

**COMMITTEE MEETING  
LAKE PLEASANT, NY  
THURSDAY  
MARCH 3, 2016**

**EMERGENCY PREPAREDNESS/EMERGENCY RESPONSE  
COMMITTEE  
12:00 PM**

Members present: Bob Edwards and Brian Wells

Also present: Bill Farber, Brian Towers, Phil Snyder, Dan Wilt, John Frey and Karl Abrams

Mr. Farber explained the meeting was called to discuss a personnel matter in the Sheriff's Department. Deputy Stuart is going to the State Police at the end of this month.

Sheriff Abrams stated he would like to hire two deputies. He has two lines in his budget for deputies that are funded and vacant. He knows he can justify the need for two hires. His idea is to hire one new and advertise for a lateral transfer for the other. Sheriff Abrams handed out an explanation sheet from Saratoga County on how to do lateral transfers.

Mr. Farber stated the reason why Sheriff Abrams has these handouts is because our Personnel Officer thought that we could not do lateral transfers if there was a list. The Sheriff did some research and found that wasn't the case. With a lateral transfer we can avoid the training period and costs and literally start on their first day.

Sheriff Abrams feels it will be a hard sell to get a lateral transfer with our current salaries. He would like to change the counties hiring process for his department. He wants a thorough psych background check, a complete physical etc. There are soldiers that are coming back that would be great officers but some have major post-traumatic stress syndrome and they need to be evaluated first. He would like to get a policy on this type of hiring in place and has reviewed others from different counties.

Mr. Farber asked if he could get the policies from another county, Sheriff Abrams stated yes.

Sheriff Abrams stated there is a very good size list this year. He doesn't mind going off the list but he would like to explore a lateral as well. He is just asking for an o.k. from his committee to hire two.

Mr. Farber stated it is basically what do we want; the work is there so are we willing to continue to support the two deputy positions that are in the 2016 budget. The other is; is everyone comfortable with filling one off the list and trying to get a lateral transfer for the other.

Mr. Wells asked if he hires a lateral transfer will you offer the individual what Deputy Stuart was making for salary.

Sheriff Abrams stated we would have to set some type of rate, but it would have to be higher than what we offer for starting out.

After a short discussion the committee agreed to go ahead with the two hires.