

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

Members: Chairwoman Nacerino, Legislators Jonke & Montgomery

Tuesday

February 11, 2020

(Protective Services Meeting Immediately followed)

The meeting was called to order at 6:30PM by Chairwoman Nacerino who requested that Legislator Jonke lead in the Pledge of Allegiance. Upon roll call Legislator Jonke and Chairwoman Nacerino were present. Legislator Montgomery was absent. Chairwoman Nacerino stated Legislator Albano will be sitting as a Committee member in the absence of Legislator Montgomery.

Item #3 - Approval/Personnel Committee Meeting Minutes/ Nov.19 & Dec.11, 2019

Chairwoman Nacerino stated the minutes were accepted as submitted.

Item #4 - Approval/ Fund Transfer (20T005)/ Funds From Sub-Contingency- Upgrade Deputy to Sergeant Position in Youth Aid Bureau (YAB)/ Sheriff Robert Langley

Legislator Jonke made a motion to waive the Rules and Accept the Additional; Seconded by Legislator Albano. All in favor. *(The additional item was a revised Fund Transfer. The only thing revised was the number changed from 20T005 to 20T005A, per Commissioner of Finance Carlin's Department.)*

Chairwoman Nacerino requested that Sheriff Langley and Captain Harry Tompkins join the Committee in the front of the room. She stated that she had written some notes that she would like to read: She began by inviting Sheriff Langley and Captain Tompkins to point out if any of her statements require correction. She stated the matter of the reclass to a Sergeant Position in the Youth Aid Bureau has been on the Personnel Agenda five (5) times, with the expectation that all questions have been exhausted. She stated the questions presented by the Legislators were in order for them to make an informed decision. She stated \$17,962 was placed in sub contingency. She stated she is prepared to approve Fund Transfer (20T005A), which is the process to transfer said funding to the Sheriff's Personnel Budget Line. She stated the Sheriff's Department reported there is no need to back fill the Deputy position, it is an upgrade only. She continued with her overview of the points she deemed critical to this matter. She stated that Legislator Montgomery could not be here this evening. She stated for the record Legislator Montgomery sent a statement to be read into the record, she has advocated for the upgrade from the onset. She stated she has highlighted, in her statement, and recapped the important topics from the past several months of discussion regarding this matter. She questioned if any of her colleagues or members of the public had any questions or comments.

Legislator Albano stated he is in support of this request.

Legislator Jonke stated this conversation actually goes back to 2018, when the request for Special Patrol Officers (SPO) came from the Town of Carmel. He stated that he will support this request.

Legislator Castellano questioned if this request, if approved, will have an impact on the funding from the Schools to cover the Administrative Costs associated to the program.

Sheriff Langley stated he has been in discussions with Commissioner Carlin to address that. He stated the Administrative Costs contract with the Schools have never been renegotiated since the implementation of

the SROs, which was approximately 10 years ago. He stated that it needs to be addressed with the Schools.

Legislator Castellano questioned who will be the point person to renegotiate the contract with the Schools.

Captain Tompkins stated the Sheriff's Department has reached out to some of the School Districts. He stated when the discussion of the upcoming contracts takes place that will be part of the negotiations.

Commissioner Carlin stated they should be having that discussion now with the School Districts because they are working on their budgets now.

Captain Tompkins agreed that needs to be addressed.

Chairwoman Nacerino stated the Fund Transfer (20T005A) is for \$17,962.00 going from Sub-contingency to the Sheriff's Department Personnel budget line. She stated County Executive Odell did sign the Fund Transfer (20T005A). She stated the Fund Transfer (20T005A) came with new wording inserted under the County Executive's Signature which reads: *Authorized for Legislative Consideration*. She stated this was a surprise to the Legislature that this form was revised. She stated that there will be further discussion about this revision at a future committee meeting. She read into the record a memo that she had sent to County Executive Odell regarding the new wording. She stated she sent her memo on February 7, 2020 and to date there has been no correspondence since then.

Legislator Albano made a motion to waive the Rules and Accept the February 7, 2020 Memo as Additional; Seconded by Chairwoman Nacerino. All in favor.

Chairwoman Nacerino made a motion to Approve Fund Transfer (20T005A)/ Funds From Sub-Contingency- Upgrade Deputy to Sergeant Position in Youth Aid Bureau (YAB); Seconded by Legislator Jonke. All in favor.

Item #5 - Approval/ Ratification of CSEA Memorandum of Agreement – January 1, 2017 through December 31, 2022/ County Attorney Jennifer Bumgarner

Chairwoman Nacerino stated she was happy to see this on the agenda. She stated the negotiations for this have been going on since 2017. She stated she would like to congratulate the members of the CSEA, the Administration, the negotiation team and the mediator for their hard work and diligence. She invited County Attorney Bumgarner and Personnel Officer Paul Eldridge to provide some highlights of the MOA.

County Attorney Bumgarner questioned if Chairwoman Nacerino wanted to do this in a public meeting.

Chairwoman Nacerino stated she would like to provide an opportunity for County Attorney Bumgarner and Personnel Officer Paul Eldridge to make comments related to the ratification and/or the work that transpired. She stated if County Attorney Bumgarner believes this warrants an executive session, then the Committee will respect her professional direction on that.

Personnel Director Eldridge stated this was a long process, but well worth it. He provided a broad overview of some of the matters negotiated. He explained the incorporation of the Dispatchers into the CSEA Union Agreement from the PSEA Union Agreement. He stated there was a great deal of time spent on that. He stated the matter went before the Public Employment Relations Board (PERB) who

determined the Dispatchers could be incorporated in the CSEA Agreement. He stated as a result a lot of the time spent was incorporating a 24/7/365 operation into an agreement that had no others that operated like that. He continued with the overview of the process that took place to reach fruition. He stated this is a six (6) year agreement, which three (3) of the years have already passed. He continued with his overview of Ratified CSEA Memorandum. He stated the County's IT Policy, Vehicle Policy and a new Safety and Health Policy are included in the agreement. He stated there are 14 pages of elements that related solely to the 911 Employees.

County Attorney Bumgarner stated it was very important to the Union and it did end up in the agreement, that all existing 911 Employees would be covered by the longevity provision in the CSEA Agreement.

Personnel Director Eldridge continued with his overview summary. He stated for clarification that the dispatcher in the Sheriff's Department are still PCSEA. He stated earlier when he spoke of the Dispatchers, he was referring to those who work for Commissioner Ken Clair in the Bureau of Emergency Services.

Chairwoman Nacerino thanked Personnel Director Eldridge and County Attorney Bumgarner for their work and for bringing this to completion on behalf of the County and the County's employees. She read into the record the percentage increases agreed to, from the MOA document.

County Attorney Bumgarner stated per Finance Commissioner Carlin, there is no need for a Budgetary Amendment that normally is submitted with a contract like this. She stated the numbers have been known for so long that they have been worked into the budget.

Legislator Jonke stated he also would like to thank all parties who worked together on this. He stated he believes it is a fair contract and fair to the taxpayers.

Legislator Albano expressed his appreciation to those who were part of the negotiations and to Commissioner Carlin for his foresight.

Legislator Sullivan echoed his colleague's appreciation. He stated that he believes this is a fair agreement for both sides.

Janet Canaday, Unit 8150 President, County Employee and Resident stated she is happy that the County and the CSEA came to an agreement. She stated it was a long time coming. She stated on February 6, 2020 91% of the membership voted: 256 voted yes and 42 voted no. She stated she believed this is a positive reflection. She stated these employees work very hard. She has assured the CSEA members that the paperless checks will not be instituted until there is a kiosk with a printer in their department and finally, she is very happy the 911 Employees were incorporated with the CSEA Employees, that was a difficult struggle. She stated she wanted to say thank you.

Chairwoman Nacerino questioned if the CSEA Employees will receive a paper copy of the contract.

Personnel Director Eldridge stated that they will receive a paper copy. He stated for the record, there was a presentation made to the Legislature in 2018 and August of 2019 related to these negotiations, to keep the Legislature up to date on the process and progress.

County Attorney Bumgarner stated the update that was given in August 2019 in respect to CSEA contract is substantially the same today as it was then. She stated it was the operational issues that had to be worked out.

Chairwoman made motion to approve Approval/ Ratification of CSEA Memorandum of Agreement – January 1, 2017 through December 31, 2022; Seconded by Legislator Albano. All in favor.

Item #6 – FYI/ 2019 Accident Report – Duly Noted

Item #7 - Other Business - None

Item #8 - Adjournment

There being no further business at 7:05 PM Chairman Nacerino made a motion to adjourn; Seconded by Legislator Jonke. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.