

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

Members: Chairman Jonke, Legislators Castellano & Nacerino

Tuesday

November 12, 2024

(Immediately Followed the 6:00p.m. Special Full Meeting)

The meeting was called to order at 6:44PM 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 - Acceptance/Personnel Committee Meeting Minutes/ September 5, 2024

Chairman Jonke stated the minutes were accepted as submitted.

Item #4 - Approval/ Ratification of Putnam County Sheriff and the Putnam County Sheriff's Employees Association, Inc. (PCSEA) Collective Bargaining Agreement/ First Deputy County Attorney John Cherico

Personnel Officer Paul Eldridge stated this is the third of the four County's Union Contracts to be negotiated. He stated the memorandum of agreement has been ratified. He stated this is a five (5) year agreement. He stated they had accepted the 3.5% increase for 2023, when that was given. He stated the PBA was the only ones who did not, and that is why the PBA agreement runs from January 1, 2023 through the end of 2027, that is a five (5) year agreement also. He stated the PCSEA five (5) year agreement runs from January 1, 2024 through December 31, 2028. He stated the effective rates are: 2024- 2.75%, 2025- 2.75%, 2026- 3.00%, January 1, 2027- 1.75%, July 1, 2027- 1.75%, January 1, 2028- 1.75% July 1, 2028- 1.75%. He stated there are occasions when the rate change occurs on January 1st and then on July 1st of given year. He spoke to that. He stated also the wage for Correction Sergeant (s) shall be increased by \$2,500 prior to the application of the applicable wage increase of 2.75%. He explained the Correction Sergeant position does not receive STEP increases as the Correction Officer does. He stated the Correction Sergeant rate was below the top STEP Deputy. He stated the Holiday Pay was increased for the Correction Officer (s). He stated it is now the same as the PBA which is \$3,500. He noted it had been 12 years since that was changed for both the PBA and PCSEA. He stated new to this contract is Juneteenth is granted as a holiday effective January 1, 2025. He stated the Time and Attendance Policy was strengthened. He explained there is a lot of swapping of schedules. He stated if there is a swap and the person who is supposed to be covering the shift does not show up that creates havoc. He stated so that was addressed. He stated the negotiations were very cordial, and the PCSEA leadership is very good. He stated the Unit Membership took a vote and this agreement was passed. He stated he hopes for the approval of this committee so it can move forward.

Chairman Jonke questioned how many members are in this Unit.

Personnel Officer Elderidge stated approximately 60 to 80.

Legislator Castellano stated his appreciation to Personnel Officer Eldridge for his work in settling the contract. He stated he is glad that another contract is settled, and it sounds like a fair deal for both sides.

Legislator Nacerino stated her support.

Legislator Ellner stated he supports it, but he did not see any reference to if a member of the PCSEA declined the Health Plan.

Personnel Officer Elderidge stated there is a buyout they have, which did not change.

Legislator Ellner questioned if a County Employee declines the County Health Plan, what is the buyout.

Personnel Officer Elderidge stated he believes it is approximately \$1,000.

Legislator Ellner stated for the record in the future, he would like to see that amount increased. He stated he believes it could result in a cost savings to the tax payers.

Legislator Nacerino expressed her agreement with Legislator Ellner's suggestion and comments.

Chairman Jonke made a motion to Approve the Ratification of Putnam County Sheriff and the Putnam County Sheriff's Employees Association, Inc. (PCSEA) Collective Bargaining Agreement; Seconded by Legislator Castellano. All in favor.

Item #5 - Approval/ Budgetary Transfer 24T404/ Funding for the 2024 and 2025 Salary and Benefit Costs Pursuant to the Ratified Contract Settlement Between Putnam County and the Putnam County Sheriff's Employees Association, Inc. (PCSEA)

Chairman Jonke explained Budgetary Transfer 24T404 is the funding to support the Ratification of the PCSEA above (Item#4) contract which was approved by this Committee.

Chairman Jonke made a motion to Approve Budgetary Transfer 24T404/ Funding for the 2024 and 2025 Salary and Benefit Costs Pursuant to the Ratified Contract Settlement Between Putnam County and the Putnam County Sheriff's Employees Association, Inc. (PCSEA); Seconded by Legislator Nacerino. All in favor.

Item #6 - Approval/ Budgetary Transfer 24T400/ Dept. of Mental Health & Social Services/ Reappropriate funds to Hire Employee in a Temporary Line to be Trained/ Commissioner of DSS, Mental Health & Youth Bureau Sara Servadio

Chairman Jonke made a motion to Remove Agenda Item #6 Budgetary Transfer 24T400/ Dept. of Mental Health & Social Services/ Reappropriate funds to Hire Employee in a Temporary Line to be Trained; Seconded by Legislator Castellano. All in favor.

Legislator Montgomery requested the reason for removing this item.

Chairman Jonke stated the request came from Commissioner of DSS, Mental Health & Youth Bureau Sara Servadio. He stated the hiring will not occur in 2024, it will take place in 2025.

Item #7 - Approval/Financial Disclosure List for the Year 2025 Filing Recommended by the Putnam County Personnel Officer Pursuant to Code Section 55-7/ Personnel Officer Paul Eldridge

Chairman Jonke made a motion to Waive the Rules and Accept the Additional; Seconded by Legislator Nacerino. All in favor.

Chairman Jonke explained the Additional Item was a Revised - Financial Disclosure List for the Year 2025, sent from the Personnel Officer's Office. He stated this list is reviewed and approved annually.

Personnel Officer Eldridge stated the list is revised on an annual basis. He stated it was noticed that there were a few titles/positions that had to be added to the list and one (1) removed after the original submission. He stated the Director of Emergency Management, and Director of Communications from the County Executive's Office and the Director of Mental Health had to be added, and the Social Services Attorney position had to be removed because that position is now a Deputy County Attorney.

Legislator Nacerino stated although she will not be a Legislator after December 31, 2024, she wanted to state that she does not support making Financial Disclosure Forms public. She stated that was something mentioned that County Executive Byrne may bring forward.

Chairman Jonke questioned if a Financial Disclosure Form can be obtained via the FOIL process.

Personnel Officer Eldridge stated they can. He stated certain information would be redacted.

Legislator Ellner stated that he has been working with Personnel Officer Eldridge on that matter of what information would actually be redacted. He stated he feels strongly that any information pertaining to Family Members be redacted. He stated they are waiting to hear back from New York State on that.

Personnel Officer Eldridge stated the redaction allowed is for any Dependent Children. He stated that currently the information pertaining to spouse is required.

Legislator Ellner stated he does not believe that the information pertaining to a spouse or partner's work should be public information.

Chairman Jonke made a motion to Approve the Revised - Financial Disclosure List for the Year 2025; Seconded by Legislator Castellano. All in favor.

**Item # 8 - Update/ Personnel Officer Eldridge on Outstanding Personnel Matters/
Legislator Nacerino**

6:45PM Legislator Nacerino made a motion to go into Executive Session to discuss Personnel Matters of County Employees; Seconded by Chairman Jonke. All in favor.

Chairman Jonke requested that Personnel Officer Eldridge join the Legislators in Executive Session.

7:05PM Chairman Jonke made a motion to come out of Executive Session; Seconded by Legislator Nacerino. All in favor.

Chairman Jonke stated no action was taken in Executive Session.

Item #9 – FYI/ Accident Report – Duly Noted

Item #10 – FYI/ Incident Report – Duly Noted

Item #11 – Other Business – None

Item #12 – Adjournment

There being no further business at 7:06PM Chairman Jonke made a motion to adjourn; Seconded by Legislator Nacerino. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.