

**COMMITTEE DAY
LAKE PLEASANT, NY
FRIDAY
SEPTEMBER 18, 2015**

**FINANCE COMMITTEE
9:00 AM**

Members present: Bob Edwards, Brian Towers, and Neil McGovern

Also present: Bill Farber, Phil Snyder, Kim Byrne and Mark from Burnham Financial

Mr. Edwards introduced Mark from Burnham Financial.

Mark reviewed the handouts. All the rates stated are pending approval. The MVP HMO for approximately 90 employees is increasing 9.1% for 2016.

A single rate for one individual went up 3.5%, the two person rate up 19%, family went down 3% and Medicare Gold increases 4.9%. Because of this MVP will be adjusting their community rated pricing structure.

Mark discussed alternatives in the handout to help bring down the 9% increase by adjusting co-pays.

Mr. McGovern felt when the increase is under the in-patient portion it is easier to sell to our working staff.

Mr. Farber stated we are really only saving two percent; it's not a year where there was really a quandary over it because you could save some significant money. As we start reviewing the budget we can talk more about this. Budget Officer Mezzano has most of the budget request forms in from the departments and is starting to put together some of the larger numbers and will be meeting with those larger department over the next few weeks.

Mark moved on to the point of service which he refers to as the cadillac plan with an extremely high premium.

There are three retirees that have this plan reported Personnel Officer Byrne.

Mr. Farber suggested that they talk to the retirees that are on this plan and have them look for an alternative plan.

Mr. Towers asked what would be an alternative plan.

Mark stated they could go on the Hartford Medicare Supplement Plan which is approximately half of the cost of the current plan, or the MVP Gold plan for approximately \$1,000 per year for a single.

Mr. Farber asked Personnel Officer Byrne to reach out to the individuals who have the point of service to see what the issues are and what the alternatives would be and report back.

Mark stated Alternative 4 Excellus BCBS Simply Blue PPO is comparable to the plan the county offers now and it is showing a 21.22% increase for 2016.

INTERNAL MANAGEMENT COMMITTEE
9:30 AM

Members present: Bob Edwards, Brian Towers, and Neil McGovern

Also present: Bill Farber, Phil Snyder, and Kimberly Byrne

Employee evaluations.

10:50 AM

Members present: Bob Edwards, Neil McGovern and Brian Towers

Also present: Bill Farber, Phil Snyder, Kim Byrne and Pete Klein

Personnel Officer Byrne handed out the changes to the employee handbook.

Mr. Towers suggested that they review the pages that had changes.

Mr. Farber suggested to Officer Byrne that she use the edit tracker in word and that will show where you have deleted a word or added a word etc.

Page 500 under Education and Training that was updated.

Page 600-6 Officer Byrne reported she added the word child. Mr. Farber stated he doesn't understand the word "child". After a short discussion Mr. Farber suggested that they look this over again before they adopt.

Page 600-11 was completely added regarding bereavement time.

Mr. Towers stated currently the three days that you are allowed to take off comes from your benefit time, correct?

Officer Byrne stated yes; personal or vacation.

So now that is saying we can't do that asked Mr. Towers.

What was discussed was three days replied Officer Byrne.

Mr. Farber stated the issue in his opinion was we had a circumstance where an employee had used all their personal time at a point of a passing of an immediate family member. Because of that, the only paid leave that they had left was vacation time. The suggestion was that it is not a vacation to take time off around the funeral of an immediate family member.

Officer Byrne stated that a lot of the employees are using personal time for their health insurance payment so they don't have that time any more.

After some discussion Mr. Farber suggested they could, as an alternative to standalone bereavement time, use sick time.

Under 800-6 Officer Byrne stated she added death in the immediate family. Mr. Farber suggested that they just let the employees use sick time and the committee agreed. Mr. Edwards wanted to know if they need to put in what constitutes immediate family, Mr. Farber stated the handbook has a section of definitions so we don't really need to put it in.

700-2 Overnight Conference Training change – Mr. McGovern felt this was straight forward.

800-4 Disability Sick Leave – The only change was the employee's identity will be disclosed to donors, but the reason for the request will not be.

Due to time running out Mr. Edwards suggested to Officer Byrne to setup another committee meeting in October to continue their review, Officer Byrne agreed.

PUBLIC WORKS/SOLID WASTE/BUILDINGS
11:30 AM

Members present: Brian Towers, Brian Wells and Phil Snyder

Also present: Bill Farber, Bob Edwards, Neil McGovern, Tracy Eldridge, Dan Fish, Mark Stuart and Pete Klein

Buildings - Superintendent Eldridge asked Dan and Mark to join the meeting for the reporting on the buildings portion.

Superintendent Eldridge stated we have the building permit for the Jail and an electrician in place. Dan and Mark will start tearing down the old chimney next week.

At the last committee meeting Superintendent Eldridge was asked what the renovation costs would approximately be, one of the big things is the old heating system. They had Security Supply come up and assess the system. What they found is that they may be able to upgrade; they would be looking at approximately \$5,000 in parts for heating. Dan doesn't believe it will exceed \$15,000.00 for the heat and cooling. As for the renovations upstairs and for the dispatching center along with electric he thinks no more than \$16,000.00, for a total of \$31,000.00. After some discussion the committee approved them to move forward. Dan and Mark left at this time.

Superintendent Eldridge reported that he still has a building employee out and will not be returning. He would like Officer Byrne to place an ad in the paper to fill that position.

Dan and Mark have been doing some painting at the County Clerk's Office.

Highway – They are very busy with projects. Superintendent Eldridge reported he has a couple of employees out and will move employees around to cover.

Superintendent Eldridge will have a resolution in for October to amend his projects because the Big Brook Road project is two different sections of road and he proposed two different projects because they weren't connected. Now with the way the CHIPs reimbursement is it is going to be

difficult for his office and the Treasurer's Office regarding paperwork, so he has decided to make that one project due to reimbursement issues.

They have been helping DOT with the road that leads to Blue Mountain tower site.

Superintendent Eldridge reported after this audit his budget will be in the negative for repairs. He is doing well under his fuel line so he going to move money from there into repairs.

He will also be doing a resolution for disposition of vehicles for the fleet auction soon. They do have three vehicles that some towns are interested in, Indian Lake a 2007 Impala for \$1,500.00, Morehouse a 2004 Pickup for \$2,500.00 and Inlet a 1994 Plow truck for \$3,500.00.

Superintendent Eldridge mentioned about having a pool vehicle in Indian Lake for the departments to share. He met with Social Services, Public Health and Community Services and they are all ok with it. He will send up a notice on how it will be used and they will be billed at our mileage rate.

Solid Waste – Is slowing down but he feels it is up from last year and is estimating it to be 63,000 to 65,000 tons.

Superintendent Eldridge stated it's been a few years since he adjusted the rates for snow and ice contracts. After comparing rates with what DOT gets this is what he has some up with:

Heavy trucks with a plow, wing, and spreader 35,000lbs or more is \$70.00 per hr. is increasing to \$75.00

Heavy equipment – front end loader, backhoe, gradall is \$40.00 per hr. no increase.

Medium truck with plow, wing and spreader 15,000lbs or more is \$40.00 per hr. no increase.

Light trucks with plow under 15,000lbs is \$20.00 per hr. no increase.

Personal Services rate is for straight time \$22.00 per hr. and \$33.00 per hr. for overtime and is increasing it to \$23.00 per hr. for straight time and \$34.50 per hr. for overtime.

PTEDP COMMITTEE

2:00 PM

Members present: Neil McGovern and Brian Wells

Also present: Bill Farber, Brian Towers, ROOST, Christy Wilt, RaChelle Holsey and Pete Klein

Mr. McGovern introduced Michelle of ROOST

Michelle handed out information and reviewed.

In addition to the new photos, web pages, approximately 27 new blogs were added to the site.

For the site traffic; sessions are 77,188 an increase of 226.13%, users 62,065 an increase of 221.60%, pages viewed 199,756 an increase of 139.41% and the percent of sessions which are new users to the site 76.30%.

The top ten page views from June 1 – August 31, 2015

1. Enter to Win (Lead Generation) 14,389 vs 677
2. Camping 11,832 vs 3,990
3. Waterfall hikes 9,554 vs 931
4. Home page 9,462 vs 8,779
5. Where to stay (cabins & cottages) 6,242 vs 3,436
6. ADK Getaway 6,175 vs n/a
7. Where to stay 6,057 vs 4,242
8. Paddling 4,561 vs 1,380
9. Hiking 3,791 vs 1689
10. Recreation 3,064 vs 1,072

For paid advertising we ran a variety of paid digital ads promoting Hamilton County, one focused on hiking and the other on paddling/rafting. Currently we are running some advertisements for fall travel following will be campaigns for skiing, snowmobiling and ice fishing.