

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

Members: Chairwoman Nacerino, Legislators Albano and Jonke

Thursday

March 23, 2017

The meeting was called to order at 7:45p.m. by Chairwoman Nacerino who requested Legislator Jonke lead in the Pledge of Allegiance. Upon roll call Chairwoman Nacerino and Legislators Albano and Jonke were present.

Item #3) Approval/Personnel Committee Meeting Minutes/February 17, 2017

Chairwoman Nacerino stated that the minutes were accepted as submitted.

Item #4) Discussion/Retirement Health Contribution

- a. Correspondence: Fr: Mr. R. Harper To: Putnam County Legislature Date: 02/06/2017**
- b. E-mail Fr: Sr. Deputy County Attorney for Risk A. Lotto To: Chairwoman Nacerino Date: 03/16/2017**
- c. E-mail Fr: Personnel Director P. Eldridge To: Chairwoman Nacerino et al. Date: 03/16/2017**

Chairwoman Nacerino requested that Personnel Director Paul Eldridge speak to this matter.

Personnel Director Eldridge stated resolution #227 was passed in October of 2015. He stated that resolution changed the contribution amount for Retirees. He stated the contribution for a Retiree was change to be based on the amount of their pension, as opposed to years of services, which it had been. He stated that a Putnam County Retiree has contacted the Legislature. He stated that this particular Retiree stated as a result of receiving a Cost Of Living Adjustment (COLA) to their pension they are close to the next level. He provided an overview of how the COLA works. He stated firstly, a Retiree is not entitled to a COLA until the person is retired for five (5) years. He stated that there are age requirements involved also. He stated most retirees meet that requirement. He stated after the five years the individual is eligible for no less than 1% and no more than 3% based on the cost of living. However it is half of whatever the cost of living adjustment is. He stated if the COLA is 8% and half of that is 4% the Retiree would get 3%, because, it cannot be below 1% or more than 3%. He stated that the COLA increase is only applied to the first \$18,000 of a person's pension. He stated that a Retiree has to submit a 1099R, which is based on the individuals' pension collection from the prior year. He stated it is a lot like a W-2. He stated currently, if a person's pension amount puts them in the next category then they will receive an increase in their Amount of Premium.

Chairwoman Nacerino stated that as indicated the COLA increases are modest. She stated when resolution #227 was passed, she does not recall discussing in full detail how the COLA would affect a retiree and their contribution going forward. She stated her concern is retirees who may be struggling, and receiving a COLA that would bring them into the next threshold, it would negate the modest increase they could receive. She stated she would like to know what the

fiscal impact would be to the County if it were decided to freeze a retiree's salary at the amount at the time of their retirement from the County.

Legislator Jonke questioned if the maximum is 3% on the first \$18,000 that would be an increase maximum amount of \$540. He stated that he agrees with the proposal to freeze the Retirees' salary where it is at the time that they retire.

Legislator Albano stated he agrees. He stated this was not foreseen.

Chairwoman Nacerino questioned County Attorney Bumgarner if there would need to be formal language adopted via a resolution to freeze the threshold of each retiree at the time of their retirement.

County Attorney Bumgarner stated that she will prepare a proposed resolution in the next month or so, and have it brought in front of this committee for consideration.

Item #8) Discussion/Lifeguard Certification and Recertification Fees-Using Partial Reimbursement as an Incentive/Recruitment Tool

(This matter did not require Legislature approval. Funds were transferred within the department)

Personnel Director Eldridge stated that it is getting tougher to get candidates to fill the Lifeguard County positions. He stated that it is thought part of the challenge in filling the positions is the cost of certification which costs approximately \$400. He stated Personnel Specialist Adriene Iasoni and Deputy Commissioner of Parks Chris Ruthven are with him to provide some background and offer a proposal.

Deputy Commissioner of Parks Chris Ruthven stated in past years there was an overwhelming response to the ads that were run in the penny saver for the lifeguard position. He stated the county is utilizing a multitude of advertising tools, social media, going directly to the colleges and the high schools posting advertisements in the newspapers. He stated the response is awful. He stated some of the resistance, the county has been told, is the cost of the certification. He stated that he and Personnel Specialist Iasoni have met with Town of Carmel Recreation and Parks Director James Gilchrist and Janeen Cunningham, who is the Lifeguard Course Instructor for the Town of Carmel. He stated they offered suggestions on how the county could potentially increase the number of applicants.

Personnel Specialist Adrienne Iasoni stated it does cost approximately \$410 to get the certification; it may be slightly cheaper if the individual comes through the Town of Carmel. She stated one suggestion was to set a bar, a specified amount of time the employee would work. She stated one of the recommendations is to reimburse the lifeguard 50% of the Cost for Certification.

Deputy Commissioner of Parks Chris Ruthven stated that the lifeguard would have to sign a commitment to stay in their position in order to receive the 50% reimburse. He explained in recent years the lifeguards, after committing to the full summer, have left prior to the agreed end date. He stated also there was a time when the county's hourly rate was the highest. That is no longer the case. He stated the hourly rate begins at \$11.50/per hour for a first year lifeguard.

The county pay is based on year of experience. He stated the hourly increase goes up in .50 increments with each additional year of experience maxing out at \$16.00/per hour.

Chairwoman Nacerino questioned if the money is in the Department's budget if the pay scale was raised.

Deputy Commissioner of Parks Chris Ruthven stated yes they do.

Chairwoman Nacerino stated when she was on the Town of Patterson Town Board, she recalled that they paid their lifeguards well, and it gave the incentive for them to return each year. She stated it is crucial to have the lifeguards to get the local beaches open.

Deputy Commissioner of Parks Chris Ruthven stated the towns and county all work together to keep the beaches open. He stated that they are all facing the same challenge. He stated the pool of lifeguards is not what it used to be.

Chairwoman Nacerino questioned how long the certification course is.

Deputy Commissioner of Parks Chris Ruthven stated the certification program Ms. Cunningham runs takes about 1 week and 1-2 days to get recertified.

Personnel Specialist Adrienne Iasoni stated if the county was to reimburse the certification cost 100% it would cost \$2,500 for the season.

Legislator Sullivan questioned how many lifeguards does the county hire.

Deputy Commissioner of Parks Chris Ruthven stated the County hires six (6) full time for the County Park, 40 hours a week.

Chairwoman Nacerino stated the Legislature certainly recognizes that this is crucial, and her fellow colleagues appear to be in agreement to make the necessary changes, within the budget. She questioned if there is a formal plan that can presented to the Audit and Administration Committee.

Personnel Director Eldridge stated that they will get the paper work together and have it in time for the March 27, 2017 Audit & Administration Meeting.

Chairwoman Nacerino made a motion to move Lifeguard Certification and Recertification Fees-Using Partial Reimbursement as an Incentive/Recruitment Tool to the Audit & Administration Meeting; Seconded by Legislator Jonke. All in favor. *(It did not need to go to the Audit & Administration Meeting)*

Item #5) Approval/NYSAC Resolution-Calling on The State to Increase the Salary Cap for Retired Public Employees Seeking County Employment/Putnam County Executive Supports NYSAC Proposal

Chairwoman Nacerino stated that there is currently a Senate Bill S2447D and Assembly Bill A6786D, which proposes raising the cap salary to be received by retirees employed in the public sector by \$5,000. She stated the rationale behind this proposal is that it would give the ability to draw from a well-trained and knowledgeable work force. She stated the current maximum yearly salary allowed is \$30,000. She stated if this proposal is passed it would raise the rate to \$35,000.

Legislator Jonke questioned when it was raised to \$30,000 and what was it set at prior to that.

Personnel Director Eldridge stated in 2007 it was raised to \$30,000. He stated prior to that the amount was increased incrementally just about every year by \$1,000 or \$1,500. He stated however for the past ten (10) years it has stayed the same.

Legislators Addonizio and Albano voiced their support.

Chairwoman Nacerino made a motion to memorialize the NYSAC Resolution- Calling on The State to Increase the Salary Cap for Retired Public Employees Seeking County Employment/Putnam County Executive Supports NYSAC Proposal; Seconded by Legislator Jonke. All in favor.

Item #6) Approval/Ratification of Police Benevolent association, Inc. (PBA) memorandum of Agreement

Item #7) Approval/Recognition of Commissioned Officers' Union

8:10p.m.

Chairwoman Nacerino made a motion to go into Executive Session to discuss Labor Negotiations in relation to agenda Items #6 and #7; Seconded by Legislator Albano. All in favor.

Chairwoman Nacerino requested that the Commissioner of Finance, Bill Carlin, Personnel Director, Paul Eldridge and representatives from the County Law Department, Jennifer Bumgarner and Shannon Brady all be a part of the Executive Session.

(9:15p.m.)

Chairwoman Nacerino made a motion to come out of executive session; Seconded by Legislator Albano. All in favor.

Chairwoman Nacerino stated that no action was taken in Executive Session.

Chairwoman Nacerino questioned if there is a motion to move forward agenda Item #6. Approval/Ratification of Police Benevolent association, Inc. (PBA) Memorandum of Agreement. She stated that no motion was made.

Chairwoman Nacerino questioned if there is a motion to move forward agenda Item #7. Approval/Recognition of Commissioned Officers' Union. She stated no motion was made.

Undersheriff Boscia stated he would like to say something, if it's possible.

Chairwoman Nacerino stated certainly.

Undersheriff Paul Boscia stated the Sheriff is out of town. He stated he is a co-employer. He stated everybody went into the Executive Session and had their say and they did not. He stated he thinks that is a little unfair that he does not know what anybody said in the Executive Session. He stated if this gets tabled, it would be sort of a travesty, a smack in the face. He stated that he was not very happy and he did not know what was going on. He stated that everybody is upset that they went to PERB, the Captains, for one union. He stated that he has never, never heard of a Union or a Contract that was worked out and bargained with the County Executive and the Sheriff that did not go to the floor to be voted on. He stated that he is very confused, and he wanted the Legislators to know that he was very upset.

Chairwoman Nacerino thanked Undersheriff Boscia for his comments.

Undersheriff Boscia stated not one person made the motion to move this matter forward, and it will get tabled.

Chairwoman Nacerino stated for clarification these matters are not tabled. She stated they did not get moved out of Committee.

Undersheriff Boscia stated confirmation that they did not get moved out of Committee. He questioned, so what do we do. He stated he was curious, what they will do when everybody calls for the police to help, with something, and everybody always wants something.

Chairwoman Nacerino stated she was not going to comment on that statement. She stated she did not think it should be comingled with the action of this committee to take no action on the matters presented under agenda Items #6 and 7.

Undersheriff Boscia stated he did not hear Chairwoman Nacerino. (Undersheriff Boscia then exited the meeting room)

Item #9) FYI/2017 Accident Report –Duly Noted

Item #10) Other Business- None

Item #11) Adjournment

There being no further business, at 9:20P.M. Legislator Albano made a motion to adjourn; Seconded by Legislator Jonke. All in favor.

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