

**-BUDGET-
PERSONNEL COMMITTEE MEETING
Held in Room 318
Putnam County Office Building
Carmel, New York 10512**

Tuesday

October 9, 2012

The meeting was called to order at 7:50p.m. by Chairman DiCarlo. He requested that Legislator Oliverio lead in the Pledge of Allegiance. Upon roll call, Chairman DiCarlo and Legislators Oliverio and LoBue were present.

Chair DiCarlo made a motion to accept the additional and waive the rules; seconded by Legislator Oliverio. All in favor.

Item #3 – 2013 Budget Review

Chair DiCarlo stated that Personnel Director Eldridge provided correspondence in response to a request that he made for a cost analysis of a few of the proposed new positions. He stated that the correspondence is related to the following positions: New Deputy County Attorney, Upgrade of Office for Aging Title III, Management Adjustment Positions in the County Clerk's Office & the Department of Motor Vehicle Office. He stated that he recommend that the Legislators review the documents provided by Personnel Director Eldridge.

Personnel Director Eldridge stated that he believes that it is important to note that the number of positions that the County has today is 5% lower than the number of positions that the County had in 1991.

Legislator Tamagna stated that in the eighteen years in County Government he has watched Putnam County government agonize over budgets and expected a lot more from the workforce. He stated as opposed to the surrounding Counties, such as Westchester County who blew themselves out of the water with additional employees over the years, Putnam County has always operated under a watchful eye.

Personnel Director Eldridge stated that there is a new position proposed "Deputy County Executive". He stated that there is a position that has been eliminated in the Sheriff's Department. He stated that this proposed new position was put in the budget to compensate for the position removed in the Sheriff's Budget.

Legislator Oliverio stated that a position was eliminated in the Sheriff's Department because the general consensus was that the position was not needed. He stated he does not support this position.

Legislator Birmingham stated that he heard that there is a need for this position. He stated that he believes that an accommodation is trying to be achieved with this proposal. He stated that the Sheriff states that he needs the legal adviser. He stated that it is not an addition of a position. It is the same salary of the position that was in the Sheriff's Department moved to fall under the County Attorney's Office.

Legislator Albano stated that it was first decided that the consensus was that the position was not necessary. He stated he agrees that the proposed new County Attorney position should be removed and put the funding in contingency.

Legislator Oliverio stated the current position in the Sheriff's Department provided guidance to the Sheriff. He stated that the Sheriff was receiving his legal support from the County Attorney's Office. He stated that he does not support moving the position from the Sheriff's Department to the County Attorney's Office. He stated that the money in this proposed line could be used toward the Transit Service. He stated if the decision is to eliminate this position from the Sheriff's Department then eliminate it. He stated the Sheriff has stated that he relies greatly on his Adviser, however if the decision is to eliminate that Adviser position, then eliminate it all together.

Chair DiCarlo confirmed with County Attorney Bumgarner that Civil Matters involving the Sheriff's Department is handled by her office and Criminal Matters involving the Sheriff's Department is handled by the District Attorney's Office. He questioned if the existing staffs of the County Attorney's Office and the District Attorney's Office would be able to handle the workload without having to go to outside counsel.

County Attorney Bumgarner stated with respect to the Civil Work that would have to be done she is not aware of the work that is currently being done by the Adviser. She stated therefore she cannot answer that question. She does not know how much time it would require. She stated that her staff today, carries a very large case load and does not see them taking on a large responsibility. Such as strictly being the counsel to the Sheriff and being available to him 24/7, as this current Adviser position is. She stated as far as the litigation involving the Sheriff's Department, it currently is almost always handled by the Counsel assigned to the County by NYMIR.

District Attorney Levy stated that two years ago, he supported the Sheriff's request for the Adviser position. He stated that he did that because he truly believed that the Adviser that the Sheriff selected would be able to provide him with guidance and much needed advice and effort to assist in the criminal prosecutions. He stated that he made it clear at that time that his staff was available to the Sheriff and the other agencies 24/7 365 days a year. He stated that unfortunately in the two year time period he believes that the Confidential Adviser position has morphed into something that it was not intended to be.

Legislator Tamagna stated that currently the County Attorney's Office and the District Attorney's Office are handling the Sheriff's Civil and Criminal cases.

Legislator Othmer stated that the County Executive moved the position out of the Sheriff's Department because the New York State Law states that there is no legal premise for the position. It was proposed as a New Position in the County Attorney's Office to see if the County Attorney's Office or the District Attorney's Office believed that they would need additional staff. He stated that County Attorney Bumgarner and District Attorney Levy have both stated that they do not need the position. He stated that he took an oath of office to follow the law. The New York State Law states there is no place for this position.

Legislator Conklin questioned if the proposed new County Attorney position would only handle work pertaining to the Sheriff's Department.

County Attorney Bumgarner stated that she cannot answer that not knowing how much time the Sheriff's Office would need from this position.

District Attorney Levy stated that he agrees with Legislator Albano in that there are a lot of questions related to this proposal. He stated based on the way that position had morphed itself it created huge problems. He stated he agrees with the County Executive in that there is no reason for a Legal Adviser to be in the Sheriff's Department. He

stated that if a Legal Adviser had to exist at all it would have to be in the County Law Department. He stated if the Sheriff is stating that he needs that, then it needs to be in the County Attorney's Office. He stated that Legislator Othmer sent a correspondence to County Attorney Bumgarner and himself asking if they believed they could handle the work from the Sheriff's Office with their current staff. He stated that they both agreed that they believe that they could. He stated that their recommendation was to give it a year and re-evaluate it after that. That seems to be more fiscally responsible.

Legislator LoBue stated that there are fifteen (15) new positions that have been proposed in the 2013 Budget totaling \$728,959. She stated once you include the benefits it will be over a million dollars.

Undersheriff Convery stated that on behalf of Sheriff Smith he believes that the position is a critical position to the running of the Sheriff's Office. He stated that the Sheriff believes it is prudent to have an attorney assigned to the Sheriff's Department.

Legislator Albano stated that he agrees with giving it a year and re-evaluate it after that.

Chair DiCarlo questioned County Attorney Bumgarner as to how other Counties handle the matter of legal representation.

County Attorney Bumgarner stated that the County Attorney's Offices handle it.

Legislator Oliverio stated that the savings in the position can go towards the transportation issue. He stated the County Attorney and the District Attorney Offices, he is certain, can handle the litigation matters that come forward, they do it already. He stated he would like to take the line out.

Chair DiCarlo stated for clarification, any recommendations made by this committee will be forwarded to the Budget & Finance Committee for a final review.

Legislator Birmingham stated that only the items that are moved to the Budget & Finance Committee are the items that are changed in the budget committee meetings from the original proposal of the County Executive.

Chair DiCarlo made a motion to remove the Deputy County Executive Position (#142010110); Seconded by Legislator LoBue. All in favor.

Commissioner Pena addressed the proposal of the Assistant Engineer Position (149010117).

Legislator Oliverio stated that he supports this position. There needs to be a junior level person out in the field. He stated that he does not want to pay a senior Civil Engineer to go out and monitor different stages of a project. He stated there have been mistakes made in the past due to the lack of oversight which has cost the County money. He stated that he believes the Assistant Engineer Position is worth its weight in gold.

Commissioner Pena stated that they reduced their outside services line. He stated that they would prefer to have an in-house junior engineer full-time rather than a part-time outside consultant to move the projects forward.

Legislator Tamagna stated that you also need to look at the savings that will occur by monitoring for example the use of materials on a job, quality control and manpower. He stated that these positions will pay for themselves.

Legislator Oliverio requested confirmation that \$125,000 was reduced from the outside service line and that there would be a savings due to a retirement in the department.

Commissioner Pena stated that is correct.

Legislator Oliverio stated then he supports leaving those two positions as proposed.

Deputy County Executive Walker stated that he would like to address the proposed position of an Asset Manager in the Highway and Facilities Department. He stated that the Administration has been working to develop a Planning Department that will meet the needs of the County. He stated that this position will have a salary of \$65,000 plus benefits costing \$26,492, totaling \$91,492. He stated that he has put together a presentation that highlights the basic concepts of the Asset Manager position and the importance of the position to the County. He stated that the County has put millions of dollars into the investment of the County Bikeway. He stated that there is no maintenance plan in place. Unfortunately that is the case on most of the investments of the County. He stated that there needs to be a systematic approach in place to do that. He stated that an Asset Manager would group the County's assets so that they could be evaluated as to what the needs are. He stated the basic concept of the position is to balance the costs, risk and performance of the underlying assets. There is a very diverse group of assets in the County. He continued to provide the administrations opinion of the need for the Asset Manager Position in the Highway & Facility Department. He stated by virtue of this position existing the County would be equipped to put a six (6) year capital plan in place. Currently the County works in a reactive mode across the board. He stated that there will always be times and situations when you need to work in a "Reactive Mode". However you do not want that to be the constant mode of operation. He stated that you want Risk & Criticality based overviews.

Chair DiCarlo stated that this sounds like an incredible amount of work that you are looking for one person to handle.

Deputy County Executive Walker stated that he believes the right person in the proposed Asset Manager job working alongside with the qualified people the County currently has in key positions will work.

Chair DiCarlo questioned if the Asset Manager position would require any special software or equipment that the County does not currently have.

Deputy County Executive Walker stated no, he worked as an Asset Manager and utilized Excel.

Legislator Oliverio stated that he sees a proposed Regional Grant Coordinator Position in the Planning Department. He questioned if that position along with the Asset Manager position would complete the Administrations staffing needs for the Planning Department of the County.

Legislator LoBue stated that she is not in support of these proposals when the lead position in the Planning Department, Commissioner, is still vacant. She stated that there are two brand new positions that have been already added to the Planning Department: the financial position and the managerial position for the Transit. She stated that next year she supports doing a review of the Planning Department and its needs, she would feel more comfortable with that.

Legislator Oliverio stated that he agrees and would like to recommend not deleting the position, but put the funding in the contingency fund. He stated once the Commissioner

of Planning is hired then have that person come to the Legislature to present his/her case on the needs for an Asset Manager. He stated that he would like to hear directly from the person running the Department and who is responsible for the performance of the Department.

Commissioner Pena stated that the proposed Asset Manager Position would be managing the current assets the way they are today. He stated that there has been discussion about the need for Pavement Management, Facility Management, Bridge Infrastructure and the repair of failing culverts. There is no handle on this nor is there anyone who can move forward with these critical matters. He stated that in his opinion if the County waits to address this matter next year, there will be a very small level of progress in these critical areas.

Deputy County Executive Walker stated that he would like to clarify that the proposed Asset Manager position is not in the Planning Department. It would fall under Highways & Facilities Department. He stated one of the major focuses of this proposed position would be the MS4 programs. Which 60% of the MS4 requirements fall within the Highways & Facilities Department. He stated that the County has not been dealing with all of the things that need to get done on the MS4 Program, particularly as they relate to the County's assets.

Legislator Oliverio stated what makes it tough in dealing with these proposed positions is due to the fact that these are tough financial times. He stated in the meeting before this one, the Health Budget Meeting, this room was packed with people extremely upset with the fact that there is a proposed \$650,000 reduction in the budget to the Transit Service. He stated for him the bottom line is to review the budget and select the vital services.

Deputy County Executive Walker stated that the County continues to spend money on projects in a manner that is not well coordinated, not systematic and it does not address the risk and performance of the underlying asset. He stated that is a fundamental problem. He stated we are discussing a position that has influence on the County's entire capital budget and a significant portion of any other discretionary spending. He stated that he agrees that these are tough times. However he believes it is important that the County has the requisite skill set to make the best investments.

Legislator LoBue stated referencing the requisite skill set, she agrees with Deputy County Executive Walker. She stated that she fought to have the Commissioner of Highways & Facilities position be one which required an Engineering Degree. She stated that she believes everyone is aware of the cracks, however they cannot all be addressed today. She stated that she is impressed with Deputy County Executive Walker's presentation. She stated that she believes that we need to move systematically.

Legislator Albano stated that he believes if the County does not spend the money in the department, it will end up to cost the County money. He stated there are a lot more projects to be monitored than in the past. He stated for example MS4. He stated we cannot keep things the way they were.

Legislator Oliverio stated that there have already been two (2) positions approved for the Planning Department. He stated that he supports prioritizing. He stated that he agrees that infrastructure survives as a result of well thought out plans. He stated that he supports keeping the funding in contingency until the Commissioner of Planning position is filled. He stated then he would like to hear from that person what needs they have in their department.

Commissioner Pena stated that the Asset Manager position would absolutely have a Planning aspect to it. However a primary focus of the Asset Manager would be to manage current assets. He stated that there are some projects that have fallen by the wayside.

Chair DiCarlo requested an example.

Commissioner Pena stated that there are six (6) Federally Funded projects that have not moved forward. There have been designed expenditures, but they have not met their deadline of ten (10) years and they are currently defunded. He stated that Peekskill Hollow Road and Sodom Road are two (2) projects that he can come up with off the top of his head.

Deputy County Executive Walker stated that there is approximately one million and a half dollars (\$150,000,000) worth of assets that the County has not managed; that have been wasted.

Chair DiCarlo stated that this item will move forward as recommended by the County Executive to the October 18, 2012 Budget & Finance Meeting. He stated that there is not a consensus from this Committee.

Legislator Oliverio stated that he would like it noted that he will make a motion to put the funding in contingency and not fill the position at this time, at the October 18, 2012 Budget & Finance Meeting.

Legislator LoBue stated that she would like for the position to be removed. She stated that she will recommend that at the October 18, 2012 Budget & Finance Meeting.

Deputy County Executive Walker stated that the other position that he is here to address is the proposed Regional Grant Coordinator position in the Planning Department. He stated that there was a person in the Planning Department who did Grant Writing part-time. He stated that person has retired. He stated that the position that is proposed in the budget is a pay for performance management position. He stated the role of this position will be to go after grants that would coordinate with the projects that are in the County's Capital Budget. He stated that is in hopes that the Asset Manager position is created, approved and a six (6) year Capital Budget created. He stated the result is that the grant funding would offset the costs of the projects. He stated that the projects he is referring to are projects that will be done whether or not we get grant funding. He stated this position could be a real dollar saver for the County Taxpayers. He stated that the proposed salary is \$50,000 plus benefits; resulting in a total salary of approximately \$76,000. He stated that the proposal is that once 2 million dollars of grant funding is secured and the County has received it the incentive pay would be provided. He stated after the 2 million dollars is secured the Regional Grant Manager will receive 2.5% of every dollar secured up to 4 million dollars.

Legislator Birmingham stated that he has a concern about the other employees in the County who have secured grant funding. He stated how we tell them that they will not receive incentive pay.

Deputy County Executive Walker stated that he would open the offer up to any employee with the requirement of after securing 2 million dollars in grant funding and the County has received it, they would be eligible for the incentive pay.

Legislator Birmingham questioned what happens in the case of a continuing grant.

Deputy County Executive Walker stated it is based on the cash received in the year, cash in hand. He stated that in the case of existing Grants, there will be no credit given. It would only apply to grant funding above and beyond what is being done today, and is directly tied to projects that have been identified as needing to get done, such as MS4.

Legislator Birmingham stated that he is not trying to put holes in this. He stated that he just has a real concern for the level of equitability to all of the employees.

Deputy County Executive Walker stated that remember there are specific parameters that will be given to the Regional Grant Coordinator. That person will only receive credit for grants secured that are applicable to the projects in the Six (6) year Capital Budget.

Legislator Birmingham provided several different scenarios where he believes a problem could occur. He stated that in a Government position he has an uneasy feeling to incentivize an employee above and beyond what is in the budget for that person to do their job. He stated that he does not support the concept of rewarding a public servant for doing their job.

Deputy County Executive Walker stated he is not saying that this is the case with any employees in Putnam County, but there are those employees who come to work and do just what it takes to survive. He stated today, that is unacceptable.

Legislator Birmingham is worried about the slippery slope of this proposal.

Legislator Othmer questioned if there are other government agencies that use this incentive method.

Chair DiCarlo stated that he would like to remind everyone that retired Commissioner Lynch expressed his full support for filling the Grant Coordinator position before he left.

Legislator Birmingham stated that he is not against the position, he is against the incentive program.

Legislator Albano stated that he is in support of the incentive proposal for the position. He stated that it is a way to bring things to a new level.

Deputy County Executive Walker stated that another reason that the Administration is using the incentive approach in relation to the salary for this proposed Regional Grant Coordinator position is to avoid the upfront cost. He stated that to hire a very skilled person in obtaining Grant Funding, the salary would be much more. This method was an attempt to offset the upfront cost.

Legislator Tamagna stated that if the current person were still here working on obtaining Grant Funding for the County, her salary would have been at least \$120,000. He stated that he is not sure that the Taxpayers can afford a \$120,000 position right now. However he stated that he has seen the incentive method used. He stated that it is also referred to as "Performance Based Contract". He stated that he does not see that there should be an issue with it, especially if it is going to save the Taxpayers money.

Legislator Oliverio stated that he cannot support creating positions. He stated that the person that keeps being referred to as the "Grant Writer" was not that person's sole responsibility. He stated that there have already been two additional positions added to the Planning Department. He stated when we are talking about having to reduce our transportation needs by \$650,000 and then discussing the creation of positions he cannot support that. He stated that this will destroy the concept of frugality in

government. He stated that positions cannot be created because there is a belief that there is a need.

Legislator Oliverio made a motion to remove the Regional Grant Coordinator position from the 2013 Budget; Seconded by Legislator LoBue. Chair DiCarlo opposed. Motion Carries to the Budget & Finance Meeting.

Director of Information Technology (I/T) Lannon stated that three (3) or four (4) years ago the County Switchboard Position was abolished. He stated that he has recommended Telephone Receptionist Positions be added to the Information Technology Department. He stated that there were a lot of complaints about the "Auto Attendant System" that was being utilized through the new phone system. He stated currently there is a Receptionist in the I/T Department and it has been working out very well. He stated that they have been using Temporary Funds to currently pay for that position. He stated that they would like the position to become a full time position.

Legislator Oliverio stated that he remembers a debate that was had when the new Phone System was being proposed. He stated that it was reported that by eliminating the Receptionist Position it would help to pay for the New Phone System. He stated now we are here talking about putting the position back in. He stated that he does not support that position.

Legislator LoBue requested clarification on the fact that there is currently a person who is answering the County's phones.

Director Lannon stated that 845-808-1000 is the main number to this office. He stated that when someone calls that number an Auto Attendant System will answer the call, however an option to hit "0" is given to be connected with an operator. He stated that the current Receptionist has reported that she averages 20-30 calls a day. He stated that they brought this current receptionist around to all departments, and provided a broad overview of what the departments do. He stated as a result the receptionist is able to handle a lot the calls on her own.

Personnel Director Eldridge stated that there are many calls that come into the County that are looking for direction as to which department to contact to address their matter. He stated that people like having a human being on the phone.

Legislator LoBue questioned if the salary listed for this position, \$34,705, is the full fiscal impact.

Personnel Director Eldridge stated that is strictly the salary. He stated that the Health Insurance is not included. He stated that they are currently paying close to that salary, but with no benefits.

Legislator Birmingham questioned how much additional is in the salary from what the person is currently been paid.

Commissioner Carlin stated that the person was currently getting paid \$30,000, so it is an additional \$4,705 in salary.

Legislator LoBue questioned why are we switching the salary and adding the benefits.

Director Lannon stated that the employee who is there has been doing a very good job and has expressed an interest to remain long term with the County.

Legislator Oliverio stated in his opinion that is not a reason to create a position.

County Executive Odell stated that the County's utilization of the Auto Attendant System did not work out. She stated that the decision was made to improve on the phone system. The Administration agreed that the best way to do that was to put an individual on the other end of the phone. She stated that most constituents who call the County are looking for a skilled trained knowledgeable individual who will represent Putnam County. She stated that we, as elected officials, should be focused on doing good for our constituents. Whether that means helping an individual who is looking for information regarding Social Services, Transit Services, Medicaid and or Legal Services. She stated that it is beneficial to each and every one of us who is here to serve the people of Putnam County. She stated that the current and the proposed Receptionist position deliver that service to every caller. She continued to provide her support of the proposed position, stating it is a matter of customer service.

Legislator LoBue stated that she agrees with County Executive Odell and that thinking behind the justification for the receptionist position. She stated it is very frustrating to call a company and have to go through several different prompts.

Chair DiCarlo questioned if the benefits must be offered.

Director Eldridge stated that it is very difficult to retain a person in a temporary slot. He stated is that right now there is a dynamite person is in the position.

Chair DiCarlo stated that there are people looking for jobs all over the place. He stated that lets look at a compromise of funding the position, without the Benefits Package.

Legislator LoBue stated that there is 10% Unemployment in Putnam County. She stated if the current person leaves because there are no benefits, then someone else will fill the position.

Legislator Oliverio stated he believes that the big issue to be settled on, in the proposed budget is the Transit Services. However all of the other positions and salaries have all been evaluated by the Administration and calculated into this budget. He stated that he believes that these are quality of life matters for the County.

Chair DiCarlo made several points in reference to the discussions that have occurred tonight. He stated that as Legislators, decisions need to be made based on the merits: is the position prudent, is it cost affective, does it have a benefit to the workforce and to the County Taxpayer.

Legislator Oliverio made a motion to move the Receptionist Gr. 6 ST 1 – with no Health Benefits, back to a Temporary Position to the October 18, 2012 Budget & Finance Meeting; Seconded by Chair DiCarlo. All in favor.

Director Eldridge stated that in reference to the ATI Program Coordinator proposed position, he would like to report that in 2009 the Community Service Hours were 3,607 and in 2011 it is almost 18,000 hours. He stated currently there is an employee working six (6) hours a day, doing an excellent job. He stated that the position is overwhelmed at the moment. The plan is to make it a full-time position.

Chair DiCarlo facilitated further discussion on the proposed positions.

9:30p.m.

Chair DiCarlo made a motion to go into Executive Session to discuss Personnel Matters; Seconded by Legislator Oliverio. All in favor.

10:00p.m.

Chair DiCarlo made a motion to come out of Executive Session; Seconded by Legislator LoBue. All in favor.

Chair DiCarlo stated that no action was taken. He stated that the next budget lines that will be reviewed will be the Upgrades.

Director of Office for the Aging Sheehy provided explanation on the upgrade proposed in the Office For the Aging Department.

Chair DiCarlo invited County Clerk Sant to address the Committee Members on the Management Adjustments in the County Clerk Office and the Department of Motor Vehicle.

County Clerk Sant stated that there are three salary adjustments that are directly related to the new initiative "Renew Putnam Program". He stated that the projected result of the Renew Putnam Program is that it will increase revenue in the Department of Motor Vehicle Office. He stated that Car Dealerships will be solicited to do their business with the Putnam County Department of Motor Vehicle. He stated that the employees listed to receive salary adjustments are the ones who will be running the initiative. He stated that he projects conservatively that there will be \$100,000 in revenue brought in through this program. He stated that the total amount of salary adjustment dollars between the three employees is approximately \$7,000. He stated that if the program is as successful as anticipated the plan is to add on to it the following year.

Legislator LoBue stated that when she met with County Clerk Sant, he stated that there would be members who would go out and cultivate new business. She questioned what the daily process would be.

County Clerk Sant stated that after the new business has been acquired, such as let use Park Ford as an example, the Putnam County DMV would expedite their paperwork. He stated that if there is enough business there has been discussion to open up a window at the DMV dedicated solely to the processing of the Car Dealers transactions. He stated as things are now, customers come into the DMV with problems or questions based on the transactions they have attempted to take care of via the internet with Albany. The Putnam County DMV fixes and completes the transactions, but receives no revenue, because the transaction had been started with Albany.

Legislator Birmingham stated that he is in support of the new initiative. He stated that he would like to recommend that a monthly report be provided to the Audit & Administration Committee to track the progress of the initiative.

County Clerk Sant stated that he would agree to do that.

Chair DiCarlo requested that County Attorney Bumgarner address the Salary Adjustment in the Law Department.

County Attorney Bumgarner stated that a Deputy County Executive has been approved to take over the Risk Manager's responsibility, after the person who was in that job retired in 2011.

Legislator LoBue stated that there were stipends approved in the 2012 budget and it caused bad moral. She stated that everyone believes that they feel that they do 110%. She stated that she is not comfortable with this recommendation. She questioned if this Salary Adjustment of \$2,001, would bring the Deputy County Executive up to the salary of the old Risk Manager, when he retired.

County Attorney Bumgarner stated that the salary that the Deputy County Executive is currently at is the salary that the previous Risk Manager was at when he retired. She stated that the previous Risk Manager was not a lawyer.

Legislator Oliverio stated that he received a lot of negative feedback on the stipends that were approved last year. He stated that he will not support this Salary Adjustment.

Legislator LoBue made a motion to remove the Salary Adjustment for position 142010106 in the amount of \$2,001; Seconded by Legislator Oliverio. Chair DiCarlo was a nay vote. Motion carried.

Chair DiCarlo stated that the next item to be addressed is the Salary Adjustment in the Personnel Department in the amount of \$4,000.

Personnel Director Eldridge stated that this employee has provided great assistance on the new Munis System and has actually written her own programs so as the times that the Munis System is not available, work can still be done on her program. He stated that she has also been identified by the Director of I/T Lannon as an employee who would be helpful to his department. Therefore that has been discussed, the possibility of sharing this employee between the Personnel and I/T Departments.

Legislator Oliverio stated that the first three positions discussed as receiving Salary Adjustments were attached to a new program that would be bringing revenue into the County.

Legislator Oliverio made a motion to remove the Salary Adjustment for position 143010106 in the amount of \$4,000; Seconded by Legislator LoBue. Chair DiCarlo made a motion to approve. Chair DiCarlo was a nay vote. Motion carried.

Legislator Birmingham asked when the last time was that a Desk Audit was done and it was discovered that the position should be earning less than their current salary.

Personnel Director Eldridge stated that it has happened. He stated that he does not recall the date. He stated that throughout this budget you will see reductions and that is usually due to the case that an employee has retired. He stated that there are two vacancies in this budget due to termination and discipline matters of employees.

Chair DiCarlo stated that during the 2012 budget there was discussion about the salary for the Commissioners of Board of Elections. He stated that it was decided that there would be an increase given to the Commissioners for the next four years rather than give them a lump sum increase. He stated that he does not see the increase of \$8,000 in the budget for the Commissioners. He stated that he will bring it up at the Budget & Finance meeting.

Legislator Birmingham stated that he would second it, because he believes it is a matter of equity.

Legislator Oliverio stated that he would like it noted in the minutes that the Deputy County Executive's Salary in 2012 was Split in the budget. In the 2013 it is listed in the

County Executive's Personnel section in its entirety. The salary has not changed since 2012 it is just being shown whole in the County Executive's Personnel Section of the Budget.

Steve Rosario (resident, political candidate for Legislative District#1) requested that County Executive Odell and her Administration please provide copies of the written material that they bring to the committee meetings, which are public meetings. He stated that in the Open Meeting Law it states the documents provided to the elected officials must also be made available to the public. He stated that he would like to mention that the Clerk of the Legislature Diane Schonfeld has been very accommodating in terms of providing copies of public correspondence.

Legislator Birmingham stated that the Legislature just received a copy of the Overtime Report per Employee today. He stated that he would like to explore the possibility of publishing, each year at budget time, the full overtime report; by Department & by Employee. He stated that these are legacy costs that will have an impact on future pensions. He stated that is information that he believes that the public should have.

Item #4 - Other Business- None

Item #5 - Adjournment

There being no further business at 10:30p.m., Legislator Oliverio made a motion to adjourn; seconded by Legislator LoBue. All in favor.

Respectfully submitted by, Diane Trabulsy, Deputy Clerk of the Legislature