

WARREN COUNTY
NATIONAL ASSOCIATION OF COUNTIES/NEW YORK STATE ASSOCIATION OF COUNTIES COMMITTEE
AGENDA
OCTOBER 6, 2022

COMMITTEE MEMBERS: Supervisors Seeber, Hogan, Braymer, Leggett and Driscoll

- I. Committee meeting called to order by Chair
- II. Approval of minutes of prior Committee Meeting – First meeting of Committee, no prior minutes
- III. Privilege of the floor and public comment
- IV. Action Agenda/New Business Items:
See below for possible action taken due to discussion items

- V. Discussion Items:
National Association of Counties (NACo)
 1. Summer Conference 2022 Training Discussion July 21-24 <https://www.naco.org/events/2022-naco-annual-conference>
 2. NACo High Performance Leadership Program
 3. NACo Resolutions – *will be sent to all Department Head staff to determine interest in Committee entertaining similar resolutions for recommendation to the Board*
Link to NACo Committee resolutions/policy page - <https://www.naco.org/advocacy/policies-and-committees>
New York State Association of Counties (NYSAC)
 1. Amazon Prime business opportunity – *if Committee is interested, schedule discussions with Amazon representative and County Purchasing Agent for next meeting*
 2. Employee Retention Interviews – Livingston County example
 3. Employee Appreciation Day – Saratoga County example
 4. Diversity, Equity and Inclusion Training for Department Heads
 5. NYSAC 2022 Fall Seminar resolutions – *will be sent to all Department Head staff to determine interest in the Committee entertaining similar resolutions for recommendation to the Board*
Link to resolutions: https://www.nysac.org/files/2022%20Fall_Seminar_Resolutions.pdf
Other
 1. NYSAC Committee Nomination Form for all interested Supervisors and Department Heads – <https://www.nysac.org/files/2021-22%20Standing%20Committee%20Nomination%20Form.pdf>
 2. NACo Committee Nomination Form for all interested Supervisors and Department Heads – <https://www.naco.org/about/about-naco/application-presidential-leadership-and-committee-appointments>
 3. Submission of Best Practices by Warren County Departments
 4. Goals for these committee meetings, updates by members on NACo/NYSAC committee members and any other items for future topics to be discussed by this committee

- VI. Referrals/Pending Items: None.
- VII. Privilege of the floor and public comment
- VIII. Motion to adjourn

Workforce Trends: Finding and Keeping the Best and the Brightest



Ian Coyle
County Administrator
Livingston County



Ryan Snyder
Director, Workforce
Development
Livingston County



NYSAC
— NEW YORK STATE —
ASSOCIATION OF COUNTIES

4.5 Million

Americans quit their jobs in March

11.5 Million

Posted openings by Employers in March

HIGHEST LEVELS EVER RECORDED

PLUS – Per July 2022 report, Private Sector jobs have recovered;

Public sector still 3-5% below peak

ADDITIONAL OPTIONS

INNOVATION

LARGE EMPLOYERS

BUREAUCRACY / RED TAPE

CULTURE

WHY IS THIS AN ISSUE FOR LOCAL GOVERNMENT?

PAY

COOLNESS FACTOR

POLICE SENTIMENTS

REMOTE WORK / FLEXIBILITY

HEALTH INSURANCE

Why is this an issue in New York's Counties?

- ! **Tier 5, 6**
- ! **Economy**
- ! **Cost of living in NY and remote work/flexibility (*THIS is also an opportunity!*)**
- ! **Insurance costs**
- ! **Red tape/bureaucracy**

They will eventually
come back to work,
right?

Opportunities

Opportunities

1

Total Compensation
Strategy

2

Training / Professional
Development

3

Mission-Orientation of
Public Service Work

4

Culture / Recognition

5

Pay, Yes Pay

6

Community Quality of
Life / Demographics

Community Quality Of Life / Demographics

- ✓ Counties **should** be looking outside of the organizational walls and using their platform of service delivery to improve the “conditions” of living in their communities.
- ✓ Housing
- ✓ Poverty
- ✓ Parks & Recreation and Cultural attractions
- ✓ Offerings, events, festivals, etc

Strategies

Strategies

Review compensation

Stay interviews

Exit interviews

Onboarding

Pre-employee experience

Culture

Targeted investments

Technology

Recruitment ads

Update job descriptions

Coaching/Mentoring

DEI efforts

Pre-employment programs

Remote work

Work-life balance

Wellness and supports

Livingston County Initiatives



GLOW WITH YOUR HANDS

A hands-on career exploration event for GLOW (Genesee, Livingston, Ontario, and Wyoming County) students, highlighting high-growth and high-demand careers in Agriculture, Manufacturing and Skilled Trades.



- Launched in 2019 at the Batavia fairgrounds
- Over 1,000 students expected for 2022!
- More than 45 vendors registered
- Regional model for stakeholders working together
- Genesee Construction, LandPro Equipment and National Grid are platinum sponsors
- Virtual website for remote career exploration





- Nepris is a Cloud-based platform that connects industry professionals with K-12 classrooms to bring real world relevance and career exposure to all students.
- Students are exposed to diverse role models and career paths in STEM, the arts, retail, manufacturing, and countless other careers.
- The Livingston County landing page will provide county employers the opportunity to connect directly with students and educators across both Livingston County and the nation to showcase our region, their operations, and the career opportunities that exist within their businesses.



Encouraging Progress and Engagement



MONTHLY ZOOM WORKSHOPS ON ALL EMPLOYMENT TOPICS

FREE MONTHLY JOB FAIRS FOR LOCAL EMPLOYERS

ACCOUNT CLERK ON-THE-JOB TRAINING PROGRAM

Impressive Interviewing

Monday August 22, 2022
9 am – 11am
 Zoom ID: <https://us02web.zoom.us/j/81899192052>
 Meeting ID: 816 9919 2052

Topics Covered

- Inside the Interviewer's Mind
- 12 Different Types of Interviews
- Panel
- Group
- Behavioral
- Screening
- Etc.

It is not always the most qualified person who gets the job but the one who is the most prepared.

Brought to you by The Livingston County Office of Workforce Development
 6 Court Street, Room 105 • Geneseo, NY 14454 • 252-242-7487

Jump Start Your Job Search

Monday September 12, 2022
9 am – 11am
 Zoom ID: <https://us02web.zoom.us/j/82086389638>
 Meeting ID: 820 8638 9638

Topics Covered

- Organizing Your Job Search
- How Employers Prefer to Hire
- Common Mistakes in a Job Search
- Reference is Target
- Writing Thank You Letters
- Answering "Do You Have Any Questions For Me?"
- Answering "Tell Me Something About Yourself"
- Success Rate of Job Search Techniques
- Creative Job Search
- And More!

Are you going to be a Victim of Job Loss?

OR

An Informed Job Seeker?

Brought to you by The Livingston County Office of Workforce Development
 6 Court Street, Room 105 • Geneseo, NY 14454 • 252-242-7487

Livingston County August 2022

JOB FAIR

Tue, Aug 16
4pm - 6pm

26 employers with over 525 openings

| | | |
|-----------------------|-----------------------------|---------------------------|
| Seneca Foods | Land Pro | Sabin Metal |
| Kraft Heinz | Painters & Drywallers Union | NYS DOT |
| Maximus | Power & Construction Group | Noyes Hospital |
| Nutrien Ag Solutions | YMCA of GLOW | NY Air National Guard |
| Once Again Nut Butter | Wright Beverage | Dept. of Corrections |
| Barilla America | ARC of GLOW | Liv. Co. Human Resources |
| Campus Aux. Services | Catholic Charities | National Guard |
| Tri-County Medicine | Center for Nursing & Rehab. | Sheriff / 911 Call Center |
| Coastal Staffing | NYS OPWDD | |

Government Center
6 Court St., Geneseo

Presented by: Livingston County Workforce Development and a proud partner of the americanjobcenter network

Where Are All The Jobs? Finding Job Leads

Monday September 26, 2022
9 am – 11am
 Zoom ID: <https://us02web.zoom.us/j/87287054231>
 Meeting ID: 872 8705 4231

Topics Covered

- Efficient Job Networking
- Cold Calling for Employment
- Using the Internet in Your Job Search
- Managing Employment Agencies
- OLC Listings: What, Where and How
- Applying for Civil Service Positions
- How to Work a Job Fair
- Creative Job Search Tips
- And of Course Printed Listings (Don't throw them away!)
- And More!

Job search is more about connecting to people not to a computer.

Brought to you by The Livingston County Office of Workforce Development
 6 Court Street, Room 105 • Geneseo, NY 14454 • 252-242-7487

Building a Better Résumé

Monday October 17, 2022
9 am – 10:30 am
 Zoom ID: <https://us02web.zoom.us/j/86975153332>
 Meeting ID: 869 7515 3332

Topics Covered

- Different Résumé Formats
- Do's and Don'ts of Résumés
- Different Sections on a Résumé
- Employer Résumé Pit Falls
- Examples of Résumés
- Examples of Reference Pages
- Writing an Objective
- Writing a Job Description
- Appointments for Résumés
- Re-writes and New Résumés
- And More!

Building a Better Resume

Brought to you by The Livingston County Office of Workforce Development
 6 Court Street, Room 105 • Geneseo, NY 14454 • 252-242-7487



Final Thoughts

Value Propositions

Benefit Alignment

Tell Your Story / Start Young

Invest & Train

Rightsizing Pay

Support/Mental Health

Career Paths

Right People / Right Places

Thank you!



NYSAC
— NEW YORK STATE —
ASSOCIATION OF COUNTIES



Targeting the Next Generation of Local Leaders

Saratoga County Presentation
Wednesday, September 21, 2022



The Current Situation

- We are in unprecedented competition for workers
 - Private Sector/Other Governments/Non-Profits
- Covid Impacts are profound – people (especially under 40) looking at work/life balance much differently.
- Salary/benefits may no longer be the decisive factors in accepting positions
- Workplace Flexibility is paramount for many applicants



What Employees Desire

- Schedule Flexibility – Remote Work & Flex Hours
- Huge Challenge for Government – Union Issues/I.T./Maintaining Productivity/Scheduling
- Healthy Work Environment – Physical & Mental Wellness
- Where Possible, Job Duty Flexibility
- Recognition & Respect



Our Immediate Challenges

- Worst Inflation in Two Generations
- 2023 Social Security COLA expected to be between 8-10%
- Growing Union Demands – Big Pay Raises, including in Mid-Contract
- Aging Work Force
- Retirement/Pension Plans Not as Attractive



Saratoga County's Approach

- Focus On Employee Engagement – Buy-In
 - More employee communications
 - Monthly Wellness & Employee Newsletters
 - External & Internal Recognition Programs
 - Financial Education – e.g. Deferred Comp
 - Employee Appreciation Day



Saratoga County's Approach

- Implementing Remote Work & Flex Schedule Pilots
- Reviewing Sign-On Bonuses For Hard To Fill Slots
- Reviewing Vacation Policy For New Hires
- Including Department Heads in Decision Making Process
- Reviewing Compensation Options



Questions?

Thank You!