

**PERSONNEL COMMITTEE MEETING**

**Held in Room 318**

**Putnam County Office Building**

**Carmel, New York 10512**

**Members:**

**Chair DiCarlo, Legislators Gross & Nacerino**

**Wednesday**

**April 10, 2013**

The meeting was called to order at 7:30p.m. by Chair DiCarlo. He requested that Legislator Gross lead in the Pledge of Allegiance. Upon roll call, Chair DiCarlo and Legislators Gross and Nacerino were present.

**Item #3 – Approval/Personnel Committee Meeting Minutes/March 11, 2013**

Chair DiCarlo accepted the minutes as submitted.

**Item #4 Discussion/Personnel Staffing/Planning Department**

Commissioner of Planning , Development & Public Transportation Ruggiero stated that he joined the County in late January of 2013. At that time he began looking at the various functions of his department and the direction that he would like take it. He stated that in his memo of April 3, 2013 to Chairman DiCarlo he stated the 2012 status of the positions he was reviewing to alter. He provided a review of his plan for the positions, listed in the “Proposed 2013” category of his correspondence. He stated that the he also provided an accounting of salary savings, if his recommendations are accepted. He stated that the staffing that focuses on the Transportation side of the department, there is a lot of strength. He stated that in the Planning aspect of the department there is not a lot of strength there. He stated that he is proposing that the “Fiscal Manager” position, that was adopted in the 2013 Budget, be converted to a “Planner I”. He stated that in working with the Personnel Department he was able to calculate the financials. He stated that this conversion would result in a salary savings of \$13,568.

Chair DiCarlo requested that Commissioner Ruggiero please provide further explanation that supports this proposed conversion of positions.

Commissioner Ruggiero stated that he is looking at it as being a positive in the effort towards creating a County Wide Plan. He continued with his explanation in support of this proposal.

Legislator Nacerino stated that she would like to commend Commissioner Ruggiero on his focus of the educational portion. She stated that she was a member of the Patterson Zoning Board for seven (7) years. She stated that the only training she received at that time was from the Association of Counties. She stated that this would ultimately be a cost savings for the municipalities as well. She stated that the municipalities have to incur all of the cost for the lodging, meals and training down in Manhattan.

Commissioner Ruggiero stated that there is also the Planning Federation coming up soon, but it is in Saratoga so there would be additional costs associated.

Legislator Nacerino stated a lot of the Zoning Board Members, of the municipalities are serving part-time, and have full time positions, making it difficult for them to take the time to attend the training conferences.

Commissioner Ruggiero stated that he brings a unique aspect to this matter in that he has served on many of these boards and he comes from a local aspect of planning. He stated that now being at the County level he really understands and relates to what needs to be done.

Legislator Scuccimarra stated that she believes this is an excellent proposal. She stated that from being on the Town Board and serving as the liaison to the Town Planning and Zoning Boards she sees the issues being brought to these boards as becoming more and more complicated. She stated that it will be a positive for the Towns as well.

Commissioner Ruggiero continued with his proposal. He stated that on the transportation side of the department there are a great deal of requirements and recording. He stated that he is envisioning that a "Senior Account Clerk" would be more valuable than the "2 Temporary Positions" that were adopted in the 2013 Budget. He stated in order for the requirements and recording to be done, it would require a full-time person with a financial background. He stated that the salary cost savings with this proposal is \$9,000.

Chair DiCarlo stated in essence what you are stating is based on what you have gleaned over the past four (4) months you are reorganizing to reclassify some positions, already in your department, to better meet the needs of the work that is required to be done. He stated in addition, there would be a cost savings, with your proposals.

Legislator Oliverio questioned what responsibilities do the current 2 Temporary Positions have.

Commissioner Ruggiero stated that there are two (2) part-time employees doing the work that the proposed full-time "Senior Account Clerk" would do.

Chair DiCarlo stated that this is his third year serving on the Personnel Committee. He stated that he has clearly made a statement that he believes every Department Head needs to take a look at their department and if there are changes that they see that can be made to be more cost effective in the department and continue to get the job done, and in some situations do even a better job, then bring the recommendation forward. He stated that he is a true believer that the Department Head is the one who knows what will work best in their department. He stated that he believes that is what government is about. He stated that he commends Commissioner Ruggiero on what he is doing. He stated that he also appreciates getting a heads up on this item prior to the budget process. He stated that he has made that request of the County Executive to give this Committee a preview of personnel proposals that will be coming forward in the Budget Proposal. This way it allows the time to have the conversations that are needed, rather than trying to squeeze it all in during the 2 1/2 weeks period during budget time.

Commissioner Ruggiero stated that in reference to the next budget cycle, he was envisioning an additional two (2) Planner positions be filled. Whether it be one Planner approved for 2014 and the second for 2015. He stated he is envisioning the Planners to be in charge of Project Management. He provided his broad overview of responsibility of the Planner Positions.

Legislator Oliverio stated that he is always concerned with duplication in the category of Planner position. He stated that a Transportation Position was approved by the Legislature. He questioned if that position will remain intact.

Commissioner Ruggiero stated that is correct.

Legislator Oliverio stated that he put forward the position of a Deputy Commissioner of Planning, Development & Transportation, that position is unfilled.

Commissioner Ruggiero stated that is correct. He stated that is a position in the budget for 2013. He stated that he needs to work on a job description.

Legislator Oliverio stated that is a position that he personally recommended and he had a certain individual in mind to fill that position, and that individual did not get it. He stated that he believes the individual really deserved it.

Commissioner Ruggiero stated that he is still envisioning the Deputy position existing. He stated that the two Planners that he referenced earlier were in addition to the Deputy Commissioner position.

Legislator Oliverio stated that he will not support that proposal. He can support a Deputy and maybe one additional Planner position. He stated that we are coming from a Department that was literally run, right or wrong, by one individual. He stated this one individual handled the Bikeway Project, the County Parks and the Transportation Reports were done. He stated that this person had assistance, but no Planners and no grant writers. He stated that now we are looking to enhance the department.

Legislator LoBue questioned if the job description for the Planner I is the same as the Fiscal Manager.

Commissioner Ruggiero stated that it is not.

Legislator LoBue stated that John Lynch served as the Planner for thirty (30) years. The number of requests from that department, from year to year, during the Bondi Administration was to fill a Fiscal Manager that would handle all of the paper work and financials related to the transit system. She stated that she does not want to see the Deputy Commissioner position filled. She stated that she would like to go through 2013 & 2014 and allow Commissioner Ruggiero the time and opportunity to run that department and assess what needs to be done in the future. She stated that there has been over a million dollars worth of jobs added to this budget. She stated that the economy is so bad, and we are growing government in leaps and bounds. She stated that at this time she would not be in favor of this proposal. She stated that the position that she sees as a priority is the Fiscal Manager Position. She stated that maybe under the prior administration, things were not perfect, but everything got done. She stated that the most important thing that needs to be made sure is that the County stays within compliance of the Federal requirements.

Commissioner Ruggiero stated that all of the Federal requirements will be met. He stated his intention is not to get rid of the Fiscal Manager. He stated that the conversions of positions includes employees who will have the skills to keep up with and do all of the reporting required by the Federal Government. He stated that he could go into further detail, however he believes it will need to be done in executive session. He stated with that being said, he is also trying to bring the department forward in the area of technology. He stated that efficiencies are already being recognized as the result of implementing various software programs and other technologies. He stated that the Senior Account Clerk positions would handle all of that recording. He stated if he did not make that clear, he apologizes.

Legislator Scuccimarra stated that she is new to the Legislature. She met with Commissioner Ruggiero recently. She suggested that Legislators Oliverio & LoBue re-

visit the Planning, Development & Transportation Department. Commissioner Ruggiero is working to bring the department up to speed and current standards. She stated that the former Commissioner did a fine job. She does support allowing Commissioner Ruggiero to make the changes that he views necessary to make his department more efficient and effective.

Legislator Othmer stated that the Planning Department has been understaffed, and as a result the County has missed out on a number of grant funding opportunities. He stated that Commissioner Ruggiero is here and wants to work to change that. In order to do that he needs to have a staff who can make it happen. He stated that in his opinion the County has been negligent. He stated that he does not support continuing to work in that way. He stated that he wants to move forward with these recommendations from Commissioner Ruggiero.

Legislator Gross stated that he too visited the Planning Department and met with Commissioner Ruggiero. He stated that the Commissioner is working to bring his department into the 21<sup>st</sup> century. He stated that he is relatively new to this Legislative Body, however it is very clear that the Planning Department has been emasculated over the past years. He stated that he appreciates the efforts of Commissioner Ruggiero and that he offers his support for these recommendations.

Legislator Oliverio stated that he has no problem with Commissioner Ruggiero's recommendations. He stated that he did support the position of a Deputy Commissioner and stands by that. He stated that he believes that is a critical position that needs to be filled. He stated for him the bottom line is the additional Planner positions he has concern with. He stated that he is sure that this will be discussed during this year's budget process. He stated that he wants to be up front. He stated that he does believe that Commissioner Ruggiero is doing a fine job. He stated that as an elected Legislator he feels the pressure of the commitment to honor fiscal responsibility. He stated that there are many residents who are working through tough times. He stated that he supports taking action that is necessary, but within prudent fiscal approach.

Chair DiCarlo stated that part of the reason that he has asked for the Department Heads to address the Personnel Committee with their projections for their department's staffing, is so that we can hear what their projections are. He stated that through attrition plans need to be in place so that there is not a cost factor. He stated that he commends Commissioner Ruggiero for bringing his projection to us. He stated that he would like to recommend hearing back on the value of adding new positions that are approved into departments.

Legislator Nacerino stated that she feels strongly that the County's Department Heads be given the discretionary responsibility to make sure their departments are being run as efficiently and effectively as possible. She stated that one thing she has observed, as a new Legislator in the County, is that there has been very little foresight and planning done. She stated that she believes the County needs to start looking into the future and look at the most cost effective and efficient ways to do things. She stated a few examples of what she has observed.

Commissioner Ruggiero stated as he joined the department he saw that there was an emphasis on the transportation side of the department, however the planning side was lacking. He stated that he too has a fiscal responsibility to the budget. He stated that he is no stranger to a budget process. He stated that he is preparing for the budget process. He stated that the positions that he has brought forward this evening he is looking for approval to move forward with.

Chair DiCarlo made a motion to approve the Proposed Positions: Planner I & Senior Account Clerk for the Planning, Development & Public Transportation Department; Seconded by Legislator Nacerino. All in favor.

**Item #5 – Update Putnam County’s Workers Compensation Program/2013 Risk Mangement**

Senior Deputy County Attorney for Risk and Compliance Spadaccini stated that in her new role of heading up the County Risk Department she has been putting a lot of her focus on the Worker Compensation Programs. She stated that the costs of the cases were rising, and she believed that there was no real oversight of the cases or where they were going. She stated that she had Triad, the County’s third party administrator; review every single open case in the County. She reviewed the information that was gathered from that process. She stated that Section 32 settlements are being addressed and getting them off of the books. She stated that has been a great step in getting things happening. She stated that the County’s safety policies are being reviewed and revamped where it is thought that there is room for improvement. She continued her explanation of the Risk Management issues that are being addressed. She stated that there is a committee comprised of members from the Union and Management that are looking across the board at all the benefits provided by the County. She stated that everything is being reviewed: medical, dental, life etc...The goal is to have a proposal ready to present to the County Executive during the budget process and then present it to the Legislature. She stated that in reference to the NYSAC resolution that came down from the State she is in support of the Governor’s proposal to streamline the assessments. She stated that she likes the concept; the part she does not support is the increase in the indemnity payment.

Legislator Nacerino stated that she served on the Patterson Town Board and researched extensively to find a lower costing medical insurance. She stated that the result was a full circle coming back to that NYSHIP offers the best deal.

**Item #6 – Approval/Reorganize the Bureau of Emergency Services & Office of Emergency Management Budgets/Budgetary Amendments 13A014**

Legislator Nacerino made a motion to move the additional and waive the rules; Seconded by Legislator Gross. All in favor.

Deputy County Executive Walker stated that in the wake of Hurricane Sandy a list of “lessons learned” was compiled. He stated that a number of key components were developed so that in future events the County would be that much more prepared to restore normalcy to the County and ensure safety of the residents. He stated that one of the key recommendations was to separate the Emergency Management Organization from the Bureau of Emergency Services. The purpose is to provide visibility internally as well as externally. The critical point for the internal aspect is to be able to communicate effectively within the County what the County’s role is as County employees to respond to the needs of the community during an event such as this (Hurricane Sandy). In the Emergency Management industry the trend over the past 5 – 10 years is the isolation of Emergency Management. He stated it allows the department to work independently, but across all organization, but not be influenced by where they sit in the organization. He stated while the Administration does not think that has been an issue here, it wasn’t clear to a lot of the County Employees as to what Emergency Management’s role was and where it sat in the organization from a standpoint of where it impacted them. He stated that the Administration believed it was their responsibility to take the actions necessary to be prepared to address the next event as effectively as possible. He stated that another key component identified is the need to develop an all hazards emergency management plan. He stated this type of plan would allow the County to deal

with any issue. He continued to review and go over the organizational chart that he had brought forward as additional for the meeting. He stated that the proposal is to move Tom Lannon into the positions of Director of Emergency Management and GIS. He stated, as demonstrated in the Hurricane Sandy event, the Fire Services in this County have been identified as absolutely critical component to any emergency plan the County has. He stated that this proposal would allow for even more emphasis and focus on working with the Fire Departments. He stated that the finances here tonight to be approved are the accounting changes that would effectuate the separation of the two departments.

Legislator Oliverio questioned if there is any financial impact.

Deputy County Executive Walker stated that there is no fiscal impact.

Legislator Oliverio confirmed that there is just department structural changes in this recommendation.

Legislator LoBue stated that she has heard that there is some structural changes being made in the building of the Bureau of Emergency Services Building. She requested an update on that.

Deputy County Executive Walker stated that is part of this proposal. He stated that they found that the space at the Bureau of Emergency Services building, was not conducive nor efficient in handling an emergency situation. He stated that they worked out of the location for a week and it was a great opportunity to assess the effectiveness or lack of the physical design. He stated that the primary focus was to renovate the main room. He went into further details on the renovations that will be made.

Chair DiCarlo questioned if there is a total cost for these changes.

Deputy County Executive Walker stated that he does not have it with him. He stated that the Highways & Facilities Department has line items that allow for normal operation and maintenance. He stated that was utilized.

Legislator LoBue stated that she would like to see a list breakdown of material and hours spent on that project. She stated that she found this odd that the Legislature was not notified of the work being done there.

Deputy County Executive Walker questioned why would the Administration come to the Legislature about changing a room size.

Legislator LoBue questioned isn't the need for the renovation connected to this recommendation for change in management.

Deputy County Executive Walker stated no the changes at the EOC (Bureau of Emergency Services Building) needed to be done in order to respond better to any event. He stated it is independent of the organizational recommendations.

Paul Kane, EX-Chief of the Town of Kent Fire Department and currently the seated Assistant Chief, questioned why is the recommendation to separate these two departments? He stated that he does not understand why the Emergency Operations Center would not fall under Commissioner of Bureau of Emergency Services Adam Stiebeling.

Deputy County Executive Walker stated that it could, however the Administration believes that from an operational perspective and organizational structure, there are 700 employees who need to be communicated to. The purpose of emergency management is to be able to let them understand that they have jurisdiction and authority across the organization at the County Executive level. He stated that from an organizational structure standpoint it is easier, better and the emergency management throughout the United States is focused on having it report at that level.

Paul Kane, EX-Chief of the Town of Kent Fire Department and currently the seated Assistant Chief stated that he can understand separating the Information Technology (I/T) Department. However he does not understand the recommendation to separate Emergency Management from the Commissioner.

Legislator Nacerino stated that regarding the renovation of the space, she believes it is crucial to create a conducive working environment where people can do their work effectively. She stated that she believes it is a proactive measure and thinks it is great.

Chair DiCarlo stated that in terms of procedure if this recommendation is approved resolution #284 of 2012 would need to go to the Full for an amendment to address positions listed in Emergency Management and I/T.

Legislator Oliverio stated that he would like Mr. Cane, from the Town of Kent Fire Department to elaborate on his concerns of this proposal.

Paul Kane, EX-Chief of the Town of Kent Fire Department and currently the seated Assistant Chief stated that he does not understand why I/T is grouped with Emergency Management. He stated that he believes that Emergency Management should be under Bureau of Emergency Services.

Legislator Oliverio requested that a clear definition be provide as to the role of these two departments.

Commissioner Stiebeling stated that the Bureau of Emergency Services Managers handle the day to day in the field incidents. He stated that the Commissioner's Role, who is also the Regional Fire Coordinator, is the only individual from the County that can activate the State's Mobilization Plan. He continued to elaborate on the responsibilities of the Bureau of Emergency Services Department and the Commissioner.

Director of Emergency Services/IT & GIS Lannon stated that the role of the Emergency Management Department is responsible to oversee the plans from the County Departments. He stated that they are not a response organization, they help to coordinate responders. He stated that they do have authority to call for certain resources from New York State. He continued to explain the role. He closed by stating that it is basically a resource management tool, to make sure the resources are available when they are needed.

Legislator Othmer stated that he would like clarification on what this proposal is. The recommendation is to make two separate departments by removing the I/T Emergency Management portion out of the Bureau of Emergency Services.

Deputy County Executive Walker stated that emergency management does not belong with Emergency Response. He stated that is a fact in the industry. Presently they are both together. As a result of the dealings with Hurricane Sandy and the result his personal experience in emergency management, it became clear, in order to move forward with emergency management Countywide it needs to be a separate department.

He continued to explain the focus of the role of this proposed Emergency Management Department.

Legislator LoBue stated that this proposal would diminish the role of the Commissioner of Bureau of Emergency Services, who in the past, was responsible for all that has been explained this evening. This proposal would have the head of the Emergency Management Department, which Director Lannon is being recommended for that position, interfacing directly with the County Executive rather than the Commissioner of the Bureau of Emergency Services. She stated that she does not support this proposal.

Legislator Oliverio questioned what the surrounding Counties do. Specifically he questioned if the Emergency Management responsibilities fall under the purview of the Bureau of Emergency Services

Commissioner Stiebeling confirmed that is correct.

Legislator Oliverio restated that the surrounding Counties follow the model that Putnam is currently operating in.

Legislator Nacerino questioned how Commissioner Stiebeling feels about this proposal and how it will impact his ability to carry out his duties.

Commissioner Stiebeling stated that he agrees with the need for the Emergency Management Department to address the subject of Training.

Legislator Nacerino questioned how would Commissioner Stiebeling interface with Director Lannon since the two departments need to work in terms of a coordinated effort.

Commissioner Stiebeling stated that he would communicate with Director Lannon in the same way that he currently communicates with Commissioner of Highways & Facilities Pena and Commissioner of Transportation & Planning Ruggiero.

Legislator Nacerino questioned how Director Lannon feels about taking on this responsibility of this proposal.

Director Lannon stated that he has been doing all of this work already the only change would be focusing it all more directly.

Legislator Nacerino questioned if he sees the I/T Department growing in a different direction.

Director Lannon stated that he does not see that happening.

Legislator Oliverio stated that he does not have a problem with Mr. Lannon serving the role of Director. He stated that in his mind and the surrounding Counties agree, that the Bureau of Emergency Services is the Department that the Emergency Management Department reports to. He stated that he would like to see the proposal put forward tonight, with Mr. Lannon being in charge of what is listed under the Emergency Management purview, but have him report to Commissioner of Bureau of Emergency Services Adam Stiebeling. Commissioner Stiebeling then reports to the two Branches of Government the Legislature and the Executive Branch. He stated that is what he is comfortable with. He stated that the chain of command being recommended to make these two departments two separate entities he is uncomfortable with.

Legislator Gross stated that he echoes Legislator Oliverio's sentiments. He does not see separating two departments that are working on the same mission of emergency services for the County. He stated that he does not see the need to diminish the Commissioner's responsibility.

Deputy County Executive Walker stated that because the word "emergency" is in the title of Bureau of Emergency Services and is part of Emergency Management, it does not warrant to put the two departments together. Because they are different. He stated that the organization has existed in this manner for, how long?

Commissioner Stiebeling stated that it has been thirteen (13) years.

Deputy County Executive Walker stated thirteen years it has survived this way. He stated that he would like to report that they went into Hurricane Sandy without a plan. In thirteen years there has been no plan put together. There have been multiple events where there would have been the impetus to develop a plan, yet there was none. He questioned how does that happen.

Legislator Albano stated that it looks as though the Administration is working to broaden the scope of the departments, and it will not cost any additional money. He questioned what Deputy County Executive Walker's qualifications were in this area of expertise.

Deputy County Executive Walker stated that he was the Director of Emergency Management for Con Edison's New York City Five Boroughs, Westchester Orange, Rockland, Sullivan Counties and Bergen County in New Jersey. He continued to elaborate on his background in the emergency management field.

Legislator Oliverio stated that Commissioner Stiebeling is newly appointed. He stated that he believes that Commissioner Stiebeling should be given the opportunity to put that plan together. He stated that he is really uncomfortable with demeaning the position of Commissioner of Bureau of Emergency Services.

Deputy County Executive Walker stated that the departments have two very distinct functions. He stated that one is responsible for all of the planning and has very little to do with the response and one organization has a tremendous impact on the response. He continued to explain the role of each department in the experience of Hurricane Sandy.

Legislator Oliverio stated that he is fine with that. What he does not understand is why, there is a need to separate the Emergency Management Department.

Deputy County Executive Walker stated that during the execution of an emergency plan no one reports to the Commissioner of Bureau of Emergency Services. They report to the Incident Commander. He stated that he was the Incident Commander during the Hurricane Sandy.

Sean Madsen, Chief of the Lake Carmel Fire Department also on the Board of the Fire Chiefs Association of Putnam County stated that he would like to report that they have plans in place for many different incidents that may occur. He stated that he was involved with Hurricane Sandy and Irene. He stated that he does not know who the Incident Commander was, there was no communication with the Emergency Operations Center (EOC), it was not open. He stated the only communication that the Lake Carmel Fire Department had was with the 911 Center and the Commissioner of Bureau of Emergency Services. He stated those two sources are what provided him with the

information that he needed to do his job. He stated that in his opinion everything was there and handled very well.

Deputy County Executive Walker stated that he appreciates Chief Madsen making the case for him. He stated that the ICS structure is set up to do exactly what he reported. Chief Madsen during an event should never deal with the Incident Commander. He stated that he runs the County, Chief Madsen runs a specific Fire Department. Therefore you go through the 911 Center you go through the Operations Chief and his Organization. A Chief of a Fire Department does not need to be involved with the Incident Commander's communication with the Libraries or his communication with the Superintendents.

Chair DiCarlo stated that the issue here is not the fact that the responsibilities need to be split. The issue is ultimately the reporting structure. He stated that at the end of the day who reports to who. He stated that the Commissioner reports to the County Executive and he completely agrees the County Executive needs to have an understanding of what is going on. He stated that is the discussion we need to move forward with: the reporting structure.

Legislator LoBue stated that the proposed reporting structure of having the Emergency Management person report directly to the County Executive along with the Commissioner of Bureau of Emergency Services is creating a diversion within the department. The chain of command needs to start with the Commissioner, then Director Lannon reports to Commissioner Stiebeling, who reports directly to the County Executive.

Legislator Othmer requested that this item be tabled. He stated that the Fire Chiefs present this evening are friends of his. He stated that he tries to work things out. He would like to recommend that a meeting be scheduled with the Chiefs privately to discuss this matter. He stated that he believes that there needs to be further discussion.

Justyn Lewis EX-Chief Lake Carmel, current President Putnam County Fire Chief Association, Lieutenant of Putnam County Fire Insurance Team stated that he is present tonight to represent the Fire Chiefs of the County and he agrees with Deputy County Executive Walker that there is a need for the role of an Emergency Management Department. He stated that he can report that the collective groups of volunteers in this County are not in favor of separating these departments. He stated that sure there is room for further discussion. However he believes that if this is acted upon tonight it would be detrimental to emergency services as a whole in this County. He stated that he would hate to see that happen. He stated that there is a Putnam County Chiefs meeting next Wednesday, April 17<sup>th</sup>, in Lake Carmel that he would like to make a recommendation that this proposal be presented at. He stated that for the sake of emergency services in this County we need to make sure that the right decisions are made.

Legislator Othmer stated that these are the guys who are out at the scenes at 3:00a.m. He stated that he would feel a lot better if there was more time taken on this matter.

Legislator Oliverio and Nacerino both agree with Chair Othmer.

Legislator Nacerino stated that it has been determined that the functions of each department will not be compromised either way. However she would like to know the rationale behind this proposal. She questioned if it was initiated by the County Executive's Office or by Commissioner Stiebeling.

Deputy County Executive Walker stated it was initiated after the command staff, the people who basically ran the event during Hurricane Sandy.

Legislator Nacerino stated that tonight we have heard some conflicting information on pertinent points. Therefore she would like to take a strong look at what is the motivation behind this. This is more of an administrative function than anything else. He stated the Fire Department members and the Chiefs, are the meat and potatoes of this County. Their input needs to be considered and their input should be considered in the evaluation.

Deputy County Executive Walker stated that he agrees. Mr. Lewis made a valid point.

Legislator Gross stated that he would like to comment on the renovation work that was done at the Emergency Operations Facility. He stated that he spent some time there during Hurricane Sandy; he thinks the changes that were made were a good idea.

Legislator LoBue requested that the costs associated with that construction/renovation please be provided to the Legislature.

Legislator Albano stated that he has been in his office for like 30 years. He stated that they are still moving desks around and working to find the most efficient configuration. He stated that he does not believe that any structural work was done.

Deputy County Executive Walker stated that they are putting walls up that are 6-8 feet high. He stated that they are utilizing the facilities budget to get this work done. He stated that the resource being used is more time than anything else.

Legislator Gross made a motion to Table the proposal to Reorganize the Bureau of Emergency Services & Office of Emergency Management Budgets (B.A. 13A014); Seconded by Legislator Nacerino. All in favor.

#### **Item #7 – FYI/Pre-Budget Considerations**

**Correspondence: Dated: February 15, 2013 To: County Executive Odell & Chairman Othmer From: Sheriff Smith Re: Management Ranks in the Sheriff's Office**

Chair DiCarlo stated that this is an update to the Legislature and particularly this committee prior to the Budget Process. He stated that this is a concern from Sheriff Smith. He stated that the Sheriff is concerned about promotion within his department.

Legislator Othmer stated that he is in full agreement with the Sheriff on this matter. He stated that he believes that the Legislature should support this.

Legislator Nacerino agrees too that we need to work to keep Putnam's finest in Putnam and keep the continuity. She questioned if this philosophy carries into any other of the County's departments. She stated that she believes when this scenario is looked at it has to be addressed across all of the County Departments.

Personnel Director Eldridge stated that a lot of the changes mentioned in the correspondence from the Sheriff does affect all of management in the County.

Captain Velotti from the Sheriff's Department stated that he was the last person to be promoted from a Union position to a Management position. He stated that he had to fill out and sign a form that basically said after being a County employee for 22 plus years, he now is considered an equitable employee and can be dismissed by the Sheriff at any time. He stated that was a very difficult thing for him to do.

Chair DiCarlo requested that Personnel Director Eldridge look into other Sheriff Departments in the surrounding Counties to see how they handle this situation.

Personnel Director Eldridge stated that the “Captain” level position is a non-tested position. It is an appointed position. He stated that it is also a “Confidential” position. They are not able to apply for Section 75 (protection from removal).

Legislator LoBue questioned if this keeps a person from collecting unemployment.

Personnel Director Eldridge stated that is totally separate and unrelated to Section 75. He stated with that said there are a lot of high level jobs that are not eligible for unemployment. He stated that there is a lot to look into on this subject matter.

**Item #8 – Other Business- None**

**Item #9 - Adjournment**

There being no further business at 9:00P.M., Legislator Gross made a motion to adjourn; seconded by Legislator Nacerino. All in favor.

Respectfully submitted by, Deputy Clerk of the Legislature - Diane E. Trabulsy