

**COMMITTEE DAY  
LAKE PLEASANT, NY  
MONDAY  
OCTOBER 26, 2015**

**HEALTH COMMITTEE  
9:00 AM**

Members present: Clark Seaman, Brian Towers and Phil Snyder

Also present: Bill Farber, Bob Edwards, Brian Wells, Rick Wilt and Susan Franko

Director Franko stated she is here to discuss Director Ryan's retirement and her plan to fill that position.

The State is willing to forgo regulations for Penny because she is so close to having her two year supervisory experience and allow her to fill the position on 1/1/16 as Director of Patient Services.

Director Franko reported that she will not be filling Penny's vacant position. Her only fear is the clinical side of what Penny has been doing. She has discuss with her committee chair of possibly hiring a per diem RN just to be able to take calls etc., because they will need a RN in the office down the road.

Penny's salary is currently a step and grade, for 2016 with a step it will bring her to \$56,208. Director Franko emailed the seven other counties for a salary survey and the response she received ranges anywhere from \$66,000 to \$90,000. Director Franko will submit her suggestion to committee chairman Seaman and Budget Officer Mezzano for budget discussion.

Mr. Farber asked if she would discuss the education request and how it fits into the department.

Director Franko reported Daryl Parslow has started her master in Special Education. She has a BA in teaching. In her role as Family Services Coordinator she needs a broader understanding of the special education services. Historically with her previous employers they typically did forgiveness loans, they basically pro-rate the time.

The Chairman stated that is an interesting way of doing that, paying it and doing it more like a structured loan with a loan forgiveness model for each year you put in. He will look into doing a pro-rated loan type program with the County Attorney to see if this is possible being a municipality.

**FINANCE COMMITTEE  
9:20 AM**

Members present: Bob Edwards and Brian Towers

Also present: Bill Farber, Brian Wells, Rick Wilt, Clark Seaman, Phil Snyder, Tish and Mark from Burnham and Kimberly Byrne

Tish handed out information and Mark reviewed.

Mark reported that they have guaranteed rates now. The HMO increase is 9.1% and if you make modifications to the co-pays you will notice a decrease from 7.1% to a 4.5% depending upon the modification. Mark asked what their thoughts are on the HMO program for next year.

The Chairman reported at the last meeting with Burnham he thought it was decided that they would stay with the current plan for employees and retirees.

Mark continued his presentation.

Mark and Tish asked about the HRA for the upcoming year and if we are still interested in participating.

Mr. Wells reported that he was asked if it could be put in the employees check.

Mr. Seaman stated it's a pain; he would rather have the buyout personally. He is constantly asked to submit EOB's, receipts etc.

Mr. Farber asked if they work with municipal employers and which ones do cash buyouts.

Mark stated Essex and Clinton Counties do cash buyouts.

Mr. Farber asked Mark if he would email some information to Office Byrne regarding this.

Mr. Wilt reported Arietta's buyout is set on a percentage.

Mr. Towers reported Wells gives a cash payment of \$3,600 in July.

As a reminder Benefits Day will be November 13, 2015.

**HUMAN SERVICES COMMITTEE**  
**9:50 AM**

Members present: Clark Seaman, Rick Wilt and Phil Snyder

Also present: Bill Farber, Brian Wells, Brian Towers, Bob Edwards and Bob Kleppang

Director Kleppang addressed the committee about substance abuse and how we have struggled with providing services. He is proposing to contract with North Star Chemical Dependency Services (Citizen's Advocates) to provide integrated mental health and substance abuse services in the county.

His idea with North Star is to have our staff provide the work under their license. North Star would provide all the billing, administration, support and ongoing training. In turn they would contract back to us for a staff person. He feels this is a win win.

Director Kleppang reported he does have an employee that is interested in doing this. He increased her hours to 40 in the upcoming budget because she will be traveling to required training in Tupper Lake. 16 hours a week will be billed through the North Star contract starting January 1, 2016.

**EMERGENCY PREPAREDNESS/EMERGENCY RESPONSE  
COMMITTEE  
10:10 AM**

Members present: Rick Wilt, Brian Towers, Brian Wells and Clark Seaman

Also present: Bill Farber, Bob Edwards, Phil Snyder and Karl Abrams

Sheriff Abrams reviewed changes to his 2016 budget particularly increases in salaries. He is asking for a 12% increase, this is a one-time increase to get them close to what surrounding counties are paying. He also asked to hire two new deputies and the window for that is closing. There are 13 signed up to take the exam.

Mr. Farber asked with respect to deputies, was there an exam or did we miss the deadline, Sheriff Abrams replied we are past the deadline for the exam which is November 14<sup>th</sup>.

A short discussion took place on when the Academy holds classes.

Mr. Farber asked the committee if they would feel comfortable with him taking a risk on one of them scoring in the top three or he will have to wait a year for an academy. If we are going to take a risk our tendency would be to hire only one.

Mr. Wilt asked if this hire would get you back to five. Sheriff Abrams stated it would bring him to six until Deputy Stuart leaves in the spring.

Mr. Farber stated then the point is you would have a list.

Sheriff Abrams stated Canton Academy is the cheapest by far, they gave him a great rate, the only problem is housing. A short discussion took place.

Sheriff Abrams stated he needs to hire for Correction Officer Moran's position. Right now he has a temporary officer in there that was employed by us and quit. Now he is asking to be rehired and Sheriff Abrams knows that he is still looking elsewhere so he doesn't feel that he will stay here if he did rehire him.

Mr. Farber asked what the status was on the list for corrections. Sheriff Abrams reported that there is no list. When is the exam? Sheriff Abrams stated not until April. Mr. Farber suggested we advertise for the vacancy. Sheriff Abrams reported the training would not be until the fall but he has up to one year to get them certified.

Mr. Farber suggested that Sheriff Abrams have Personal Office Byrne start advertising for the corrections position.

**INTERNAL MANAGEMENT COMMITTEE**  
**11:25 AM**

Members present: Bob Edwards and Brian Wells

Also present: Bill Farber, Phil Snyder, Brian Towers, Rick Wilt, Clark Seaman, Kimberly Byrne and Karl Abrams

Officer Byrne handed out information regarding medical insurance for retirees and introduced Sheriff Abrams.

Sheriff Abrams reported he is here to discuss retirement for the Sheriff's Office. He brought this up several months ago and was told that they would re-address it and he hasn't heard anything. Back in the mid 90's if you signed on to the 20 year plan it was his impression that included health insurance at retirement but that is not true. He is looking for an option to get health insurance before age 55. He doesn't feel that this should be tabled or put on the back burner, it needs to be addressed.

Mr. Towers stated they have two highlighted areas on the handouts, one is at 55 and the other is 62 years of age, why. Officer Byrne stated one was prior to 2010 and the other was after 2010.

Mr. Farber asked if other counties when they adopted the option under the State retirement system also adopted a resolution to authorize health insurance at that point. Sheriff Abrams stated a lot of surrounding counties have a 25 year plan, if you retire after 25 years of services the health insurance is included.

Mr. Farber stated we did better than that and allowed the retirement after 20 years of service. Sheriff Abrams stated there are quite a few Sheriff's Departments that are 20 years with full benefits.

Mr. Farber explained how they came up with this.

Mr. Towers asked if we have done any analysis of what the impact would be to do this.

Mr. Farber asked Sheriff Abrams if he knows of any Sheriff Departments that do make some kind of a distinction for those employees that have to have that sort of safety net verses the ones that just decide they want to go do something different. Sheriff Abrams stated no he didn't have that but he will do a survey with the Sheriff's Association to see what they do.

Mr. Farber stated no one in the room wants to leave our employees without some protection that really needs it.

Mr. Wilt suggested to look at what other counties are doing.

A discussion continued on what would be the best and they will continue the discussion once they receive information back from Sheriff Abrams.

Once the Sheriff left the members continued to discuss the issue.

Mr. Farber reported they have a co-pay in Morehouse as a retiree, they don't pay 100% of the retiree health insurance, but they also don't extinguish at the time of death, the living spouse still is covered.

Mr. Seaman reported Long Lake has no requirements for the retiree to contribute anything to insurance and they cover the surviving spouse for three years.

Mr. Edwards asked Officer Byrne what else she needed to discuss.

Officer Byrne stated section 800-1 of the employee handbook regarding holiday for non-paid leave correction was added.

Mr. Farber asked if this would differentiate between what you would characterize as formal or informal unpaid leave. We have had employees who have been out of time but took a day off without pay so we are not talking about these employees.

Office Byrne stated it is not a day here or there, it is an extended time off.

Mr. Farber reported at the last meeting a couple of Supervisors stated it shouldn't be 15 days but be zero. The two options were to stay with the 15 or go with zero, are these two options adequate for you to evaluate based on the kinds of questions that came up at the last meeting. I know there is a possibility that we might have an employee that would intentionally come back the day before a holiday just so they can be entitled to the holiday pay. If we are concerned about policing against that; is there a better option than option two.

Office Byrne stated she just wasn't sure how to police it on the time sheets.

Mr. Farber stated he feels most of our employees are honest and not trying to beat the system.

Mr. Tower stated the definition in option two of a full-time employee is described somewhere else. The question that has come up is the difference between a long term unpaid leave of absence and a very short term for one reason or another.

Mr. Farber stated yes, there are definitions in the handbook that constitutes that.

Mr. Farber does recall a couple of incidents that might have contributed to the confusion over this. There were incidents where employees took a year off with the consent of the department head as well as the Board to go and try a different career and then you have an employee taking a year off for a medical condition. The discussion continued of how to define it.

Office Byrne questioned if this should be stated under the unpaid leave of absence, the committee continued to discuss.

It was agreed by the committee members that they were fine with option two for unpaid leave.

Office Byrne wanted to discuss the issue the Sheriff brought to her attention. It was that Correction Officer Griffin came to him about not getting holidays. The way the handbook is written he never works a holiday.

Mr. Towers stated take for example Memorial Day is on a Monday and they only work the weekend so they don't get paid for Monday.

Technically they are not getting their holidays per Office Byrne. They are considered full-time employees because they work a 32 hour week.

Mr. Farber asked Office Byrne how she deals with them working 16 hour days. Office Byrne stated that is the other part of the problem.

Mr. Farber suggested they come up with some sort of model that would give them a floater concept around holidays and just pay them.

Office Byrne stated that is what she has been doing, adding 8 hours to their next payroll but she wasn't sure if it was written clearly.

Mr. Farber stated he understands what she is trying to do and he thinks they just need to change some of the language. If they do it that way it will only be a budgetary impact for the Sheriff and not a scheduling nightmare.

Mr. Farber asked if anyone had any questions or changes they would like to see.

Office Byrne stated under section 800-3 separation of employment we never put in the maximum payment for vacation days which is thirty days, they can accrue more but we will only pay for thirty.

Another thing Office Byrne wanted a comment on was at the last discussion when Mr. Seaman brought up FMLA. She researched this and explained it is for when you're out for a years' time under workmen's comp.

Mr. Farber had a suggestion for section 817 education assistance. Based on the conversation this morning he thinks they should modify the employment commitment and changed the range from one to five years based on the request for educational reimbursement rather than the twelve months.

He suggested that they move forward with the changes they have discussed. He doesn't feel in the near term they are going to be able to resolve the issue on the Sheriff's piece until we do more research on buy-outs and not all of these will be quick changes.

**PUBLIC WORKS/SOLID WASTE/BUILDINGS**  
**2:30 PM**

Members present: Brian Towers, Rick Wilt and Phil Snyder

Also present: Bill Farber, Bob Edwards and Tracy Eldridge

Highway Superintendent Eldridge started reviewing Solid Waste budget sheets.

Superintendent Eldridge mentioned that he may need to look at replacing another trailer that is why revenue 2376.1 is the \$84,000.

DM2655 - Is for the sale of gas and diesel to everyone who is connected to our fuel depots except for inter-county departments.

DM2801 – Is the sale of gas and diesel to in-house departments.

DM5130.101 – Superintendent Eldridge stated this should have been adjusted to \$194,000. Mr. Farber reported Officer Mezzano adjusted it to \$193,800.

DM5130.201 – Was budgeted at \$200,000. Superintendent Eldridge stated he will be proposing to buy two pickups, a dump body at \$70,000, a dump box for approximately \$45,000 and one trailer for \$25,000 for a total of \$140,000 to \$150,000.

Under buildings – 1620.202 Superintendent Eldridge budgeted \$10,500 so that he can transfer a decent pickup truck to them that they desperately need.

1620.418 – Should be zero not \$6,000.00.

Mr. Farber asked if they wanted to discuss Lisa Burgess's rent in Indian Lake.

Mr. Wilt asked if it was flat for two years.

Superintendent Eldridge stated we did put in security last year which was a cost and he agreed that they should adjust it a little bit.

Clerk of the Board Abrams looked up the last time it had been raised and it has been four years.

Superintendent Eldridge suggested they raise it to \$400.00 a month starting 2016 and the committed agreed.