



PUTNAM COUNTY EXECUTIVE
KEVIN M. BYRNE

September 11, 2025

Ms. Diane Schonfeld, Clerk
Putnam County Legislature
40 Gleneida Avenue
Carmel, NY 10512

Dear Ms. Schonfeld,

With the County facing recruitment and retention issues, I directed the formation of an Employee Health Insurance Contribution Review Committee (Committee). As you are aware, the Committee met over the course of several months and presented their conclusions which reflected several options for my consideration. I selected the option that I felt was considered reasonable, fiscally informed, fair and regionally competitive which also gave full consideration to the taxpayers as well as the dedicated Putnam County employees. I then presented this final recommendation to all four unions represented in Putnam County (CSEA, PBA, PCSEA, and PuMA).

After meeting with the four unions and their representatives, agreements have been reached regarding revised employee health-insurance contributions.

Attached please find a draft resolution to be considered by the Legislature for ratification at the next appropriate committee meeting. Also attached please find signed copies of the Memoranda of Agreement signed by union leadership. A summation of the Committee's findings is also enclosed back-up.

Personnel Officer Paul Eldridge is prepared to present this matter to the Legislature. Representatives from the Employee Health Insurance Contribution Review Committee will be encouraged to attend and participate as well.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin Byrne", is written over a circular stamp. The signature is fluid and cursive.

Kevin M. Byrne
County Executive

cc: James Burpoe, Deputy County Executive
William Carlin, Commissioner of Finance
Paul Eldridge, Personnel Officer
Members of the "Blue Ribbon" Employee Health Insurance Contribution Review Committee

Enclosures: Draft Resolution on Health Insurance Contributions
MOAs for respective collective-bargaining units
Summation of Committee's findings

Whereas, public sector recruitment and retention has been a severe challenge for government employers across New York State; and

Whereas, Putnam County has experienced this challenge and has evaluated several alternatives to address these concerns; and

Whereas, one identified area of concern relative to recruitment relates to the high cost of employee health insurance contributions, most particularly during the initial few years of employment with the County ; and

Whereas, to address this particular concern, the County Executive established a Putnam County Employees Health Insurance Review Committee (Committee) to evaluate Putnam County's employee contribution rates relative to other Hudson Valley area County employers; and

Whereas, the Committee consisted of five members made up of 2 Putnam County retirees, 2 current Putnam County employees (1 union and 1 management) and 1 member of the public; and

Whereas, the Committee reached an overwhelming consensus regarding the following items that:

- The current highest employee contribution rate of 30% was too high. (This is the percentage that most new hires pay during their first 3 years of employment)
- The greatest burden of high employee contribution rates falls on entry level positions (which are also the lowest paid positions in the county union agreement structures); and

Whereas, the Committee presented the County Executive with several options that were considered reasonable, fiscally informed, fair and regionally competitive which also gave full consideration to the taxpayers as well as the dedicated Putnam County employees; and

Whereas, the County Executive based his option selection on the above cited considerations, as well; and

Whereas, the County administrative team initiated and engaged in negotiations with the Civil Service Employees Association (CSEA), Putnam County Sheriff's Employees Association (PCSEA), Putnam Management Association (PuMA), and the Putnam County Sheriff's Department Police Benevolent Association (PBA) unions to arrive at an agreement with each of the above unions on the maximum employee health insurance contribution rate of 17%; and

Whereas, four Memoranda of Agreement (MOA) were reached and signed by these county employee unions and are attached hereto; Now,

Therefore, be it Resolved that the Putnam County Legislature hereby ratifies the Employee Health Insurance Contribution Memorandum of Agreement for each of the county employee unions cited above; and

Be it further Resolved that the highest employee health insurance contribution rate of 17% also applies to Management/Confidential employees; and

Be it further Resolved that the new employee contribution rates for affected employees be effective as soon as practicable after approval by the County Legislature.

8/27/25

MEMORANDUM OF AGREEMENT

By and Between the

County of Putnam

and the

CSEA, Local 1000 AFSCME, AFL-CIO

Putnam County Unit #8150

Putnam County Local 840

WHEREAS, the County of Putnam ("County") and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Putnam County Unit #8150, Putnam County Local 840 ("CSEA") are signatories to a Collective Bargaining Agreement for the term January 1, 2024 through December 31, 2028; and

WHEREAS, the County Executive appointed the Putnam County Employee Insurance Review Committee whose purpose was to recommend reasonable, fiscally informed, fair and regionally competitive employee health insurance contribution rates; and

WHEREAS, based upon a review of the recommendations from the Committee and in order to enhance recruitment and retention countywide, the County requested that County Unions engage in negotiations to modify the premium contributions from employees in the respective bargaining units; and

WHEREAS, Article IX of the Collective Bargaining Agreement between the County and CSEA provides for employee contributions towards health insurance; and

WHEREAS, the parties engaged in good faith negotiations to address the County's concerns regarding recruitment and retainment as they pertain to health insurance contributions.

NOW, AS AND FOR A MEMORANDUM OF AGREEMENT, the parties hereto agree as follows:

8/27/25

1. Article IX, Section 8.1 of the Collective Bargaining Agreement shall be modified to provide as follows:

Effective as soon as practicable after approval of the herein Memorandum of Agreement by the Putnam County Legislature, employees shall contribute towards health insurance as follows:

	County	Employee
Start – 12 th Year	83%	17%
13 th Year – 15 th Year	85%	15%
16 th Year +	90%	10%

2. Upon ^{ninety (90)}~~sixty (60)~~ days notice to the Union, the County may revert back to the premium contribution levels contained in the 2024-2028 Collective Bargaining Agreement based upon exigent circumstances as determined in the sole discretion of the County Executive. If the County reverts to the prior contract, such reversion shall be at the same time for all bargaining units.

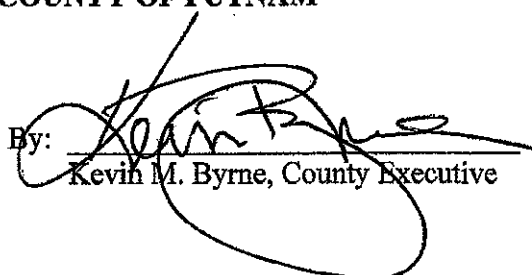
3. Upon request, the County will meet and confer with the Union within the ^{ninety (90)}~~sixty (60)~~ day time period prior to reverting to the prior levels.

4. All other provisions of the Collective Bargaining Agreement shall remain unchanged.

5. This Memorandum of Agreement is subject to approval by the Putnam County Legislature.

COUNTY OF PUTNAM

By:



Kevin M. Byrne, County Executive

CSEA, LOCAL 1000 AFSCME, AFL-CIO
PUTNAM COUNTY UNIT #8150,
PUTNAM COUNTY LOCAL 840

By:

By:

8/27/25

By: 

Dated: August 29, 2025

Dated: August 29, 2025

8/27/25

MEMORANDUM OF AGREEMENT

***By and Between the
County of Putnam, Putnam County Sheriff***

and the

***Putnam County Sheriff's
Employees Association, Inc.***

WHEREAS, the County of Putnam, Putnam County Sheriff ("County") and the Putnam County Sheriff's Employees Association, Inc. ("PCSEA") are signatories to a Collective Bargaining Agreement for the term January 1, 2024 through December 31, 2028; and

WHEREAS, the County Executive appointed the Putnam County Employee Insurance Review Committee whose purpose was to recommend reasonable, fiscally informed, fair and regionally competitive employee health insurance contribution rates; and

WHEREAS, based upon a review of the recommendations from the Committee and in order to enhance recruitment and retention countywide, the County requested that County Unions engage in negotiations to modify the premium contributions from employees in the respective bargaining units; and

WHEREAS, Article 5 of the Collective Bargaining Agreement between the County and PCSEA provides for employee contributions towards health insurance; and

WHEREAS, the parties engaged in good faith negotiations to address the County's concerns regarding recruitment and retainment as they pertain to health insurance contributions.

NOW, AS AND FOR A MEMORANDUM OF AGREEMENT, the parties hereto agree as follows:

1. Article 5.B. of the Collective Bargaining Agreement shall be modified to provide as follows:

8/27/25

Effective as soon as practicable after approval of the herein Memorandum of Agreement by the Putnam County Legislature, employees shall contribute towards health insurance as follows:

	County	Employee
Start - 11 th Year	83%	17%
12 th Year - 14 th Year	85%	15%
15 th Year +	90%	10%



2. Upon ^{ninety (90)}~~sixty (60)~~ days notice to the Union, the County may revert back to the premium contribution levels contained in the 2024-2028 Collective Bargaining Agreement based upon exigent circumstances as determined in the sole discretion of the County Executive. If the County reverts to the prior contract, such reversion shall be at the same time for all bargaining units.

3. Upon request, the County will meet and confer with the Union within the ^{ninety (90)}~~sixty (60)~~ day time period prior to reverting to the prior levels.

4. All other provisions of the Collective Bargaining Agreement shall remain unchanged.



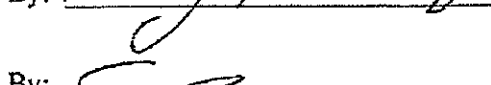
5. This Memorandum of Agreement is subject to approval by the Union membership and the Putnam County Legislature.

**COUNTY OF PUTNAM AND
PUTNAM COUNTY SHERIFF**

By: 
Kevin M. Byrne, County Executive
By: 
Brian M. Hess, Acting Sheriff

Dated: August 29, 2025

**PUTNAM COUNTY SHERIFF'S
EMPLOYEES ASSOCIATION, INC.**

By: 
By: 
By: 

Dated: August 29, 2025

MEMORANDUM OF AGREEMENT

By and Between the

County of Putnam

and the

Putnam Management Association

WHEREAS, the County of Putnam ("County") and the Putnam Management Association ("PuMA") are signatories to a Collective Bargaining Agreement for the term January 1, 2024 through December 31, 2028; and

WHEREAS, the County Executive appointed the Putnam County Employee Insurance Review Committee whose purpose was to recommend reasonable, fiscally informed, fair and regionally competitive employee health insurance contribution rates; and

WHEREAS, based upon a review of the recommendations from the Committee and in order to enhance recruitment and retention countywide, the County requested that the County Unions engage in negotiations to modify the employee premium contributions provided in the respective bargaining units; and

WHEREAS, Article IX of the Collective Bargaining Agreement between the County and PuMA provides for employee contributions towards health insurance; and

WHEREAS, the parties engaged in good faith negotiations to address the County's concerns as they pertain to health insurance contributions.

NOW, AS AND FOR A MEMORANDUM OF AGREEMENT, the parties hereto agree as follows:

1. Article IX.1 of the Collective Bargaining Agreement shall be modified to provide as follows:

9/2/25

Effective as soon as practicable after approval of the herein Memorandum of Agreement by the Putnam County Legislature, employees shall contribute towards health insurance as follows:

Anyone hired prior to April 11, 2006

County	Employee
90%	10%

Anyone hired after April 11, 2006

County	Employee
83%	17%

2. Upon ninety (90) days notice to the Union, the County may revert back to the premium contribution levels contained in the 2024-2028 Collective Bargaining Agreement based upon exigent circumstances as determined in the sole discretion of the County Executive. If the County reverts to the prior contract, such reversion shall be at the same time for all bargaining units.

3. Upon request, the County will meet and confer with the Union within the ninety (90) day time period prior to reverting to the prior levels.

4. All other provisions of the Collective Bargaining Agreement shall remain unchanged.

5. This Memorandum of Agreement is subject to approval by the Union membership and the Putnam County Legislature.

COUNTY OF PUTNAM

By: 

Kevin M. Byrne, County Executive

PUTNAM MANAGEMENT ASSOCIATION

By: 

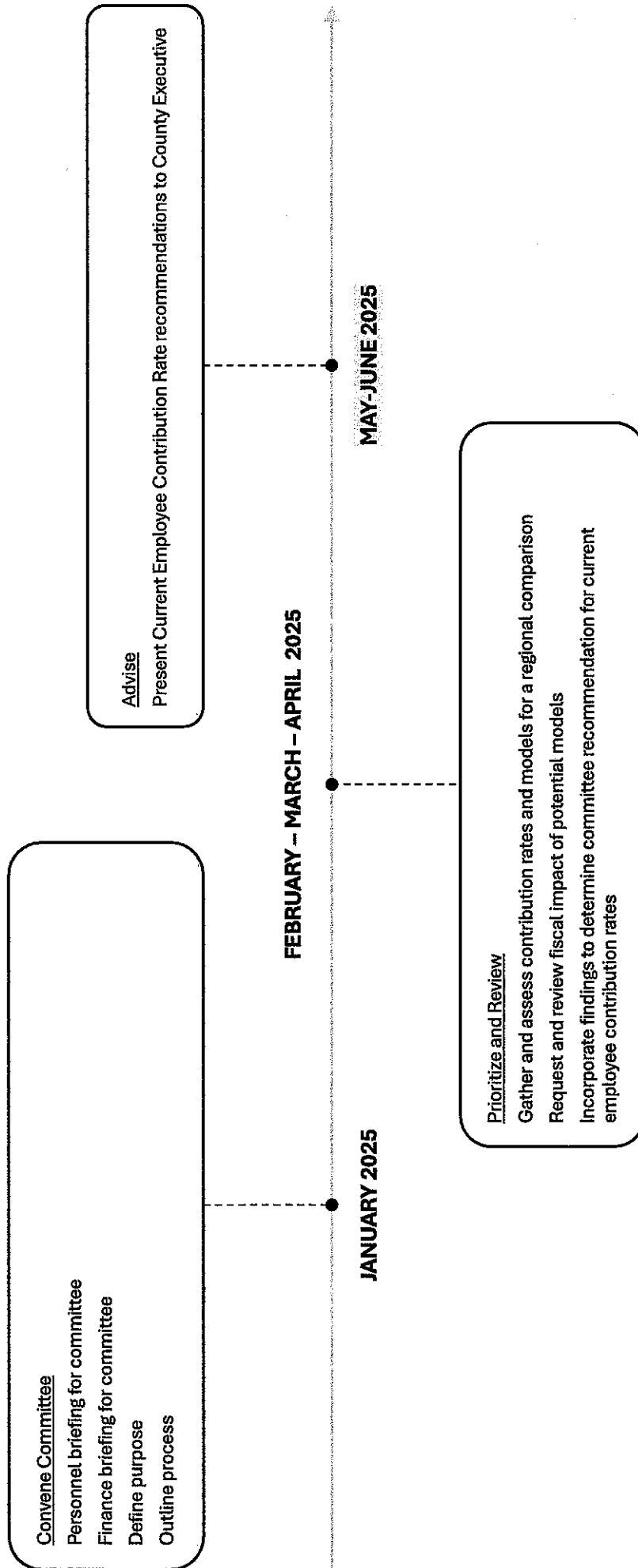
Amanda Hanaburgh

By: _____

Employee Insurance Contribution Rates: Regional Comparisons and Potential Models

Putnam County Employee Insurance Review Committee
June 2025

Process



Purpose Statement

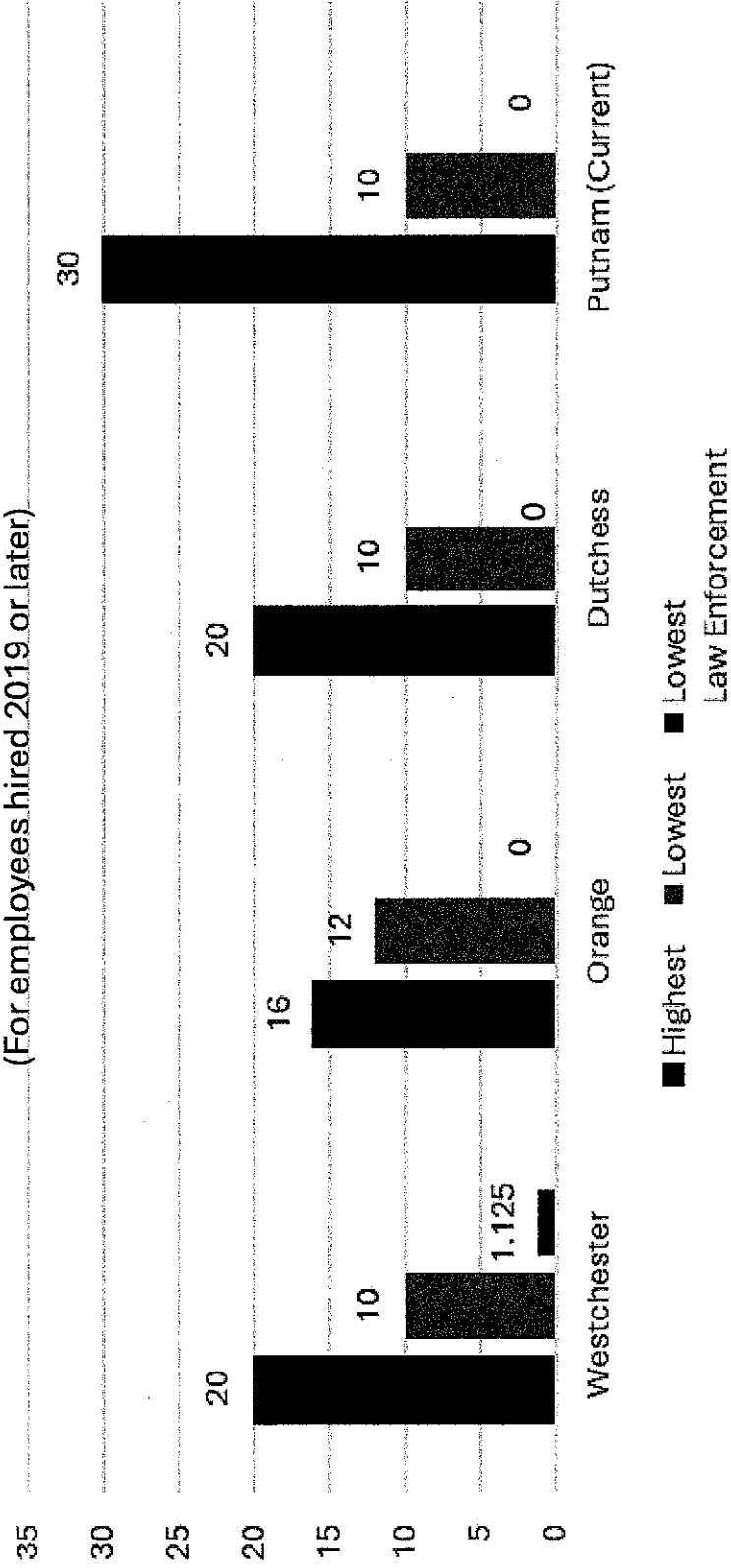
The Putnam County Employee Insurance Review Committee will recommend reasonable, fiscally-informed, fair, and regionally competitive employee health insurance contribution rates.

This will be achieved by conducting a thorough review of employee and retiree contribution rate options with full consideration for the taxpayer as well as the dedicated

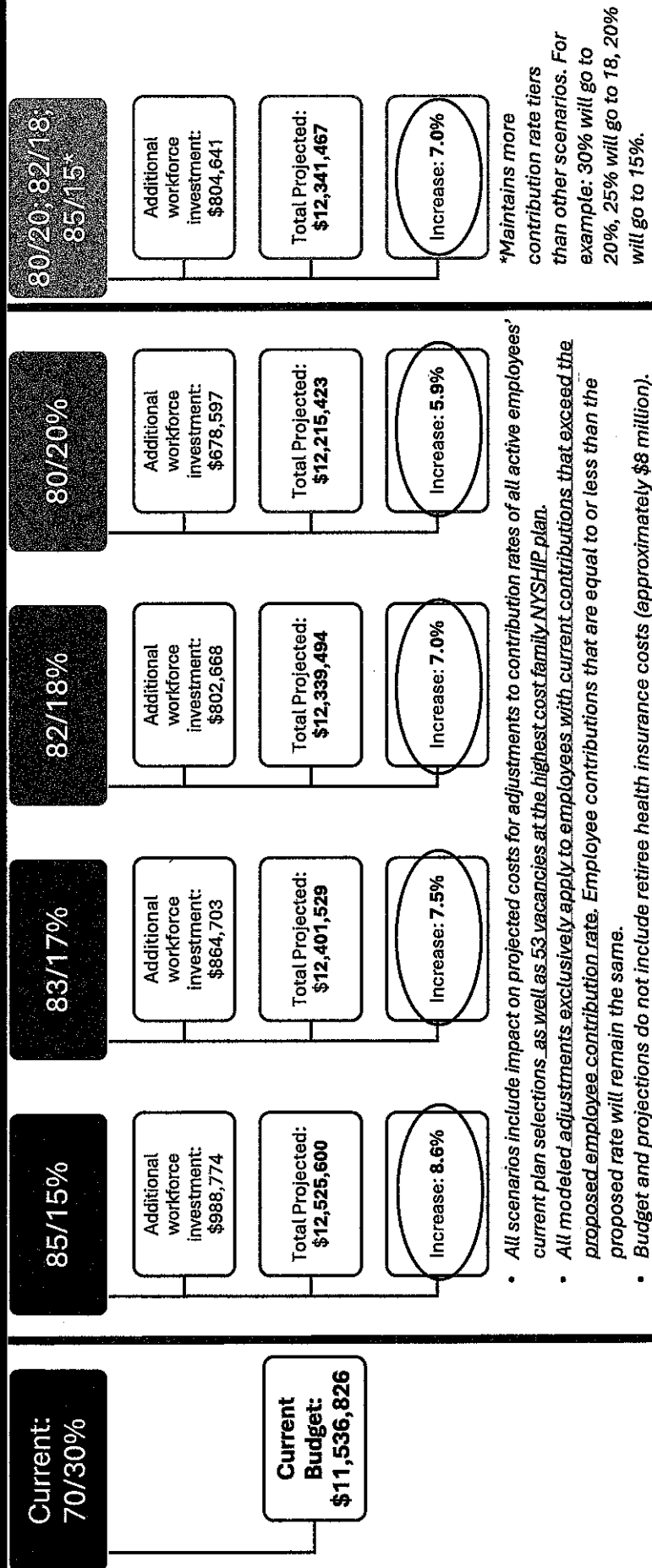
Putnam County employees.

Employee Insurance Contribution Rates Regional Comparison of Range

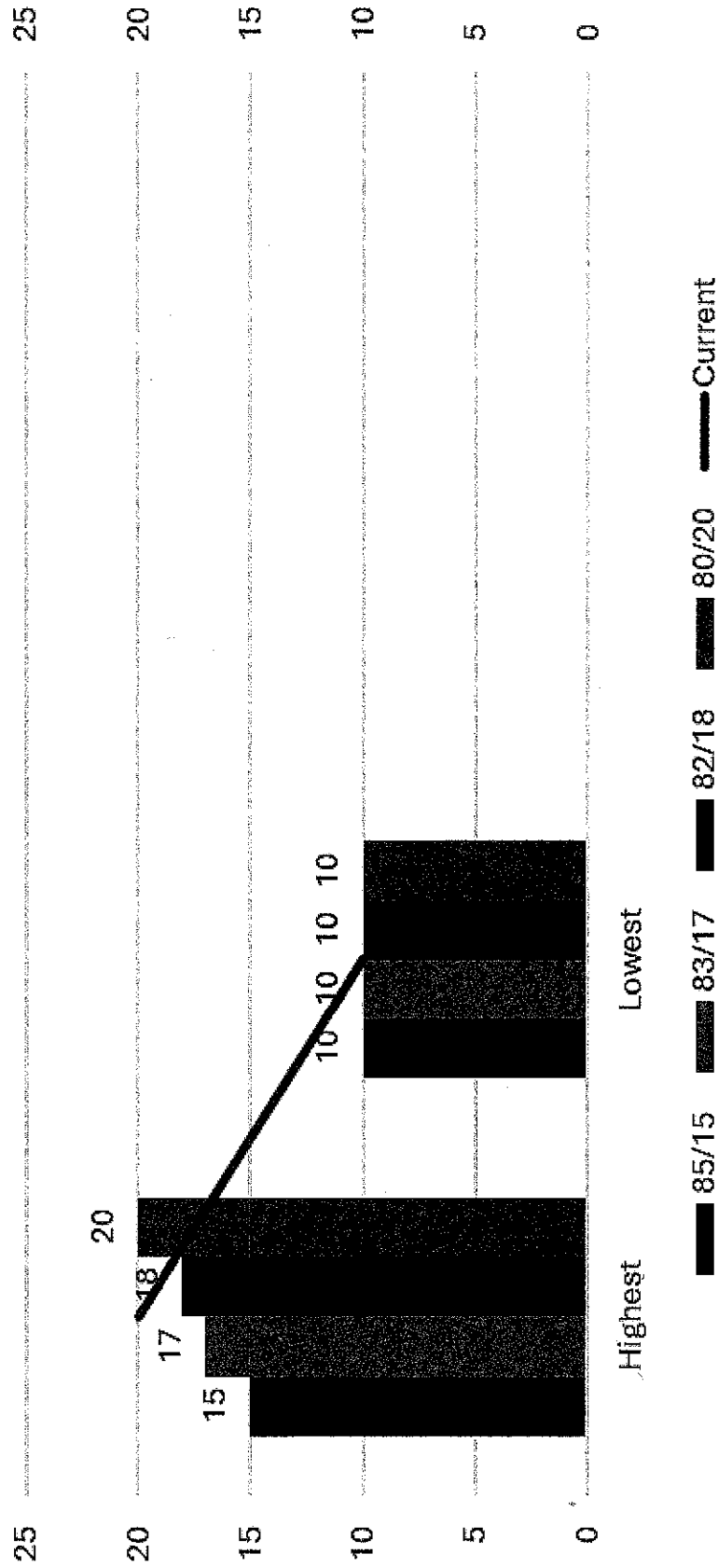
(For employees hired 2019 or later)



Employee Insurance Contribution Rate Review



Employee Insurance Contribution Rates Putnam Models: Proposed and Current



Potential Considerations

