

**PERSONNEL COMMITTEE MEETING
HELD IN ROOM #318
PUTNAM COUNTY OFFICE BUILDING
CARMEL, NEW YORK 10512
Members: Chairman Jonke & Legislators Addonizio & Gouldman**

Tuesday

June 10, 2025

(Immediately Followed 6:00pm Special Physical & Special Full Mtgs.)

The meeting was called to order at 7:51pm by Chairman Jonke who requested Legislator Gouldman lead in the Pledge of Allegiance. Upon roll call Legislator Addonizio, Legislator Gouldman, and Chairman Jonke were present.

Item #3 - Acceptance/ Personnel Meeting Minutes/ April 8, 2025

Chairman Jonke stated the minutes were accepted as submitted.

Item #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.*)

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

Personnel Officer Paul Eldridge stated Dr. Michael Nesheiwat has been the Commissioner of Health for over 9 years. He stated the County recently hired a Public Health Director. He explained that with the transition from Commissioner of Health to Public Health Director the County is required to have a Medical Consultant. He stated over the 9 years Dr. Nesheiwat has earned vacation time. He stated that Dr. Nesheiwat has transitioned from Commissioner of Health to the County's Medical Consultant and Dr. Nesheiwat has requested to be paid out for his vacation time. He stated if Dr. Nesheiwat had left and did not take another position, he would have been paid out. He stated the decision is whether Dr. Nesheiwat should still receive the pay out since he is moving to another position. He stated the administration felt as if Dr. Nesheiwat had served them well and he should be paid out for the hours he earned while in the positions of Commissioner of Health.

Chairman Jonke thanked Dr. Nesheiwat for his dedication and service to the people of Putnam County. He also stated his support for Dr. Nesheiwat receiving the payout.

Legislator Addonizio agreed with Chairman Jonke and thanked Dr. Nesheiwat for his hard work.

Legislator Sayegh thanked Dr. Nesheiwat. She stated Dr. Nesheiwat was previously a consultant for a Director for Putnam County. She stated she was not aware that Putnam County had a consultant in the past. She stated it is beneficial to Putnam County to have Dr. Nesheiwat continue because of his experience in the Putnam County Health Department.

Legislator Ellner thanked Dr. Nesheiwat for his outstanding work. He stated he is pleased Dr. Nesheiwat is continuing to work for the Putnam County Health Department.

Chairman Jonke made a motion to Approve Fund Transfer 25T091; Seconded by Legislator Gouldman. All in favor.

Item #5 – Approval/ Fund Transfer 25T159/ Health Department/ Fiscal Tech Retiring – Will Work as a Temporary Employee Provide Training / Senior Fiscal Manager William Orr

Senior Fiscal Manager William Orr stated the Fiscal Technician is going to retire and collect her pension, however, since she is under 65 years old, therefore she can only make \$35,000. He stated therefore the request is to place the Fiscal Technician on a temporary line for \$35,000. He stated she is a valuable employee, and he has worked with her for 22 years.

Chairman Jonke made a motion to Approve Fund Transfer 25T159/ Health Department/ Fiscal Tech Retiring – Will Work as a Temporary Employee Provide Training; Seconded by Legislator Addonizio. All in favor.

Item #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

Senior Fiscal Manager William Orr stated he will retire on June 26th and will remain with the Health Department full-time until June 2026. He stated that he is over 65 years of age and therefore there is no limit on what he can make.

Chairman Jonke made a motion to approve 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; Seconded by Legislator Gouldman. All in favor

Item #7 – Approval/Fund Transfer 25T164/ Health Department/ Pay Out Accruals for Retirement of Senior Fiscal Manager

Chairman Jonke made a motion to approve Fund Transfer 25T164/ Health Department/ Pay Out Accruals for Retirement of Senior Fiscal Manager; Seconded by Legislator Addonizio. All in favor.

Item #8 – FYI/ Fund Transfer 25T152/ Office for Senior Resources (OSR)/ Transfer Funds Between Budget Lines/ Marlene Barrett

Personnel Officer Paul Eldridge stated there is a higher-level vacancy and 2 employees have stepped up to fill this position until a replacement is found for the position.

Item #9 – Update/ Preliminary Report- Catapult Consulting Firm: Putnam County Title and Compensation/ Personnel Officer Paul Eldridge & Deputy Personnel Officer Adriene Iasoni

Chairman Jonke stated he had made the request for this update. He stated during the previous year's budget process funding was requested to be set aside to hire a consultant to do a study on job titles and compensation.

Personnel Officer Paul Eldridge stated they are making good progress and the company they hired was Catapult Consulting Firm. He stated as well as doing research on this company, Catapult Consulting Firm was also recommended by other counties. He stated they submitted information to the company about the positions. He stated there are 40 positions, but it covers about 111 employees. He stated they gave profiles on all of these employees, and the company performs both a governmental and private sector review. He stated they must pay for their data. He stated they break this down by regions and each one is about a 50 mile radius. He stated they also provide both governmental and private comparables. He stated when they first received the initial information they had put forth 10 peer group counties and he believed there were 3 counties that did not belong. He stated they were able to bring the 10 county comparison down to 7 counties.

Deputy Personnel Officer Adriene Iasoni stated everything was in the proper union and designated correctly.

Personnel Officer Paul Eldridge stated they looked at each employee's length of service. He then stated an example of one of the questions they posed was if all Coroners were medical doctors, which in Putnam County they are not. He stated that was an important factor in their review. He stated the County has provided a good amount of information to the company, and the company provided a general statement that most of the titles are at or slightly below market. He stated that combined with the insurance payments can be problematic in the Counties recruitment difficulties.

Chairman Jonke stated that is nothing the County was not already aware of. He questioned if there will be a report ready by the end of this month.

Personnel Officer Eldridge stated probably by the end of June or early July.

Chairman Jonke stated if the report is available by the end or June early July, please send a “Confidential” copy of what the company provides, and it will be an item place on the July Personnel Committee Meeting Agenda.

Personnel Officer Paul Eldridge stated he would like to be present for the discussion so he can speak to the report rather than just looking at a bunch of numbers. He stated he wants to make sure the Legislature is fully aware of what the Administration is doing and how they got to where they are.

Chairman Jonke confirmed his agreement to that request.

Legislator Sayegh stated she is concerned with the nursing shortage. She requested clarification on how they recruit nurses.

Personnel Officer Paul Eldridge stated because the company was reasonable, they were able to have the 40 titles. He stated recruiting is difficult, however, in the past year they have had about 25 applicants for Public Health Nurse positions.

Legislator Sayegh questioned how many people they have hired to those positions.

Personnel Officer Paul Eldridge stated they have hired a couple of employees. He stated an issue is that a lot of people are looking for remote work, but the County does not offer that. He acknowledged that the insurance matter may also be a reason for this, but he believed not having an option for remote work was a bigger factor.

Chairman Jonke questioned how they would perform nursing duties remotely.

Personnel Officer Paul Eldridge stated most of their responsibilities consist of compiling data and working on programs that they can do by computer work or communications.

Legislator Sayegh questioned if this could be a part of the study as well and have it be part of the data they provide back to the County.

Personnel Officer Paul Eldridge stated he would think so.

Legislator Montgomery stated that the State does hybrid solutions where people can work from home.

Personnel Officer Paul Eldridge stated there has been a resistance to incorporate remote work in Putnam County.

Item #10 – FYI/ Requested Update from the County Executive’s Appointed “Employee Insurance Review Committee”

Chairman Jonke stated there have been discussions about the challenges with the employees and the cost of the Putnam County Employee Insurance. He stated the County Executive created an Employee Insurance Review Committee.

Personnel Officer Paul Eldridge stated no one from the Personnel Department is on this committee but there is a group that has been meeting on a regular basis. He stated that the group is nearing a comprehensive report. He stated he is expecting to have this report soon.

Chairman Jonke thanked Personnel Officer Paul Eldridge for the update.

Item #11 – FYI/ Accident Report – Duly Noted

Item #12 – FYI/ Incident Report – Duly Noted

Item #13 – Other Business - None

Item #14 – Adjournment

There being no further business at 8:12pm, Chairman Jonke made a motion to adjourn; Seconded by Legislator Gouldman. All in favor.

Respectfully submitted by PILOT Aubrey Dall.