



MADISON COUNTY BOARD OF SUPERVISORS

JOHN M. BECKER

Chairman

MARK SCIMONE

County Administrator

EMILY C. BURNS

Clerk

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Government Operations

Tuesday, December 5, 2023 @ 12:00 PM

Chambers

MINUTES

12:00 PM Call Meeting to Order

Committee Members Present: M. Cavanagh, M. Roberts, P Walrod, R. Vosburg and A. Stepanski
Others present: R. Aylward, S. Prievo, C. Edick, M. Felton, T. Wayland-Smith, K. Guinto, E. Burns, L. Randall (speaker phone)

Approval of Minutes

- Approval of Meeting Minutes 11/28/2023

Motion by Matt Roberts to Motion. Second by Mary Cavanagh.
The motion was Passed.

Resolutions:

1. Appointing a Clerk to the Board of Supervisors

P. Walrod stated that the Clerk, E.Burns, and the team are doing a great job. He noted that the transition was seamless and then when she was out it continued to run smooth and that is a credit to the team we have in place.
Motion by Matt Roberts to Motion. Second by Mary Cavanagh. The motion was Passed.

2. Appointing a County Attorney

Motion by Mary Cavanagh to Motion. Second by Matt Roberts. The motion was Passed.

3. Recognizing County Employees for Graduating from the NACo Professional Development Academy

The Committee congratulates the Employees who took the time to

attend this rigorous education and leadership program. It shows the dedicated staff we have at the county. Motion by Matt Roberts to Motion. Second by Mary Cavanagh. The motion was Passed.

4. Authorizing the Chairman to Modify an Agreement with Excellus Health Plan, Inc.

L. Randall explained that this is for the Stop Loss coverage for 2024. In the past we have been penalized because we have not gone with Excellus. This year Excellus came in at the lowest rate in addition we will receive the penalty per person back. Motion by Rex Vosburg to Motion. Second by Mary Cavanagh. The motion was Passed.

5. Appointing a Budget Officer and a Deputy Budget Officer

Motion by Matt Roberts to Motion. Second by Pete Walrod. The motion was Passed.

6. Resolution of Appreciation – Retiree Recognition

These employees have had many years of dedicated service to the County and we are grateful for their dedication, Motion by Mary Cavanagh to Motion. Second by Alex Stepanski. The motion was Passed.

7. Establishing the Salaries of Certain Managerial/Confidential Employees for 2024

This resolution is a "catch up" resolution. Salaries were previously passed, but due to newer appointments these were not presented for approval. Motion by Rex Vosburg to Motion. Second by Mary Cavanagh. The motion was Passed.

8. Revising the Madison County Management Compensation Plan

There are 3 main changes being made to this plan.

1. Update of department names and position titles as approved throughout the 2023 year
2. Amend language regarding Post-employment benefits
3. Terminal Benefits or Severance Cap. To update to align closer to salary updates.

Motion by Rex Vosburg to Motion. Second by Mary Cavanagh. The motion was Passed.

9. Amending Personnel Policy and Procedure Employee Separation Policy

The County is adding a checklist for Blue Collar employees who do not go through the off boarding process within NeoGov. In addition, the New York State Department of Labor (NYSDOL) now requires all employers to provide a unemployment notice to each individual employee as they are off-boarded from employment. This new checklist helps to ensure that every employment separation meet the new NYSDOL mandate. Motion by Mary Cavanagh to Motion. Second by Matt Roberts. The motion was Passed.

10. Amending Personnel Policy and Procedures Lactation – Time Away From Work

The County is updating the policy as per the Department of Labor. Motion by Matt Roberts to Motion. Second by Rex Vosburg. The motion was Passed.

11. Amending Personnel Policy and Procedures Exposure Control Plan is being updated to bring documentation and follow-up communication with exposed staff under the purview of the HR Department. The policy was reviewed and approved by PERMA, the County's Workers' Compensation carrier.. Motion by Mary Cavanagh to Motion. Second by Matt Roberts. The motion was Passed.

12. Selecting An Administrative Services Agency ad Financial Organization for the Deferred Compensation Program and Authorizing the Chairman to Enter into an Agreement (Empower Retirement)

Motion by Matt Roberts to Motion. Second by Rex Vosburg. The motion was Passed.

13. Authorizing A Renewal with Lifetime Benefit Solutions for Section 125 Administration Services

Motion by Matt Roberts to Motion. Second by Pete Walrod. The motion was Passed.

14. Authorizing the Chairman to Enter into an Agreement with Park Strategies

County Attorney:

1. Department Update - Anticipated Executive Session

For the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation.

Out of Executive Session 12:15 PM

Motion by Pete Walrod to Into Executive Session 12:11 PM.

Second by Matt Roberts. The motion was .

Other Committee Business

Next Meeting: To Be Determined

Adjourn

Motion by Mary Cavanagh to Meeting Adjourned 12:16 P.M.. Second by Matt Roberts . The motion was Passed