

BUDGET, FINANCE AND PERSONNEL COMMITTEE

RESOLUTION NO.2026013

RE: GRANTING SICK LEAVE AT HALF PAY TO AN
EMPLOYEE OF THE DUTCHESS COUNTY JUSTICE
AND TRANSITION CENTER

Legislators LAWLER, REDL, VALDÉS SMITH, ATKINS, MUNN, BRENDLI,
CASWELL, KAUL and RHODES offer the following and move its adoption:

WHEREAS, Corrections Employee #3290 has been an employee of the Dutchess County
Justice and Transition Center since September 17, 2007, and

WHEREAS, the employee has requested leave pursuant to a physician's orders for a
nonwork related medical issue, and

WHEREAS, the employee was granted thirty (30) days sick leave at half pay by the
Sheriff effective November 24, 2025 through December 23, 2025, and

WHEREAS, due to extenuating medical circumstances, the employee has requested an
extension of sick leave at half pay, and

WHEREAS, in accordance with the guidelines set forth in paragraph 11 of Resolution
No.466 of 1973, any extension of sick leave at half pay beyond thirty (30) days requires the
approval of the County Executive and the Legislature, and

WHEREAS, the Commissioner of Human Resources confirms that employee #3290 has
an approved medical need and all benefit time was exhausted prior to this request, and

WHEREAS, it is currently unknown when employee #3290 will be capable of returning
to work, now, therefore, be it

RESOLVED, that Corrections Employee #3290 shall receive half pay sick leave for up to
sixty (60) calendar days, commencing on December 24, 2025 through February 21, 2026, or until
his/her return to work, whichever is sooner.

CA-009-26
TJL/rjw
G-0175-A
01/05/2026
Fiscal Impact: See Attached

STATE OF NEW YORK

ss:

COUNTY OF DUTCHESS

This is to certify that I, the undersigned Clerk of the Legislature of the County of Dutchess, have compared the foregoing resolution with
the original resolution now on file in the office of said clerk, and which was adopted by said Legislature on the 20th day of July 2026 and that
the same is a true and correct transcript of said original resolution and of the whole thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of said Legislature this 25th day of July 2026.



JULIE SHIROISHI, CLERK OF THE LEGISLATURE

APPROVED
Susan Serino
SUSAN J. SERINO
COUNTY EXECUTIVE

Date Jan 21, 2026

Roll Call Sheets

District	Last Name	YES	NO
District 16 - Fishkill and Beacon	Valdés Smith	✓	
District 9 - City of Poughkeepsie	Atkins		
District 20 - Red Hook, Tivoli, and Rhinebeck	Munn		
District 3 - LaGrange	Polasek		
District 12 - East Fishkill	Metzger		
District 1 - Town of Poughkeepsie	Redl		
District 2 - LaGrange, Pleasant Valley & Town of Poughkeepsie	Arnoff		
District 4 - Hyde Park and Town of Poughkeepsie	Lawler		
District 5 - Town of Poughkeepsie	Shah		
District 6 - Town of Poughkeepsie	Kaul		
District 7 - Hyde Park and Pleasant Valley	Darrow		
District 8 - City and Town of Poughkeepsie	Brendli		
District 10 - City of Poughkeepsie	Johnson		
District 11 - Clinton, Pleasant Valley, and Rhinebeck	Kearney		
District 13 - East Fishkill and Wappinger	Giles		
District 14 - Wappinger and Town of Poughkeepsie	Winsby		
District 15 - Wappinger	Faust		
District 17 - Town and Village of Fishkill	McHoul		
District 18 - City of Beacon and Fishkill	Rhodes		
District 19 - North East, Stanford, Pine Plains, Milan & Red Hook	Drago		
District 21 - East Fishkill	Caswell		
District 22 - Beekman and Union Vale	Tresca		
District 23 - Pawling, Beekman and East Fishkill	Rolison		
District 24 - Dover and Pawling	House		
District 25 - Amenia, Washington, Pleasant Valley & Millbrook	Alexander		

Present: 23
Absent: 2
Vacant: 0

Resolution: _____
Motion: Polasek
Kaul 2nd

Total: 23 0
Yes No
Abstentions: _____

2026013 GRANTING SICK LEAVE AT HALF PAY TO AN EMPLOYEE OF THE DUTCHESS COUNTY JUSTICE AND TRANSITION CENTER

January 20, 2026

SUE SERINO
COUNTY EXECUTIVE



RACHEL M. KASHIMER
COMMISSIONER

DUTCHESS COUNTY GOVERNMENT
HUMAN RESOURCES

MEMORANDUM

TO: Sue Serino, County Executive

FROM: Rachel M. Kashimer, Commissioner of Human Resources *RS/Kee*

DATE: January 5, 2026

RE: Sick Leave at Half Pay Request

Corrections Employee #3290 has been employed with Dutchess County since September 17, 2007, and has requested leave pursuant to a physician's orders for a non-work related medical issue. In doing so, the employee has been approved for use of accrued benefit time, however there are insufficient balances for the term of the leave. Upon exhaustion of benefit time, a request has been made for use of Sick Leave at Half Pay, as provided in the DCSEA collective bargaining agreement in Article VII, Section 3(vii), through the duration of the employee's absence.

Per the policy, an employee must have an appropriate medical need and exhaust their benefit time prior to being eligible for this benefit as well as meet the criteria as set forth in Resolution 466 of 1973. Employee #3290 has an approved medical need and all benefit time was exhausted prior to this request. The anticipated return to work date is unknown at this time pursuant to the medical documentation. Pursuant to the rules of the benefit, the Sheriff has approved the initial 30-day period, which was effective 11/24/2025 through 12/23/2025, after which coverage requires Legislative approval to continue the benefit.

The attached Resolution requests the Legislature to approve an additional sixty (60) days of the Sick Leave at Half Pay benefit commencing December 24, 2025. As this memo will be part of the public record, the employee's identity and details relating to the medical condition are being withheld to maintain confidentiality.

FISCAL IMPACT STATEMENT

☐ NO FISCAL IMPACT PROJECTED

APPROPRIATION RESOLUTIONS

(To be completed by requesting department)

Total Current Year Cost \$ 12,000

Total Current Year Revenue \$ _____
and Source

Source of County Funds (check one): ☒ Existing Appropriations, ☐ Contingency,
☐ Transfer of Existing Appropriations, ☐ Additional Appropriations, ☐ Other (explain).

Identify Line Items(s):

Related Expenses: Amount \$ _____
Nature/Reason:

Anticipated Savings to County: _____

Net County Cost (this year): \$12,000
Over Five Years: _____

Additional Comments/Explanation:

Corrections employee has requested sick leave at half pay pursuant to a physician's orders. Earned benefit time has been exhausted and a request has been made to use Sick Leave at Half Pay, as provided in the DCSEA collective bargaining agreement in Article VII, Section 3(vii). The post that this employee is assigned to will need to filled with overtime hours.

Prepared by: Tiffanie Massey, Budget Office

Prepared On: 1/7/2026