

MADISON COUNTY GOVERNMENT OPERATIONS COMMITTEE

Meeting Agenda - Thursday, March 26, 2026

Call Meeting to Order

Government Operations Committee Chairman Pete Walrod called the meeting to order at 10:07 a.m. in the Supervisors Chambers, second floor, County Office Building, Wampsville, NY. Supervisor Walrod, Supervisor Samsel, Supervisor Reger, Supervisor Vosburg, and Supervisor Kinville were present.

Others present: Board Chairman Jim Cunningham, Supervisors Thomas Daviau, Melissa During and Dave Jones, 2nd Assistant County Attorney Melissa Felton, Human Resources Director Ryan Aylward, Deputy Human Resources Director Shawn Prievo, Elections Commissioners Mary Egger and Laura Martino, Corporate Compliance Officer Christina Kennedy, Public Information Officer Samantha Field, IT Director Robert Verdon, Emergency Management Director Daniel Degear, Clerk of the Board Emily Burns, Treasurer Cindy Edick, Budget Analyst Susan McConnell, Assistant Finance Director Keith Lummis, and District Attorney Robert Mascari.

Approval of Minutes

1. GOC Meeting Minutes 2/26/26

On motion by Supervisor Kinville, seconded by Supervisor Samsel, the motion was made to Approve the February 26, 2026 meeting minutes. The motion was Passed.

Board of Elections

1. Department Update

Elections Commissioner Mary Egger stated that petitions are due next week. A primary is anticipated for the Town of Lenox Highway Superintendent and county-wide for Comptroller. Elections Commissioner Laura Martino stated that school contracts have been entered along with a contract for enhanced voting, which will provide more accurate unofficial totals on election night. The "I Voted" sticker contest is active for Madison County students ages 13 -18. Artwork is due by June 1, 2026.

Purchasing

1. Procurement Report - March 2026

A Procurement Report for the month of February 2026 was provided in the Committee packet.

Public Information

1. Department Update

Public Information Officer Samantha Field provided a department update detailing a busy month. Her office worked with Human Resources to promote the Deputy Sheriff exam and the Deputy Director of IT position by boosting them on Facebook and LinkedIn. She provided a chart that showed the cost, reach, impressions and landing

page clicks for each boosted post.

Corporate Compliance

1. Department Update

Compliance Officer Christina Kennedy continues to work on the website accessibility. She is providing one-on-one department meeting for those that need assistance. She is also working on HIPAA Compliance policy updates. Supervisor Vosburg wanted to know what Alt Text is? IT Director Rob Verdon stated that Alt Text describes a picture so that software for the blind can read it.

Information Technology

1. Department Update

IT Director Rob Verdon is working to fill three positions in his office — Deputy Director, Confidential Secretary and Computer Support Specialist. Notice has been sent to County employees regarding changes to our password requirements effective immediately. His staff is also working on new VPN upgrades. New servers have been ordered, and it will be a big overhaul for his staff to move over to them.

Rob shared a presentation detailing the findings of the penetration test provided by Sedara, our cyber security consultant. This is a requirement of the New York State Board of Elections. Their penetration testing services simulate real-world cyberattacks to identify vulnerabilities, assessing security from external, internal, and social engineering perspectives. There were no extreme findings. However, a large percentage of county employee passwords were easily breakable. This is the reason for the new password requirements. Password length is not enough. We want to eventually get away from passwords with more secure options.

Human Resources

1. Performance Appraisals - discussion

Human Resources Director Ryan Aylward informed the Committee that Madison County is receiving a PERMA award for our excellence in timely claims reporting, active participation in the Transitional Duty Program, and ongoing member engagement. A film crew will be coming to the Human Resources Office tomorrow to film us in action. Labor Relations Technician Denise Curtis deserves the most credit for this honor. Deputy Human Resources Director Shawn Priervo added that this is PERMA's top annual award.

Annual performance appraisals for Madison County management/confidential employees have been modified multiple times over the years. While the policy is well-intended, it is not expeditious, and there is little return on investment. Human Resources Director Ryan Aylward asked the Committee to consider removing the performance appraisal policy from the Management/Confidential Compensation Plan. Employees covered under the plan are evaluated by their supervisor all year long, and the annual review is no longer linked to salary increases. There was a consensus of the

Committee to remove the performance appraisal policy from the Management/Confidential Compensation Plan.

Shawn reported that requests for space heaters in County offices led to a request to adopt a policy to ensure a safe environment for employees and to protect County property. The policy outlines the procedures for appropriate instances and usage of personal space heaters by employees. The Highway, Buildings and Grounds Committee has reviewed and approved the policy for adoption. The policy and resolution were provided to this committee for approval.

Resolutions

1. Declaring the Week of May 3-9, 2026 As "Public Service Recognition Week"

On motion by Supervisor Samsel, seconded by Supervisor Reger, the motion was made to Approve the resolution. The motion was Passed.

2. Authorizing the Chairman to Approve and Execute a Settlement Agreement Relating to the Opioid Crisis

On motion by Supervisor Vosburg, seconded by Supervisor Kinville, the motion was made to Approve the resolution. The motion was Passed.

3. Renew Agreement with CSEA Employee Benefit Fund

On motion by Supervisor Samsel, seconded by Supervisor Reger, the motion was made to Approve the resolution. The motion was Passed.

4. Authorizing a Village Municipal Grant and Modifying the 2026 Adopted County Budget

On motion by Supervisor Reger, seconded by Supervisor Samsel, the motion was made to Approve the resolution. The motion Failed with four Nays and one Yay.

5. Establishing a Personal Space Heater Safety and Use Policy

On motion by Supervisor Samsel, seconded by Supervisor Reger, the motion was made to Approve the resolution. The motion was Passed.

6. Revising the Madison County Management Compensation Plan

On motion by Supervisor Samsel, seconded by Supervisor Reger, the motion was made to Approve the resolution. The motion was Passed.

7. Resolution of Appreciation - Retiree Recognition

On motion by Supervisor Samsel, seconded by Supervisor Reger, the motion was made to Approve the resolution. The motion was Passed.

Other Committee Business

EMS Host Community Funding Report

Supervisor Melissa During reported that she and Supervisor Brandee Henderson met with the Emergency Management team regarding the EMS system. While the Madison County EMS system is stable at this time, we need to be prepared to step in if needed.

Emergency Management Director Dan Degear prepared a draft Proposal for Town Financial Participation in County EMS Coverage. Towns receiving dedicated ambulance coverage from Madison County EMS will be asked to contribute \$5.00 per hour per two-person ambulance crew assigned to their area. The amount of hours charged will be reviewed and adjusted up or down annually, dependent upon current coverage needs. Municipalities may receive credit toward their financial obligation by providing approved in-kind services, such as free or reduced-cost use of town-owned buildings or facilities for EMS operations, utility coverage, snow removal, or facility renovations/maintenance, or other relevant services approved by the Criminal Justice, Public Safety, and Emergency Communications Committee. Payment options include a direct contract between the municipality and Madison County, payable quarterly, or a deduction from the town's share of sales tax revenue, casino revenue sharing, or other source, administered through the County's Finance Office. Dan stated that this will not full fund the EMS program, but will help bolster it. There was a consensus of the Committee to proceed with the Proposal for Town Financial Participation in County EMS Coverage.

1. Executive Session - Litigation, Personnel and Salary Matters

A motion was made by Supervisor Vosburg to enter into Executive Session at 10:57 a.m. to discuss 1) proposed, pending or current litigation, and 2) the medical, financial, credit or employment history of a particular person, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person. Supervisor Reger seconded the motion, and it was unanimously carried.

A motion was made by Supervisor Kinville to exit Executive Session at 11:45 a.m. Supervisor Samsel seconded the motion, and it was unanimously carried.

Preferred Agenda

It was the consensus of the Government Operations Committee to allow resolutions from today's meeting to be added to the preferred agenda.

Next Meeting - Thursday, April 30, 2026 @ 10 AM

Adjourn

On motion by Michelle Kinville, seconded by Meghan Samsel, the Board adjourned at 11:47 a.m.