

## **WAYS & MEANS COMMITTEE**

**April 20, 2022**

**Committee Members Present:** D. Fanton, J. Burdick, P. Curran, K. Demick, S. Havey, J. Ricci, D. Root  
P. Stockin, (Absent: B. Harris)

**Others Present:** G. Barnes, B. Budinger, A. Cyr, K. Dirlam, G. Hanchett, K. Hooker, C. Knapp, T. Linn,  
J. Ricketts-Swales, B. Riehle, T. Ross, J. Rumfelt

**Call to Order:** The meeting was called to order at 2:45 p.m. by Ways & Means Committee Vice-Chairman  
Dwight Fanton.

### **Approval of Minutes**

A motion was made by Legislator Ricci, seconded by Legislator Havey, and carried to approve  
the April 13, 2022, Ways and Means Committee meeting minutes.

### **Mortgage Tax Apportionment**

Clerk of the Board Brenda Rigby Riehle reported that the mortgage tax figures for the period  
October 1, 2021, through March 31, 2022, have been received, and the apportionment to the towns and  
villages has been calculated. Mrs. Riehle requested a resolution approving the apportionment of  
mortgage tax to the tax districts and authorizing the warrant. The request was approved on a motion by  
Burdick, seconded by Curran, and carried. **Prepare Resolution**

### **Payment of Mortgage Tax Fees to Towns and Villages**

*(Collection of fees was authorized by Resolution No. 214-2004 pursuant to Section 262 of the Tax Law)*

Mrs. Riehle also requested a resolution authorizing the payment to the towns and villages of the  
Mortgage Tax fees retained by the County Clerk's Office to cover the necessary expenses incurred for  
the period October 1, 2021, through March 31, 2022, in the administration of the Mortgage Tax Program.  
The amount of \$24,954.15 should be appropriated from A1410.432 (County Clerk – Contractual) and  
distributed to the towns and villages as summarized on the attached Memorandum of Explanation. The  
request was approved on a motion by Havey, seconded by Ricci, and carried. **Prepare Resolution**

### **Department Head and Non-Unit Benefits**

Personnel Officer Bobby Budinger provided an outline with 7 separate changes to the County unit  
and non-unit benefits. Mr. Budinger stated that he also provided additional information for changes to  
the part-time benefits.

The Personnel Officer and County Treasurer would like approval for the following changes to the  
Department Head and Non-unit benefits:

1. Vacation, sick, personal, and compensatory time may be taken in no less than one-half  
(1/2) hour increments.  
Replaces: Vacation, sick, and personal time may be taken in hourly, half (1/2) day or daily.  
There is no language addressing how compensatory time needs to be taken.
2. Department Heads and Deputy Department Heads will be granted vacation accruals on  
the date of hire. They will receive their vacation accruals on each anniversary date  
thereafter. During their first year, these employees cannot sell-back this vacation accrual  
and are only entitled to a pro-rated amount of vacation days should they leave our  
employment.  
Replaces: For the first year of employment, one vacation day is earned each month.

3. The annual county health insurance buy-out will be one thousand dollars (\$1,000) for single and two thousand dollars (\$2,000) for family coverage. Payment will be made the following year for each full month the employee is without the county insurance.

Replaces: Four hundred fifty dollars (\$450) for single and nine hundred dollars (\$900) for family coverage with payments made at the beginning of the insurance period.

4. Employees who are entitled to retiree health insurance will be required to take Medicare Part B and enroll in a county sponsored Medicare Advantage Plan in retirement when eligible. Failure to do so will result in the permanent loss of retiree county health insurance benefits. This provision also applies to any dependents covered by the county health insurance plan.

Replaces: Retirees and dependents who do not elect to take Medicare Part B will have their coverage adjudicated as if they did have Part B. County sponsored Medicare Advantage Plans are optional.

5. Longevity amounts will be as follows:

7-9 years	\$ 800
10-14 years	\$1100
15-19 years	\$1300
20-24 years	\$1750
25-29 years	\$2000
30+ years	\$3000

Replaces:

\$ 600
\$ 900
\$1100
\$1300
\$1650
This is a new tier

A lump sum payment will be made on the employee's anniversary date.

Replaces: A prorated amount will be made during each payroll period.

6. Individuals employed in positions designated as part-time will not be eligible for benefits unless otherwise granted by any Federal, State, or local regulation. Any individual employed in a part-time position who currently receives benefits will be entitled to receive such benefits until they leave their position. In the case of a public officer, the grandfathered benefits will cease at the end of their current appointment. At that time, the individual and the position will be subject to this policy. Part-time employees who qualify for county health insurance through the provisions outlined in the Affordable Care Act or any other regulation shall pay a cost of 20% of the premium equivalent.

This will be an update to Resolution No. 77-12 which established new benefits for part-time employees. The resolution currently has exceptions to the part-time benefit guidance and has some confusing language.

#### Allegany County Policy Guidance on Benefits for Part-Time Employees:

1. Definitions:

A) The term "part-time" employee shall be defined as any County employee required to work fewer hours than the hours established for a full-time employee working in the same title, and/or Department or Office. Part-time hours will be less than thirty-five (35) hours or forty (40) hours a week, depending on the job title and/or Department.

B) The term "benefits" consists of any employer provided monetary or non-monetary consideration beyond a base wage. Benefits shall consist of, but not limited to:

- a) Health Insurance
- b) Health insurance buy-out
- c) Vacation time
- d) Sick time
- e) Personal time

- f) Compensatory time
  - g) Holiday Pay
  - h) Longevity payment
  - i) Voluntary benefits
  - j) Short-term disability
  - k) Employee Assistance Program
  - l) Deferred Compensation Plan
  - m) New York State Pension
  - n) Workers Compensation
  - o) Annual increment increases
2. Part-time employees shall not be eligible for benefits except as specifically set forth herein.
  3. All part-time employees will be eligible to participate in the New York State pension plan, deferred compensation plan, and be covered under worker's compensation.
  4. In addition to the benefits listed in number 3, part-time department heads and Legislators will be eligible for health insurance benefits.
  5. Part-time County employees, other than public officers, who occupy positions that were grandfathered with benefits under Resolution No. 77-12 may retain those benefits until such time that the employee vacates these positions. At that time, the individuals and positions will lose eligibility to benefits.
  6. Part-time Public Officers who occupy positions that were grandfathered with benefits under Resolution No. 77-12 may retain those benefits until such time that the employee vacates or is reappointed to these positions. At that time, the individuals and positions will lose eligibility to benefits.
  7. Those part-time employees that are eligible for health insurance benefits will pay 20% of the premium equivalency unless otherwise grandfathered to a lower premium amount. The health insurance buy-out is not available to part-time employees even if they are or become eligible for health insurance.
  8. Part-time employees may be granted some benefits through Federal, State, or Local regulations; collective bargaining agreements; or by Board resolution.
  9. The County reserves the right to extend eligibility to the Employee Assistance Program to part-time employees based on job duties or if it is in the best interest of the County.

Legislator Havey stated that all of the changes make a great deal of sense to him. The request was approved on a motion made by Legislator Havey, seconded by Legislator Ricci, and carried. **Prepare Resolution**

### **Department of Public Works-Friendship Shop Project**

County Administrator Carissa Knapp explained that the original thought was to approve the funding and move this along, but since the approval of the plans for the Friendship Shop had been tabled at the previous Committee of the Whole meeting, this item became irrelevant. Ms. Knapp stated that this item will go onto the agenda once the plans have been approved.

**Adjournment**

There being no further business to come before the Committee, the meeting was adjourned at 2:50 p.m. following a motion by Legislator Ricci, seconded by Legislator Havey, and carried.

Respectfully submitted,

Tiffany Linn, Confidential Secretary  
Allegany County Board of Legislators