

PERSONNEL COMMITTEE

Tuesday, January 19, 2021 - 10:00 AM

Clerk's note – This meeting was held virtually.

Stephanie DeZalia, Chairperson
Joseph Giordano, Vice-Chairperson

Chairwoman DeZalia called this Personnel Meeting to order at 10:06 am with the following Supervisors virtually in attendance: Clayton Barber, Robin DeLoria, Archie Depo, Stephanie DeZalia, Shaun Gilliland (in person), Joseph Giordano, Charlie Harrington, Roy Holzer, Kenneth Hughes, Steve McNally, Jim Monty, Noel Merrihew, Jay Rand, Tom Scozzafava, Jeffrey Subra, Ike Tyler and Joe Pete Wilson. Davina Winemiller was excused.

Department Heads present: Dan Palmer (in person) Laura Carson, Judy Garrison, Jennifer Mascarenas and Michael Mascarenas.

Also virtually present: Sun News, Tim Rowland and Daniel Tedford.

DEZALIA: Is everybody ready to get started for the Personnel meeting? Alright, we will commence the Personnel Administration Committee and we will start with Jen. Is she on? Okay.

MASCARENAS: Good morning. I have my monthly report, if anyone has any questions?

DEZALIA: Did anyone have anything for Jen?

HUGHES: I have a quick question, how are the response rates for advertising for positions that are going out for, I can't think of it right now, but my just in general question is when you advertise for a position, a county position what's the response rates been like right now?

MASCARENAS: You know it's been about the same as it has before. Some positions we get several applicants for, for some reason the Fish Hatchery attendant we get upwards of twenty sometimes and then it just depends on the position of how many applicants that we do get but it's consistent. It's consistent.

HUGHES: And the reinstatement of the fees for the civil service exams have you seen, any changes of there for us? Has that been a positive for us or has that been a loss?

MASCARENAS: Well, it's not been a loss because we haven't really held the exams that we had before yet. All the exams that were canceled because of Covid still haven't been rescheduled so I think we will have to wait a little bit longer until those get scheduled to see for sure.

HUGHES: Thanks.

SCOZZAFAVA: If I may, looking at the number of job applicants received, very good report by the way Jenn; forty-three overall, but I can tell you that you know, ten, fifteen years ago you'd have people lined up for these positions and obviously that's not happening anymore. Don't know what the reason is but we're certainly aren't getting the applicants that we used to receive. I saw

Account Clerk, one. That was it for Account Clerk that we received?

MASCARENAS: Yup.

SCOZZAFAVA: That's unreal.

DEZALIA: Anything else for Jenn? Okay, thank you Jenn.

MASCARENAS: Thank you.

DEZALIA: Next up would be Judy for the Clerk of the Board.

GARRISON: Good morning.

DEZALIA: Good morning Judy.

GARRISON: I submitted my monthly report. I just wanted to bring to your attention, on our revenue for OTB through November we are down \$8,044 from last year, and our revenue for our printing is down, and that's through the year 2020, it is down \$9,126 from last year. Not too good news.

SCOZZAFAVA: No. Now, if we put a parlor in Lake Placid that OTB revenue would absolutely increase.

DEZALIA: Any other questions?

HUGHES: I was just curious, two questions one, where do we have an OTB if we do have one and two, where does that revenue go into the county? Does it go into a general fund, does it go into a reserve fund for social projects, back to education? How do we handle that?

GARRISON: It goes into an OTB account. I'm not sure what we do with the funds following that. Mr. Diskin is on, I'm not sure if he can tell us? As far as a parlor I think, isn't Quick Draw considered OTB? I'm not sure where a parlor is.

SCOZZAFAVA: We don't have any. That I'm aware of, there's none.

GARRISON: Yeah, I didn't think so. I mean we used to years ago.

SCOZZAFAVA: This is all pretty much done online.

MERRIHEW: I would suggest our parlor is in Elizabethtown at the Half Way House, point of information.

GARRISON: Because they have Quick Draw, correct?

MERRIHEW: Yes. I believe they have the lotto also.

PALMER: Technically there is no OTB parlor in Essex County. Revenue does come back; it goes into the general fund. It is just dispersed back into the general fund to offset the taxes.

HUGHES: Okay, thanks a lot.

GILLILLAND: The capital region which we're in for OTB Rep for Essex County is one of my board members in the Town of Willsboro, Lorilee Sheehan. If any towns have got any ideas, people who might think they want to open an OTB parlor, then I can pass that along to her.

DEZALIA: Anything else for Judy?

MONTY: Judy, I'm just curious with our printing revenue, is that generated primarily from what the towns request the county to print?

GARRISON: It's towns and county. The majority I would say, towns yes.

MONTY: Do we offer it to outside entities?

GARRISON: Fire Departments we do. Not very many outside entities.

PALMER: We also do non for profits.

GARRISON: Yes, non for profits.

MONTY: Non-profits okay. Probably since Covid-19 is probably driving the revenue down I would assume.

GARRISON: Yes.

MONTY: Has this been a trend over the years that we're losing revenue by doing the printing?

GARRISON: Covid-19 actually is a big, big part of it. The county departments, a lot of them are doing their own printing they have different types of printers that they can print their own stuff so a little bit yes.

MONTY: Okay, thank you.

SCOZZAFAVA: I would agree Jim that Covid-19, I mean you've got no events going on. A big part of our printing was for non for profits and communities for different events that they would have posters, stationery, that type of thing and obviously for the last year that's pretty much non-existent so I think Covid is part of that \$9,000 decrease in revenues would be my guess.

DEZALIA: Great. Okay, anything else for Judy, anyone? Thank you Judy.

GARRISON: Thank you.

DEZALIA: Alright so Dan Manning. I don't see Dan.

GILLILLAND: Dan Tedford is here.

DEZALIA: Dan Tedford.

TEDFORD: I'm right here. Can everyone hear me alright?

DEZALIA: Go ahead Dan.

TEDFORD: So what I have in front of you I sent it out to the committee was a proposal for three members, three new members of our ethics board. As this has been discussed before, we only have two right now, we need five. We did receive seven applications which I was pretty happy with. I reviewed all their qualifications. I spoke with all of them on the phone. The three members that I sent along would be basically my recommendation for the person to fill those positions. The first being Mr. Feinbloom who is from Westport and then Mr. Lally from Wilmington and then Ms. Atkins from Willsboro. I was very happy with the turn out and those would be my recommendations. The way forward would be just to get them appointed at the next regular board and then from then on, I would just call a meeting of the whole ethics board, go over their responsibilities again, get their oaths filed and insure that they have a properly appointed Chairman and then get along with a regular meeting schedule. My aspiration would be to have them meet in some manner at least quarterly and go from there and kind of get this up and running again. If there is any questions and since it's a personnel matter I would ask that we go into executive session. That's pretty much what I have for today.

DEZALIA: Did anyone have any questions for Dan? Tom, would those questions cause us to go into executive session?

SCOZZAFAVA: No, not at all. Are you looking for a resolution today Dan, to get it to full board?

TEDFORD: Yes, that's right Tom.

SCOZZAFAVA: I would so move that.

DEZALIA: Okay, resolution to appoint the three parties made by Tom Scozzafava. Anyone second? Seconded by Ken Hughes

RESOLUTION APPOINTING STEPHEN FEINBLOOM, DAVID LALLY AND MARGARET ATKINS TO SERVE FIVE-YEAR TERMS ON THE ESSEX COUNTY ETHICS BOARD. Scozzafava, Hughes.

DEZALIA: Any more discussion by anyone? Alright, all in favor, is there anyone opposed – so moved.

SCOZZAFAVA: While we are on the ethics – Dan could you get out or have Dan get out the ethics disclosure forms that we do yearly to the supervisors?

TEDFORD: Yes, absolutely.

SCOZZAFAVA: Okay, thank you.

DEZALIA: Okay thank you Tom. Thank you Dan.

TEDFORD: Alright, thank you very much.

DEZALIA: I think Jim Monty has something.

MONTY: I have a question for Dan.

DEZALIA: Is Dan still here?

TEDFORD: Yes, I'm here.

MONTY: Hey Dan. Dan Manning sent us out a copy of what he was proposing for coroners' physicians and I don't know if this is the time or he is ready to take that as a resolution to bring to full board? I guess that's my question.

TEDFORD: Yeah, I don't know either Jim. I can certainly, I will bring it up with him that you're inquiring but I'm not prepared to say I guess one way or the other what he wants do on that right now.

MONTY: I understand. Thank you.

PALMER: Jim Monty, was that on the regions because we did pass that last month.

MONTY: Okay that was attached, when I printed out my agenda that was on that so I assumed that's what we're talking about. Okay.

PALMER: No, I think last month we did move that the regions be allocated based on your recommendation that you had provided.

MONTY: Oh no, that was for the three areas for the coroners Dan. This was for the Coroner's physician position.

PALMER: Oh, the physicians' assistant. I'm not aware where Dan is on that. I will get ahold of him and maybe before ways and means we can have something for that.

MONTY: Okay, thank you.

DEZALIA: Great. Thank you Dan and Jim. Is there anything more to come before the Personnel committee? Go ahead Shaun.

GILLILLAND: Thanks Stephanie and I would just like to if I can, get a resolution to go forward with the drafting of a resolution of condemnation of the attack upon our National Federal Legislature. Most recently, January 6, I spent most of my adult life having sworn an oath to that Constitution and that was a direct attack upon our Constitution. The Constitution, I mean, we as Americans are not linked, look at, you know we are Wilson's and Harrington's and Barbers and Scozzafavas', Hughes and Gillillands we are not linked by any culture, we are not linked by any religion, we are not linked by and ethnic group, race we're linked by a piece of paper literally and that was a direct assault upon the heart of what makes us Americans. So I'm going to ask if I could, I would like to appoint Mr. Tyler, Mr. DeLoria, Mr. Hughes and Mr. Wilson to draft the words for that resolution of condemnation and bring it forward next week. So if I could have a resolution for that I would appreciate it.

DEZALIA: Would someone move the resolution for Mr. Gilliland.

RESOLUTION APPOINTING MR. TYLER, MR. DELORIA, MR. HUGHES AND MR. WILSON TO DRAFT WORDING FOR A RESOLUTION OF CONDEMNATION FO THE ATTACK UPON

THE NATIONAL FEDERAL LEGISLATURE. Barber, Giordano

GILLILLAND: Thank you.

DEZALIA: Thank you Shaun.

DELORIA: Thank you Shaun. We'll get on that this week.

DEZALIA: Okay. Thank you. We stand adjourned if there is nothing else to come before this committee.

As there was no further discussion to come before this Personnel Committee it was adjourned at 10:21 a.m.

Respectfully submitted,

Judith Garrison, Clerk
Board of Supervisors