

**PERSONNEL COMMITTEE
ROOM 318
OF THE
PUTNAM COUNTY OFFICE BUILDING
CARMEL, NEW YORK 10512**

Members: Chairwoman Nacerino, Legislators Castellano and Tartaro

Tuesday

March 18, 2014

The meeting was called to order at 6:30 p.m. by Chairwoman Nacerino who requested Legislator Castellano lead in the Pledge of Allegiance. Upon roll call, Chairwoman Nacerino and Legislators Castellano and Tartaro were present.

Item #3) Discussion/Creation of Part Time Positions in the Putnam 911 Center/Commissioner Stiebeling

Commissioner Stiebeling stated he would like to discuss adding additional staff to the Putnam 911 Center (911 Center). He stated he would like to provide some background. In 2005 the 911 Center was created we had four (4) part-time positions and eleven (11) full-time positions. The part-time employees generally migrated to full-time employees. In 2011, to gain additional employees the 911 Center removed the option of part-time employees to create more full-time jobs, which allowed the 911 Center to have a total of fourteen (14) positions. Within the fourteen (14) positions there are twelve (12) dispatchers, one (1) shift supervisor, and one (1) center supervisor. In 2012, the fourteenth dispatcher position became a floater position to cover open shifts, which worked out well. He stated using the floater position in 2013 has saved \$21,500.00. He then stated in February 2014 one (1) dispatcher from the 911 Center retired. He stated his main objective coming before the Personnel Board is to change the current approach in staffing the 911 Center. He also stated that he would like to hire three (3) to five (5) part-time dispatchers instead of hiring a full-time employee to replace the current vacant position. He further stated the training period for dispatchers is about six (6) months.

Legislator Nacerino thanked Commissioner Stiebeling for being proactive. She questioned if the part-time employees will be in lieu of full-time employees and asked if the work force will theoretically stay the same. She also questioned if the proposal will change six (6) months from now when the predicted dispatchers retire.

Commissioner Stiebeling stated yes. He stated at that time it would be one (1) to one (1). He also stated that he hopes they would have a part-time candidate that could fill the full-time spot and maintain the current part-time schedule.

Legislature Tartaro stated that he thinks it is a wonderful proposal and asked if the part-time dispatchers need to work a minimum amount of hours per week?

Commissioner Stiebeling stated by standards they do not need to work a minimum amount of hours. However, he stated to be consistent of the high profile of the job, they would need to be kept on the desk to remain efficient. He further stated there is a delicate balance of having the correct amount of hours for the part-time employees.

Town of Kent Resident Edward Scott a 911 dispatcher stated that he disputes with some numbers previously stated by Commissioner Stiebeling. He stated if you look at the \$44,000.00 budget proposed by Commissioner Stiebeling, that money will be utilized during the training period of the part-time employees and there will not be money left over. He also stated that the 911 Center worked well last year with the floater. He further stated that the budget is also not calculated properly to cover the overtime.

Commissioner Stiebeling stated that dispatchers calling out are not planned and that full-time employees take priority which does create overtime.

Legislature Castellano asked if there were any union issues.

Resident Edward Scott stated he does not believe that the overtime issue has been addressed with the union and the dispatchers currently have ongoing internal issues with the union.

Legislature Nacerino stated using two (2) part-time employees in lieu of a full-time employee has gained popularity from a fiscal perspective, for example, bus drivers. She stated that she believes it is a good concept that is worth trying and if it does not work there is recourse to state that this does not fit our needs.

Resident Edward Scott stated part-time employees who work at least 25 hours or more for the County get health benefits. He stated that the proposal is more of a per diem, which is not consistent with working at the 911 Center.

Legislature Nacerino stated per diem provides fiscal savings.

Personnel Director Paul Eldridge stated that part-time employees have worked well in the past and they are the feeder for vacancies.

Commissioner Steibeling stated that all of our new hires were all hired initially as part-time employees.

Resident Edward Scott stated that the State 911 Board requires part-time employees to work 12 to 20 hours a year. He stated a 40 hour basic EMD class was also required.

Legislature Tartaro stated the math was incorrect in terms of Commissioner Steibeling's numbers.

Legislature Castellano asked how the dispatcher schedule worked.

Resident Edward Scott stated that it is a modified 4-2. He stated they work 244 days throughout the year and four (4) training days throughout the year.

Commissioner Steibeling stated to accelerate the training of part-time employees, they would work 40 hours a week.

Legislature Olivero asked Commissioner Steibeling when he would like this done because he would like a better financial breakdown. He stated that he would like to move it to the Audit meeting to get a better feel for the financials.

Legislature Nacerino stated that she would like to see a more realistic proposal.

Legislature Tartaro questioned that if the part-time dispatchers worked 40 hours a week during training would health benefits be entitled?

Personnel Director Eldridge stated the dispatchers are in the PCSEA and lobbied to be in the CSEA. These two (2) have different requirements and would like to see how the switch would impact the Affordable Care Act.

Legislature Nacerino asked what the backup plan would be and how the open shifts would be covered.

Commissioner Steibeling stated the open shifts would be covered by dispatchers working overtime, which is how we are currently handling the matter.

Legislature Castellano made a motion to move the proposed creation of part-time position in Putnam 911 discussion to the Audit meeting. Seconded by Legislature Nacerino. All in favor.

Item #4) FYI/2014 Management/Confidential Compensation Review Commission

Legislature Nacerino stated she would like to increase the salaries of the managers, which has not been done in a long time. She stated that the first meeting is scheduled March 27, 2014 at 3:30pm in the legislature conference room. She stated that Legislature Olivero and herself will be the sitting legislatures at the meeting. Also, Michele Sharky, Paul Eldrige, Bill Carlin plan to attend the meeting. She stated that there is no need for outside sources. She also stated Putnam County is unique in which we never compare ourselves to the neighboring counties.

Item #5) Update/County Executive's Department Head Meeting of March 11, 2014

Legislature Nacerino stated that we began to implement this matter on voluntary bases to attend the monthly meetings. She stated that she attended the first meeting. She stated that Legislature Scuccimarra is attending the month of April. She stated that Legislature Tartaro will attend the month of May. She further stated that Legislature Albano will attend the month of June and Legislature Oliverio will attend July or August.

Item #6) Approval/Amendment Reso#293 of 2013/2014 Salaries for Officers & Employees Paid From County Funds

Legislature Nacerino stated one (1) of the clerks recently left which created a vacancy. She stated that it would be our legislative fiduciary responsibility to lower the salary rate. She stated that in 2004 the salary was \$52,000.00 a year. It was decreased by \$8,000.00 and now we are proposing to decrease it again by \$5,900.00. She stated that the salary is now comparable for an entry level civil service position. However, she stated she does not believe that this job position is an entry level position. She stated that this salary should be treated as probationary and it should be reconsidered during budget time.

Legislature Nacerino made a motion to move the resolution as amended for Administrative Assistant to the Legislature for proposed salary of \$38,000.00. Seconded by Legislature Tartaro. All in favor.

Item #7) Other Business- No Business

Item #8) Adjournment

There being no further business, at 7:20 p.m. Chairwoman Nacerino made a motion to adjourn; Seconded by Legislator Tartaro. All in favor.

Respectfully submitted by Lisa Sommers, Administrative Assistant of the Legislature.