

**SPECIAL PERSONNEL COMMITTEE
ROOM 318
OF THE
PUTNAM COUNTY OFFICE BUILDING
CARMEL, NEW YORK 10512**

Members: Chairwoman Nacerino, Legislators Castellano and Tartaro

Monday

March 31, 2014

The meeting was called to order at 6:00 p.m. by Chairwoman Nacerino who requested Legislator Castellano lead in the Pledge of Allegiance. Upon roll call, Chairwoman Nacerino and Legislator Castellano were present. Legislator Tartaro arrived at 6:30pm.

Item #3) Approval/Ratification/Putnam County CSEA Contract

Legislature Nacerino stated she would like to call Personnel Director Paul Eldridge and County Attorney Jennifer Bumgarner to come forward to speak about the specifics of the Putnam County CSEA Contract (CSEA Contract).

County Attorney Bumgarner stated her gratitude for the Personnel Committee creating time for this special meeting. She then stated there was a split vote within the Union, which was 127 to 103.

Personnel Director Eldridge stated he will highlight the contract. In regards to item #3, he stated new employees will be required to be on a direct deposit. He stated current employees will have a six (6) month grace period. Item #4 he stated will mostly remain the same. He stated the section regarding seniority for 1a1 and 1a3 is the same as before. He stated 1b is all new after the word "except". He stated that the last section 1c was just clarified better. He stated a big change in the CSEA Contract is the salary. He stated in 2012 and 2013 there was no change, but in 2014 there would be an increase of \$500.00 and 2015 would be an increase of \$500.00 with an immediate 1.5% on top of that. He then stated that in 2016 there would be another 2% increase. He stated another matter of the CSEA Contract involves working on Christmas Day. He stated this mostly affects highway workers who must work. He stated under the new contract they will be paid their regular rate plus two (2) times. He stated that Park Personnel are also impacted under the CSEA Contract revision. He stated if the park employees are working on a County scheduled holiday they will receive time and a half and a comp day. He then stated there was an elimination of pay vacation in advance in the CSEA Contract. He further stated item # 10 has also change where step-parents and step-children were added to the definition of immediate family. He finally concluded with speaking about the CSEA Contract by stating that there are no exam fees for CSEA members.

Legislature Nacerino questioned when the employees take the test during a workday it is their own time or part of their work time.

Personnel Director Eldridge stated it is considered during their time. He further discussed the grievance procedure and stated they are attempting to streamline by going straight to the Department Head to County Executive.

County Attorney Bumgarner stated that the disciplinary procedure (Section 75) was negotiated with the union. She stated the changes allow supervisors and Department Heads to impose forms of minor discipline without the need of a hearing process. She stated in short of the hearing process, we can propose penalty fines up to \$500.00 and suspension without pay for not more than 20 days. She then

stated the decision of the Hearing Officer would be binding. She stated that anytime a Supervisor desires to impose a greater penalty, employees have the option to utilize Section 75.

Legislature Castellano stated to clarify it was 320 a total of CSEA employees who voted on this CSEA Contract.

Legislature Nacerino stated Personnel Director Eldridge went through a fair equitable democratic process, which prevailed.

County Executive Odell stated she wanted to recognize Janet Gomez-Canaday, John Mulreany and Glenn Blackman for their leadership and their representation of their peers. She then stated the agreement is very respectful because this is all about our employees. She stated this is different from the prior five (5) year agreement. She stated it was understood that the contract would not be mirrored in the new contract. She stated it was encouraging that union members and peers recognize the cost of the past disciplinary process. She finally stated by implementing the small mechanisms we could deter "Gamers" and save tax dollars because of the faster disciplinary process.

Legislature Tartaro asked if Personnel Director Eldridge can go over the increases regarding the CSEA Contract.

Personnel Director Eldridge stated zero (0) in 2012, zero (0) in 2013, \$500 in 2014, \$500 in 2015 with an additional 1.5% on top of the \$500 and then 2% increase in 2016.

Legislature Nacerino stated considering the economic climate she believes this is a fair and equitable contract.

Legislature Oliverio stated 103 people who voted no on the contract. He stated he had eleven (11) single parents call him and said that the vote was carried out by those who live in a two (2) income household. He stated it gives him cause to think about the vote and voter turnout.

President of the Union Janet Gomez-Canaday stated she feels very confident the majority of the members wanted this to pass.

Legislature Oliverio stated he appreciates the employers and is sympathetic to those people who have been told they are lucky to have a job.

Legislature Nacerino questioned if the matter of health benefits were raised or did they remain the same.

Personnel Director Eldridge replied that they remained the same.

Legislature Nacerino stated this is huge to consider that you get a raise but health benefits are negated. She stated we are fortunate and blessed to have a job, benefits and a pension.

County Executive Odell stated the costs of health benefits have increased tremendously and we did not raise contribution rate.

Personnel Director Eldridge stated pension cost is huge.

Legislature Oliverio stated pension is set by the state.

Personnel Director stated but we need to pay for it.

County Executive Odell stated we are still paying the 16 million dollar pension debt.

County Attorney Bumgarner responded to Legislature Oliverio's concerns about the calls he has received. She stated we are currently in mediation with the PBA. She stated voting no would not be doing anyone any favors because the type of numbers imposed. She stated what was agreed to is average.

Legislature Nacerino stated we went through a democratic process and we should respect the majority.

Legislature Nacerino made a motion to approve the ratification of the Putnam County CSEA Contract; Seconded by Legislature Castellano. All in favor.

Union Representative John Mulreany stated he took offense to Legislature Oliverio's comments. He then stated that he is a single parent and voted yes for this contract.

Legislature Oliverio stated his comments were not meant to be offensive and stated he was sharing feedback communicated.

Item #4) Approval/Budgetary Transfer/Commissioner of Finance/Funding 2014 Salary and Social Security Benefits Costs/Ratified Putnam County CSEA Contract

Legislature Nacerino made a motion to approve the budgetary transfer; Seconded by Legislature Castellano. All in favor.

Item #5) Other Business- No other business.

Item #6) Adjournment

There being no further business, at 6:40 p.m. Chairwoman Nacerino made a motion to adjourn; Seconded by Legislator Castellano. All in favor.

Respectfully submitted by Lisa Sommers, Administrative Assistant of the Legislature.