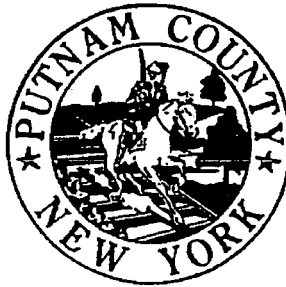


THE PUTNAM COUNTY LEGISLATURE

40 Gleneida Avenue
Carmel, New York 10512
Phone (845) 808-1020 • Fax (845) 808-1933
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**

July 23, 2026

Putnam County Legislature
40 Gleneida Avenue
Carmel, NY 10512

#3
8/12 Personnel

Dear Members of the Putnam County Legislature,

Thank you for including a discussion of the health insurance for retired Putnam County employees' at the most recent Personnel Committee meeting on July 16, 2026. We greatly appreciate you providing all retirees in attendance with the opportunity to voice their concerns and publicly discuss this critically important issue.

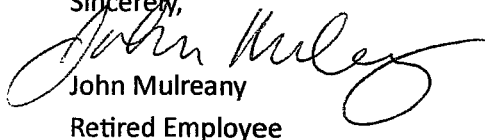
Stable, affordable healthcare benefits are fundamental to our wellbeing. We understand many of the healthcare costs exceed Putnam County's purview but believe there are local solutions to protect retirees from undue hardships. The document you graciously allowed us to submit during the meeting was a snapshot of posted information regarding what retirees from county employment throughout the Hudson Valley must contribute to their health insurance premiums. Putnam County is unique as it uses annual pension benefit rather than years of service as the determining factor for individual contributions. It was shared during the meeting that this method of determination was to protect individuals who receive less significant pension payments.

As retirees living on fixed incomes, we recognize and support any provision that provides financial relief. However, many of the retirees in Putnam County end up paying a larger percentage of their health insurance than our peers. The lower percentages of premium payable by retirees based on lower annual pension benefits still represent a higher rate for those retirees when compared to retirees with similar years of service in the neighboring counties – Westchester County and Orange County at 0% for individual plans – while the highest percentage represents a higher rate for those retirees than every county but one in the Hudson Valley.

Supporting affordable healthcare benefits for our retirees represents fulfillment of the promises that were made to vital county employees throughout our history, but it also has a distinct benefit for Putnam County. Recently, the employee contribution rate for health insurance decreased to 17% for new employees to encourage recruitment. Retirement benefits act the same if not a greater incentive. Knowing that your service will be rewarded is more than just financial security; it showcases that our community cares and values those who dedicated themselves to Putnam County. Sending such a signal would be invaluable amongst past, current, and future county employees.

At the Personnel Meeting, six individuals spoke and more than 20 attended to represent our retirees. Not one spoke with regret. We cherished our time with Putnam County and how we supported our community. We thank you for investigating this issue and were encouraged to hear the legislators' constructive comments. We remain hopeful that a solution exists that can now support our retirees when needed. We look forward to continuing this conversation with each of you.

Sincerely,


John Mulreany
Retired Employee


Aileen Napolitano
Retired Employee

LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

2026 JUL 23 PM 2:39

April 17, 2026

Putnam County Legislature
40 Gleneida Avenue
Carmel, NY 10512

Dear Members of the Putnam County Legislature,

We are writing to express serious concern regarding health benefit costs affecting long-term Putnam County employees who have dedicated 30 or more years of service prior to retirement.

These individuals devoted decades of their careers to serving the residents of Putnam County with the understanding that their retirement benefits—especially healthcare—would remain stable and affordable. For many, these benefits were not simply supplemental, but a fundamental part of their retirement security and financial planning.

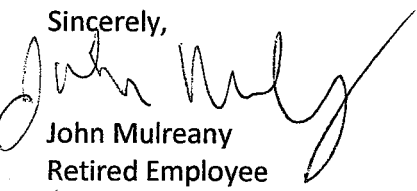
It is therefore deeply troubling that these retirees are now being required to pay increased premiums or assume greater costs for the very health benefits they relied upon during their employment. Such changes place a significant and unexpected financial burden on individuals living on fixed incomes, many of whom no longer have the ability to offset these rising costs.

Long-term employees represent the backbone of county government. Their commitment, experience, and institutional knowledge have contributed greatly to the efficiency and success of Putnam County over many years. It is only fair that their loyalty and service be honored by preserving the integrity of the benefits they were promised.

We respectfully urge the Putnam County Legislature to reconsider these increases and to work toward solutions that protect retirees from undue financial hardship. Maintaining trust with those who have served the county so faithfully should remain a top priority.

Thank you for your time and consideration of this important matter. Please feel free to contact us, if you have any questions.

Sincerely,


John Mulreany
Retired Employee


Aileen Napolitano
Retired Employee

LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

2026 APR 20 PM 4:18

Retiree Contributions to the Health Insurance Premiums (Individual Plan)

Annual Amount of Pension Benefit

	\$0 to \$9,999 8%	\$10,000 to \$19,999 10%	\$20,000 to \$29,999 13%	\$30,000 to \$39,999 18%	\$40,000 to \$52,499 21.5%	\$52,500 to \$64,999 25%	\$65,000 & Up 30%
Putnam County							
Min. Years of Service:	5 years (before 1975) - 10 years (1975 to 1982) - 15 years (1982 to 2005) - 25 years (after 2005)						
[based on hiring date]							

Contractual Provisions

	Years of Service					Years of Service		
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25+	25+	25+
CSEA								
Orange County	X	X	50%	25%	10%	0%		
Westchester County	X	X	50%	50%	25%	0%		
Dutchess County	X	X	50%	40%	30%	20%		
Ulster County	X	X	40%	35%	30%	25%		
UPSEU								
Columbia County	X	5 to 9	10 to 14	15 to 19	20 to 24	25+		
		X	50%	50%	50%	25%		

Years of Service

	0 to 4	5 to 9	10 to 14	15 to 19	20+
Legislative Resolutions					
Greene County	X	X	100%	100%	50% (reducing 2% per additional year; capped at 30%)

ADRIENE IASONI
ACTING PERSONNEL OFFICER



cc All *#4* *8/12 Personnel*
KEVIN M. BYRNE
PUTNAM COUNTY EXECUTIVE

MEMORANDUM

Date: August 5, 2026

To: Putnam County Legislature, Personnel Committee

From: Patricia Rau, Principal Personnel Specialist

2026 AUG - 5 PM 3:41
LEGISLATURE
PUTNAM COUNTY
CARMEL, NY

The current Putnam County Service Animal Policy was adopted in 2023. This policy outlined what was allowed under the Americans with Disabilities Act regarding service animals in the workplace. It additionally forbade all animals that were not service animals, law enforcement, or County property; expressly forbidding emotional support animals.

I am requesting that the legislature adopt a new Service Animal Policy. This new policy does not change any of the language regarding Service Animals, however, it allows for a small exception for therapy dogs at the Children's Advocacy Center.

The Children's Advocacy Center (CAC) plays a pivotal role in the multi-agency coordination of child abuse investigations including child sexual abuse, serious physical abuse, and domestic violence. The CAC is designed to create a caring and child-friendly setting to support the children and their family members during this difficult time.

Allowing therapy dogs in the CAC with the express purpose of providing comfort to these children and family members would aid the CAC staff in supporting them during this difficult time.

I have included both a clean final version of this proposal along with the old policy showing the proposed alterations.

I will be available for questions at the Personnel Committee meeting on Wednesday, August 12th. Marla Behler, Director of the Children's Advocacy Center will also be in attendance.

Thank you for your time and consideration.

SERVICE ANIMALS

WHEREAS the Putnam County legislature adopted Resolution 145 of 2023 adopting a County-wide Service Animal Policy; and

WHEREAS this policy adhered to the Americans with Disabilities Acts requirements surrounding service animals; and

WHEREAS this policy expressly forbids emotional support animals and other animals which are not service animals, law enforcement, or County property; and

WHEREAS the Children's advocacy center performs vital work of a highly sensitive nature involving children which can benefit from the presence of a therapy animal, now therefore be it

RESOLVED that a special exception shall be made for therapy dogs at the Children's Advocacy center; and be it further

RESOLVED that a new Service Animal Policy shall be adopted which includes this exception and be it further

RESOLVED that this policy take effect immediately, replacing Resolution 145 of 2023 and be it further

RESOLVED, that the Personnel Officer and the various County Department Heads are hereby directed to undertake such administrative acts and tasks as are necessary and proper such as the creation of policies and/or procedures to carry out the intention of this resolution.

Putnam County Service Animal Policy

PURPOSE:

Putnam County is committed to providing equal access to County services and facilities for people with disabilities who utilize service animals in accordance with the Americans with Disabilities Act (ADA). This Policy and Procedure is to provide guidance to department heads and security personnel as to rights of access for bonafide service animals in accordance with U.S. and New York State law and regulations, and for the safety of staff and other occupants of Putnam County buildings and property. This policy shall apply to all individuals seeking access to Putnam County properties, including Putnam County employees, contractors, interns, and vendors.

PROCEDURE:

1. The ADA defines a service animal as any dog (or in certain circumstances a miniature horse) that is individually trained to do or perform tasks for the benefit of an individual with a disability, including physical, sensory, psychiatric, intellectual, or any other mental disability. For purposes of this Policy and Procedure, only dogs will be discussed. If a miniature horse or other animal is purported to be a "service animal," a request for guidance shall immediately be made to the Law Department.
2. **"Service animals"** are separate and distinct from **"emotional support animals."** Service animals are protected by the ADA and relevant NY statutes and are permitted in County buildings. **"Emotional support animals"** are not considered service animals and as such are not applicable to Putnam County at this time.
3. **Service animals** are not pets, but under the ADA, regardless of whether they have been licensed or certified by a state or local government, or other entity, these animals are trained to aid a person with disabilities in specific tasks.
 - a. The following are examples of, but are not exclusive, of, these tasks:
 - i. Assisting with navigation, stability or balance
 - ii. Alerting to sounds
 - iii. Pulling wheelchairs
 - iv. Carrying items
 - v. Seizure assistance
 - vi. Interrupting impulsive or destructive behaviors
4. No individual assisted by a service dog satisfying the definition pursuant to the provisions of the Americans with Disabilities Act (ADA) will be denied access to any Putnam County facility to areas where the public is normally allowed access.

~~5.1. Putnam County prohibits individuals, including employees, from bringing onto the premises an animal that does not meet the ADA's definition of service animal. This shall not apply to law enforcement animals or animals that are property of Putnam County.~~

5.

6. All service animals must be licensed in compliance with state and local laws. Service animals must also be vaccinated against rabies and other diseases typically found in that animal and must wear a tag displaying its vaccinated status. Service animals must be harnessed, leashed, or tethered, unless these devices interfere with the service animal's work or the individual's disability prevents them from using these devices, in which case the individual must maintain control of the animal through voice, signal or other effective controls.
7. The service animal's handler must be in complete control of the service animal at all times. The care and supervision of a service animal is solely the responsibility of its handler. An individual who brings a service animal onto Putnam County's premises is completely and solely liable for any injuries or damage to personal property caused by the animal. Any repair or cleaning costs incurred by a service animal will be charged to the handler.
8. In the event it is not obvious what service the service animal provides, VERY limited inquiry is permitted before granting access.

Staff may ask,

- **Is the service dog required because of a disability? However, you cannot ask what that disability is.**
- **What work task is the dog trained to perform?**

Staff cannot:

- **Ask about the person's disability,**
- **Require medical documentation,**
- **Require a special identification card or training documentation for the dog, or**
- **Ask that the dog demonstrate its ability to perform the work or task.**

9. A person with their service animal seeking access to a Putnam County facility cannot be denied entry or asked or required to remove a service dog from the premises unless: (1) the dog is out of control, (2) the dog is not housebroken, or (3) the dog is in violation of any provision of this policy.
10. Allergies and/or fear of dogs are not valid reasons for denying access or refusing service to people using service animals. For example, if another person claims to

be allergic to dog dander and the person who uses a service animal must spend time in the same room or facility, such as a classroom, waiting area, or at a homeless shelter, they both should be accommodated by assigning them, if possible, to different locations within the room or different rooms in the facility. Every effort at reasonable accommodation must be made.

11. Establishments that sell or prepare food must allow service animals in public areas even if state or local health codes prohibit animals on the premises. Employees cannot isolate people who use service animals from other patrons, treat them less favorably than other patrons, or charge fees that are not charged to other patrons without animals.
12. County employees are not required to provide care or food for a service animal.
13. County employees should not pet, feed, distract or interact with a service animal, that is not their own, in any way.
14. Use of Emotional Support Animals are not authorized in any Putnam County facility at this time.

EXCLUSIONS AND EXCEPTIONS

A. This policy shall not apply to:

- a. law enforcement animals
- b. ~~or a~~ Animals that are property of Putnam County

~~B.~~ Children's Advocacy Center

Certified Therapy animals may be allowed to be used at the Children's Advocacy Center. The animal must serve an express purpose related to the work of the CAC, such as providing psychological and/or emotional support. The animal shall not be the property of Putnam County and Putnam County shall not be responsible for the feeding, housing, or medical care of the therapy animal.

Therapy animals being used at the Children's Advocacy Center shall be treated as a Service Animal for the purposes of this policy. Should there be a violation of any of the above enumerated items, the animal and their handler will be required to vacate the premises.

The Director of the Child Advocacy Center shall create and enforce internal policies and procedures related to the utilization of a Therapy Animal. Said policy shall not override any element of the Putnam County Service Animal Policy.

Putnam County Service Animal Policy

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5. Putnam County prohibits individuals, including employees, from bringing onto the premises an animal that does not meet the ADA's definition of service animal.
6. All service animals must be licensed in compliance with state and local laws. Service animals must also be vaccinated against rabies and other diseases typically found in that animal and must wear a tag displaying its vaccinated status. Service animals must be harnessed, leashed, or tethered, unless these devices interfere with the service animal's work or the individual's disability prevents them from using these devices, in which case the individual must maintain control of the animal through voice, signal or other effective controls.
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 - a. law enforcement animals
 - b. Animals that are property of Putnam County
- B. Children's Advocacy Center

Certified Therapy animals may be allowed to be used at the Children's Advocacy Center. The animal must serve an express purpose related to the work of the CAC, such as providing psychological and/or emotional support. The animal shall not be the property of Putnam County and Putnam County shall not be responsible for the feeding, housing, or medical care of the therapy animal. Therapy animals being used at the Children's Advocacy Center shall be treated as a Service Animal for the purposes of this policy. Should there be a violation of any of the above enumerated items, the animal and their handler will be required to vacate the premises.

The Director of the Child Advocacy Center shall create and enforce internal policies and procedures related to the utilization of a Therapy Animal. Said policy shall not override any element of the Putnam County Service Animal Policy.

**PUTNAM COUNTY INSURANCE REQUIREMENTS FOR EMOTIONAL SUPPORT ANIMALS AT THE
CHILDRENS ADVOCACY CENTER**

The following must appear on each Certificate of Insurance
UNDER THE CERTIFICATE HOLDER SECTION OF THE FORM:

County of Putnam
Attn: Mat C Bruno Sr / Law Dept.
48 Gleneida Avenue
Carmel, NY 10512

Additionally, in the space on the document noted- Description of Operations/Locations- please note the following:

“ Putnam County is included as the additional insured except for Professional Liability and Workers Compensation.”

It is the requirement of the County of Putnam that for emotional support animals brought to the Childrens Advocacy Cneter (CAC), or related County property for the express purpose of supporting the mission and work of the CAC , that the owner of said animal procure and maintain at their own expense and without expense to the county, the insurances listed below.

BEFORE the presence of any emotional support animal at the CAC, a certificate(s) of insurance (known as an Accord Form) must be furnished to the County and/or the County Departments in forms satisfactory to the County.

All insurance coverages must be from an A.M. Best Rated “ secured” (B+ A++) NYS admitted insurer.

All certificates of insurance must ensure that the policy or policies shall not be changed or canceled until at least **THIRTY (30) DAYS** prior written notice has been given to the County and/or DPW.

**THE OWNER SHALL PROVIDE AND MAINTAIN, AT ITS OWN EXPENSE, THE FOLLOWING MINIMUM
INSURANCE COVERAGES:**

- A. Workers Compensation Insurance:** - This is statutorily required and is required for all contracts. Each policy must cover all operations, and all locations involved in the contract. If applicable, the policy should also include NYS Disability Benefits. Proof of Workers Compensation Insurance is required and should be received by Putnam County on a **C105.2 form, SI 12 form, CE-200 form or a U-26.3 form.**
- B. Commercial General Liability:** - Covering all operations and all locations involved in the contract including the following coverages:

\$2,000,000	General Aggregate
\$10,000	Medical Expense Limit
\$2,000,000	Personal and Advertising Limit
\$2,000,000	Each Occurrence
\$2,000,000	Products/ Completed Operations Aggregate
\$100,000	Fire Damage Legal Liability Limit

- C. If applicable, Professional Liability (error and omissions) in the amount of at least \$1,000,000 per claim.
- D. **Excess Liability and/or Umbrella Policy:** Limits are depending on the following contract size:
- ✓ Contract size of \$100,000 to \$250,000 - must have \$1Million of coverage
 - ✓ Contract size of \$250,001 to \$500,000 - must have \$5Million in coverage
 - ✓ Contract size of \$500,001 or greater - must have \$10Million in coverage

STANDARD INSURANCE REQUIREMENTS AND INDEMNIFICATION REQUIRMENT

All policies and certificates of insurance of the owner shall contain the following clauses:

1. Putnam County is named as an additional insured and as the Certificate Holder. Insurers shall have no right to recovery or subrogation against the County of Putnam (including its agents and agencies), it being the intention of the parties that the insurance policies so effected shall protect both parties and be primary coverage for any and all losses covered by the law above-described insurance.
2. The Clause "other insurance provisions" in a policy in which the County of Putnam is named as an additional insured, shall not apply to the County of Putnam.
3. The insurance companies issuing the policy or policies shall have no recourse against the County of Putnam (including its agents and agencies) for payment of any premiums or for assessments under any form of policy.
4. Any and all deductibles in the above-described insurance policies shall be assumed by and be for the account of, and at the risk of the owner.

RELEASE AND INDEMNITY AGREEMENT

The individual known as, _____, having a principal address of _____ (Hereinafter referred to as the "RELEASOR"), in consideration of the permission granted to it by the County of Putnam, a municipal corporation organized and existing under and by virtue of the laws of the State of New York, having offices at 40 Gleneida Avenue, Carmel, New York 10512 (hereinafter referred to as the "COUNTY"), to enter upon and use County owned land and/or premises for the express purpose of providing therapeutic services with a therapy dog, hereby formally covenants, agrees and binds itself as follows.

1. The RELEASOR covenants and agrees to fully and forever release and discharge the COUNTY and any and all claims, demands, rights of action or causes of action, present or future, whether same be known or unknown, anticipated or unanticipated, resulting from any cause whatsoever arising out of the permission granted under this Agreement.
2. The Releasor covenants and agrees to forever refrain from instituting, prosecuting or maintaining any action, suit or proceeding, at law or otherwise, and from pressing, collecting or otherwise against the County or any officer, agent, servant, representative or employee of the COUNTY upon any claims, controversies, actions, causes of action, obligations or liabilities of any nature whatsoever, whether, or not presently known, which the undersigned ever had, now has or hereafter can, shall or may have, or allege, based upon any negligence of whatsoever nature, ordinary or gross, whether or not presently known with respect to or arising out of or in connection with any personal injury, including death, property damage arising out of permission granted under this agreement.
3. The Releasor covenants and agrees to defend, indemnify, and save harmless the COUNTY and any and all its officers, agents, servants, representatives or employees from any and all claims, demands, rights of action or causes of action, present or future, whether same be known or unknown, anticipated or unanticipated, resulting from any cause whatsoever arising out of the permission granted under this Agreement.

#5 & #6

**August 12, 2026
Personnel Meeting**

5. FYI – Accident Report

6. FYI – Incident Report