this on a part-time basis. He stated that he is working with the Finance Department to navigate the funding in this budget.

Chairwoman Nacerino facilitated additional discussion.

Legislator Castellano questioned if there are any Part-time Dispatchers employed in the Putnam County E911 Dispatcher Center.

Acting Commissioner of Bureau of Emergency Services Sutton stated that there is one (1). He stated that he has always had a rule that a Dispatcher must work at least two (2) shifts in a pay period to maintain the proper level of familiarity with the system. He stated things change and protocol changes.

Legislator Castellano questioned if the \$72,000 will cover personnel costs to the end of the year.

Acting Commissioner of Bureau of Emergency Services Sutton stated that is what they have anticipated, however for the record, he is not saying that he will not be back.

Legislator Wright questioned if Acting Commissioner Sutton will modify for the 2016 Budget the use of the Temporary Assignments.

Acting Commissioner of Bureau of Emergency Services Sutton stated that he will not be making any rash decisions.

Chairwoman Nacerino facilitated further discussion on this matter.

Chairwoman Nacerino made a motion to approve Budgetary Transfer (15T125)/Emergency Services/E911 Dispatcher Overtime through Year End; Seconded by Legislator Castellano. All in favor.

**Item #10) Adjournment**

There being no further business, at 7:30P.M. Chair Nacerino made a motion to adjourn; Seconded by Legislator Castellano. All in favor.

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