

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

Members: Chairman Jonke, Legislators Castellano & Nacerino

Thursday

February 22, 2024

(Health and Audit Meetings Immediately Followed)

The meeting was called to order at 6:30PM 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/ January 29, 2024

Chairman Jonke stated the minutes were accepted as submitted.

Item #4 - Approval/ Budgetary Amendment 24T024/ Request for Salary Increase - Office For Senior Resources (OSR) Nutrition Services Manager Position/ OSR Director Michael Cunningham

Chairman Jonke stated OSR Director Michael Cunningham contacted him and explained due to the rescheduling of this meeting from February 13th to this evening, due to the snowstorm, he had an unavoidable conflict in his schedule and could not be present. He stated Personnel Officer Paul Eldridge and Deputy Director of OSR Maelene Barrett were present to speak to this agenda item.

Deputy Director of OSR Marlene Barrett stated this is a request to increase the salary for the Nutrition Services Manager Position. She explained in 2023 the OSR Department went through a restructuring of the Kitchen Staff to include a Cook title position. She stated they are looking to continue to strengthen the County's nutrition program. She spoke further to the changes that have been made and the supporting reasoning for said changes. She stated the long-term object is to have the OSR's Transportation Program under the responsibility of this position, Nutrition Services Manager, due to the interconnectedness of nutrition and transportation programs. She stated the recruitment process to fill the Nutrition Services Manager role has been challenging. She stated over approximately two (2) months of advertisement there have only been three (3) applicants. She stated one (1) applicant did decline due to opting for a higher paying position elsewhere. She stated the other applicant is highly qualified and is presently employed in a comparable position at another County Office for Aging. She stated the individual has shown interest but is hesitant due to the significant pay differential. She continued to speak to the qualifications of the individual. She also spoke to the job responsibilities that will exist for the Nutrition Services Manager Position. She stated the underfilling of the Head Cook position funds will be available to cover the proposed salary increase being requested. She stated consequently the requested increase will not have a fiscal impact on OSR's 2024 budget.

Personnel Officer Paul Eldridge stated in doing some research regarding this request, he found that over 10 years ago, there was a Nutrition Services Manager. He stated the current salary is the same as what it was back then, 10 years ago.

Legislator Nacerino questioned are the current duties and responsibilities of the candidate comparable to Putnam County, because many of our surrounding counties are much larger in population.

Deputy Director of OSR Marelene Barrett stated the number of employees the Nutrition Services Manager would oversee in Putnam County are comparable to where the individual is currently. She stated the meal production is more, probably a couple of hundred more than that in Putnam County.

Legislator Sayegh requested clarification that funds are being moved out of the Head Cook budget line to fund this request. She questioned if that is going to present a problem in the future with the Head Cook position.

Deputy Director of OSR Marelene Barrett explained the incumbent is doing both positions currently and understands having the responsibility of Head Cook only will result in a lower salary.

Personnel Officer Paul Eldridge stated the employee who will be the Head Cook is aware and accepting of that fact.

Legislator Montgomery stated her appreciation for the explanation behind this request. She stated the nutrition program in Putnam County has come a very long way, and she expressed her appreciation. She stated she is in full support of this request.

Chairman Jonke made a motion to approve Budgetary Amendment 24T024/ Request for Salary Increase - Office For Senior Resources (OSR) Nutrition Services Manager Position; Seconded by Legislator Castellano. All in favor.

Item #5 - Approval/ Amendment to the Appointing Resolution of Sara Servadio as the Commissioner of Social Services, Mental Health, and Youth Bureau, (Reso #240 of 2023)/ Personnel Officer Paul Eldridge

Chairman Jonke requested that Personnel Officer Eldridge provide clarification of what needs to be done per the determination of the State.

Personnel Officer Paul Eldridge stated the Public Officers Law states if you come into a “Term Position”, as an example his position, Personnel Officer, if the position is vacated before the individual completes their Term, the subsequent appointment will fill the unexpired term and then begin with their own Term. He stated both he and the Law Department agreed that Commissioner Servadio would begin her term on November 10, 2023, when said position was vacated, and the Term was scheduled to expire April 1, 2024. He stated then the plan was to

then begin, in April 2024, Commissioner Servadio's five (5) year term. He stated the State approved Commissioner Servadio's qualifications and were thrilled with her, and they approved her appointment to the position of Commissioner of Social Services, Mental Health, and Youth Bureau for Putnam County. He explained the approval of the State is required in order to bring the proposal forward. He stated it turns out the Language of the State's appointment of the DSS Commissioner supersedes the Public Officers Law. He stated hence, the Resolution appointing Commissioner Servadio needs to be amended stating her five (5) year term begins on November 10, 2023, per the New York State Social Services Officer. He stated the County Law Department is in agreement that the amended resolution be considered for approval.

Chairman Jonke stated that Commissioner Servadio is doing an incredibly good job, and he is in full support of the proposed amended resolution.

Legislator Nacerino expressed her agreement with Chairman Jonke. She stated this amendment will begin Commissioner Servadio's five (5) year term. She expressed her support for this appointment. She stated Commissioner Servadio is doing a stupendous job, and Putnam County is fortunate to have someone of her caliber to serve in this capacity.

Chairman Jonke made a motion to Approve the Amendment to the Appointing Resolution of Sara Servadio as the Commissioner of Social Services, Mental Health, and Youth Bureau, (Reso #240 of 2023); Seconded by Legislator Nacerino. All in favor.

Item #6 - FYI/ Accident Report – Duly Noted

Item #7 – FYI/ Incident Report– Duly Noted

Item #8 - Other Business

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

a. Approval/ Budgetary Amendment (24A018) / Emergency Services/ Request for Salary Increase - Director of Emergency Medical Services Position/ Personnel Officer Paul Eldridge

Chairman Jonke stated a letter of necessity was submitted with this request from Personnel Officer Paul Eldridge dated February 22, 2024. He stated Bureau of Emergency Services Commissioner Lipton and Personnel Officer Eldridge were present to speak to this item. He questioned if there is a candidate to fill the position.

Bureau of Emergency Services Commissioner Robert Lipton stated there is a candidate that is very highly respected in the community, highly qualified and would be bringing a wealth of knowledge to the position. He stated the request is for additional funding, to make the salary for the Director of Emergency Medical Services more competitive.

Chairman Jonke stated for clarification, the position of Director of Emergency Medical Services is a position that the Bureau of Emergency Services Commissioner appoints to.

Legislator Nacerino stated based on the professional opinion of Commissioner Lipton and all of those who were part of this process she will be supporting this request.

Legislator Castellano stated his agreement with Legislator Nacerino's comment and that he too would support this request.

Legislator Sayegh stated this seems to be happening very frequently, requests to fill government positions have been presented to the Legislature to approve additional funding for vacant positions in order to fill them. She questioned if that is happening across the board.

Personnel Officer Eldridge stated he will be speaking at NYSAC next week about that exact topic. He stated he will be addressing how difficult the current environment is in recruiting people. He stated New York State is calling it a hiring crisis and it is. He stated to attract high quality people some of the salaries need to be bumped up.

Legislator Montgomery questioned if this candidate has the qualifications of the Education piece of the position.

Bureau of Emergency Services Commissioner Robert Lipton stated yes, this candidate is fully qualified and meets the requirements of the position of Director of Emergency Medical Services.

Chairman Jonke made a motion to Approval/ Budgetary Amendment - 24A018 / Emergency Services/ Director of Emergency Medical Services Position; Seconded by Legislator Castellano. All in favor.

Item #9 – Adjournment

There being no further business at 6:48PM Chairman Jonke made a motion to adjourn; Seconded by Legislator Nacerino. All in favor.

Respectfully submitted by Deputy Clerk Diane Trubusy.