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

Members: Chairwoman Addonizio and Legislators Russo & Sayegh

Tuesday 6:00pm September 8, 2026

The meeting was called to order at 6:00pm by Chairwoman Addonizio, who requested Legislator Sayegh lead in the Pledge of Allegiance. Upon roll call, Legislator Sayegh and Chairwoman Addonizio were present. Legislator Russo was absent. Chairwoman Addonizio requested that Legislator Birmingham sit on the Committee in Legislator Russo's absence.

Item #3 – Acceptance of Minutes – July 16, 2026 & August 12, 2026

The minutes were accepted as submitted.

Item #4 – Approval – Resolution in Connection with the County Policy on Retiree Health Insurance Benefits

Chairwoman Addonizio stated she had received correspondence from retirees concerned about the proposed contribution category for pension benefits under $30,000. She stated she supported reducing that category and wanted retirees to understand the proposal was intended to lower, not increase, retiree contribution rates.

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

Acting Personnel Officer Adrienne Iasoni stated the information presented was a snapshot and approximately 87% of County retirees are Medicare eligible, while 13% are non-Medicare enrollees. She stated 2027 premium rates and future retirements are not yet known, limiting the ability to project exact costs. She also stated changes affecting certain CSEA retirees would require a Memorandum of Understanding (MOU).

Principal Personnel Specialist Patricia Rau reviewed the difference between non-Medicare and Medicare retiree coverage and explained that Medicare-eligible retirees must enroll in Medicare Parts A and B. She stated Medicare becomes the primary coverage and the Empire Plan becomes secondary, substantially reducing the premium billed to the County. She also explained the Medicare Part B reimbursement available to eligible retirees.

Legislator Birmingham stated examples demonstrated that some Medicare-eligible retirees receive reimbursements greater than their required health insurance contribution and noted that approximately 249 retirees currently fall into that category. He also referenced approximately $6 million assigned for other post-employment benefits and stated reduced retiree contribution rates could encourage some long-serving employees to retire, potentially creating salary and benefit savings when positions are refilled at lower steps.

Payroll Manager Kathy Dean-Frick explained that Income-Related Monthly Adjustment Amount (IRMAA) reimbursements are based on household income and may increase the Medicare

reimbursement owed by the County. She stated there are instances where the County could be reimbursing a retiree up to $4,900.

Acting Commissioner of Finance Alexandra Gordon questioned the estimated fiscal impact of the proposed contribution schedule and whether the change would be sustainable. She stated recurring expenses should not be supported by fund balance and encouraged the Legislature to consider the ongoing taxpayer impact.

Legislator Montgomery questioned whether an estimated annual cost could be prepared using current figures and whether the Legislature could receive an annual report regarding covered retirees. She also suggested consulting NYSHIP or the New York State Comptroller's Office for additional guidance.

Legislator Birmingham disclosed that he currently participates in the County health insurance plan and may qualify for retiree coverage after his term ends, but stated the proposed changes would not alter the contribution percentage he expects to pay. He stated he intended to participate in the vote.

John Mulreany, retiree of Putnam County, thanked the Committee for its review and stated he hoped the resolution would pass.

Legislator Regan questioned how the proposal could be more clearly communicated to retirees who had expressed concern that benefits were being reduced or eliminated.

Chairwoman Addonizio reiterated that the proposal was intended to lower contribution rates.

Shawn Rogan, retiree of Putnam County, suggested creating a retiree portal where retirees could receive information and make payments electronically. He also requested that length of service continue to be considered in future discussions concerning retiree health insurance.

Principal Personnel Specialist Rau stated Personnel has been developing an externally accessible benefits portal that includes a retiree health section and could be used to post information concerning future changes.

Legislator Birmingham stated he would like to see this move forward this evening to be considered at a Special Full Legislative Meeting at the end of the month before October 1st when the tentative budget is due from the County Executive.

Acting Commissioner of Finance Gordon questioned if the chart could be changed prior to approval.

Legislative Counsel Heather Abissi stated a minor adjustment to the contribution schedule could generally be made by amendment at the Full Legislative Meeting, while a substantial change to the operation of the resolution could require a new resolution with proper notice.

Chairwoman Addonizio reviewed the amendments to the contribution schedule.

Legislator Birmingham made a motion to amend the contribution schedule; Seconded by Chairwoman Addonizio. All in favor.

Chairwoman Addonizio made a motion to amend Section 2 so the resolution would take effect January 1, 2027, subject to approval of the required MOU with CSEA; Seconded by Legislator Sayegh. All in favor.

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

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

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

Item #6 – Approval – Budgetary Transfer 26T241 – Law Dept. – Emergency Hire of Additional Attorney

Legislator Sayegh questioned whether sufficient funds would remain in the Law Department legal services line through year-end.

Acting Commissioner Gordon stated the available funds were reviewed and are sufficient to carry the Law Department through the end of the year.

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

Item #7 – FYI – Fund Transfer 26T233 – Health Dept. – Early Intervention Overtime – Duly Noted

Item #8 – FYI – Accident Report – Duly Noted

Item #9 – FYI – Incident Report – Duly Noted

Item #10 – Other Business

a. **Discussion – Personnel Matter**

At 6:59pm Legislator Birmingham made a motion to go into executive session to discuss a specific personnel matter; Seconded by Chairwoman Addonizio. All in favor. Acting Personnel Officer Iasoni was invited to attend.

At 7:12pm Legislator Birmingham made a motion to come out of executive session; Seconded by Chairwoman Addonizio. All in favor.

No action was taken during executive session.

Item #11 – Adjournment

There being no further business at 7:15pm, Chairwoman Addonizio made a motion to adjourn; Seconded. All in favor.

Respectfully Submitted by Deputy Clerk, Beth Robinson.