

THE PUTNAM COUNTY LEGISLATURE
40 Gleneida Avenue
Carmel, New York 10512
Phone (845) 808-1020 • Fax (845) 808-1933
putcoleg@putnamcountyny.gov

**AGENDA
PERSONNEL COMMITTEE
TO BE HELD IN ROOM #318
PUTNAM COUNTY OFFICE BUILDING
CARMEL, NEW YORK 10512**

Tuesday 6:00pm September 8, 2026

- 1. Pledge of Allegiance**
- 2. Roll Call**
- 3. Acceptance of Minutes – July 16, 2026 & August 12, 2026**
- 4. Approval – Resolution in Connection with the County Policy on Retiree Health Insurance Benefits**
- 5. Approval – Authorization – Creation of an Additional Senior Deputy County Attorney Position in the Dept. of Law**
- 6. Approval – Budgetary Transfer 26T241 – Law Dept. – Emergency Hire of Additional Attorney**
- 7. FYI – Fund Transfer 26T233 – Health Dept. – Early Intervention Overtime**
- 8. FYI – Accident Report**
- 9. FYI – Incident Report**
- 10. Other Business**
- 11. Adjournment**

#3(1)

Thursday **6:00pm** **July 16, 2026**
(Physical Mtg. to Immediately Follow)

Item #3 – Acceptance of Minutes – May 12, 2026 & June 9, 2026

Item #4 – Discussion – Retiree Health Insurance Costs

Jane Meunier Gorman, a retiree of Putnam County, stated she worked for the County for 39 years in various departments. She read a statement from the founder of Putnam County CSEA. She stated she began working for Putnam County in 1985 and worked in the mailroom, the Law Department, the County Executive's Office, and then the Health Department where she worked for the remainder of the career. She stated she was grateful to have insurance as a benefit of working for Putnam County. She stated as an employee and member of the CSEA, of which she was President of for many years, she was made promises about always having affordable health insurance. She stated her retirement income is \$55,000 and her health insurance bill is about \$10,000, plus copays and other expenses. She stated she believes the cost of health insurance for retirees is not appreciative of the years of service. She stated CSEA cannot represent retirees. She thanked the Committee for the opportunity to discuss this important topic.

John Mulreany, a retiree of Putnam County, thanked the Committee for including this discussion on the agenda. He stated he and Aileen Napolitano submitted the letter that

brought this to the attention of the Legislature. He submitted a spreadsheet showing retiree health insurance contribution rates in surrounding counties.

Chairwoman Addonizio made a motion to waive the rules and accept the additional; Seconded by Legislator Russo. All in favor.

Mr. Mulreany stated when he was working, his income was much higher and he was paying 10% toward his health insurance. He stated he is now paying 30% toward his health insurance on a much lower income.

Janet Gomez-Canaday, a retiree of Putnam County since 2023, stated the current contribution rates, which were passed in 2019 were introduced to the Legislature in October and were approved in December. She stated at that time CSEA was not involved in the process. She recognized that as costs increase for retirees they are also increasing for the County, however income for retirees does not increase. She thanked the Committee for the opportunity to speak on this.

Dorothy "Dot" Trottier, a retiree of Putnam County, stated she worked in the Office for Senior Resources (formerly the Office for Aging) for 41 years. She stated any increase to the insurance contribution would be a hardship; it is already burdensome. She stated health insurance is more important now than it has ever been. She requested that the Committee consider that they will one day be retirees as well.

Shawn Rogan, a retiree of Putnam County, stated he worked for Putnam County for 30 years. He stated when he was hired, he was told that Putnam County was a great place to work because although the salaries cannot compete with private industry, it comes with security, great benefits, and an affordable retirement package. He stated he believes years of service should be taken into account when considering retiree health insurance. He stated in Westchester County, it was decided by the entire workforce to pay more while working. He stated he believes the system in Putnam County should reward length of service. He thanked the Committee for their time.

Brett Yarris, resident of Carmel, stated he is a former CSEA member. He stated making an investment in our residents and communities by allowing people to retire with dignity and with the opportunity to be active participants in the local economy, benefits everyone. He stated government often has to look at things in dollars and cents but it is important to view the long-term economic impact.

Chairwoman Addonizio requested the determination of the percentages be explained by Acting Personnel Officer Adriene Iasoni.

Acting Personnel Officer Adriene Iasoni stated in 1993 the contribution was a flat dollar amount and years of service was a category in the contract. She stated this was subsequently removed in 2015, and the contribution was based on pension amounts rather than years of service. She stated in 2017 the COLA adjustments were removed so the contribution rate would not continually escalate each year. She stated in 2019 an

amendment was made to break up the \$40,000-\$64,999 tier in two; \$40,000-\$52,499 with a 21.5% contribution rate and \$52,500-\$64,999 at a 25% contribution rate. She stated as mentioned earlier, retirees are no longer part of CSEA, however they have made positive strides such as codifying the resolutions as part of the CSEA agreement and they can be negotiated moving forward.

Chairwoman Addonizio requested that any retiree present this evening raise their hand if they had 25 or more years of service with Putnam County. There were many hands raised.

Legislator Sayegh stated she appreciates everyone coming this evening to voice their concerns and she understands their position.

Legislator Russo stated her support for a negotiation on this and she looks forward to a resolution.

Legislator Crowley stated it is also important to account for where our insurance is accepted; travel is sometimes a necessary part of treatment especially since there are not many specialists in Putnam County. She stated this needs to be factored in as it can be an additional cost on top of co-pays and prescriptions.

Legislator Birmingham thanked the Committee for entertaining this item. He stated promises were made to employees when they began their employment with Putnam County, himself included. He stated he does not want to take the "kick the can down the road" approach. He stated he prefers to have these conversations in public, as is being done this evening. He stated he would like to find a solution that is in the best interest of the taxpayers and retirees. He stated the County currently has a large fund balance.

Acting Commissioner of Finance Alexandra Gordon stated the County's fund balance is currently about \$80 million.

Legislator Birmingham stated he believes the lion's share of that should go back to the taxpayers. He suggested using some of the fund balance to help regularize this uncertainty for people who have served the County for many years.

Chairwoman Addonizio stated nearby counties base their retiree contribution on years of service and she would like to consider this for Putnam as well. She stated this is a complex consideration.

Legislator Montgomery requested that this topic be a standing agenda item moving forward until it is resolved. She requested clarification of the amendment made in 2017 in regard to the COLA, which the County removed but NYSHIP continued.

Acting Personnel Officer Iasoni stated by removing the County COLA in the calculation, it would not bump a retiree into a higher tier.

Legislator Montgomery stated she would welcome an opportunity to look into how to provide relief for retirees as was recently done for current employees.

Acting Commissioner Gordon stated she believes the contribution was based on pension amount rather than years of service because if you look at two (2) employees who both worked 25 years and one retired with a pension of \$45,000 and the other at \$100,000, they would both pay the same amount even though one has twice as much income. She stated when the COLA is added, it is not taken into effect when calculating retiree health insurance contribution. She stated the premiums do go up every year and the cost goes to the taxpayer, who may be paying for their own costly health insurance. She stated it is a great benefit for the County to pay a portion of the health insurance cost when employees retire.

Legislator Regan thanked retiree John Mulreany for bringing this forward. He stated the Legislature is the steward of the County's finances. He stated his appreciation for this transparent discussion and for the information submitted. He stated a balance needs to be found between the promise made to the retirees for affordable health insurance and protecting the taxpayers.

Legislator Birmingham stated in the 2024 audit, fund balance is listed at \$190,984,923, of that only \$27,949,491 is either non-spendable or restricted, the rest, about \$150 million, is assigned or unassigned. He stated that assigned fund balance is merely something that has been assigned and is not restricted. He stated this leaves about \$150 million of non-restricted fund balance.

Acting Commissioner Gordon stated she does not have the 2024 audit in front of her at the moment. She stated she checked the Fund Balance today and it is about \$80 million. She stated she could double-check those figures.

Legislator Addonizio thanked the retirees present for coming to the meeting and voicing their concerns.

Item #5 – Approval – Fund Transfer 26T170 – Finance – Reclassification – Account Clerk to Senior Account Clerk as of June 1, 2026

Acting Commissioner Gordon stated this employee has recently taken on more responsibilities as the department currently has two (2) vacancies. She stated a desk audit was done through the Personnel Department, and it was agreed that this reclassification was appropriate for this position.

Legislator Montgomery stated her concern for the employees as having two (2) vacancies can put strain on the other employees. She stated this was a relevant point recently discussed in relation to the Taxpayer Transparency Act as it would require additional duties from the Finance Department.

Chairwoman Addonizio questioned if the vacancies will be filled next year.

Acting Commissioner Gordon stated it is her goal to do so.

Legislator Regan stated there seems to have been multiple reclassifications this year and questioned why it seems to be so necessary and if there is something that could be done differently to avoid this.

Acting Personnel Officer Iasoni stated the need for reclassification comes from vacancies within the department necessitating a larger workload or from the position evolving over time and taking on more responsibility. She stated the Personnel Department looks at the job being performed by the individual and compares it to job specifications to see which is the most fitting.

Legislator Regan stated the reasoning provided is always thorough and reasonable, but he wondered if this is problematic on a greater scale for the County.

Legislator Russo stated positions and salaries should evolve as employees grow and take on more responsibility.

Legislator Birmingham agreed that employees should strive to go to the next level. He stated when a desk audit is performed, it looks at the position's responsibilities, for example: A, B, C compared to the work actually being done, maybe for example: A, B, C, and D. He stated this is where discretion should come in more than it has because as a government, we define what a job is. He stated in the private sector, tasks are assigned to employees; employees do not choose what their job is. He stated if an employee takes on another responsibility, that is called "job creep"; it is when an employee does not necessarily graduate to the next job, it is the job changing. He stated it is important to keep an eye on this.

Acting Personnel Officer Iasoni stated she understands Legislator Birmingham's concern. She stated a desk audit is at the request of the appointing authority and if the audit reveals that the employee is doing more than has been requested of them, duties can be removed from that position; it is not a given that a reclassification will result from the audit.

Legislator Birmingham questioned if a desk audit has ever been denied.

Acting Personnel Officer Iasoni stated yes, it has.

Chairwoman Addonizio questioned if a majority of the time the employee is asked to assume more responsibilities.

Acting Personnel Officer Iasoni stated yes, it is often the reason.

Chairwoman Addonizio stated if an employee is being asked to take on more work they should be compensated accordingly.

Legislator Montgomery stated it is important to encourage upward movement among employees. She stated it is astounding to see how many vacancies there are when the report comes in each month. She stated often times, the lower position is not filled while upper management is bolstered.

Legislator Crowley stated employees taking on responsibilities due to vacancies are covering the work that needs to be done in their department because it needs to get done. She stated although it may not be ideal, the extra work should be rewarded. She stated vacancies are an issue and hiring is a difficult task. She stated the County is lucky to have employees who are willing to step up and take on that extra responsibility.

Chairwoman Addonizio made a motion to pre-file the necessary resolution; Seconded by Legislator Sayegh. All in favor.

Item #6 – FYI – Accident Report – Duly Noted

Item #7 – FYI – Incident Report – Duly Noted

Item #8 – Other Business – None

Item #9 – Adjournment

There being no further business at 6:55pm, Chairwoman Addonizio made a motion to adjourn; Seconded by Legislator Russo. All in favor.

Respectfully Submitted by Deputy Clerk, Beth Robinson.

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- 1. Pledge of Allegiance**
- 2. Roll Call**
- 3. Acceptance of Minutes – May 12, 2026 & June 9, 2026**
- 4. Discussion – Retiree Health Insurance Costs**
- 5. Approval – Fund Transfer 26T170 – Finance – Reclassification – Account Clerk to Senior Account Clerk as of June 1, 2026**
- 6. FYI – Accident Report**
- 7. FYI – Incident Report**
- 8. Other Business**
- 9. Adjournment**

#3(2)

**PERSONNEL COMMITTEE
HELD IN ROOM #318
PUTNAM COUNTY OFFICE BUILDING
CARMEL, NEW YORK 10512**

Members: Chairwoman Addonizio and Legislators Russo & Sayegh

Wednesday

6:00pm

August 12, 2026

The meeting was called to order at 6:04pm by Chairwoman Addonizio, who requested Legislator Russo lead in the Pledge of Allegiance. Upon roll call, Legislator Sayegh and Chairwoman Addonizio were present. Legislator Russo was absent.

Item #3 – Discussion – Retiree Health Insurance Costs

Chairwoman Addonizio stated this topic was discussed at the July Personnel Meeting and she would like to see a fair proposal move forward that demonstrates that Putnam County values its workforce. She stated some employees are hesitant or retire because of health insurance costs. She stated reducing retiree insurance contributions would reward longevity, assist with retention and recruitment.

Aileen Napolitano, a retiree of Putnam County, stated she began working for the Department of Social Services when she was 21 and worked for the County for 33 years. She stated she retired at 55 but is not yet Medicare eligible and is paying approximately three times what she paid for health insurance while employed. She requested that the Legislature consider reducing contributions for retirees during the period between retirement and Medicare eligibility.

John Mulreany, a retiree of Putnam County, stated the County may realize savings when a long-term employee retires and a new employee is hired at a lower salary and different contribution rate. He requested that years of service be taken into consideration and stated retirees understand they must contribute toward coverage but are seeking a fair reduction.

Legislator Sayegh stated she would like to see an analysis of possible options, including the fiscal impact and benefit of providing relief during the gap between retirement and Medicare eligibility. She stated any proposal must also consider the impact on taxpayers. She stated her support for addressing this concern.

Legislator Birmingham thanked the retirees for their input and stated employees may pay a lower percentage toward health insurance while working, then face a substantially higher percentage after retirement despite having lower income. He stated he would like the Legislature to act before the 2027 budget deliberations. He suggested, as a starting point for analysis, that a retiree's required contribution percentage not exceed the percentage of premium the retiree last paid as an active employee. He stated the employees should not be penalized for staying with the County for many years. He stated the County has an assigned fund balance for retiree health insurance and referenced approximately \$6 million shown in the County's audited figures as of December 31, 2024. He stated the amount has remained assigned for several years and could be considered when evaluating possible relief. He requested that Acting Personnel Officer Adriene Iasoni and Acting Commissioner of Finance Alexandra Gordon estimate what that approach would cost for the 2027 budget year and for current retirees.

Acting Personnel Officer Adriene Iasoni stated there are important distinctions between retirees under age 65 and Medicare-eligible retirees, including different plans and Medicare

reimbursements. She stated she could work with the Acting Commissioner of Finance Gordon on an analysis once the Legislature clarifies the scenarios to be reviewed.

Legislator Birmingham clarified that he was requesting an estimate for all current retirees receiving County health insurance, comparing their current contribution with the lowest percentage they paid during their employment. He acknowledged that historical data would provide a basis for discussion.

Legislator Crowley stated the existing retiree health insurance structure was designed in part to protect retirees with lower pension income, and she believes that protection should remain. She proposed studying a hybrid approach that considers both pension income and years of County service, including possible reductions after 20 or 25 years of service and possible elimination of contributions after 30 years. She requested that the study specifically evaluate retirees who are not yet Medicare eligible, compare neighboring counties, determine short and long-term fiscal impacts, and ensure that existing retirees are not negatively affected.

Chairwoman Addonizio reviewed information previously submitted regarding surrounding counties and stated contribution rates in Dutchess, Westchester and Orange Counties vary based on years of service. She stated many Putnam County retirees have more than 25 years of service and that years of service should be part of the review.

Acting Commissioner of Finance Alexandra Gordon stated Westchester County is being used as a comparison as they have a 0% contribution, however they do not offer the same insurance plan. She stated Putnam County offers NYSHIP coverage, which is costly but provides significant benefits; Westchester County does not offer NYSHIP. She also noted differences among retirement tiers, including ongoing New York State Retirement System contributions for Tier 6 employees, and stated future premium increases are not within the County's control. She added that many private-sector taxpayers do not have access to retiree health insurance and that those considerations should also be included in the analysis.

Legislator Birmingham stated he would like to focus on factors within the County's control and reiterated that the requested analysis is intended to establish a clear starting point.

Legislative Counsel Heather Abissi stated any resolution affecting retiree health insurance should be reviewed in light of applicable case law, specifically a case from 2022 and should clearly identify the source, terms and conditions of any benefit and the circumstances under which it may be changed. She stated the existing County language should be reviewed to ensure that any amendment will withstand legal scrutiny.

Legislator Crowley stated access to providers should also be considered because Putnam County has limited specialty services and retirees may need to travel to neighboring counties or other areas for treatment. She stated changes in provider participation can create additional transportation and costs for retirees.

Dorothy "Dot" Trottier, a retiree of Putnam County, clarified that she worked 31 years as a full-time County employee and returned for an additional 10 years after retirement. She stated when she retired in 2006 she was not paying anything for her health insurance, but her contribution subsequently increased and is now more than \$4,000 per year. She requested information on the number of retirees currently receiving health insurance and emphasized that retirees' contributions have increased over time.

Acting Personnel Officer Iasoni stated that, as of July 2026, there were 341 retirees enrolled in County health insurance, of whom 290 were Medicare eligible and 51 were not Medicare eligible.

Ms. Trottier stated Medicare-eligible retirees cost the County substantially less than active employees under a family plan and emphasized that retirees are already paying a share of their coverage. She stated retirees rely more heavily on health insurance as they age and asked that the Legislature recognize the increasing contribution burden on fixed retirement income. She questioned why the retirees are now being targeted.

Legislator Regan clarified that the purpose of the discussion was not to increase retiree costs, but rather to respond to retirees who requested relief. He stated County employees may have accepted lower salaries in exchange for benefits and retirement expectations and that the Legislature should carefully review whether those expectations are being met for the current generation of retirees.

Chairwoman Addonizio reiterated that the Committee is considering ways to reduce retiree contributions, not increase them.

Rebecca Wittenberg, a retiree of Putnam County, stated many long-term employees were told during their careers that the amount they paid for health insurance near retirement would continue after they retired. She stated contribution language changed after some employees had already planned their retirement and resulted in significant increases, in some cases 500%. She stated she served on the Health Insurance Committee for the County and a detailed analysis of retiree contributions had been prepared by the County approximately 10 years ago and suggested Personnel locate that report because it may assist with the current study. She also discussed the Empire Plan's individual and family enrollment structure and suggested that an employee-plus-one option could potentially reduce costs for two-person households if such an option were available.

Acting Commissioner Gordon clarified that her reference to the Empire Plan as a high-value plan was based on the level of coverage available when medical care is needed. She referenced her own experience in needing a specific formula for her daughter who suffered from an allergy and was completely covered by insurance. She stated otherwise that it would have been a substantial cost.

Principal Personnel Specialist Patricia Rau stated she too is in a two-person household and is enrolled in the family plan under NYSHIP. She stated she has looked into the enrollment tiers offered by the Empire Plan and explained that the State has advised that adding additional tiers can affect premium pricing across the plan. She stated other plans may offer employee-plus-one coverage but may still have higher family premiums and actually wind up costing more in the long term.

Chairwoman Addonizio stated that in 2008 employees with 16 or more years of service paid a 10% contribution and noted that retiree contribution requirements later increased.

Legislator Birmingham thanked the retirees for attending and reiterated that the Legislature is examining ways to reduce the amount retirees pay.

Mr. Mulreany thanked the Legislature for continuing to address the issue and expressed hope that the discussion would result in a resolution.

Legislator Regan stated retirees who entered County service under prior expectations deserve a careful review of the benefit they were promised, while future employees can be given clearer information regarding the terms of retiree coverage.

Chairwoman Addonizio thanked everyone for attending and requested that Acting Personnel Office Iasoni and Acting Commissioner of Finance Gordon work on the requested analysis for consideration at a future meeting.

Item #4 – Approval – Amendment to the County Service Animal Policy

Principal Personnel Specialist Rau stated the proposed amendment is a minor change to the existing County Service Animal Policy that would permit a certified therapy or comfort dog to be used at the Child Advocacy Center (CAC). She stated the purpose is to support children and families who are dealing with stressful and traumatic circumstances at the CAC.

Chairwoman Addonizio stated she supports the amendment and noted that a therapy dog provides emotional support but is legally distinct from a service animal under the Americans with Disabilities Act.

Child Advocacy Center Program Director Marla Behler stated the presence of a trained therapy dog can be calming and supportive for a child in crisis, particularly when the child is being asked to discuss traumatic experiences.

Legislator Sayegh stated her support for the proposal and believes a therapy dog is particularly appropriate for the CAC because of the difficult circumstances faced by children and families using the facility.

Legislative Counsel Abissi questioned how the CAC would address animal allergies and whether a separate space would be designated for therapy dog use to eliminate dander in an area that may be used by those with allergies.

CAC Program Director Behler stated families would be screened in advance, the dog would only be brought on site with the family's agreement and after confirming there were no allergy concerns. She stated the dog and handler would otherwise remain in a separate location. She stated the CAC could designate separate space to reduce exposure.

Legislator Regan questioned whether the policy provides for the discretion of CAC employees to prevent unqualified animals from being brought into the CAC.

CAC Program Director Behler stated therapy animals and handlers are specially trained and certified and must be recertified periodically.

Principal Personnel Specialist Rau stated the existing County policy excludes ordinary emotional-support animals and that the proposed exception is limited to certified therapy dogs used for the CAC program.

Legislative Counsel Abissi explained that qualifying service animals required because of a disability are protected under the Americans with Disabilities Act, while an animal that merely provides emotional comfort without meeting the legal definition of a service animal is treated differently. She stated the CAC proposal involves a specific qualified therapy-animal program rather than a general right to bring emotional-support animals into County buildings.

Legislator Montgomery stated she strongly supports therapy dogs at the CAC and stated she would like to broaden the County policy to allow certified therapy animals in other County facilities.

Principal Personnel Specialist Rau stated the existing policy already permits qualifying psychiatric service animals under the ADA, but expanding a general therapy-animal exception Countywide could create management, insurance and operational concerns across different County facilities.

Legislative Counsel Abissi stated a broader expansion may be possible but would require additional review with the County's insurer and Risk Management because different facilities present different allergy, space and liability concerns. She recommended beginning with the narrow CAC proposal, evaluating how it works, and considering broader changes separately if appropriate.

Legislator Crowley questioned how the County could fully prevent exposure to animal dander when people may carry pet hair into County buildings.

Legislative Counsel Abissi stated not every circumstance can be eliminated, but the County must reasonably anticipate known risks and demonstrate due diligence when adopting a policy that affirmatively allows animals in a facility.

Principal Personnel Specialist Rau stated the proposed amendment had been reviewed with County Risk Management and that related insurance documentation had been provided for the CAC program.

Legislative Counsel Abissi stated language should be added to the resolution clarifying that the therapy dog would be used in space designated by the Child Advocacy Center in order to address allergy and risk-management concerns.

Principal Personnel Specialist Rau stated that could be an internal policy within the CAC.

Legislative Counsel Abissi stated it would be beneficial to have that language in the resolution as well.

Legislator Sayegh made a motion to amend the proposed resolution to provide that the therapy dog would be used in a designated space at the Child Advocacy Center; Seconded by Chairwoman Addonizio. All in favor.

Chairwoman Addonizio made a motion to pre-file the necessary resolution; Seconded by Legislator Sayegh. All in favor.

Item #5 – FYI – Accident Report – Duly Noted

Item #6 – FYI – Incident Report – Duly Noted

Item #7 – Other Business – None

Item #8 – Adjournment

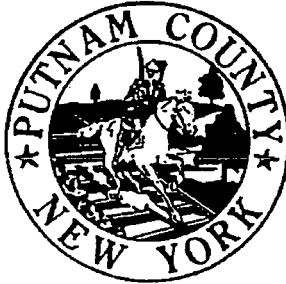
There being no further business at 7:18pm, Chairwoman Addonizio made a motion to adjourn; Seconded. All in favor.

Respectfully Submitted by Deputy Clerk, Beth Robinson.

THE PUTNAM COUNTY LEGISLATURE

40 Gleneida Avenue
Carmel, New York 10512
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putcoleg@putnamcountyny.gov

Daniel G. Birmingham *Chairman*
William Gouldman *Deputy Chair*
Diane Trabulsy *Clerk*



Nancy Montgomery	Dist. 1
William Gouldman	Dist. 2
Toni E. Addonizio	Dist. 3
Laura E. Russo	Dist. 4
Jake D'Angelo	Dist. 5
Thomas Regan Jr.	Dist. 6
Daniel G. Birmingham	Dist. 7
Amy E. Sayegh	Dist. 8
Erin L. Crowley	Dist. 9

AGENDA PERSONNEL COMMITTEE TO BE HELD IN ROOM #318 PUTNAM COUNTY OFFICE BUILDING CARMEL, NEW YORK 10512

Members: Chairwoman Addonizio and Legislators Russo & Sayegh

Wednesday August 12, 2026
(Immediately Following Health Mtg. beginning at 5:30pm)

- 1. Pledge of Allegiance**
- 2. Roll Call**
- 3. Discussion – Retiree Health Insurance Costs**
- 4. Approval – Amendment to the County Service Animal Policy – Personnel Dept.**
- 5. FYI – Accident Report**
- 6. FYI – Incident Report**
- 7. Other Business**
- 8. Adjournment**

#4
9/18/20
Personnel

RESOLUTION IN CONNECTION WITH THE COUNTY POLICY ON RETIREE HEALTH INSURANCE BENEFITS

WHEREAS, the Putnam County Legislature has previously considered the issues surrounding the costs of health insurance and has considered a comprehensive health insurance contribution structure; and

WHEREAS, the County Legislature has previously adopted several resolutions which set forth the amount of retiree health insurance benefit eligible for which County retirees may be eligible including Resolution #227 of 2015, Resolution #93 of 2017 and Resolution #304 of 2019; and

WHEREAS, the County Legislature recognizes that the high cost of health insurance offered to retirees has added a significant burden to the operating budget of the County in recent years; and

WHEREAS, the County Legislature also recognizes that a targeted retirement incentive program which is designed to encourage long-term and highly-compensated employees to retire earlier than otherwise planned would, in exchange for a modified schedule of retiree health insurance benefits, reduce County labor costs and realign workforce needs; and

WHEREAS, the County Legislature also recognizes that making this resolution applicable to both those retirees who have retired prior to as well as after the effective date of this resolution would relieve the otherwise administrative burden of creating two classes of retirees,

NOW THEREFORE, THE COUNTY LEGISLATURE OF THE COUNTY OF PUTNAM, NEW YORK, HEREBY RESOLVES AS FOLLOWS:

Section 1. All current and future Retirees eligible for a post-employment health insurance benefit pursuant to Resolution #227 of 2015 shall be provided a post-retirement health insurance benefit in accordance with the following contribution schedule, which amount shall be calculated at the full year amount at time of retirement and shall not be increased due to an increase in a retiree's pension amount as a result of a Cost of Living Adjustment (COLA) thereafter:

Annual amount of pension benefit	Amount of premium payable by retiree
\$85,000 & higher	20%
\$30,000-\$84,999	17%
\$20,000-\$29,999	13%
\$10,000-\$19,999	10%
\$0-\$9,999	8%

Section 2. This Resolution shall take effect immediately

FYI - CURRENT SCHEDULE:

Annual amount of pension benefit	Amount of premium payable by retiree
\$65,000 & higher	30%
\$52,500-\$64,999	25%
\$40,000-\$52,499	21.5%
\$30,000-\$39,999	18%
\$20,000-\$29,999	13%
\$10,000-\$19,999	10%
\$0-\$9,999	8%

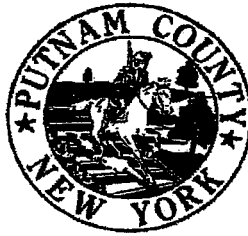
**September 8, 2026
Personnel Meeting**

- 5. Approval – Authorization – Creation of an Additional Senior Deputy County Attorney Position in the Dept. of Law**

JOHN B. CHERICO
First Deputy County Attorney

ANNA M. DIAZ
Senior Deputy County Attorney

KATHERINE L. McNEAL
Senior Deputy County Attorney



C. COMPTON SPAIN
County Attorney

DEPARTMENT OF LAW

MEMORANDUM

To: Diane Trabulsy, Legislative Clerk
From: Compton Spain, County Attorney
Re: Budgetary Transfer - 26T241
Date: September 2, 2026

2026 SEP -3 PM 1:18
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

At the request of the County Attorney, the following budgetary transfer is required.

Increase Estimated Appropriations:

10142000 51000 (107)	Personnel Services- Sr Deputy County Attorney	32,000
	FICA	2,448
	Health Insurance	1,500
	Retirement	6,240
		<u>42,188</u> ✓

Decrease Estimated Appropriations:

10142000 54125	Legal Services	42,188
	Fiscal Impact - 2026 - \$	0
	Fiscal Impact - 2027 - \$	0

This budgetary transfer is to request a resolution for an emergency hire of an additional attorney. Please forward to the appropriate committee.

Approved:

Kevin M. Byrne
County Executive

48 GLENEIDA AVENUE, CARMEL, NEW YORK 10512

Tel. (845) 808-1150 / Fax (845) 808-1903*
*This office will not accept service via facsimile

26T241

cc All
Pers
Adit

HEATHER M. ABISSI
Senior Deputy County Attorney

SARAH E. ENGLISH
Deputy County Attorney

MAT C. BRUNO, SR
Risk Manager

Reso

#0

9/8/26

Personnel

COUNTY OF PUTNAM

FUND TRANSFER REQUEST #1197

TO: Commissioner of Finance

FROM: William A. Orr, Jr., Senior Fiscal Manager

DEPT: Health

DATE: August 27, 2026

#7
9/8/20
Personnel

2026 SEP - 1 AM 11:21
LEGISLATURE
PUTNAM COUNTY
CAPITOL

I hereby request approval for the following transfer of funds:

FROM ACCOUNT # / NAME	TO ACCOUNT # / NAME	AMOUNT
10405900-51094 Early Intervention - Temp	10405900-51093 Early Intervention - Overtime	\$3,000.00
Total:		\$3,000.00

PURPOSE:

Meeting with parents at a time convenient for the parent. Often these meetings are conducted at the Health Department between 4:00pm and 6:00pm. More service coordinators are taking money for overtime because they are over the compensation time limit.

2025 Fiscal Impact \$ 0.00

2026 Fiscal Impact \$ 0.00

Department Head Signature/Designee Date

AUTHORIZATION: (Electronic signatures)

Date Commissioner of Finance / Designee: Initiated by: \$0 - \$5,000.00

Date County Executive / Designee: Authorized for Legislative Consideration: \$5,000.01 - \$10,000.00

Date Chairperson Audit / Designee: \$0 - \$10,000.00

Date Audit & Administration Committee: \$10,000.01 - \$25,000.00

26T233

#8 & #9

**September 8, 2026
Personnel Meeting**

8. FYI – Accident Report

9. FYI – Incident Report