**Minutes**

**COMMITTEE:**
- Brian C. Schu, Chair
- Hilda T. Lando
- Carol A. Ferratella
- Scott J. Van Etten, Vice Chair
- Robin K. Lattimer
- Carol A. Ferratella
- Joseph J. Hauryski
- Kelly H. Fitzpatrick
- Steven P. Maio
- John V. Malter
- Aaron I. Mullen
- Robert V. Nichols
- Frederick G. Potter
- Gary B. Roush
- Thomas J. Ryan
- Gary D. Swackhamer
- Randolph J. Weaver
- Steven P. Maio
- Cody Ryan
- Christopher Brewer
- Nate Alderman
- Tammy Hurd-Harvey
- Brenda Mori
- Rob Wolverton
- Jennifer DeMonstoy
- Jennifer Prossick
- Craig Patrick
- Jennifer Prossick
- Craig Patrick

**I. CALL TO ORDER**

Mr. Schu called the meeting to order at 9:30 a.m.

**II. GENERAL BUSINESS**

A. **Management Salary Plan** – Mr. Wheeler explained there have been some changes in the proposed management salary plan since the last Administration Committee. In the Sheriff’s Office we moved the Jail Superintendent to Grade I and kept the Undersheriff in Grade J. We also moved the Senior County Attorney and the Senior DSS Attorney into Grade I. Neither of these changes resulted in a monetary impact. Mr. Wheeler stated they also moved the Assistant District Attorneys into Grade H and again there was no monetary difference.

B. **Legislators Salaries** – Mr. Wheeler stated it is good for the Legislature to review their salaries periodically. Mr. Hauryski stated he is proposing a $2,000 increase for each legislator. He will leave the decision as to salaries for the Chair and Vice Chair up to this committee to decide. When he looks at our Legislature, we are very fortunate to have the group we have now. This job requires time and there are a fair number of Legislators who are professionals that are losing time from their practices. If you want quality legislators that want to spend time attending meetings, it is appropriate to increase the salary.

Mrs. Lando stated she agrees, but you know coming into this what to expect. There will be meetings and you are making that decision knowing that you have other conflicts; you know ahead of time the time that will be required.

Mr. Van Etten stated he agrees with Mrs. Lando. However, he does not think money would drive whether you are attending or not, at least with this group. You should know what it takes with regard to the time commitment. We have some people that don’t attend the majority of meetings and only come to the monthly meeting. Is $2,000 going to make a difference? Not at all.

Mrs. Lando commented her feeling is that it is not just coming to meetings; you have to be active in the community. Quite honestly, only she and Mrs. Ferratella attend a lot of the outside meetings. This job is about more than just attending committee meetings.
Mr. Swackhamer stated you have no idea the commitment or the amount of time that needs to be put in until you get in. The new legislator does not know how many hours are required or the number of phone calls, etc. Mrs. Lando stated once you are here though, you know.

Ms. Fitzpatrick stated you make a choice once you get here. Because she wants to really understand everything, she has made the choice to get to every meeting that she can. You may understand the commitment, but you don’t know until you are here and then you have to decide what level of commitment you are willing to put in. For me, the access to health insurance is a huge benefit.

Mr. Malter stated one of the problems is the inequality of the benefits that are provided to different people on the board. That should be addressed but he doesn’t have a specific proposal.

Mrs. Ferratella commented one way to address that would be to add a stipend. She felt it was unfair to take the County insurance and she opted to stay with her company’s insurance. She also feels that a $2,000 increase would be justified, but she thinks a $1,500 increase would be easier for the residents to accept. We certainly deserve an increase.

Mr. Van Etten commented any employer has inequality based on individuals’ status relative to health insurance.

Mr. Wheeler explained since we are self-funded, if you don’t use the insurance, there is just a small cost to Excellus. Our insurance costs are based on actual claims of the member.

Mrs. Lando stated she thinks the Vice Chair should get more because they would do a lot of work if the Chair was unable to attend meetings or functions.

Mr. Malter stated Livingston County sets a salary for the Legislators, the Chair and Vice Chair and they also compensate the committee chairs; he has always liked that system.

Mr. Malter stated Livingston County sets a salary for the Legislators, the Chair and Vice Chair and they also compensate the committee chairs; he has always liked that system.

Mr. Mullen commented he does not think we need to increase the regular salary, but he thinks there should be a stipend of $2,000 for those Legislators who opt not to take the insurance. The salary for the Chair and Vice Chair should increase and if anything, drop the health insurance contribution down to what everyone else is paying. If a legislator is on the insurance, they do not need an increase in salary.

Mr. Schu stated he likes Mr. Mullen’s thoughts. A cut in the premium is saving you money, but is not taxable. He also agrees that the salary for the Chair and Vice Chair should increase.

Ms. Lattimer stated she would agree. The salary for the Chair is woefully lacking for what they are expected to do. She would recommend raising the salary for the Chair to $24,000 or $25,000. The Vice Chair should also get something more. Additionally, she feels it is fair for legislators who do not take the insurance to get a stipend.

Mr. Wheeler stated he would recommend setting the health insurance contribution at the management rate with a $1,500 buyout. Mr. Van Etten commented the reason we increased the legislator’s contribution was in recognition that we are doing a part-time job and getting a full-time benefit and that we should pay more than the normal employee would pay.

Mrs. Hurd-Harvey clarified the insurance buy back for CSEA employees is $500. Mrs. Ferratella stated she thinks the $500 is fair.

**MOTION:** SETTING THE SALARY FOR THE CHAIR OF THE LEGISLATURE AT $24,500; SETTING THE SALARY FOR THE VICE CHAIR OF THE LEGISLATURE AT $15,000; AUTHORIZING A FLAT $1,500 INSURANCE BUYOUT AND SETTING THE INSURANCE CO-PAY FOR LEGISLATORS OPTING INTO THE COUNTY’S HEALTH INSURANCE AT THE SAME RATE AS MANAGEMENT EMPLOYEES MADE BY MS. LATTIMER. SECONDED BY MRS. LANDO FOR DISCUSSION.
Mr. Van Etten commented he would agree to all of this except for the reduction of the health insurance co-pay for legislators opting in to the County’s health insurance.

Mr. Malter asked can you do that; setting the salary at a different rate for each legislator? Mr. Wheeler explained you are not setting the salary at different rates, you are instituting an insurance opt-out.

Mr. Roush stated there is a big increase in comparison to the change in the co-pay. The problem he has is that the benefit, which is a full-time equivalent, is hidden from being transparent. The salary is transparent, but the benefit is not. The potential benefit is $25,000 and for those not taking the benefit, the cost is half that. If we reduce the co-pay by 10 percent, it is similar to a 10 percent salary increase. Mr. Schu stated a 10 percent reduction is $1,200. Mr. Roush stated to be transparent, we should pay 100 percent of the insurance co-pay and increase the salaries; then it would be transparent.

**VOTE ON PREVIOUS MOTION: MOTION CARRIES 4-1. (MR. VAN ET TEN OPPOSED)**

**MOTION: TO ADJOURN MADE BY MR. SWACKHAMER. SECONDED BY MS. LATTIMER. ALL BEING IN FAVOR. MOTION CARRIES 5-0.**

Respectfully Submitted by

Amanda L. Chapman  
Deputy Clerk  
Steuben County Legislature