

BUDGET, FINANCE, AND PERSONNEL

RESOLUTION NO. 2026137

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

Legislators MUNN, POLASEK, BRENDLI, CASWELL LAWLER, REDL, and RHODES offer the following and move its adoption:

WHEREAS, Corrections Employee #5238 has been an employee of the Dutchess County Justice and Transition Center since October 16, 2017, and

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

WHEREAS, after exhausting accrued benefit time, the employee was granted thirty (30) days half-pay sick leave by the Sheriff which terminated on June 3, 2026, 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 #5238 has an approved medical need and all benefit time was exhausted prior to this request, and

WHEREAS, it is currently unknown when Employee #5238 will be capable of returning to work, now, therefore, be it

RESOLVED, that Corrections Employee #5238 receive half pay sick leave for up to sixty (60) workdays, effective June 4, 2026 through August 28, 2026, or until medically cleared to return to work, whichever is sooner.

CA-080-26
TJL/rjw
G-0175-A
07/07/2026
Fiscal Impact: See Attached.

APPROVED



SUSAN J. SERINO
COUNTY EXECUTIVE

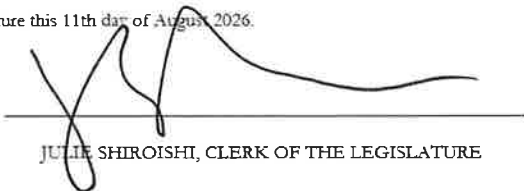
Date Aug. 21, 2026

STATE OF NEW YORK
COUNTY OF DUTCHESS

ss:

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 10th day of August 2026, and the same a true and correct transcript of said original Resolution and the whole thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of said Legislature this 11th day of August 2026.



JULIE SHIROISHI, CLERK OF THE LEGISLATURE

COORDINATION

Initialing indicates information only:

CEJ County Executive

TJL County Attorney (as to form)

PH/TN Human Resources

SD/TN Finance

BK/TN Comptroller

Om Budget



DUTCHESS COUNTY GOVERNMENT
HUMAN RESOURCES

M E M O R A N D U M

DATE: June 23, 2026
TO: A. Gregg Pulver, Deputy County Executive
FROM: Rachel Kashimer, Commissioner of Human Resources
RE: Sick Leave at Half Pay Request

Corrections Employee #5238 has been employed with Dutchess County since October 16, 2017, 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 #5238 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 workday period, which was effective 04/23/2026 through 06/03/2026, after which coverage requires Legislative approval to continue the benefit.

The attached Resolution requests the Legislature to approve an additional sixty (60) workdays of the Sick Leave at Half Pay benefit from June 4, 2026, through August 28, 2026. If medically cleared to return to work, the employee may do so prior to August 28, 2026. 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 \$ _____

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):

A.3150.1010 and associated benefit lines

Related Expenses: Amount \$ _____

Nature/Reason:

Anticipated Savings to County: _____

Net County Cost (this year): _____
Over Five Years: _____

Additional Comments/Explanation:

This resolution would authorize up to 60 additional workdays of sick leave at half pay for a Corrections employee. Existing appropriations within the Jail's budget are sufficient to cover this expense which is anticipated to be approximately \$18,000 in pay plus associated benefit expenses.

Prepared by: Rachel Kashimer, Commissioner of Human Resources

Prepared On: 6/23/26

Budget, Finance, and Personnel Committee Roll Call

<i>District</i>	<i>Name</i>	<i>Yes</i>	<i>No</i>
District 16 - Fishkill and Beacon	Valdés Smith*	X	
District 9 - City of Poughkeepsie	Atkins*	X	
District 20 - Red Hook, Tivoli, and Rhinebeck	Munn*	X	
District 3 - LaGrange	Polasek*	X	
District 12 - East Fishkill	Metzger*	X	
District 1 - Town of Poughkeepsie	Redl (VC)	X	
District 4 - Hyde Park and Town of Poughkeepsie	Lawler (C)	X	
District 7 - Hyde Park and Pleasant Valley	Darrow	X	
District 8 - City and Town of Poughkeepsie	Brendli	X	
District 10 - City of Poughkeepsie	Johnson	X	
District 18 - City of Beacon and Fishkill	Rhodes	X	
District 21 - East Fishkill	Caswell	X	

Present: <u>12</u>	Resolution: <u> </u>	Total : <u>12</u> <u> </u>
Absent: <u> </u>	Motion: <u> </u>	Yes No
Vacant: <u> </u>		Abstentions: <u> </u>

2026137 GRANTING SICK LEAVE AT HALF PAY TO AN EMPLOYEE OF THE DUTCHESS COUNTY JUSTICE AND TRANSITION CENTER

Roll Call Sheets

District	Last Name	YES	NO
District 16 - Fishkill and Beacon	Valdés Smith	X	
District 9 - City of Poughkeepsie	Atkins	X	
District 20 - Red Hook, Tivoli, and Rhinebeck	Munn	X	
District 3 - LaGrange	Polasek	X	
District 12 - East Fishkill	Metzger	X	
District 1 - Town of Poughkeepsie	Redl	X	
District 2 - LaGrange, Pleasant Valley & Town of Poughkeepsie	Arnoff	X	
District 4 - Hyde Park and Town of Poughkeepsie	Lawler	X	
District 5 - Town of Poughkeepsie	Shah	X	
District 6 - Town of Poughkeepsie	Kaul	X	
District 7 - Hyde Park and Pleasant Valley	Darrow	X	
District 8 - City and Town of Poughkeepsie	Brendli	X	
District 10 - City of Poughkeepsie	Johnson		ABSENT
District 11 - Clinton, Pleasant Valley, and Rhinebeck	Kearney	X	
District 13 - East Fishkill and Wappinger	Giles	X	
District 14 - Wappinger and Town of Poughkeepsie	Winsby	X	
District 15 - Wappinger	Faust	X	
District 17 - Town and Village of Fishkill	McHoul	X	
District 18 - City of Beacon and Fishkill	Rhodes	X	
District 19 - North East, Stanford, Pine Plains, Milan & Red Hook	Drago		ABSENT
District 21 - East Fishkill	Caswell	X	
District 22 - Beekman and Union Vale	Tresca	X	
District 23 - Pawling, Beekman and East Fishkill	Rolison	X	
District 24 - Dover and Pawling	House	X	
District 25 - Amenia, Washington, Pleasant Valley & Millbrook	Alexander	X	
Present: <u>23</u>	Resolution: ____	Total : <u>23</u>	<u>0</u>
Absent: <u>2</u>	Motion: ____	Yes	No
Vacant: ____		Abstentions: ____	

CONSENT AGENDA: RESOLUTIONS 2026123, 124, 125, 126, 127, 128, 129, 130, 132, 133, 135, 137