

THE PUTNAM COUNTY LEGISLATURE

40 Gleneida Avenue
Carmel, New York 10512
(845) 808-1020 Fax (845) 808-1933

Toni E. Addonizio *Chairwoman*
Neal L. Sullivan *Deputy Chair*
Diane Schonfeld *Clerk*
Robert Firriolo *Counsel*



| | |
|-------------------|---------|
| Nancy Montgomery | Dist. 1 |
| William Gouldman | Dist. 2 |
| Toni E. Addonizio | Dist. 3 |
| Ginny Nacerino | Dist. 4 |
| Carl L. Albano | Dist. 5 |
| Paul E. Jonke | Dist. 6 |
| Joseph Castellano | Dist. 7 |
| Amy E. Sayegh | Dist. 8 |
| Neal L. Sullivan | Dist. 9 |

AGENDA
PERSONNEL COMMITTEE MEETING
TO BE HELD VIA AUDIO WEBINAR
PURSUANT TO TEMPORARY EMERGENCY ORDERS

Members: Chairwoman Nacerino, Legislators Jonke & Montgomery

Monday 6:00PM May 18, 2020

(Economic Development Mtg. will Immediately Follow)

1. Pledge of Allegiance
2. Roll Call
3. Approval/ Personnel Committee Meeting Minutes – March 30 & April 15, 2020
4. Approval/ Ratification/ Collective Bargaining Agreement Between County of Putnam and the Putnam County Sheriff's Employee's Association, Inc. ("PCSEA")/ County Attorney Jennifer Bumgarner
5. Approval/ Fund Transfer (20T074)/ Funding Pursuant to the Ratified Contract Settlement Between Putnam County and the Putnam County Sheriff's Employee's Association, Inc. (PCSEA)/ Finance Commissioner William Carlin
6. Approval/ Fund Transfer (20T081)/ Funds to Cover Overtime due to Three (3) Vacancies, One (1) Extended Sick Leave, and One (1) Officer on 207C During April of 2020/ Sheriff Robert Langley (also copied to Protective & Audit Mtgs)
7. FYI/ Overtime/ Temporary Report/ Finance Commissioner William Carlin (also copied to Audit Mtg)
8. FYI/ 2020 Accident Report
9. FYI/ 2020 Employee Incident Report
10. Other Business
11. Adjournment

May
PERS mtg.
#3

PERSONNEL COMMITTEE

Held via Audio Webinar Pursuant to Temporary Emergency Orders

Members: Chairman Nacerino and Legislators Jonke & Montgomery

Monday

6:30pm

March 30, 2020

The meeting was called to order via audio webinar at 6:30pm by Chairwoman Nacerino who requested Legislator Jonke lead in the Pledge of Allegiance. Upon roll call Committee Members Jonke, Montgomery, & Chairwoman Nacerino were present. Also present via audio webinar were Legislators Montgomery, Gouldman, Addonizio, Nacerino, Jonke, and Sayegh, as well as Legislative Counsel Robert Firriolo.

Item #3 – Approval of Minutes – February 11, 2020

The minutes were approved as submitted.

Item #4 - Approval/ Ratification/ Collective Bargaining Agreement Between County of Putnam and the Putnam County Sheriff's Department – PBA (*Police Benevolent Association Inc.*) / County Attorney Jennifer Bumgarner

Chairwoman Nacerino stated this has been a long and arduous process over the past three (3) years. She stated that there have been proposals and counter proposals along the way. She stated a Declaration of Impasse was filed on July 17, 2019 with the Public Relations Board. She stated several mediation sessions took place between the County of Putnam and the PBA. She stated a letter of recommendation was received March 12, 2020. She stated the Memorandum of Agreement was executed by County Executive MaryEllen Odell and Sheriff Robert Langley and County Attorney Jennifer Bumgarner and the PBA President Daniel Hunsberger on March 13, 2020. She stated Personnel Director Paul Eldridge was also instrumental throughout this process. She stated she is pleased to move forward with the well-deserved approval of the Ratification/ Collective Bargaining Agreement Between County of Putnam and the Putnam County Sheriff's Department – PBA contract. She stated the Memorandum of Agreement (MOA) spans from January 1, 2017 through and up to December 31, 2022. She stated the annual base increase is 2.5% respectfully.

Legislator Jonke stated he finds it hard to believe it took three (3) years to get to this point. He stated he believes this should have taken more like weeks or months. He stated the leadership of the PBA harassed this Legislative Body. He stated he was personally followed by Police Officers. He stated again it is hard to believe it took three (3) years, and the amount of intimidation that was attempted to get to this point. He stated he is disgusted, but this is a win for the County, so he is happy to second this and move this forward.

Legislator Montgomery stated she is happy to move this forward. She stated there was a lot of effort that went into the negotiations. She stated the members of the Sheriff's Department are taking a sigh of relief right now, that they can take care of their families. She stated she is happy to be part of taking care of the Officers, so they can take care

of us. She expressed her appreciation to all involved in bringing this forward, especially the Putnam County Sheriff's employees during this difficult time.

Chairwoman Nacerino stated she agrees there has been a lot of strife over the past three (3) years with this contract. She stated she wants to move forward and believes this is a solid contract. She stated it includes improved efficiencies, the 207C policy was improved, the drug and alcohol policy was improved, and it took care of many aspects of the contract which resulted with a fair and equitable contract.

Legislator Gouldman stated he is happy to see this going through. He stated that the Sheriff's Deputies work very hard for the residents of Putnam County. He stated he wished it had been done sooner but is happy to see it here and the County is moving forward.

Legislator Addonizio stated that she is in support of this proposal. She stated the approval of this agreement is in the best interest of the Putnam County residents and the members of the PBA.

Legislator Albano stated he believes this to be a good and fair contract for the Deputies and the Putnam County Residents. He stated he is thankful to all who were involved in the negotiations and bringing this forward.

Legislator Castellano stated he would like to thank all involved. He stated whenever there are union negotiations there is a need for give and take on both sides. He stated that he believes a reasonable conclusion was reached. He stated he looks forward to moving forward on this matter.

Legislator Sayegh stated she wanted to thank County Executive Odell, Sheriff Langley, County Attorney Bumgarner, PBA President Hunsberger and all involved in the collective bargaining. She stated it is good to have fair contract to vote on. She stated she would like to thank all of the Sheriff's Deputies that do the hard work for the residents of Putnam County.

Legislator Sullivan stated he would like to echo many of the comments made by Legislator Jonke. He stated it has been an extremely long three (3) years to get to this point. He stated there were a lot of mis- steps and not by the Legislators or the Administration. He stated as a result there was a lot of unnecessary friction caused along the way. He stated he believes this is a cleaner contract and a lot of the operational issues have been taken out and the numbers are very reasonable for the Deputies that do a very good job for the Putnam County Residents. He stated he is very thankful to our County Executive, Commissioner of Finance, County Attorney and our Personnel Director for seeing this through and working out such a good contract for the taxpayers of Putnam County.

Legislator Jonke stated for clarification his comments were not directed to the rank and file of the Putnam County PBA. He stated that he recognizes that they work very hard

and they have his respect. He stated his comments are directed to the leadership of the PBA Union. He stated the tactics they took for the past three (3) years, in his opinion, were below what is expected from law enforcement.

Chairwoman Nacerino made a motion to approve Ratification/ Collective Bargaining Agreement Between County of Putnam and the Putnam County Sheriff's Department – PBA (*Police Benevolent Association Inc.*); Seconded by Legislators Jonke & Montgomery.

By Roll Call Vote:

Legislator Jonke – aye

Legislator Montgomery – aye

Chairwoman Nacerino – aye

Motion carries.

Item #5 - Approval/ Fund Transfer (20T062)/ Funding Pursuant to the Ratified Contract Settlement Between Putnam County and the Putnam County Sheriff's Department – PBA/ Commissioner William Carlin

Chairwoman Nacerino stated the fund transfer is in the amount of \$865,090. She stated this funding was budgeted in the 2020 Budget, in anticipation of the settling of this contract.

Legislator Jonke stated that the 2020 funding for this contract is \$865,090 and in 2021 the fiscal impact will be \$886,717. He stated this is another example of how the Sheriff's PBA leadership cost their Officers money and gave the taxpayers of Putnam County an interest free loan for this period of time.

Chairwoman Nacerino made a motion to Approval/ Fund Transfer (20T062)/ Funding Pursuant to the Ratified Contract Settlement Between Putnam County and the Putnam County Sheriff's Department – PBA; Seconded by Legislator Jonke.

By Roll Call Vote:

Legislator Jonke – aye

Legislator Montgomery – aye

Chairwoman Nacerino – aye

Motion carries.

Item #6 - Other Business

Item #7 - Adjournment

There being no further business at 6:52 PM Chairman Nacerino made a motion to adjourn; Seconded by Legislator Jonke. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.

THE PUTNAM COUNTY LEGISLATURE

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Carmel, New York 10512
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AGENDA
PERSONNEL COMMITTEE MEETING
TO BE HELD IN ROOM 318
PUTNAM COUNTY OFFICE BUILDING
CARMEL, NEW YORK 10512

Members: Chairwoman Nacerino, Legislators Jonke & Montgomery

Monday **6:30PM** **March 30, 2020**

(The Physical Services Mtg. to Immediately Follow)

- 1. Pledge of Allegiance**
- 2. Roll Call**
- 3. Approval/ Personnel Meeting Minutes/ February 11, 2020**
- 4. Approval/ Ratification/ Collective Bargaining Agreement Between County of Putnam and the Putnam County Sheriff's Department – PBA/ County Attorney Jennifer Bumgarner**
- 5. Approval/ Fund Transfer (20T062)/ Funding Pursuant to the Ratified Contract Settlement Between Putnam County and the Putnam County Sheriff's Department – PBA/ Commissioner William Carlin**
- 6. Other Business**
- 7. Adjournment**

Personnel
meeting
#3

PERSONNEL COMMITTEE

Held via Audio Webinar Pursuant to Temporary Emergency Orders

Members: Chairman Nacerino and Legislators Jonke & Montgomery

Wednesday

April 15, 2020

(Immediately following Protective Services Committee beginning at 6:00pm)

The meeting was called to order via audio webinar at 7:23pm by Chairwoman Nacerino who requested Legislator Jonke lead in the Pledge of Allegiance. Upon roll call Committee Members Jonke, Montgomery, & Chairwoman Nacerino were present.

Item #3 – Discussion/ Update on Upgraded Sergeant Position in Youth Aid Bureau/ SROs & SPOs

Chairwoman Nacerino stated at the March 5, 2020 Full Legislative Meeting an upgrade to a Sergeant Position in the Youth Aid Bureau was unanimously approved. She stated prior to that decision there was some trepidation by a few of her colleagues voicing concerns should there be a reduction in the oversight needed for SROs (School Resource Officers) and SPOs (Special Patrol Officers) in the schools due to budget reductions or other factors. She stated there was no way to anticipate schools would be closed shortly after the March Full Meeting. She stated now with the impact of the Coronavirus, she would like to know the status of the Sergeant position, if someone has been appointed and since schools are not in session where have the SROs and SPOs been deployed. She stated finally, she would like to hear if or how this crisis is impacting the Department as a whole.

Sheriff Langley stated he did put a request into the Personnel Department for a certified list of candidates that could be interviewed for the Sergeant position. He stated to date, he has not yet received a certified list, therefore no one has been interviewed for the position. He stated under the current circumstances of our national crisis, dealing with the Corona Virus and the SROs not working in the schools, because the schools are closed, he does not believe it to be prudent to proceed by filling the Sergeant position at this time. He stated the SROs are being utilized on patrols and are supervised by the current Patrol Supervisors. He stated they will keep the funding for the Sergeant position in reserve and re-evaluate the situation as we get closer to the School season beginning in the Fall. He stated the SPOs that were at the schools are not working and collecting unemployment. He stated in total there have been 33 members affected by the Coronavirus. He stated the primary responsibility is to protect the safety of all the employees and inmates of the Putnam County Sheriff's Department and Jail.

Chairwoman Nacerino questioned if it is fair to say you will suspend appointment to the Sergeant position until further notice.

Sheriff Langley stated at this time that is their intent, to suspend the appointment. He stated the upgrade currently is not a necessity since the Schools are closed, and the SROs are on Patrol and supervised by the Patrol Sergeants.

Chairwoman Nacerino stated she believes we all wholeheartedly agree. She stated it does not reverse the Legislature's position with the approval moving forward and can be addressed once schools are back in full session. She stated again no one could have predicted the circumstances that have occurred. She stated we are all in a "work in progress" with a focus on moving forward in the most positive fashion possible. She thanked Sheriff Langley for providing his update and providing his feedback.

Legislator Jonke questioned if the recent acquisition, which came into the Legislative Office for a car; is that for this position.

Sheriff Langley stated no it is not for the Sergeant position.

Chairwoman Nacerino stated she believes it was agreed the vehicle for the upgrade Sergeant position would be a retired vehicle from BCI. She stated if there is any change to that, she requested that the Sheriff contact the Legislature to provide notification of such.

Sheriff Langley confirmed he would do that.

Legislator Montgomery stated she is grateful the SROs are on Patrol, helping to share the responsibility during these difficult times.

Item #4 - Other Business

Chairwoman Nacerino made a motion to waive the Rules to accept Other Business; Seconded by Legislator Jonke. All in favor.

a. Approval/ Budgetary Transfer (20T077)/ Funding for the 2020 Salary and Benefit Costs Pursuant to the Ratified Contract Settlement Putnam County and CSEA- Dispatchers Positions/ Commissioner of Finance William Carlin

Chairwoman Nacerino made a motion to approve Budgetary Transfer (20T077)/ Funding for the 2020 Salary and Benefit Costs Pursuant to the Ratified Contract Settlement Putnam County and CSEA- Dispatchers Positions; Seconded by Legislator Jonke. All in favor.

Item #5 - Adjournment

There being no further business at 7:34 PM Chairman Nacerino made a motion to adjourn; Seconded by Legislator Jonke. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsky.

THE PUTNAM COUNTY LEGISLATURE

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AGENDA
PERSONNEL COMMITTEE MEETING
TO BE HELD VIA AUDIO WEBINAR
PURSUANT TO TEMPORARY EMERGENCY ORDERS

Members: Chairwoman Nacerino, Legislators Jonke & Montgomery

Wednesday **April 15, 2020**

(Immediately Following the 6:00PM Protective Services Mtg.)

- 1. Pledge of Allegiance**
- 2. Roll Call**
- 3. Discussion/ Update on Upgraded Sergeant Position in Youth Aid Bureau/ SROs & SPOs**
- 4. Other Business**
- 5. Adjournment**

**Personnel Committee Mtg.
May 18, 2020
4**

**The Backup To Item #4 – Approval/ Ratification/
Collective Bargaining Agreement Between County of
Putnam and the Putnam County Sheriff's Employee's
Association, Inc (PCSEA)/ County Attorney Jennifer
Bumgarner**



cc: [unclear]
Refs. 5/18/20
A+A

Reso
#5

WILLIAM J. CARLIN, Jr. CPA
Commissioner Of Finance

DEPARTMENT OF FINANCE

MEMORANDUM

To: Diane Schonfeld, Legislative Clerk
From: William J. Carlin, Jr., Commissioner of Finance *WJC*
Re: Budgetary Amendment - 20T074
Date: April 14, 2020

2020 MAY 11 AM 11:55
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

At the request of the Commissioner of Finance, the following budgetary transfer is required.

Increase estimated appropriations:

| | | |
|-----------------------------|--------------------|------------------|
| 10311000 51000 | Personnel Services | 4,258 |
| 10311000 58002 | Social Security | 326 |
| 13311000 51000 | Personnel Services | 51,193 |
| 13311000 58002 | Social Security | 3,916 |
| 15311000 51000 | Personnel Services | 8,251 |
| 15311000 58002 | Social Security | 631 |
| 17311000 51000 | Personnel Services | 4,683 |
| 17311000 58002 | Social Security | 358 |
| 32311000 51000 | Personnel Services | 14,649 |
| 32311000 51000 <i>58002</i> | Social Security | 1,121 |
| 10315000 51000 | Personnel Services | 357,366 |
| 10315000 58002 | Social Security | 27,339 |
| 10010000 51000 | Personnel Services | 15,126 |
| 10010000 58002 | Social Security | 1,157 |
| | | <hr/> |
| | | 490,374 <i>2</i> |

Decrease Estimated Appropriations:

| | | |
|----------------|-------------|---------|
| 10199000 54980 | Contingency | 490,374 |
|----------------|-------------|---------|

Fiscal Impact - 2020 - \$ 490,374
Fiscal Impact - 2021 - \$ 500,181

This Resolution is required to provide for the funding for the 2020 salary and benefit costs pursuant to the ratified contract settlement between Putnam County and the Putnam County Sheriff's Employees Association, Inc.

Please forward to the appropriate committee.

Approved:

MaryEllen Odell
County Executive

**COUNTY OF PUTNAM
FUND TRANSFER REQUEST**

*Call
Diet
Pers.
AAA*
2020
*APPROVE
#6*

TO: Commissioner of Finance
FROM: Sheriff Robert Langley Jr.
DEPT: Sheriff's Dept.
DATE: May 6, 2020

Revised
(Per Michael Shaky)

I hereby request approval for the following transfer of funds:

| FROM ACCOUNT#/NAME | TO ACCOUNT #/NAME | AMOUNT | PURPOSE |
|--|---|--------------------|---|
| 10315000.51000.10103 (Jail Personnel) | 10315000.51093 (Jail General Overtime) | \$4,206.00 | To cover OT expenses due to 3 vacancies, one Extended sick leave, one officer on 207C During April 2020 |
| 10315000.51000.10116 (Jail Personnel) | 10315000.51093 (Jail General Overtime) | \$6,460.00 | |
| 10315000.51000.10160 (Jail Personnel) | 10315000.51093 (Jail General Overtime) | \$4,206.00 | |
| | Total | \$14,872.00 | |

2020 MAY - 7 AM 9:58
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

2020 Fiscal Impact \$ 0
2021 Fiscal Impact \$ 0

Department Head Signature/Designee Date

AUTHORIZATION: (Electronic signatures)

Date Commissioner of Finance/Designee: Initiated by: \$0 - \$5,000.00

Date County Executive/Designee: Authorized for Legislative Consideration: \$5,000.01 - \$10,000.00

Date Chairperson Audit /Designee: \$0 - \$10,000.00

Date Audit & Administration Committee: \$10,000.01 - \$25,000.00

20T081

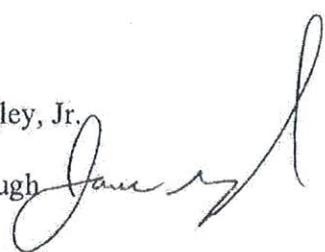
Putnam County Sheriff's Department

Inter - Office Memorandum

Date: May 5, 2020

To: Sheriff Robert L. Langley, Jr.

From: Captain James Greenough



Subject: **FUNDS TRANSFER
OVERTIME JAIL**

Request the below funds transfers be approved to cover overtime costs that were incurred due to running the month of April 2020 with three Correction Officer vacancies, one extended sick leave and one Officer on 207C. Approving the below listed lines will cover projected overtime costs.

Reduce 10315000.10103 Open Personnel Line Funds by \$4,206.00.

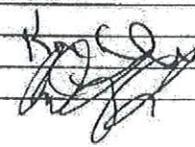
Reduce 10315000.10116 Open Personnel Line Funds by \$6,460.00.

Reduce 10315000.10160 Open Personnel Line Funds by \$4,206.00.

and

Increase 10315000.51093 Jail General Overtime by \$14,872.00.

RECEIVED AND FORWARDED FOR ACTION
SGT _____
LT _____
LT _____
CAPT _____
US _____
SHERIFF _____





WILLIAM J. CARLIN, Jr. CPA, CPFO
Commissioner Of Finance

FYI #7
ANITA Z. GILBERT
Chief Deputy Commissioner Of Finance

SHEILA M. BARRETT
Deputy Commissioner Of Finance

DEPARTMENT OF FINANCE

MEMORANDUM

TO: Diane Schonfeld, Legislative Clerk

DATE: May 13, 2020

FROM: William J. Carlin, Jr., Commissioner of Finance *WJC*

SUBJECT: **Overtime/Temporary Help Recap for Audit and Administrative Committee Meeting**

Please include the attached report in the Audit and Administrative Committee and the Personnel Committee Agendas for its next meeting.

Enclosure

2020 MAY 13 AM 11:52
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

Overtime Temporary - RECAP - 2020

As of Date: May 13, 2020

| Org Description | Org | Object | Project | Acct. Description | 2019 Actual | 2020 Original Budget | 2020 Revised Budget | 2020 Actual | 2020 Distributed Budget | 2020 Available | 2020 Percent |
|------------------------------------|----------|--------|---------|-------------------|-------------|----------------------|---------------------|-------------|-------------------------|----------------|--------------|
| DSS - Family First Transit | 10102000 | 51093 | 10152 | OVERTIME | 1,234.64 | 0.00 | 5,117.36 | 3,374.70 | 1,895.32 | 1,742.66 | 65.95% |
| DSS - JD and PINS | 10612300 | 51093 | | OVERTIME | 21,013.70 | 0.00 | 9,196.00 | 5,627.37 | 3,405.93 | 3,568.63 | 61.19% |
| Health - Early Intervention | 10405900 | 51094 | | TEMPORARY | 4,280.38 | 14,296.00 | 14,296.00 | 11,475.62 | 5,294.81 | 2,820.38 | 80.27% |
| Health - PH Emergency Preparedness | 26401001 | 51093 | 10066 | OVERTIME | -13.68 | 0.00 | 95,505.00 | 100,393.87 | 35,372.22 | -4,888.87 | 105.12% |
| Highway - Administration | 10149000 | 51093 | | OVERTIME | 1,036.06 | 5,000.00 | 5,000.00 | 2,204.76 | 1,851.85 | 2,795.24 | 44.10% |
| Sheriff - Communications | 13311000 | 51094 | | TEMPORARY | 45,999.84 | 34,000.00 | 34,000.00 | 17,430.00 | 12,592.59 | 16,570.00 | 51.26% |

* New departments in bold.

Personnel Committee Mtg.
May 18, 2020
#8

FYI/ 2020 Accident Report

Personnel Committee Mtg.
May 18, 2020
#9

FYI/ 2020 Employee Incident Report