

PERSONNEL COMMITTEE MEETING

HELD IN ROOM 318

PUTNAM COUNTY OFFICE BUILDING

CARMEL, NEW YORK 10512

Members: Chairman Jonke, Legislators Addonizio & Gouldman

Tuesday

6:00p.m.

May 13, 2025

(Protective Mtg. Immediately Followed)

The meeting was called to order at 6:00PM by Chairman Jonke who requested Legislator Addonizio lead in the Pledge of Allegiance. Upon roll call Legislators Addonizio, Gouldman and Chairman Jonke were present.

Item #3 - Approval/Personnel Committee Meeting Minutes – March 11, 2025

Chairman Jonke stated the minutes were accepted as submitted.

Item #4 – Approval/ PuMA- Ratification of Collective Bargaining Agreement Reflecting Modification of PuMA Agreement (original approved R#27/2024)/ First Deputy County Attorney John Cherico

Chairman Jonke stated Personnel Officer Eldridge was present and would speak to this item.

Personnel Officer Eldridge stated the PuMA Union was the first Union to settle their contract. He stated this request is to equalize the PuMA Union Agreement with the other Union Agreements that have been negotiated and settled. He stated PuMA consist of a group of Middle Managers employed by the County. He stated they do not have all of the benefits the other Unions have, such as increments and longevities. He stated also in the memo he sent to the Legislature on April 28, 2025, he requested to extend the agreement from 2024- 2027 to 2024 – 2028 and the increase for three (3) of the years were increased from 2.5 to 2.75%.

Chairman Jonke requested confirmation that it is in keeping with the other contracts.

Personnel Officer Eldridge confirmed that is correct. He stated also Juneteenth was added as a paid vacation day, which is included in the other agreements. He stated it is believed these recommended modifications are the right thing to do. He stated there was a meeting with the PuMA representatives, and they were in agreement. He stated so it is an Amendment with a (1) year extension of the prior MOA. He stated the Resolution presented to this Committee has been prepared by the County’s Law Department. He stated there does need to be an edit made. He stated where it has the year “2027” it needs to be updated to “2028”; the term of this agreement is January 1, 2024, through December 31, 2028, and there is spot the 5th WHEREAS clause where the date of this Personnel Committee Meeting needs to be added.

Chairman Jonke questioned if there is any retro pay involved.

Personnel Officer Eldridge stated yes only in 2025, which the budget reflects that. He stated it is approximately \$5,000.00 plus.

Chairman Jonke requested confirmation this is not the first time this has happened.

Personnel Officer Eldridge confirmed that was correct.

Chairman Jonke stated he is not in objection of this, he believes the County's Managers and Middle Managers need to be treated fairly. He questioned how this can be prevented from happening in the future.

Personnel Officer Eldridge stated the Administration believes it is an issue of fairness.

Legislator Sayegh stated part of this is the fact some of the Managers, if the compensation is not in alignment with the other Unions could end up being paid less than the employees they are managing.

Personnel Officer Eldridge stated that is correct, and there is also the struggle of longevity increments. He stated it is a tough situation, but they work to address it.

Chairman Jonke made a motion to approve the amendment of changing 2027 to 2028 in the proposed Resolution; Seconded by Legislator Gouldman. All in favor.

Chairman Jonke made a Motion to Approve as Amended / PuMA- Ratification of Collective Bargaining Agreement Reflecting Modification of PuMA Agreement (original approved R#27/2024)/: Seconded by Legislator Addonizio. All in favor.

Item #5 - Approval/ Budgetary Transfer 25T079/ Additional Funding for the 2025 Salary and Benefit Costs Pursuant to the Ratified Contract Settlement Between Putnam County and the Putnam Management Association (PuMA)/ Personnel Officer Paul Eldridge

Chairman Jonke made a Motion to Approve Budgetary Transfer 25T079/ Additional Funding for the 2025 Salary and Benefit Costs Pursuant to the Ratified Contract Settlement Between Putnam County and the Putnam Management Association (PuMA); Seconded by Legislator Addonizio. All in favor.

Item #6 - Approval/ Fund Transfer 25T091/ Health Department/ Former Interim Commissioner of Health – Pay Out Accruals/ Health Department Senior Fiscal Manager William Orr

Chairman Jonke stated he and Personnel Officer Eldridge discussed this matter and both agreed this should be tabled to a future meeting, allowing time to gather more information.

Chairman Jonke made a motion to Table Fund Transfer 25T091/ Health Department/ Former Interim Commissioner of Health – Pay Out Accruals; Seconded by Legislator Addonizio. All in favor.

Item #7 - Approval/ Budgetary Amendment 25A038/ Finance Department/ Vacancy Control Factor for 2025

Chairman Jonke made a motion to accept the additional; Seconded by Legislator Gouldman. All in favor.

Personnel Officer Eldridge stated any funds that have not been spent to this point in vacant positions will be put in the general fund.

Chairman Jonke confirmed the total amount being transferred is \$300,000.

Chairman Jonke made a motion to Approve Budgetary Amendment 25A038/ Finance Department/ Vacancy Control Factor for 2025; Seconded by Legislator Gouldman. All in favor.

Item #8 - Approval/ Budgetary Amendment 25A039/ DSS – Differential Pay to the Social Services Specialist I Employee Who is Fulfilling Duties of a Higher-Level Position for the Assumed period of Time 02/20/25- 12/31/25/ Commissioner, Department of Mental Health, Social Services, and Youth Bureau Sara Servadio

Deputy Commissioner of Mental Health, Social Services, and Youth Bureau Nicolle McGuire stated currently the Social Services Supervisor in the Medicaid Unit is out on leave. She stated the request in front of the committee is to pay the most senior worker, who has stepped into the role already. She stated this is a request to cover the pay differential starting 2/20/2025 to the end of this year.

Chairman Jonke made a motion to Approve Budgetary Amendment 25A039/ DSS – Differential Pay to the Social Services Specialist I Employee Who is Fulfilling Duties of a Higher-Level Position for the Assumed period of time 02/20/25- 12/31/25; Seconded by Legislator Addonizio. All in favor.

Item #9 - Approval/ Budgetary Amendment 25A040/ DSS - Reclassification from Senior Computer Operational Specialists to Coordinator of Information Technology/ Commissioner, Department of Mental Health, Social Services, and Youth Bureau Sara Servadio

Deputy Commissioner of Mental Health, Social Services, and Youth Bureau Nicolle McGuire stated this reclassification request has been discussed with Personnel Officer Eldridge. She stated a Senior Computer Operational Specialists is a Grade 17 and a Coordinator of Information Technology is a Grade 19. She stated the Coordinator of Information Technology position is one that supports every employee in the department, which is roughly 110 and there are ten (10) different locations.

Commissioner of Mental Health, Social Services, and Youth Bureau Sara Servadio explained most of the staff members operate on the New York State System, which is different from the system the County uses. She stated in the past there were 1.5 employees doing this job. She stated the part-time employee retired. She stated the plan is to have one (1) employee do the job and not replace the part-time employee.

Legislator Montgomery stated she is always concerned about not filling roles and the workload.

Commissioner of Mental Health, Social Services, and Youth Bureau Sara Servadio stated that is a concern. She stated she has been working with IT/GIS Director Lannon, and his Department and they do offer back up support. She stated this has been monitored and there have been no issues so far.

Chairman Jonke made a motion to Approve Budgetary Amendment 25A040/ DSS - Reclassification from Senior Computer Operational Specialists to Coordinator of Information Technology; Seconded by Legislator. All in favor.

Item #10 - Discussion/Approval/ DSS – Family-Centered Case Management Services- Funds to hire Allocation Credentialed Staff to Provide Services as Approved by the NYS Office of Temporary and Disability Assistance/ Commissioner, Department of Mental Health, Social Services, and Youth Bureau Sara Servadio

Deputy Commissioner of Mental Health, Social Services, and Youth Bureau Nicolle McGuire stated this is a grant in the amount of \$165,000. She stated this would fund a current Caseworker and upgrade this employee to a Senior Caseworker. She stated additionally these funds will be used to purchase a new vehicle which would be used by the Senior Caseworker, who transports the unsheltered, helps them get housing and move furniture. She stated the funds will be used to purchase computers that will be used by them.

Commissioner of Mental Health, Social Services, and Youth Bureau Sara Servadio stated this is not a grant the County applied for. She explained the department was contacted and informed they would receive a ten (10) year promise.

Chairman Jonke stated that was good to hear that it is not a case of a one (1) year grant which then presents challenges in keeping the employee who was hired with grant funds.

Commissioner of Mental Health, Social Services, and Youth Bureau Sara Servadio stated there is a time period the funds must be used by. She stated the plan also is to use funds to cover the cost of administrative support via upgrades in the department.

Legislator Addonizio questioned if a new Caseworker will be hired.

Commissioner of Mental Health, Social Services, and Youth Bureau Sara Servadio stated that will be discussed in the future. She confirmed they would be looking to fill that position. She confirmed the housing unit, in approving this request, will increase with one full – time position, Senior Caseworker, which is 100% funded.

Legislator Montgomery stated for clarification this is a reimbursement grant. She explained that means the money must be spent, and it is then reimbursed.

Chairman Jonke stated at least the first year it appears the County must start spending the money in order to collect the reimbursement.

Commissioner of Mental Health, Social Services, and Youth Bureau Sara Servadio stated the Fiscal Manager, Mental Health and DSS Kristen Wunner will be in attendance at the May Audit & Administration Meeting to address any questions.

Chairman Jonke made a motion to Approve to the Audit & Administration Meeting / DSS – Family-Centered Case Management Services- Funds to hire Allocation Credentialed Staff to Provide Services as Approved by the NYS Office of Temporary and Disability Assistance; Seconded by Legislator Addonizio. All in favor.

Item #11 – FYI/ Accident Report – Duly Noted

Item #12– FYI/ Incident Report – Duly Noted

Item #13 – Other Business

Item #14 – Adjournment

There being no further business at 5:24PM Chairman Jonke made a motion to adjourn; Seconded by Legislator Addonizio. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.