

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

Members: Chairwoman Addonizio and Legislators Russo & Sayegh

Tuesday February 10, 2026
(Immediately following the Physical Services Committee Mtg at 6:00pm)

The meeting was called to order at 6:53pm by Chairwoman Addonizio who requested Legislator Sayegh lead in the Pledge of Allegiance. Upon roll call, Legislators Russo and Sayegh and Chairwoman Addonizio were present.

Item #3 – Acceptance of Minutes – December 9, 2025

The minutes were accepted as submitted.

Item #4 – Approval – Approval Workplace and Gender Based Violence Policy as a Replacement of Existing Workplace Violence Policy

Principal Personnel Specialist Patricia Rau stated there was a new State finance law passed which requires recipients of State monies to have a gender-based violence policy in order to receive that money. She stated this requirement goes into effect next month and the County has some grants currently in the process of being renewed, therefore this policy needs to be adopted in order to received those grant funds. She stated she utilized the model policy provided by the State to create this policy for Putnam County to ensure compliance.

Legislator Sayegh questioned if this changes the workplace violence training taken by employees every year.

Principal Personnel Specialist Rau stated yes, the training will be modified to include gender-based violence.

Acting Personnel Officer Adriene Iasoni stated she has been in communication with the company that provides the training to ensure this is included.

Principal Personnel Specialist Rau provided a revised version of the policy that corrects a small typo having to do with headings.

Chairwoman Addonizio made a motion to waive the rules and accept the additional; Seconded by Legislator Sayegh. All in favor.

Legislator Sayegh stated having taken the training multiple times over the years, some of the topics in this policy are covered.

Principal Personnel Specialist Rau stated there is some crossover in the existing policy; they wanted to make sure the State mandate was being met.

Legislator Gouldman questioned if newly hired employees or volunteers are required to familiarize themselves with this policy.

Principal Personnel Specialist Rau stated all new employees and volunteers must sign off that they read the employee handbook, which provides a listing of all County policies.

Legislator Montgomery thanked Principal Personnel Specialist Rau and Acting Personnel Officer Iasoni for their work on this. She stated this is a very important policy and questioned if supervisors or department heads take a different training.

Acting Personnel Officer Iasoni stated there is a supervisory component, but for the most part the training is the same. She stated this is the first step in this process, there will be more awareness and training for all employees.

Senior Deputy County Attorney Abissi stated she took training that was a more entertainment-based style and she found it to be more effective and memorable.

Acting Personnel Officer Iasoni stated the company the County has a contract with is definitely an improvement from what had been used in the past.

Legislator Sayegh stated the true benefit of the training is empowering employees to know their rights and speak up when something is not right.

Principal Personnel Specialist Rau stated her background is in prosecution of domestic violence cases, which gave her a firsthand understanding of how difficult it can be to speak about abuse or violence. She stated she created the policy with that in mind, even though it may be redundant at times.

Legislator Montgomery questioned if volunteer board members are required to take the training.

Principal Personnel Specialist Rau stated if grant funding is received by the department, any board and volunteer members would be required to take the training. She stated they would try to keep it consistent.

Legislator Crowley stated the importance of remaining in contact with employees who may have been impacted by workplace violence, even if they are no longer employed by the County.

Principal Personnel Specialist Rau stated that is a really great point and she believes this policy touches on that.

Legislator Russo stated she sits on an advisory board with the Town of Patterson as a volunteer member and she is required to take all the trainings.

Item #5 – FYI – Accident Report – Duly Noted

Item #6 – FYI – Incident Report – Duly Noted

Item #7 – Other Business – None

Item #8 – Adjournment

There being no further business at 7:10pm, Chairwoman Addonizio made a motion to adjourn; Seconded by Legislator Sayegh. All in favor.

Respectfully Submitted by Deputy Clerk Beth Robinson.