

WARREN COUNTY BOARD OF SUPERVISORS

COMMITTEE: NACo/NYSAC

DATE: DECEMBER 1, 2022

COMMITTEE MEMBERS PRESENT:

SUPERVISORS: SEEBER
BRAYMER
LEGETT

COMMITTEE MEMBERS ABSENT:

SUPERVISORS: HOGAN
DRISCOLL

OTHERS PRESENT:

KEVIN B. GERAGHTY, CHAIRMAN OF THE BOARD
LARRY ELMEN, COUNTY ATTORNEY
AMANDA ALLEN, CLERK OF THE BOARD
FRANK E. THOMAS, BUDGET OFFICER
SUPERVISOR GERACI
JULIE BUTLER, PURCHASING AGENT
JACKIE FIGUEROA, COUNTY HUMAN RESOURCES DIRECTOR
TAMMIE DELORENZO, ASSISTANT TO THE COUNTY ADMINISTRATOR
LESLIE LOVELACE, SECRETARY TO THE CLERK OF THE BOARD

Please note, the following contains a summarization of the December 1, 2022 meeting of the NACo/NYSAC Committee; the meeting in its entirety can be viewed on the Warren County website using the following link:

<https://warrencountyny.gov/mma>

Ms. Seeber called the meeting of the NACo/NYSAC (*National Association of Counties/New York State Association of Counties*) Committee to order at 9:03 a.m.

Copies of the meeting agenda were distributed; a copy of the agenda is on file with the meeting minutes.

Motion was made by Ms. Braymer, seconded by Mr. Leggett and carried by a unanimous vote of those present (*Ms. Hogan and Mr. Driscoll absent*) to approve the minutes from the previous NACo/NYSAC Committee meeting, subject to correction by the Clerk of the Board.

Commencing the agenda review, the Discussion Items portion was reviewed, as follows:

New York State Association of Counties (NYSAC) -

1. Amazon Prime business opportunity - Julie Butler, *Purchasing Agent*, to update on her discussions with Amazon representatives and provide insight to Committee. Ms. Butler provided an overview of her discussions with Amazon Prime Business representatives and the benefits such a membership could pose to the County, which included use of local vendors, minority/women owned businesses, discounts for volume purchases and the ability to comply with the Warren County Purchasing Policy. It was also noted that no contract would be necessary to participate as the County already maintained a membership with Omnia Partners, therefore, no resolution was necessary to proceed. A brief discussion ensued, following which it was the consensus of the Committee to allow the Purchasing Department to move forward in establishing an Amazon Prime Business account for the County.
2. Employee Retention Interviews - Livingston County example - Jackie Figueroa, *Human Resources Director*, to provide opinion on whether something similar will work for Warren County. Ms. Figueroa reported her findings on this matter, suggesting that the County change from their current in-person exit interview process to an anonymous electronic survey in an effort to provide more effective results. She indicated the SurveyMonkey platform would provide her Office the capability to create and review confidential online survey results, but it would be at a cost of \$75 per month, which she did not have in her current budget. She advised the implementation of stay interviews to address employee retention would require the development of Department Head team leadership for small departments and tiers for large departments. Discussion

ensued, following which a motion was made by Mr. Leggett and seconded by Ms. Braymer to refer this matter to the Personnel, Administration & Higher Education Committee, as the Human Resources Department's oversight Committee; following some discussion, Ms. Seeber called the question and the motion was carried by a unanimous vote of those present (*Ms. Hogan and Mr. Driscoll absent*).

Following discussion regarding the content of exit interviews/retention interviews, motion was made by Ms. Braymer, seconded by Mr. Leggett and carried by a unanimous vote of those present (*Ms. Hogan & Mr. Driscoll absent*) to allow the Human Resources Director to work with the newly hired County Administrator to develop such interview content and refer the matter to the Personnel, Administration & Higher Education Committee for further discussion.

3. Employee Appreciation Day - Saratoga County example - matter to be reviewed by new County Administrator in 2023. Motion was made by Mr. Leggett, seconded by Ms. Braymer and carried by a unanimous vote of those present (*Ms. Hogan and Mr. Driscoll absent*) to refer the matter to the Personnel, Administration & Higher Education Committee, as this was the appropriate oversight Committee for the County Administrator.
4. Support for Board of Directors; Children with Special Needs; and Standing Committees on Public Health and Mental Health Resolutions as referred with comments by the Director of Health Services:
 - Resolution urging the Governor and State Legislature to Gradually Eliminate the County Fiscal Responsibility for Preschool Special Education and Summer School Special Education Programs.
 - Resolution in Support of Addressing COVID's Impact on the Low Morale and Exodus of Professionals from New York's Public Workforce through the Issuance of Workforce Bonuses, Stipends, and Enhanced Retirement Benefits to Sustain the State's Public Infrastructure.
 - Resolution Calling for Study and Reform of New York State Civil Service System to Support Local Government Employee Recruitment.
 - Resolution Urging the Governor and State Legislature to Increase the PreSchool Special Education Administration Rate for Counties.
 - Resolution Urging the Governor and State Legislature to Adjust the Early Intervention Rate Structure to Improve Access to these Services for Children Who Live in Poverty and Rural Areas.
 - Resolution Urging the State of New York to Require School Districts to Administer and Fund Preschool Special Education and Early Intervention Services.
 - Resolution Enact an Emergency System to Address the Scarcity of Providers of Therapeutic Services for Early Intervention Care.
 - Resolution Urging the Governor and State Legislature to Increase County Reimbursement for Early Intervention Transportation Services.
 - Resolution Support of Fully Funding the Implementation of the 2019 Elevated Blood Lead Level Mandate
 - Resolution Support of Enactment of Legislation to Amend the Public Health Law in Relation to Municipal Limited Health Care Service Facilities.

Motion was made by Ms. Braymer and seconded by Mr. Leggett to support the NYSAC resolution as outlined above. Following discussion regarding the inclusion of notable information from the Director of Public Health, as included in the agenda, in the transmittals to legislative leaders, Ms. Seeber called the question and the motion was carried by a unanimous vote of those present (*Ms. Hogan and Mr. Driscoll absent*) to approve the request as outlined above and the necessary resolutions were authorized for the December 16th Board meeting.

5. Support for Standing Committee on Public Health and Mental Health Resolution, as referred by Director of Office of Community Services:

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- Resolution Requesting Targeted State Investments in Programming and Policies to Develop and Fund Core Local Services to Decrease the Use of Emergency Departments (EDs) for the Treatment of Children and Youth with Complex Behaviors Health Needs.

Motion was made by Ms. Braymer and seconded by Mr. Leggett to support the NYSAC resolution as outlined above. Following discussion, Ms. Seeber called the question and the motion was carried by a unanimous vote of those present (*Ms. Hogan and Mr. Driscoll absent*) to approve the request as outlined above and the necessary resolution was authorized for the December 16th Board meeting.

Motion was made by Ms. Braymer and seconded by Mr. Leggett to refer the resolution to the ARPA Advisory Committee along with a copy of the Glens Falls Hospital's funding request application attached. Following discussion, Ms. Seeber called the question and the motion carried by a unanimous vote of those present (*Ms. Hogan and Mr. Driscoll absent*) to approve the request as outlined above and refer same to the ARPA Advisory Committee.

6. Support for Standing Committee on Public Safety Resolution as referred by the Criminal Justice & Public Safety Committee:
 - Resolution Encouraging the State Legislature and Governor to Enact Legislation to Require Reporting of Sex Offenders in Short Term Rentals.

Motion was made by Ms. Braymer and seconded by Mr. Leggett to support the NYSAC resolution as outlined above. Following discussion, Ms. Seeber called the question and the motion was carried by a unanimous vote of those present (*Ms. Hogan and Mr. Driscoll absent*) to approve the request as outlined above and the necessary resolution was authorized for the December 16th Board meeting.

National Association of Counties (NACo) items were discussed as follows:

1. NACO High Performance Leadership Program - update on any additional nominations received - There was no new interest in the course other than the one employee. Information on the course was included in agenda; a copy is on file with the minutes.
2. NACo 2023 Legislative Conference February 11 - 14, 2023 - It was noted the approaching deadline for early bird enrollment was December 10, 2022 and any interested Committee members should contact Amanda Allen, *Clerk of the Board*; Mrs. Allen was asked to notify all members of the Board of Supervisors of the upcoming Conference.

As there was no further business to come before the NACo/NYSAC Committee, on motion made by Mr. Leggett, seconded by Ms. Braymer and carried by a unanimous vote of those present (*Ms. Hogan and Mr. Driscoll absent*), Ms. Seeber adjourned the meeting at 10:03 a.m.

Respectfully submitted,
Leslie Lovelace, Secretary to the Clerk of the Board