

**COMMITTEE DAY
LAKE PLEASANT, NY
MONDAY
JULY 27, 2015**

**INTERNAL MANAGEMENT COMMITTEE
9:00 AM**

Members present: Bob Edwards, John Frey, and Brian Wells

Also present: Brian Towers, Rick Wilt, Clark Seaman, Phil Snyder, Kimberly Byrne and Pete Klein

The committee discussed use of sick time for bereavement. Personnel Officer Byrne stated employees need to use either vacation or personal days for bereavement days. She has been asked why they can't use sick time or why we don't have bereavement time.

Mr. Towers stated they have bereavement time for his town employees.

Mr. Wilt asked how much time do the employees earn, Officer Byrne explained it depends on how long you have been with the county.

Mr. Edwards feels we need to have a bereavement policy in our handbook because the employee shouldn't have to ask the Personnel Office what type of time they have to use.

The committee agreed to three days bereavement time for immediate family members to be added to the handbook.

Next they read the concerns from the County Clerk.

The committee discussed the use of sick leave for all family members not just "in the household". After a thorough discussion the committee felt there wasn't a need to change the policy we have.

Next concern is once employees hit 20, 25, and 30 years they only get an increase every five years. Personnel Officer Byrne explained that once you hit 20 years you have to wait every five years for an increase and once you hit 30 the steps run out and you get nothing else.

Mr. Seaman stated that is the county's version of longevity.

They used to get longevity pay and Mr. Towers explained why they stopped that. He doesn't mind looking this over but he feels this is a bigger issue than what they can agreed to change today.

Mr. McGovern entered at this time.

For Sheriff's retirement, if they retire with 20 years of service they still need to wait until they are 55 to get the county health insurance.

Mr. Frey stated usually if someone retires at the age of 45 they usually get another job and he feels that's a long time to pay for health insurance. If they work until 55 then they will get the county insurance.

Mr. Wells asked if this is a special retirement, or a state mandate, Officer Byrne stated no, the county chooses to do it.

Mr. Frey stated why make it easy for deputies that you train to leave. He would rather pay them more to have them stay than make it easy for them to leave.

Mr. Wilt stated we really need to stay competitive.

Mr. Towers recommended not doing anything right now.

Comp time – An employee attending an overnight conference for training shall only work the hours of their standard work day therefore should not be entitled for any compensation.

Clerk Abrams explained when employees go out of their way to travel instead of staying overnight due to expenses they do not receive comp time. We are really encouraging employees to stay over.

Mr. Towers stated all they are asking for is comp time for anything above their seven hour day?

Clerk Abrams stated yes for travel time, she believes that is the request.

The committee had a short discussion and agreed to pay comp time for travel on the day of the conference.

Mr. Frey asked to go back to discussing the Sheriff's 20 year retirement plan. The way it is written now in the policy is they can retire after 20 years and if they are not 55 they have to pay their contribution for health insurance until they hit 55 years of age then they would be eligible for health insurance. What they are asking for is to have that gap filled in.

Mr. McGovern feels they need a more detailed request from them on what they want us to look into.

Mr. Towers reported that they did five very thorough interviews for the Economic Development and Tourism Aide and a decision was made.

Personnel Officer Byrne wanted to discuss the vacation donation policy, employees would like to know who they are donating to. She can legally give out the name but can't tell why, that falls within HIPAA regulations. Employees have stated if they don't know who it is for then they don't want to donate. After some discussion it was agreed the name of the person accepting donations should be disclosed.

Mr. Edwards stated the last question was are we going to cover same sex marriage/spouses under our insurance and was told we don't have a choice, we have to.

**EMERGENCY PREPAREDNESS/EMERGENCY RESPONSE
COMMITTEE**

10:10 AM

Members present: Rick Wilt, Brian Towers, John Frey and Clark Seaman

Also present: Brian Wells, Bob Edwards, Phil Snyder, Sheriff Abrams, Kimberley Byrne, Tracy Eldridge and Pete Klein

Sheriff Abrams reported he is starting to have turn over in his department. Dan Moran is retiring; Josh Fish is leaving to go to Montgomery County for an eight thousand dollar raise, Deputy Knapp is leaving at the end of the week and Deputy Stuart will be going to the State Police. He feels this is the time to strongly consider the deputies and corrections officers wages. Employees are getting their experience here and then leaving to make more money elsewhere.

Personnel Officer Byrne checked with our surrounding counties on wages. Fulton County's hiring rate for corrections officers is \$17.28, which is approximately \$36,000.00 per year, Warren County is a little more.

Mr. Towers asked what our rate is; Personnel Officer Byrne stated \$26,929.00.

Sheriff Abrams stated it's hard to keep and retain employees. Correction Officer Fish is a great employee and he is leaving and so are the deputies for more money.

Mr. Towers wanted to discuss the corrections officers, when we are trying to attract people for these jobs are they forty hours per week?

Sheriff Abrams stated yes with potential for overtime for shift coverages and backfills when someone is on vacation but they also have to pay 20% towards their insurance benefits.

Mr. Towers asked if there are individuals out there who retire at 45 or 50 and aren't getting a pension so should we be looking at them to fill in on a part-time basis or even full-time that haven't reached 65 or don't want to be fully retired yet.

Sheriff Abrams stated the problem is we still have to send them to the eight week academy and then we are going to ask them to work only a couple of hours a week or month and be on call, it is tough to get them.

Mr. Wilt stated the other thing about the two counties we just mentioned is they offer a twenty-five year retirement for their correction officers.

Mr. Towers stated if we were to put in for increases do you have any idea what the impact on your budget would be.

Sheriff Abrams stated if they agree to an increase he would like to start it next year so that he can budget for it.

Mr. Frey stated if we are going to keep these guys we need to pay them.

Mr. Wilt reminded everyone with the new 911 system coming on board there will be an increased load of training for Sheriff Abrams' employees as well.

Mr. McGovern asked if he has had any interest for road patrol, Sheriff Abrams stated there is an individual from Wells that has done an internship with us that he feels would be an excellent deputy. He went to college for law enforcement and Sheriff Abrams told him to see our Personnel Officer for an application and he said he would think about it.

**PUBLIC WORKS/SOLID WASTE/BUILDINGS
COMMITTEE
10:25 AM**

Members present: Brian Towers, Brian Wells, Rick Wilt and Phil Snyder

Also present: Bob Edwards, Clark Seaman, John Frey, Tracy Eldridge and Pete Klein

Highway Superintendent Eldridge announced he will be opening the Sheriff's car bids at 10:30 AM.

Projects are underway, they have completed their tree cutting but the weather has put them behind.

Their pavement surface treatment came in under budget and he feels it came out terrific and is happy with the whole process.

Mr. Towers asked what projects he is doing now.

Superintendent Eldridge stated they have 2 separate half mile projects on County Route 4 in Indian Lake, 1 mile on County Route 11, they are going to be in Hope Falls soon, they are currently doing 1 mile of Limeclin and an overlay on the Raquette Lake Road.

Superintendent Eldridge reported there is a mile in between projects on South Shore Road in Lake Pleasant he might use CHIPs funds to top it to help save the road.

Bid Opening:

Spec No. 6 of 2015 – Utility SUV AWD Police Interceptor

1. Van Bortel – East Rochester - \$39,080.00
2. Carbone Auto – Yorkville - \$39,999.00 (with some additions)

A motion was made to accept the bids and refer them to committee by Mr. Edwards, seconded by Mr. McGovern. Carried.

Superintendent Eldridge reported that he has been working with County Attorney Getty on a resolution to create a formal DPW and sent a draft to Chairman Farber and Mr. Towers to review. It is more from a logistic stand point because as time has progressed he has been named Solid Waste Coordinator and then Buildings came under his watch but his job title would still be County Highway Superintendent. Basically it is so he has one letterhead not three and when he puts bids in the paper it is under DPW.

Mr. Towers questioned if we were creating a Department of Public Works.

Superintendent Eldridge stated you are and the county board can decide to put any kind of duties upon the Superintendent. So we would official be a DPW but his job description will still be a County Highway Superintendent with a four year term. We are not combining budgets or anything.

For Fuel Consolidation: DOT is on board and he has a five year contract from them which Chairman Farber and County Attorney Getty have approved. It will be .5 cents on a gallon and it will be negotiable every year. There will be a resolution for the August Board meeting.

Superintendent Eldridge reported under buildings; the glass window in Public Health is done.

Superintendent Eldridge stated his Temp employee for the Buildings Department has been out for a while and he hired a new temp who is working out really well. He will be reaching out to the employee who has been out at the end of August to see what the status is and then make a decision on what he is going to do.

In the last five years the Building Department has expanded quite a lot and they will be needing a truck in 2016 for carrying tools, materials and supplies.

Superintendent Eldridge is waiting for one other electrical proposal for the Jail. He will need to contact the Historical Preservation before they can do any changes.

Superintendent Eldridge reported that he has reviewed the DANC Agreement because it will be expiring soon.