PERSONNEL & ADMINISTRATION COMMITTEE

Monday, April 20, 2026 - 10:00 AM

Meg Wood, Chairperson
Cathleen Reusser, Vice-Chairperson

Chairman Wood called this Personnel Meeting to order at 10:00 am with the following Supervisors in attendance: Clayton Barber, Chris Clark, Ken Hughes, Mary Lamphear, Tracie McGill, Clayton Menser, James O'Bryan, Timothy Pierce, Richard Preston, , Matt Stanley, Ike Tyler, Joe Pete Wilson and Margaret Wood. Matthew Brassard, Timothy Follos, Steve McNally, Cathleen Reusser and Davina Thurston were excused.

Department Heads present: Judy Garrison, Dan Manning, Jennifer Mascarenas, Michael Mascarenas and Jim Dougan.

Deputies present: Bill Tansey

WOOD: Good morning everyone. Personnel & Administration meeting is underway now and Jennifer.

J. MASCARENAS: Good morning. I have my monthly report and the vacancy list that has been updated. If anybody has any questions on those?

WOOD: Does anyone have any questions for Jen? Comments?

J. MASCARENAS: And I put in front of you a flyer for the upcoming job fair May 7th.

WOOD: And unfortunately this is the day of the APA get together in Saranac Lake where they are specifically addressing zoning and short-term rentals. I won't be able to attend the job fair.

TYLER: I can't hear you Meg.

WOOD: I was just saying that May 7th is the same day as the APA conference up in Saranac Lake I won't be able to be at this but this is important and it is really very nice. It's neat to see everybody climbing all over the machinery especially the Personnel staff. That's it.

MASCARENAS: Yeah, I do have a resolution that I would like to discuss. I sent it out to the board last week regarding the 211 waiver and I have kind of written it up. I would like to fine tune it before ways and means and full board because I believe it is a resolution that our intent is likely going to get pushed through NYSAC and then ultimately with other counties that I believe are experiencing the same issues we are. So, for those of you that are not aware we had a situation last week where one of our employees was essentially had to make a personal decision and in their letter of resignation due to lack thereof the 211 waiver. So retirees are only allowed to earn $35,000 in public income or their retirement benefit starts becoming impacted by that. I'm not sure the state is aware this resolution is kind of to make them aware that the majority of individuals that work in rural communities work for the public service sector whether it's counties, whether it's towns, whether it's school systems, corrections a large portion and percentage of that workforce and members that are in your fire and EMS also hold employment within the public sector. We don't have a ton of private sector employment in our rural communities and that's not just Essex County that's really a reflection on rural New York and rural America quite frankly. So, the intent of the resolution is really to recognize that workforce and currently we're seeing this

issue in EMS but it's likely going to expand to fire at some point and we are going to be having conversations here where we're going to be trying to figure out firemen and having the 211waiver as a barrier to keeping those people in service as long as possibly is not going to be a good thing. We certainly aren't in a position where we can be turning individuals away due to this arbitrary law that's kind of just sitting there on the books and blocking us so what I would like to offer is a resolution requesting consideration of the Governor and the State Legislature allowing for a 211 waiver for EMS personnel and urging broader state action to address EMS workforce shortages.

RESOLUTION REQUESTING CONSIDERATION OF THE GOVERNOR AND THE STATE LEGISLATURE ALLOWING FOR 211 WAIVER FOR EMS PERSONNEL AND URGING BROADER STATE ACTION TO ADDRESS EMS WORKFORCE SHORTAGES. Wilson, Tyler

WOOD: Any questions?

STANLEY: I'm not on this committee but I can say firsthand that during Covid if that waiver, essentially anybody could work and that waiver was sort of suspended, correct? And for the Town of Jay it was extremely important for us to be able to hire people like we had a massive shortage, we were getting correction officers who retired to work on our highway crew, we were getting state troopers who retired, they can retire at such a young age and they still want to give back to their communities and can't and I think EMS is just an ongoing issue where and I think a lot of us still have probably highway issues as well that we could hire those folks who want to work, can contribute, can give back to their community but when you go and put a cap on that it just, the small work pool we have shrinks even more because the people who are still able to work get penalized for wanting to work and think that's wrong and I'm not on this committee like I said but would support this wholeheartedly at ways & means and at the full board.

WOOD: Thank you. Anyone else? Any comments? All in favor, okay any opposed – carries.

MASCARENAS: That's all I have.

WOOD: Judy.

GARRISON: Good morning. I submitted a monthly report and also I am asking for a resolution this month to change the date of the June regular board meeting from June 1st to June 2nd to avoid a conflict with the AATV meeting.

RESOLUTION CHANGING THE DATE OF THE JUNE REGULAR BOARD MEETING FROM JUNE 1, 2026 TO JUNE 2, 2026 TO AVOID A CONFLICT WITH THE AATV ANNUAL MEMBERSHIP MEETING ON JUNE 1, 2026. Wilson, Barber

WOOD: All in favor, any opposed – carries. Thank you Judy.

GARRISON: Thank you.

WOOD: Dan.

MANNING: Good morning. I just have one resolution. It's a resolution of abandonment of a road. Bill has been working on so I will ask Bill to come to the podium and explain it to the board.

TANSEY: I have received a request from Mr. Boyea and Mr. Decker in Moriah for this board to

issue a correction quick claim deed for County Route 4, which is the Dugway Road. Back in 2017 the Dugway Road had a huge curve, it's more straight, we abandoned that curve part and Mr. Boyea would like to get a loan from the bank and the description of the northern part of the road was not clear enough for the bank so the bank has asked us to add some language and that's the request from Mr. Boyea through the surveyor John Demming, *northerly boundary of the Dugway Road, County Route 4, which northerly boundary line is defined as the line 33 feet from N parallel to the existing center line.* Current description is 10 feet from the edge of the road so with your authorization I would like to get the County Manager or the Chairman to sign a quick claim deed to Mr. Boyea correcting the 2017 description please.

RESOLUTION AUTHORIZING A CORRECTION QUICKCLAIM DEED OF A PORTION OF COUNTY ROUTE 4, DUGWAY ROAD LOCATED IN THE TOWN OF MORIAH, WITH THE CONSENT OF THE DPW SUPERINTENDENT, PURSUANT TO HIGHWAY LAW §118-A, PROPERTY OWNED BY JOHN BOYEA; AND AUTHORIZING THE COUNTY CHAIRMAN OR COUNTY MANAGER TO EXECUTE CORRECTION QUITCLAIM DEED AND ANY AND ALL NECESSARY DOCUMENTS REQUIRED. Menser, McGill

WOOD: Any questions?

BARBER: Can you tell me the location of this on the Dugway Road?

TANSEY: It is just south of the intersection of the Titus Road. I can show you the survey if you would like it.

BARBER: Town of Chesterfield?

MASCARENAS: No, Town of Moriah.

BARBER: Oh, another Dugway Road. Okay.

WOOD: All in favor, any opposed – carried.

TANSEY: Thank you.

WOOD: Dan, anything else?

MANNING: No, I have nothing further. I would like to ask that we go into executive session to discuss and for me to give legal opinion relative to the current home rule request that we have involving tax law section 1202-S relative to our occupancy tax also, legal advice with the respect to a few lawsuits we have involved with respect to Hennepin. There's been some cases that come down, important cases come down that is going to change how we approach the cases that we are involved in.

WOOD: Okay, motion by Mr. Tyler, second by Mr. Barber. We are in executive session at 10:12 a.m.

THE COMMITTEE MOVED INTO EXECUTIVE SESSION AT 10:12 A.M. TO DISCUSS AND RECEIVE LEGAL OPINION RELATIVE TO THE CURRENT HOME RULE REQUEST INVOLVING TAX LAW SECTION 1202-S AND LEGAL ADVICE WITH RESPECT TO LAWSUITS INVOLVED WITH HENNEPIN.

THE COMMITTEE MOVED BACK INTO OPEN SESSION AT 10:44 A.M.

WOOD: We are out of executive session at 10:44 a.m. No decisions were made in executive session.

WILSON: I want to make a motion to vote on the opposed amendment to NYS Tax Law 1202-S (10)

MANNING: And everybody has that before them.

RESOLUTION AUTHORIZING A PROPOSED AMENDMENT TO NEW YORK STATE TAX LAW 1202-S(10). Wilson, Tyler

WOOD: Any questions? Any remarks? All in favor, any opposed – carried. Does anybody else have any other business to bring before this committee? We're done.

As there was no further business to come before this Personnel & Administration committee it was adjourned at 10:45 a.m.

Respectfully submitted,

Judith Garrison, Clerk
Board of Supervisors