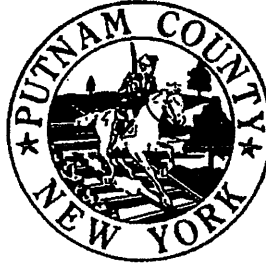


THE PUTNAM COUNTY LEGISLATURE

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

Amy E. Sayegh *Chairwoman*
Greg E. Ellner *Deputy Chair*
Diane Schonfeld *Clerk*



Nancy Montgomery	Dist. 1
William Gouldman	Dist. 2
Toni E. Addonizio	Dist. 3
Laura E. Russo	Dist. 4
Greg E. Ellner	Dist. 5
Paul E. Jonke	Dist. 6
Daniel G. Birmingham	Dist. 7
Amy E. Sayegh	Dist. 8
Erin L. Crowley	Dist. 9

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

Members: Chairman Jonke, Legislators Addonizio & Gouldman

Tuesday June 10, 2025

(Will Follow the 6:00p.m. Special Physical & Special Full Mtgs.)

- 1. Pledge of Allegiance**
- 2. Roll Call**
- 3. Acceptance/Personnel Committee Meeting Minutes – April 8, 2025**
- 4. Approval/ Fund Transfer 25T091/ Health Department/ Former Interim Commissioner of Health – Pay Out Accruals/ Health Department Senior Fiscal Manager William Orr
(Tabled at 5/13/25 Personnel Mtg.)**
- 5. Approval/ Fund Transfer 25T159/ Health Department/ Fiscal Tech Retiring – Will Work as a Temporary Employee Provide Training/ Senior Fiscal Manager William Orr**
- 6. Approval/ Fund Transfer 25T160/ Health Department/ Senior Fiscal Manager To Retire 6/26/2025/ Will Return on an Hourly Salary Providing Support to the Health Department Fiscal and Administration Needs including the 2026 Budget Preparation/ Health Department Senior Fiscal Manager William Orr**
- 7. Approval/ Fund Transfer 25T164/ Health Department/ Pay Out Accruals for Retirement of Senior Fiscal Manager**
- 8. FYI/ Fund Transfer 25T152/ Office for Senior Resources (OSR)/ Transfer Funds between Budget Lines/ Marlene Barrett**

- 9. Update/ Preliminary Report -Catapult Consulting Firm: Putnam County Titles and Compensation/ Personnel Office Paul Eldridge & Deputy Personnel Officer Adriene Iasoni**
- 10. FYI/ Requested Update from the County Executive's Appointed "Employee Insurance Review Committee"**
- 11. FYI/ Accident Report**
- 12. FYI/ Incident Report**
- 13. Other Business**
- 14. Adjournment**

#3

Members: Chairman Jonke, Legislators Addonizio & Gouldman

April 8, 2025

(Protective Mtg. to Immediately Follow)

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 – February 13, 2025

Chairman Jonke stated the minutes were accepted as submitted.

**Item #4 – FYI/ Budgetary Transfer 25T071/ Bureau of Emergency Services (BES)/
Temporary Administrative Staff/ Commissioner of BES Robert Lipton**

Chairman Jonke stated there was no one present from the BES, he requested Personnel Officer Eldridge speak to the item.

Personnel Officer Paul Eldridge stated there likely will be two (2) retirements this year in the BES department. He stated they want to have funds that will cover both, cost of cross training new employees and potential overtime.

Chairman Jonke confirmed there is not fiscal impact for 2025 or 2026.

Personnel Officer Paul Eldridge confirmed that to be correct.

Item #5 - Approval/ Sheriff's Office – Corrections Facility/ Fund Transfer 25T073/ Request to Transfer Funds to Cover Overtime Costs Incurred/ Sheriff Kevin McConville

Sheriff Kevin McConville stated currently there are 11 vacancies in the Corrections Facility division. He stated specifically nine (9) of the positions are vacant and one (1) employee is out on 207C and another out on Family Medical Leave, scheduled to return in approximately five (5) weeks. He explained that there is no fiscal impact with this request. He stated they are going through the Civil Service list and process in an effort to fill the vacancies.

Chairman Jonke stated it looks as though this explanation applies to agenda Items #6 and #7.

Sheriff Kevin McConville confirmed that was correct.

Chairman Jonke made a motion to Approve Fund Transfer 25T073/ Request to Transfer Funds to Cover Overtime Costs Incurred; Seconded by Legislator Addonizio. All in favor.

Item #6 - Approval/ Sheriff's Office - Corrections Facility/ Fund Transfer 25T075/ Request to Transfer Funds to Cover Overtime Costs Incurred During January 2025/ Sheriff Kevin McConville

Chairman Jonke confirmed there were no questions.

Chairman Jonke made a motion to Approve Fund Transfer 25T075/ Request to Transfer Funds to Cover Overtime Costs Incurred; Seconded by Legislator Addonizio. All in favor.

Item #7 - Approval/ Sheriff's Office – Corrections Facility/ Fund Transfer 25T076/ Request to Transfer Funds to Cover Overtime Costs Incurred During March 2025/ Sheriff Kevin McConville

Chairman Jonke confirmed there were no questions.

Chairman Jonke made a motion to Approve Fund Transfer 25T076/ Request to Transfer Funds to Cover Overtime Costs Incurred; Seconded by Legislator Addonizio. All in favor.

Item #8 - Approval/ Budgetary Amendment 25A031/ Funds from NYS Division of Criminal Justice Services (DCJS) to Support Estimated Costs Associated with Discovery and Pretrial Reforms during SFY 2024-25 To Be Used for Merit Increases/ District Attorney Robert Tendy

District Attorney Robert Tendy stated he has had discussions regarding his Department's budget with County Executive Byrne and Commissioner of Finance Lewis and this matter of Retention Bonus, this says Merit Bonus, in his opinion a bonus is a bonus. He stated he was notified that there has been an increase in the District Attorney Department's aid and prosecution grant. He stated three (3) years ago that grant was in the amount of \$33,000. He stated it is currently \$214,000. He explained how his department would like to manage their expenses and funds. He stated his plan would free up funds that would allow non-union employees, at his discretion, to be issued a retention bonus. He stated it would not go into their salary, legacy costs and most importantly would not come out of taxpayer funds.

Legislator Sayegh questioned how long this would be for. She questioned if it is a one-time allocation, or if it would be annually.

District Attorney Robert Tendy stated the District Attorney's Office annually receives DCJS funds. He stated it permits him to give retention bonuses. He issues the bonuses depending on whether he believes an employee deserves a retention bonus and if so, how much. He stated it would be an annual bonus of sorts. He stated it is a way for him to say to his non-union employees you are doing a lot of extra work, particularly due to discovery grants, and we want to retain you as an employee. He stated he recognizes and appreciates that the Legislature approved the increase in salaries for his non-union employees. He explained he still is facing the

fact that his employees could be making more money in other surrounding counties. He cited Westchester and the Bronx as examples. He stated this is a way of giving extra money and acknowledging the extra work being done, without putting the financial burden on the taxpayer.

Legislator Sayegh requested if this is an approved use of the funding from the NYS Division of Criminal Justice Services (DCJS) to Support Estimated Costs Associated with Discovery and Pretrial Reforms during SFY 2024-25 grant.

District Attorney Tendy stated that it is confirmed.

Legislator Addonizio requested District Attorney Tendy speak to what he would do next year in regards to this.

District Attorney Tendy stated he would again evaluate the work done by his non-union employees and give the retention bonuses as he believes to be warranted.

Legislator Addonizio stated then the amount of the grant changes and the increases would be based on that.

District Attorney Tendy confirmed that is correct. He stated he does not believe the grant amount would decrease, it has only increased. He explained why he believes that is, in relation to Discovery.

Legislator Birmingham expressed his congratulations to the District Attorney's Office and the Law Enforcement Offices for weathering the huge burden of this reform which is needed. He stated he believed it to be appropriate for the District Attorney to choose who would get the bonuses. He questioned, from a mechanical standpoint, once the decision is made in terms of which non-union employees get the bonuses will the Legislature and/or the Finance Commissioner receive the budget line specifying where the actual dollars would go.

District Attorney Tendy stated his office will submit an RPC to the Personnel Department.

Legislator Crowley questioned if it is correct that if these funds are not used by the end of the year, then the funds will be lost.

District Attorney Tendy confirmed that is correct. He stated also if the funds are not used, they will not receive any more funding in the following years.

Chairman Jonke stated he has been a proponent for bringing the salaries up in the District Attorney's Office, and he believes that was achieved for the 2025 budget. He stated now this is funding coming to the District Attorney's Office that District Attorney Tendy will determine who will be given the bonuses.

District Attorney Tendy confirmed that is correct.

Legislator Ellner stated he believes this is a good use of these funds. He expressed his appreciation with District Attorney Tendy explaining these funds are a “use it or lose it” type of grant. He stated as Chairman Jonke stated the salaries have been adjusted. He stated the County has a high contribution towards its medical coverage. He stated that needs to be factored into the equation.

Legislator Montgomery questioned if there is some type of metric system or evaluation being used by District Attorney Tendy to determine who gets the bonus and how much.

District Attorney Tendy stated that he is looking at case load, case management including investigations, supervisory responsibilities depending on the employee’s level, and various office responsibilities, including inter-agency communications, which include, local, state and federal agencies. He continued speaking to the efficiency of case management. He offered some broad examples.

Chairman Jonke made a motion to approve Budgetary Amendment 25A031/ Funds from NYS Division of Criminal Justice Services (DCJS) to Support Estimated Costs Associated with Discovery and Pretrial Reforms during SFY 2024-25 To Be Used for Merit Increases; Seconded by Legislators Addonizio and Gouldman. All in favor.

Item #9 - Approval/ Budgetary Transfer 25T080/ District Attorney’s Office/ Reclassification/ District Attorney Robert Tendy

Chairman Jonke made a motion to approve Budgetary Transfer 25T080/ District Attorney’s Office/ Reclassification; Seconded by Legislator Addonizio. All in favor.

Item #10 - Approval/ Budgetary Amendment 25A030/ Health Department/ Transfer of Payroll and Corresponding Fringes from Health Department to the Department of Public Works Budget/ Senior Fiscal Manager William Orr

Personnel Officer Eldridge stated because of a personnel issue an employee is being moved from the Health Department to the Department of Public Works.

Chairman Jonke questioned if the salary remains to same.

Personnel Officer Eldridge stated the salary will be lower in the new department. He stated a confidential agreement has been signed by all parties.

Chairman Jonke made a motion to Approve Budgetary Amendment 25A030/ Health Department/ Transfer of Payroll and Corresponding Fringes from Health Department to the Department of Public Works Budget; Seconded by Legislator Addonizio. All in favor.

Item #11 - Approval/ Fund Transfer 25T081/ Health Department- Environmental Protection/ Fund Environmental Health Aide/ Senior Fiscal Manager William Orr

Personnel Officer Eldridge stated this is an intern who is completing a Masters in a Public Health Degree. He stated they would like to retain him. He stated this is a request to put him in the position of an Environmental Health Aide position.

Chairman Jonke stated the date on the original memorandum is August 30, 2024.

Personnel Officer Eldridge stated he does not have any insight into why there was such a delay.

Auditor Michele Sharkey stated this position as a Step 2 was included in the 2025 budget, but the funding did not follow. She stated this is now the funding for that position.

Legislator Montgomery stated this is a department that has a great number of demands on them and she is in full support of this.

Chairman Jonke made a motion to Approve Fund Transfer 25T081/ Health Department- Environmental Protection/ Fund Environmental Health Aide; Seconded by Legislator Addonizio. All in favor.

Item #12 - Approval/ Fund Transfer 25T088/ Office for Senior Resources/ Revision to Correct Budget Line to Align with Grant/ OSR Director Marlene Barrett

OSR Director Marlene Barrett stated this matter had been approved by the Legislature, however there was a correction that needed to be made.

Chairman Jonke questioned then there is no fiscal impact.

OSR Director Marlene Barrett stated that was correct.

Chairman Jonke made a motion to Approve Fund Transfer 25T088/ Office for Senior Resources/ Revision to Correct Budget Line to Align with Grant; Seconded by Legislator Addonizio. All in favor.

Item #13 – FYI/ Accident Report – Duly Noted

Item #14– FYI/ Incident Report – Duly Noted

Item #15 – Other Business

Item #16 – Adjournment

There being no further business at 6:22PM Chairman Jonke made a motion to adjourn; Seconded by Legislator Addonizio and Gouldman. All in favor.

Respectfully submitted by Deputy Clerk Diane Trabulsy.

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

- 8. Approval/ Budgetary Amendment 25A031/ Funds from NYS Division of Criminal Justice Services (DCJS) to Support Estimated Costs Associated with Discovery and Pretrial Reforms during SFY 2024-25 To Be Used for Merit Increases/ District Attorney Robert Tendy**
- 9. Approval/ Budgetary Transfer 25T080/ District Attorney's Office/ Reclassification/ District Attorney Robert Tendy**
- 10. Approval/ Budgetary Amendment 25A030/ Health Department/ Transfer of Payroll and Corresponding Fringes from Health Department to the Department of Public Works Budget/ Senior Fiscal Manager William Orr**
- 11. Approval/ Fund Transfer 25T081/ Health Department- Environmental Protection/ Fund Environmental Health Aid/ Senior Fiscal Manager William Orr**
- 12. Approval/ Fund Transfer 25T088/ Office for Senior Resources/ Revision to Correct Budget Line to Align with Grant/ OSR Director Marlene Barrett**
- 13. FYI/ Accident Report**
- 14. FYI/ Incident Report**
- 15. Other Business**
- 16. Adjournment**

PERS. 5/13/25 → Tabled

cc: all
PERS. 5/13/25
AVA
5/22/25

Reso #6

COUNTY OF PUTNAM

FUND TRANSFER REQUEST #57

TO: Commissioner of Finance
FROM: William A. Orr, Jr., Senior Fiscal Manager
DEPT: Health
DATE: April 2, 2025

→ Reso 6/10/25
PERS. #4

2025 APR 14 PM 2:55
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

I hereby request approval for the following transfer of funds:

FROM ACCOUNT # / NAME	TO ACCOUNT # / NAME	AMOUNT
11401000-51000 (11120) Public Health Nurse Vacancy	10401000-51000 (10116) Administration Interim Comm Health	\$10,321.00
11401000-51000 (11120) Public Health Nurse Vacancy	10401000-51000 (10116) Administration	10,321.00
11401000-51000 (11120) Public Health Nurse Vacancy	10401000-51000 (10116) Administration	18,000.00
TOTAL:		\$38,642.00

PURPOSE:

Pay out accruals for former Interim Commissioner of Health.

2025 Fiscal Impact \$ 0.00

2026 Fiscal Impact \$ 0.00

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

25T091

COUNTY OF PUTNAM

FUND TRANSFER REQUEST #72

TO: Commissioner of Finance

FROM: William A. Orr, Jr., Senior Fiscal Manager

DEPT: Health

DATE: June 3, 2025

I hereby request approval for the following transfer of funds:

FROM ACCOUNT # / NAME	TO ACCOUNT # / NAME	AMOUNT
10401000-51000 (102) Admin - Fiscal Tech	10401000-51094 Admin - Temporary	\$ 35,000.00

PURPOSE

Fiscal Tech retiring 6/27/25. Will continue (with approval) to work to support Senior Fiscal Manager, Fiscal staff and continue succession training (see attached memo).

2025 Fiscal Impact \$ 0.00

2026 Fiscal Impact \$ 0.00

AUTHORIZATION: (Electronic signatures)

Department Head Signature/Designee Date

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

2025 JUN -4 PM 4:06
LEGISLATURE
PUTNAM COUNTY
CARMEL, IN

cc: all
Pers 6/10
A+A 6/23
Reso
Approval
#5

25T159

RIAN RODRIGUEZ, MPH
PUBLIC HEALTH DIRECTOR



KEVIN M. BYRNE
PUTNAM COUNTY EXECUTIVE

June 2, 2025

Re: I approve of returning to work as Temporary Personnel

I, William A. Orr, Jr., fully approve of returning to work as Temporary personnel
after her retirement as full-time personnel. retirement.

I fully anticipate that our Fiscal Team can handle the workload.

I will redistribute the work as needed.

Michael J. Lewis verbally approves this decision.

OK WAO



MEMORANDUM

TO: Michael J. Lewis, Commissioner of Finance

FROM: William A. Orr, Jr., Senior Fiscal Manager *WAO*

DATE: June 2, 2025

RE: Retirement Request to go from Full-Time to Temporary

Due to ongoing health issues, and FMLA, [redacted] will retire from the Health Department COB June 27, 2025. [redacted] has requested to come back to work at the Health Department as a Temporary hourly employee the first week of July, to continue to support me and the Fiscal staff, and provide ongoing succession training by distributing a portion of her work to others on the Fiscal team.

[redacted] will receive an hourly rate of \$44.10, which is her current Grade of 16, Step 4 (minus longevities). Her average will be 25 – 30 hours per week.

A funds transfer is forthcoming. This change will be a savings to the county.

COUNTY OF PUTNAM

FUND TRANSFER REQUEST #77

TO: Commissioner of Finance

FROM: William A. Orr, Jr., Senior Fiscal Manager

DEPT: Health

DATE: June 3, 2025

I hereby request approval for the following transfer of funds:

FROM ACCOUNT # / NAME	TO ACCOUNT # / NAME	AMOUNT
10401000-51000 (111) Admin - Sr Fiscal Manager	10401000-51094 Admin - Temporary	\$ 68,000.00

PURPOSE

Sr. Fiscal Manager retiring COB 6/26/25 and will return on hourly salary to continue work to support the Health Department Fiscal and Administration needs and all Finance Department needs, including Budget preparation and submission

2025 Fiscal Impact \$ 0.00

2026 Fiscal Impact \$ 0.00

AUTHORIZATION: (Electronic signatures)

Department Head Signature/Designee Date

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

2025 JUN -4 PM 4:07
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

cc all
Pers.
A+A

Reso
Approval
#6

RIAN RODRIGUEZ, MPH
PUBLIC HEALTH DIRECTOR



KEVIN M. BYRNE
PUTNAM COUNTY EXECUTIVE

MEMORANDUM

TO: Michael J. Lewis, Commissioner of Finance
FROM: William A. Orr, Jr., Senior Fiscal Manager *WAO*
DATE: June 2, 2025
RE: William A. Orr, Jr. Retirement Request to go from Full-Time to Temporary

I will be officially retiring on Thursday, June 26th 2025 and coming back to work on Monday, June 30, 2025, as a Temporary hourly employee, working in the same capacity as a Senior Fiscal Manager for the Health Department.

This change in my status of employment has been approved by County Executive Kevin Byrne. The hourly pay that I will be receiving is \$73.97, which is the current hourly rate.

Please approve the fund transfer for \$68,000 for the remainder of the year.

Please note that this change will reflect savings to the County.

COUNTY OF PUTNAM

cc: all
Pers - 6/10
A+ 6/23

Reso
Approval
#7

FUND TRANSFER REQUEST #116

TO: Commissioner of Finance
FROM: William A. Orr, Jr., Senior Fiscal Manager
DEPT: Health
DATE: June 5, 2025

2025 JUN -5 AM 11:10
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

I hereby request approval for the following transfer of funds:

FROM ACCOUNT # / NAME	TO ACCOUNT # / NAME	AMOUNT
11401000-51000 Public Health Nurse Vacancy (11116)	10401000-51000 Administration (10111) Sr. Fiscal Manager	10,000.00
11401000-51000 Public Health Nurse Vacancy (11113)	10401000-51000 Administration (10111) Sr. Fiscal Manager	15,825.00
TOTAL:		\$25,825.00

PURPOSE:
Pay out accruals for the retirement of Willian Orr.

2025 Fiscal Impact \$ 0.00

2026 Fiscal Impact \$ 0.00

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

25T164

COUNTY OF PUTNAM
FUND TRANSFER REQUEST

cc: all
Pers - FY1
AAA - sign
6/10
6/23

sign
FYI
#8

TO: Commissioner of Finance
FROM: Marlene Barrett
DEPT: Office for Senior Resources
DATE: 05/28/2025


2025 JUN -3 PM 1:21
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

I hereby request approval for the following amendment of funds:

FROM ACCOUNT# /NAME	TO ACCOUNT# NAME	AMOUNT	PURPOSE
10677400-54646 Contracts	10677900-51091 Pay Differential	\$17,000.00	Pay Differential for OSR staff working out-of-title to cover responsibilities of vacant positions
		<u>\$17,000.00</u>	

2025 Fiscal Impact \$ 0.00

2026 Fiscal Impact \$ 0.00


Dept Head/Designee Signature

05/28/2025
Date

AUTHORIZATION: (Electronic Signatures)

Date	Commissioner of Finance/Designee:	\$ 0 - \$5,000.00
Date	County Executive/Designee:	\$5,000.01 - \$10,000.00
Date	Chairperson Audit/Designee:	\$ 0 - \$10,000.00
Date	Audit & Administration Committee:	\$10,000.01 - \$25,000.00

25T152



MEMORANDUM

DATE: May 28, 2025

TO: The Honorable Amy Sayegh
Chairwoman, Putnam County Legislature

CC: Diane Schonfeld
Clerk to the Legislature

FROM: Marlene Barrett
Director

RE: OSR Request for Approval to Transfer Funds Between Budget Lines

The Office for Senior Resources (OSR) is seeking approval from the Legislature to transfer funds in the amount of \$17,000 from the contract line associated with a currently vacant Registered Dietician position to the pay differential line. This transfer is necessary to address unanticipated expenses resulting from multiple staff vacancies across key roles. Transferring funds from the vacant Registered Dietician contract line to the pay differential line will ensure the continued appropriate compensation of staff filling critical gaps during these vacancies without exceeding the overall budget. This adjustment reflects prudent fiscal management while maintaining operational continuity and compliance with program obligations. Please see the attached Fund Transfer Request form for reference.

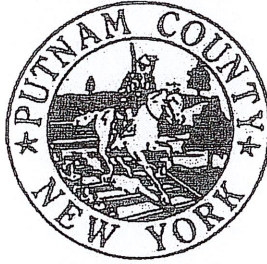
Thank you for your consideration.

Attch.

THE PUTNAM COUNTY LEGISLATURE

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

Amy E. Sayegh *Chairwoman*
Greg E. Ellner *Deputy Chair*
Diane Schonfeld *Clerk*



Nancy Montgomery	Dist. 1
William Gouldman	Dist. 2
Toni E. Addonizio	Dist. 3
Laura E. Russo	Dist. 4
Greg E. Ellner	Dist. 5
Paul E. Jonke	Dist. 6
Daniel G. Birmingham	Dist. 7
Amy E. Sayegh	Dist. 8
Erin L. Crowley	Dist. 9

CC: ALL
Pers.
6/10/25
Updates
#9

MEMORANDUM

DATE: May 20, 2025

TO: Kevin Byrne
County Executive

FROM: Paul Jonke
Personnel Committee Chairman
Putnam County Legislature

CC: Paul Eldridge
Personnel Officer

Rian Rodriguez
Public Health Director

Kathleen Percacciolo
Supervising Public Health Nurse

RE: Present Updates at June 10, 2025, Personnel Committee Meeting

- Consultant's Results: Putnam County Titles and Compensation
- Recommendations From The: Employee Insurance Review Committee

As Chairman of the Personnel Services Committee, I am requesting updates to be presented at the Tuesday, June 10, 2025, meeting.

At the October 2024 Personnel Committee Budget Meeting, Personnel Officer Eldridge spoke to the need and proposed value of hiring a consultant to review Putnam County titles and compensation. Personnel Officer Eldridge also stated at that time that the Commissioner of Department of General Services, John Tully was aware of a few Consultants who could be considered, and he projected the cost would be approximately \$15,000. Your 2025 Tentative Budget included \$17,000 for this item, which was approved in the Adopted Budget. It is my understanding that Catapult Group is the hired consultant agency. It has been approximately six (6) months into 2025 and still the matter of compensation for our Putnam County Nurses has not been addressed to my knowledge. I would like Personnel Officer Eldridge to provide an update.

Also in October of 2024, you informed the Legislature that you were creating an advisory committee "Employee Insurance Review Committee". You stated the Committee would make suggestions for your review and that it would be shared with the Legislature. I request you and or a representative provide a report to the Personnel Committee presenting the "suggestions" that have been made by your advisory committee.

The matter of the Putnam County Employee Health Insurance has been discussed in public for over a year. I believe, as I am sure you would agree, this is a matter that should be a priority and addressed that way. Thank you.

PAUL ELDRIDGE
PERSONNEL OFFICER



KEVIN M. BYRNE
PUTNAM COUNTY EXECUTIVE

M · E · M · O · R · A · N · D · U · M

TO: Paul Jonke, Legislative Personnel Committee Chair
CC: Kevin Byrne, County Executive
Rian Rodriguez, Public Health Director
Kathleen Percacciolo, Supervising Public Health Nurse
FROM: Paul Eldridge, Personnel Officer
DATE: May 30, 2025
SUBJECT: Consultant's Results: Putnam County Titles and Compensation

2025 MAY 30 PM 5:00
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

Please accept this as a response to your memorandum of May 20, 2025, to County Executive Kevin Byrne relating to the subject above. I am responding on County Executive Byrne's behalf.

Substantial progress has been made with Catapult Consulting, the firm being utilized for this compensation study, subsequent to the County's adherence to County purchasing procedures and the signing of an agreement on March 14, 2025.

This study comprises 40 position titles encompassing 111 employees all of which is within the adopted budgeted amount for this purpose. Specific "Position Detailed Compensation Data" reflecting 15-20 factors was compiled by our department and provided to Catapult on April 10th for each of the 111 employees.

On May 21, 2025, Adriene Iasoni, Deputy Personnel Officer, and I were provided with a drafted preliminary report from Catapult which was reviewed and discussed with them that same day. We provided initial feedback to Catapult and subsequently since relative to this draft report. We have scheduled a further discussion with Catapult for June 5th.

We are hopeful of having a final report by our projected target date of June 30, 2025.

Adriene and I will attend the Personnel committee meeting on June 10, 2025, to answer any questions from the Committee members and other legislators in attendance.

Thank you.

Paul Eldridge
Paul Eldridge
Personnel Officer



PUTNAM COUNTY EXECUTIVE
KEVIN M. BYRNE

MEMORANDUM

Date: May 21, 2025

To: Paul Jonke
Chair, Personnel Committee
Putnam County Legislature

Cc: Paul Eldridge
Personnel Officer

Rian Rodriguez
Public Health Director

Kathleen Percacciolo
Supervising Public Health Nurse

From: Kevin Byrne
Putnam County Executive

Re: May 20 Memo

Encl.: Committee Chair York response of May 21
Oct. 2, 2024 memo on Creation of Employee Insurance Review Committee and Appointment of Members

2025 MAY 21 PM 5:02
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

I am in receipt of your memorandum dated May 20, 2025. Thank you for contacting this office.

Please be advised that Personnel Officer Paul Eldridge will be in attendance at the June 10 Personnel Committee meeting to provide an update and answer questions from you as well as other legislators. It is my understanding that Mr. Eldridge has already responded to your May 20 memo confirming his attendance.

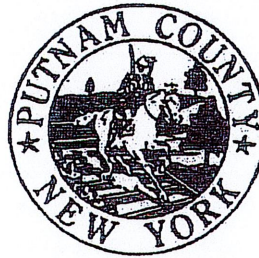
Second, the Employee Insurance Review Committee is an Executive advisory committee pursuant to § 3.02(e) created in October 2024 with a term of one (1) year. A copy of my original correspondence to you creating the Committee is enclosed for reference. Furthermore, I enclose here for your information a response by Advisory Chair Chris York, describing the progress of their work.

Thank you again for your correspondence.

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

CC: ALL
Pers.
6/10/25
FYI - #10

Amy E. Sayegh *Chairwoman*
Greg E. Ellner *Deputy Chair*
Diane Schonfeld *Clerk*



Nancy Montgomery	Dist. 1
William Gouldman	Dist. 2
Toni E. Addonizio	Dist. 3
Laura E. Russo	Dist. 4
Greg E. Ellner	Dist. 5
Paul E. Jonke	Dist. 6
Daniel G. Birmingham	Dist. 7
Amy E. Sayegh	Dist. 8
Erin L. Crowley	Dist. 9

MEMORANDUM

DATE: May 20, 2025

TO: Kevin Byrne
County Executive

FROM: Paul Jonke
Personnel Committee Chairman
Putnam County Legislature

A handwritten signature in black ink, appearing to read "Paul Jonke", is written over the name and title of the sender.

CC: Paul Eldridge
Personnel Officer

Rian Rodriguez
Public Health Director

Kathleen Percacciolo
Supervising Public Health Nurse

RE: Present Updates at June 10, 2025, Personnel Committee Meeting

- Consultant's Results: Putnam County Titles and Compensation
- Recommendations From The: Employee Insurance Review Committee

As Chairman of the Personnel Services Committee, I am requesting updates to be presented at the Tuesday, June 10, 2025, meeting.

At the October 2024 Personnel Committee Budget Meeting, Personnel Officer Eldridge spoke to the need and proposed value of hiring a consultant to review Putnam County titles and compensation. Personnel Officer Eldridge also stated at that time that the Commissioner of Department of General Services, John Tully was aware of a few Consultants who could be considered, and he projected the cost would be approximately \$15,000. Your 2025 Tentative Budget included \$17,000 for this item, which was approved in the Adopted Budget. It is my understanding that Catapult Group is the hired consultant agency. It has been approximately six (6) months into 2025 and still the matter of compensation for our Putnam County Nurses has not been addressed to my knowledge. I would like Personnel Officer Eldridge to provide an update.

Also in October of 2024, you informed the Legislature that you were creating an advisory committee "Employee Insurance Review Committee". You stated the Committee would make suggestions for your review and that it would be shared with the Legislature. I request you and or a representative provide a report to the Personnel Committee presenting the "suggestions" that have been made by your advisory committee.

The matter of the Putnam County Employee Health Insurance has been discussed in public for over a year. I believe, as I am sure you would agree, this is a matter that should be a priority and addressed that way. Thank you.



CC: Al
Pers.
June 10

PUTNAM COUNTY EXECUTIVE
KEVIN M. BYRNE

MEMORANDUM

Date: May 21, 2025

To: Paul Jonke
Chair, Personnel Committee
Putnam County Legislature

Cc: Paul Eldridge
Personnel Officer

Rian Rodriguez
Public Health Director

Kathleen Percacciolo
Supervising Public Health Nurse

From: Kevin Byrne
Putnam County Executive

A handwritten signature in black ink, appearing to be "Kevin Byrne", is written over the printed name and title.

Re: May 20 Memo

Encl.: Committee Chair York response of May 21
Oct. 2, 2024 memo on Creation of Employee Insurance Review Committee and Appointment of Members

2025 MAY 21 PM 5:02
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

I am in receipt of your memorandum dated May 20, 2025. Thank you for contacting this office.

Please be advised that Personnel Officer Paul Eldridge will be in attendance at the June 10 Personnel Committee meeting to provide an update and answer questions from you as well as other legislators. It is my understanding that Mr. Eldridge has already responded to your May 20 memo confirming his attendance.

Second, the Employee Insurance Review Committee is an Executive advisory committee pursuant to § 3.02(e) created in October 2024 with a term of one (1) year. A copy of my original correspondence to you creating the Committee is enclosed for reference. Furthermore, I enclose here for your information a response by Advisory Chair Chris York, describing the progress of their work.

Thank you again for your correspondence.



PUTNAM COUNTY EXECUTIVE
KEVIN M. BYRNE

MEMORANDUM

To: Hon. Paul Jonke
Chairman, Putnam County Legislature

CC: Putnam County Legislature

From: Kevin M. Byrne
County Executive

Date: October 2, 2024

Re: Creation of Employee Insurance Review Committee and Appointment of Members

2024 OCT -2 PM 4:58
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

Since I've taken office, I have made it a goal of my Administration to evaluate different facets of how the County operates and does business. It has come to my attention that the County employee health insurance plan is one area that may need to be reviewed.

In order to assist me in this process, I am creating an Employee Insurance Review Committee pursuant to §3.02(e) of the Charter. It is comprised of current and former County employees. The Committee will review employee health insurance in the County, including but not limited to items such as eligibility, coverage, determination of employee contributions, and insurance rates for retirees. The Committee will also review current employee contribution amounts, and how these relates to the current economic climate, recruitment of new talent, and retention of current employees.

This Committee will be advisory in nature, making suggestions for review by the Executive that will be shared with the Legislature.

Committee Members:

- Christopher York, local attorney and former Putnam County Chief ADA
- William Carlin, retired Putnam County Commissioner of Finance
- Pat Sheehy, retired Director of Putnam County OSR
- Deputy County Executive Jim Burpoe
- Shana Siegel, RN, Supervising Public Health Educator, Public Information Officer, Department of Health

The appointment of the Employee Insurance Review Committee members shall take effect immediately and shall remain in effect for a term of one (1) year.

County Executive

Subject: Employee Health Care Contribution Report

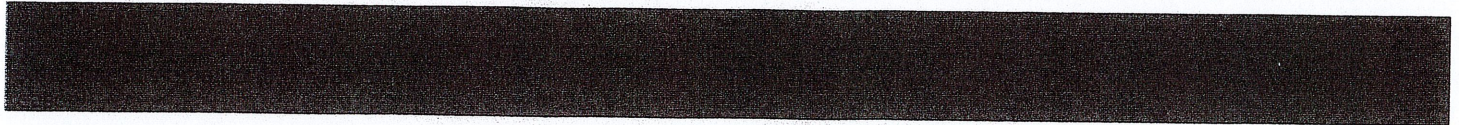
From: CHRISTOPHER YORK ATTORNEY <cyork@attorneycyork.com>

Sent: Wednesday, May 21, 2025 4:43 PM

To: Kevin Byrne <Kevin.Byrne@putnamcountyny.gov>

Cc: James Burpoe <James.Burpoe@putnamcountyny.gov>

Subject: Employee Health Care Contribution Report



Good Afternoon,

Our final report is taking longer than expected as we have continued to explore variables in the actual cost (unfilled positions, opt out and changes that may occur in those numbers if the benefits are more attractive now as examples). We want to make sure that as we look to make the overall compensation package competitive with the surrounding counties, we are respectful and aware of potential concerns of the Putnam County taxpayer. We are working hard to produce a comprehensive report and once finalized and reviewed by our committee we will submit it to your office for review.

Thank you for your patience in this matter.

Regards,

Christopher York
Attorney at Law
328 Clock Tower Commons Drive
Brewster, NY 10509
Phone 845-363-1994
Fax 845-363-1930
cyork@attorneycyork.com
www.attorneycyork.com

Personnel Committee Mtg.
June 10, 2025
#11

FYI/Accident Report

Personnel Committee Mtg.
June 10, 2025
#12

FYI/ Incident Report