

WARREN COUNTY BOARD OF SUPERVISORS

COMMITTEE: PERSONNEL

DATE: MARCH 5, 2026

COMMITTEE MEMBERS PRESENT: OTHERS PRESENT:

SUPERVISORS	RUNYON	KEVIN B. GERAGHTY, CHAIRMAN OF THE BOARD
	CROCITTO	JOHN TAFLAN, COUNTY ADMINISTRATOR
	DRISCOLL	LARRY ELMEN, COUNTY ATTORNEY
	ETU	AMANDA ALLEN, CLERK OF THE BOARD
	MADAY	SUPERVISORS BEATY
	TURNER	BRUNO
	CONOVER	GILLIGAN
		O'NEILL
		STRAINER
		STROUGH
		RYAN DICKEY, FIRST ASSISTANT COUNTY ATTORNEY
		TAMMIE DELORENZO, ASSISTANT TO THE COUNTY ADMINISTRATOR
		CHRISTINE NORTON, COUNTY TREASURER
		MARILYN RIVERS, PROPERTY & CASUALTY RISK MANAGER
		LINDA CLARK, TOWN OF QUEENSBURY RESIDENT
		SARAH MCLENITHAN, DEPUTY CLERK OF THE BOARD

Please note, the following contains a summarization of the March 5, 2026 Personnel Committee meeting; the meeting in its entirety can be viewed using the following links:

Warren County website - <https://www.warrencountyny.gov/MMA>

Warren County's YouTube Channel - Part 1- <https://www.youtube.com/watch?v=IN-xDli4gQo>

Part 2 - <https://www.youtube.com/watch?v=KITM30x-VH4>

Ms. Runyon called the meeting of the Personnel Committee to order at 9:30 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 Mr. Etu, seconded by Mr. Crocitto and carried unanimously to approve the minutes of the previous Committee meeting, subject to correction by the Clerk of the Board.

Privilege of the floor was offered for public comment:

Mr. Beaty spoke regarding the difficult decisions the Board of Supervisors would be facing during preparation of the 2027 County Budget, indicting he would be proposing a ten percent salary decrease for the members of the Board, the Budget Officer and the Chair of the Board, in order to ensure the public's faith in County leadership during tumultuous financial times. He voiced his objection to the Bill that was proposed in the New York State Legislature yesterday increasing their salaries to \$180,000 on an annual basis given the fact that the State was carrying billions of dollars in debt.

Committee commenced review of the Action Agenda Items, which included the following:

- 1) Intent to Fill Tracking Report - provided for informational purposes.
- 2) Referral from Economic Growth & Development Committee regarding a request to authorize a temporary compensation in the amount of \$500 per quarter (*total amount not to exceed \$5,000*) to a Senior Employment & Training Counselor to support data analysis goals through June 2028, so long as funding remains available.

Motion was made by Mr. Driscoll and seconded by Mr. Maday to approve the request as presented.

A discussion ensued during which Larry Elmen, *County Attorney*, advised from a legal perspective the request encompassed paying an individual a stipend over the budgeted salary for their position to compensate for duties performed during regularly

scheduled work hours which were outside the scope of the duties and responsibilities of their position.

Following further discussion, Ms. Runyon called the question and the motion was carried unanimously to approve Item 2 as outlined above and the necessary resolution was authorized for the March 20th Board Meeting.

- 3) Referrals from the Support Services Committee:
 - A) Request to amend the Table of Organization and Salary Schedule to create the new position of Telecommunications Analyst - Per Diem, \$45.36/hr, and delete the position of Telecommunications Analyst Full-Time, effective March 23, 2026.
 - B) Request to amend the Table of Organization and Salary Schedule to create the new position of Computer Help Desk Tech II #6, Base Salary \$66,386, and delete the position of Telecommunications Analyst Full-Time, effective March 23, 2026.

Motion was made by Mr. Etu, seconded by Mr. Driscoll and carried unanimously to combine the requests outlined in Agenda Items 3A-B.

Motion was made by Mr. Maday and seconded by Mr. Crocitto to approve Items 3A-B as outlined above; following discussion, Ms. Runyon called the question and the motion to approve Items 3A-B as outlined above was carried unanimously and the necessary resolutions were authorized for the March 20th Board Meeting.

Mr. Driscoll announced he was recusing from voting Agenda Item 4A and he exited the meeting at 9:53 a.m.

- 4) Requests/Items not Referred by Alternate Standing Committees:
 - A) Request to appoint Patricia Belden as Director of Public Health/Patient Services, Annual Salary \$134,691, effective April 4, 2026.

Motion was made by Mr. Maday, seconded by Ms. Turner and carried by a unanimous vote of those present (*Mr. Driscoll absent*) to approve Item 4A as outlined above and the necessary resolution was authorized for the March 20th Board Meeting.

Mr. Driscoll re-entered the meeting at 9:54 a.m.

- B) Request to re-appoint Jacqueline Figueroa as Director of Human Resources for a six year term commencing on April 28, 2026 and extending through April 27, 2032.

Motion was made by Mr. Crocitto and seconded by Mr. Etu to approve the request as presented; following discussion, Ms. Runyon called the question and the motion was carried unanimously to approve Item 4B as outlined above and the necessary resolution was authorized for the March 20th Board Meeting.

- C) Insurance Reserve Payment Report as of January 31, 2026: Report enclosed. Attorney Elmen provided a brief summary of the Report of Insurance Reserve Payments through January 31, 2026. (*Report included as Agenda Item 4C*).
 - D) Request to appoint members of the Board of Ethics for term commencing January 1, 2026 and terminating December 31, 2026.

John Taflan, *County Administrator*, indicated he would like to amend the request to replace Neil Brandmeier with Monique Boulet.

Motion was made by Mr. Maday, seconded by Mr. Etu and carried unanimously to approve Item 4D, as amended, to include the revision outlined above and the necessary resolution was authorized for the March 20th Board Meeting.

- 5) Personnel/Litigation Matters:

Attorney Elmen noted an executive session was required, per the following: Public Officers Law §105(1)(f), to engage in discussions of matter leading to the employment, promotion, demotion, discipline, suspension, dismissal or removal

of a particular person; Public Officers Law §105(1)(d), to engage in discussions of proposed, pending and current litigation; and to provide attorney-client communications per Public Officers Law §108(3), concerning the matters listed in the Agenda. He requested that Ryan Dickey, *First Assistant County Attorney*, and Marilyn Rivers, *Property & Casualty Risk Manager*, be permitted to remain in the executive session.

Motion was made by Mr. Etu, seconded by Mr. Crocitto and carried unanimously to enter into an executive session pursuant to Sections 105(1)(f); 105(1)(d); and 108(3) of the Public Officer's Law for the purposes outlined above and to allow Mr. Dickey and Ms. Rivers to remain in attendance during the executive session.

Executive session was held from 9:59 a.m. until 11:10 a.m.

Upon reconvening, Ms. Runyon announced no action was taken during the executive session.

Privilege of the Floor/Public Comment were called for, but there was no one wishing to speak.

There being no further business to come before the Personnel Committee, on motion made by Mr. Crocitto, seconded by Mr. Driscoll and carried unanimously, Ms. Runyon adjourned the meeting at 11:10 a.m.

Respectfully submitted,
Sarah McLenithan, Deputy Clerk of the Board