



**SPECIAL LEGISLATURE MEETING MINUTES  
CAYUGA COUNTY LEGISLATURE  
Tuesday, March 3, 2020 at 6:00PM in Chambers**

**CALL TO ORDER:** Hon. Ben Vitale, Vice Chair at 6:00 PM

**ROLL CALL:** Sheila Smith, Clerk of the Legislature

**EXCUSED:** Keith Batman, Paul Pinkney and Aileen McNabb-Coleman

**PLEDGE OF ALLEGIANCE:**

**MOMENT OF PRAYER:**

**Motion by Dennison, 2<sup>nd</sup> by Ripley, all in favor.**

**CHAIR APPOINTMENTS:**

**Board of Jurors**

Andy Dennison, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 - serves at the pleasure of the board

**CCIDA**

Ben Vitale, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/21

**CNY Regional Planning**

Paul Pinckney, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20

Keith Batman, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20

Steve Lynch, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20

**Cornell Co-op Extension**

Keith Batman, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20

Charlie Ripley, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20

**Fire Advisory Board**

Hans Pecher, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20

**Fish and Wildlife Management Board**

Charlie Ripley, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/21

**Inter County Association of Western NY**

Charlie Ripley, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20

**Youth Bureau**

Ryan Foley, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – serves at the pleasure of the board

**\*For informational purposes only – already approved Chair appointments:**

**Ag and Farm Protection Board**

Andy Dennison, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – coterminous with position

**Board of Health**

Elane Daly, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – coterminous with position

Aileen McNabb-Coleman, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20 (Ex-Officio)

**Board of Trustees:**

Charlie Ripley, 160 Genesee St., Auburn, NY 13021, Term – 12/12/19 – 6/30/21 (unexpired term of Mahunik)

**Cayuga-Cortland Workforce Investment Board**

Aileen McNabb-Coleman, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20-12/31/20 (serves at the pleasure of the board)

**CEDA**

Aileen McNabb-Coleman, 160 Genesee St., Auburn, NY 13021 – Ex-Officio

**Community Services Board**

Elane Daly, 160 Genesee St. Auburn, NY 13021, Term – 1/1/19 – 12/31/21 (unexpired term of Aileen McNabb-Coleman)

**CNY Regional Market**

Keith Batman, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – serves at the pleasure of the board

### **CNY Regional Planning**

Aileen McNabb-Coleman, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20 (Ex-Officio)

### **Deferred Comp**

Timothy Lattimore, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – serves at the pleasure of the board

Keith Batman, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – serves at the pleasure of the board

### **Health Consortium:**

Ben Vitale, 160 Genesee St., Auburn, NY 13021, Term 1-1-20 to 12-31-20

Lynn Marinelli, 160 Genesee St., Auburn, NY 13021, Term 1-1-20 to 12-31-20

### **Inter County Association of Western NY**

Michael Didio, 160 Genesee St., Auburn, NY 13021, Term 1-1-20 to 12-31-20

### **Local Emergency Planning**

Aileen McNabb-Coleman, 160 Genesee St., Auburn, NY 13021, Term – Ex-Officio

### **OFA Advisory**

Elane Daly, 160 Genesee St., Auburn, NY 13021, Term – Ex-Officio (Chair HHS)

Aileen McNabb-Coleman, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20 (Ex-Officio)

### **Owasco Lake Watershed Council**

Aileen McNabb-Coleman, 160 Genesee St. Auburn, NY 13021, Term – Ex- Officio

### **Records Advisory**

Ryan Foley, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/21

### **Soil and Water**

Charlie Ripley, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20

Andy Dennison, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20

### **Steering Committee Watershed Rules and Regulations**

Michael Didio, 160 Genesee St. Auburn, NY 13021, Term -

Aileen McNabb-Coleman, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – coterminous with position

### **Tobacco Securitization Settlement Corp.**

Aileen McNabb-Coleman, as Chair, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20

Chris Petrus, as Chair of Ways & Means, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20 (Ex-Officio)

Keith Batman, as Majority Leader, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/20 (Ex-Officio)

Jim Orman, as Treasurer, 160 Genesee St., Auburn, NY 13021, Term 1-1-20 to 12-31-20 (Ex-Officio)

### **Tourism Board**

Aileen McNabb-Coleman, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – 12/31/21 (Ex-Officio)

### **Youth Bureau:**

Heidi Nightengale, 160 Genesee St., Auburn, NY 13021, Term – 1/1/20 – serves at the pleasure of the board

## **TOPIC OF DISCUSSION: Highway Department**

### **Discussion:**

Vitale says we are here to discuss the Highway department and its organizational structure, whether we want to go back to having a superintendent or continue with the DPW. He says also I will recognize if anyone would like to discuss about the two job descriptions and I want to make sure everyone is clear on the difference between the superintendent and the general foreman. He says currently the general foreman is not funded. Vitale says would like to get a salary range for both of them even though we may not hire one now we still need to get a range. Whitman says I would like to kick it off by saying right now we have the DPW and we are considering going back to the Highway department like I was before and my opinion is that I think we should go back to the Highway department the way it was. He says it functioned just the same if not more efficiently and cost us less money. Ripley says I agree. Pecher says I would say the same thing, it is time to go back. Kerr says could you give us a little history behind this. Vitale says in 2016 when we didn't have an administrator I oversaw the department and at that time we had a highway superintendent which was responsible for basically the administrative work. He says the general foreman position, we have a supervisor or a working foreperson at the three highway barns, North, South and one here in Auburn the Central and basically the general foreman oversees all those operations. Lippoldt says the general highway supervisor was abolished and the highway supervisor position is what was created and adopted in 2011 but was actually set for like the general highway foreperson position in 2018. Lattimore says the organizational chart, do we still need an engineer. Vitale says there is a place for one currently on the organizational chart. Lattimore says the reason we got here was because our former administrator put this together, this chart the way we had it was supposed to flow better and now we found out it does not. He says is there any cost savings for his new chart. Whitman says we would be paying one person instead of two so it would save us about half. Dennison says we would still have two positions if we went with the

general highway supervisor and the foreman. He says let's get the right people there and let's make sure they do these jobs. Petrus says I would just like to echo my colleague's sentiment, I too believe we should abolish the DPW and go back to having a highway department. Foley says just for quick clarification, we still have a public comment session coming up for his proposal. Palermo says yes, there will be a public hearing on March 24. Dennison says I think as time has gone on in our highway department it has become more of highway maintenance and we need to make a decision on which way to go with this. He says do we want a highway department that builds roads again or just a highway maintenance department like they are now. Vitale says I would also like to ask you folks to be thinking of salary ranges so we can move that portion along as well. Whitman says this chart that got handed out the highway supervisor position on here is not the highway superintendent position right. Lippoldt says that is correct, that is our current highway supervisor not highway general foreperson. Whitman says where I am going with this is that I have all this information but I don't see what was the salary. Vitale says I will give a little background here. He says in 2016 our highway superintendent salary was \$73,258 and the general foreman in 2017 was \$64,560. Kerr says were either of these positions considered in the non-bargaining compensation study and is there a maximum range and has the committee looked at this at all in terms of the salary. Lippoldt says on the second page, as close as we could come to those positions with the different salaries for the minimum to the maximum for the other counties that we were able to get information from. Petrus says I throw some numbers out there just for the sake of discussion. He says I did some calculations based on cost of living so for the highway superintendent I will throw \$75,000 out there and for the general foreperson \$65,000. Pecher says I would like to see it raise a little more in both cases and my other question is what happens interim, who is going to be managing the highway department. Vitale we can talk about that in executive session because there will probably going to be names bantered around. Whitman says I think \$65,000 and \$75,000 should be on our low end. He says historically we don't want to pay anything and we are not able to get decent candidates because of that and this is a department that needs strong candidates so we shouldn't be cheap about it. Ripley says on the general foreman position if we did 2% based on what it was in 2017 it should be \$68,400 and the superintendent should be starting at \$77,700. Vitale says so right now we have a range of general foreman of \$65,000 to \$68,400 and for the superintendent is \$75,000 to \$77,000. He says my other question for you folks is a lot of time a highway superintendent has an engineering degree or has special consideration and I was wondering if that type of candidate came along would the number be a little higher than these amounts. He says I am not saying we have to advertise that but something to think about Dennison says why we don't put a \$5,000 range based on experience. Lattimore says the size of our operation, having an engineer would defiantly be a help. Whitman says I certainly think it is worth more to have that person all wrapped up into one, it would be a savings to us. Petrus in the past when we had engineers employed by the department did we still contract out for services. Vitale says my belief would be yes. He says the problem with having our own in house engineer is that if they do the work and they have a problem then we are held accountable and that is why public entities hire that kind of work out. Vitale says so from what I am gathering the \$65,000 to \$68,400 is the range for the general foreman and \$75,000 to \$77,700 for the superintendent, maybe a little more if they have a degree, does that pretty much sum it up. Vitale is that sufficient for our advertising. Lippoldt says the only question I would have is what kind of percentage we are looking at if we are going to hire than that, depending on experience and education. Vitale says personally I wouldn't advertise that, I just want the group to understand and be on the same page. Vitale says far as the organization we are not looking for definite answer but we have quite a bit of discussion and I think we are all pretty much on the same page that we would like to not continue with the DPW but we still have the public hearing coming up.

**Motion by Dennison to go into executive session at 6:35 PM, 2<sup>nd</sup> by Foley, all in favor.**

**Motion by Dennison come out of executive session at 7:05 PM, 2<sup>nd</sup> by Foley, all in favor.**

**RESOLUTION NO. 103-20 3.3.20**

**HR SEACC AGMT 2019-2022**

**APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE SHERIFF'S EMPLOYEES ASSOCIATION OF CAYUGA COUNTY, INC. ("SEACC") AND THE COUNTY OF CAYUGA FOR THE PERIOD OF JANUARY 1, 2019 THROUGH DECEMBER 31, 2022**

BY: Hon. Christopher Petrus, Chair, Ways & Means Committee

**WHEREAS**, Cayuga County and the Sheriff's Employees Association of Cayuga County, Inc. (SEACC) are parties to a collective bargaining agreement governing the terms and conditions of employment for certain employees of the County; and

**WHEREAS**, SEACC submitted terms for a successor agreement to its membership for consideration and the membership of SEACC approved and ratified the terms for a successor agreement on March 3, 2020; and

**WHEREAS**, in consideration of the mutual agreements reached between the County of Cayuga and the Sheriff's Employees Association of Cayuga County, Inc.; it is hereby

**RESOLVED**, that the Chairman of the Cayuga County Legislature and the Director of Human Resources are authorized and directed to take any and all appropriate actions to approve and implement said agreement for the period January 1, 2019 through December 31, 2022, by providing the necessary funding, and be it further

**RESOLVED**, that the Cayuga County Treasurer be and he is hereby authorized and directed to implement any necessary changes to implement the intent of this resolution and Collective Bargaining Agreement; and be it further

**RESOLVED**, that this resolution shall take effect immediately.

**Motion by Petrus, 2<sup>nd</sup> by Whitman, all in favor.**

**Motion by Whitman to adjourn at 7:06 PM, 2<sup>nd</sup> by Foley, all in favor.**