

Government Operations
Thursday, June 30, 2022 @ 10:30 AM
Chambers/ Zoom

AGENDA

10:30 AM Call Meeting to Order

Approval of Minutes

- Minutes - May 26, 2022

Resolutions:

1. Resolution of Appreciation - Retiree Recognition
2. Abolishing a Geographic Information Systems Aide Position and Creating a Geographic Information Systems Specialist Position in the Office of the County Treasurer
3. Amending the Madison County Purchasing Card Policy and Procedures
4. Authorizing the Chairman to Enter Into an Agreement With Spectrum Enterprise
5. Authorizing the Chairman to Enter Into an Agreement With SEDARA
6. Authorizing the Modification of the 2022 Adopted County Budget
7. Authorizing the Modification of the 2022 Adopted County Budget (ARPA)
8. Authorizing Attendance at an Out-Of-State Recertification Training
9. Establishing the Standard Work Day and Reporting Days for Certain County Officials
10. Establishing the 2022 Salary for Administrative Assistant to the District Attorney
11. Establishing the 2022 Salary for the Assistant District Attorney-Fraud Prevention
12. Reallocating Certain Titles in the Emergency Management Department

Other Committee Business

1. MOTION TO ENTER EXECUTIVE SESSION
2. Salary Matter
3. Negotiations
4. Labor Relations

Preferred Agenda

Next Meeting:

1. July 28, 2022 - Immediately Following Finance, Ways and Means

Adjourn

MADISON COUNTY DEPARTMENT OF PERSONNEL/CIVIL SERVICE

COUNTY OFFICE BUILDING
P.O. BOX 636

WAMPSVILLE, NY 13163
(315) 366-2341 (Phone)
(315) 366-2725 (Fax)



Eileen M. Zehr

Personnel Officer
eileen.zehr@madisoncounty.ny.gov

Ryan D. Aylward

Director of Labor Relations
ryan.aylward@madisoncounty.ny.gov

Government Operations **Thursday, May 26, 2022 @ 10:30 AM** **Chambers**

MINUTES

10:30 Call Meeting to Order
AM

DRAFT

M. Cavanagh called the meeting to order at 10:04 a.m.

Committee Members present: C. Moses, M. Roberts, R. Vosburg and P. Walrod

Others present: R. Aylward, E. Bird, E. Burns, J. Chesebro, L. Corbin, L. Davies (BrRiDGES) C. Edick, E. Faisst, M. Felton, S. Field, W. Gabor, S. Grzelka Empower via Skype) C. Kennedy, K. Lummis, P. Lutwak, M. Scimone and J. Serow (Empower via Skype)

Approval of Minutes

- Minutes - April 28, 2022

Motion by Matt Roberts to approve minutes from April 28, 2022.
Second by Pete Walrod. The motion was Passed.

Resolutions:

1. Resolution of Appreciation - Retiree Recognition

Motion by Cliff Moses to approve the resolution. Second by Matt Roberts. The motion was Passed.

2. Adopting a Public Access to Naloxone Policy and Procedure

Motion by Rex Vosburg to approve the resolution. Second by Pete Walrod. The motion was Passed.

3. Amending the Use of Portable Data Storage Devices
Motion by Pete Walrod to approve the resolution. Second by Cliff Moses. The motion was Passed.
4. Authorizing an Out-of- State Conference (Information Technology)
Motion by Matt Roberts to approve the resolution. Second by Pete Walrod. The motion was Passed.
5. Authorizing the Chairman to Enter Into an Enterprise Agreement With First Light (Voice Renewal)
Motion by Pete Walrod to approve the resolution. Second by Cliff Moses. The motion was Passed.
6. Authorizing the Chairman to Enter Into an Enterprise Agreement With First Light (DIA Renewal)
Motion by Rex Vosburg to approve the resolution. Second by Cliff Moses. The motion was Passed.
7. Authorizing the Chairman to Enter Into an Agreement With the Guardian Life Insurance Company for Fully Insured Disability Administration Services

*If Guardian Life Insurance Company does not provide a policy, we will pull from the Board Meeting.Motion by Cliff Moses to approve the resolution. Second by Matt Roberts. The motion was Passed.
8. Creating One Solid Waste Operations Supervisor Position and Two Solid Waste Crew Supervisor Positions in the Department of Solid Waste Management

*change "creating" to "reclassifying"Motion by Cliff Moses to approve the resolution. Second by Pete Walrod. The motion was Passed.
9. Establishing the 2022 Salary for Administrative Assistant to the District Attorney

Motion by Rex Vosburg to approve the resolution. Second by Cliff Moses. The motion was Passed.

Other Committee Business

1. Deferred Comp Plan Review - 10:45 am

The committee participated in the 2022 Strategic Partnership Plan conference call with Jeremy Serow of Empower Retirement. He stated that the plan was not doing as well as in the past due to the economy. There was a decrease in investment income as a result of an increase in retirements. The County's participant average balances look good for all ages. As far as the cash flow analysis, contributions remain strong and loans dropped from 25 to 24

employees.

Steve Grzelka stated that he attends monthly new employee meetings to enroll and educate new staff on the deferred compensation plan. He said he will touch base with Denise Curtis to see if more employees want one-on-one meetings.

J. Serow said that participant interactions are up as the website and mobile app are very popular tools for employees to look at their investments.

A third party outside service, Envestnet Retirement Solutions, monitors employees investment options and recommends AB High Income Z to map to PGIM High Yield R6. The committee's consensus was to go with this recommendation. Empower will be sending out notices to all affected employees of this change.

2. Public Health Presentation

E. Bird and L. Davie gave a presentation to the committee on the Community Distribution of Naloxone. The Health Department would like to place Narcan boxes mounted on the County campus walls in case of an opioid overdose. It is a nasal spray which is easy to administer and very effective. They would like to roll it out to the County first and then open it up to the community after a trial run. The committee agreed to have this done at the County.

3. Review of ARPA Funds Distribution

M. Scimone went over a Federal COVID Money Project list. He said it is not set in stone but just an idea of where the money is planned to go. The committee agreed to the project list. In addition to the distributed list, L. Corbin requested that \$500,000 of the money to go to all towns for upkeep at their parks/cemeteries. C. Moses and P. Walrod stated that those expenses should be addressed at the town level and it should be a priority if towns want that to happen.

4. Buy Local

S. Fields discussed a new branding venture for residents that she is collaborating with Buy Madison County to purchase local agriculture products via the website www.buymadisoncounty.ny.com. Residents looking for home grown products in our County would go to the website to see where and what to purchase. She will also be working with local farmers to update or create their websites. She will be issuing flyers regarding this program and stickers to be placed on products made in Madison County.

5. MOTION TO ENTER EXECUTIVE SESSION

Motion by Pete Walrod to enter Executive Session. Second by Rex

Vosburg. The motion was Passed.

Motion by Pete Walrod to exit Executive Session. Second by Rex Vosburg. The motion was Passed.

6. Salary Matter - 11:00 am
7. Negotiations
8. Labor Relations
9. Personnel Matter

Preferred Agenda

It was the consensus of the committee to allow any eligible resolutions from today's meeting to be added to the preferred agenda. All resolutions were voted on and approved by the committee.

Next Meeting:

1. June 23, 2022 - Immediately Following Finance, Ways and Means

Adjourn

Motion by Pete Walrod to adjourn the meeting. Second by Rex Vosburg. The motion was Passed.

RESOLUTION NO. _____

RESOLUTION OF APPRECIATION – RETIREE RECOGNITION

WHEREAS, the Madison County Board of Supervisors believes that County employees should be recognized for their faithful service to the public; and

WHEREAS, recognition of the distinguished service of a certain County employee with an upcoming retirement is in order,

NOW, THEREFORE BE IT RESOLVED that the Madison County Board of Supervisors hereby recognizes the dedicated contributions of Elizabeth Holmes upon her retirement.

Elizabeth A. Holmes

Mental Health

2002 - 2022

Dated: July 12, 2022

Mary B. Cavanagh, Chairwoman
Government Operations Committee

RESOLUTION NO. _____

**ABOLISHING A GEOGRAPHIC INFORMATION SYSTEMS AIDE POSITION AND
CREATING A GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST POSITION IN
THE OFFICE OF THE COUNTY TREASURER**

WHEREAS, the County Treasurer recommends that a full-time Geographic Information Systems Aide position be abolished and a Geographic Information Systems Specialist position be created in the Treasurer's Office; and

WHEREAS, the Personnel Officer certifies that is the Geographic Information Systems Specialist is the appropriate classification based on the description of duties for this position; and

WHEREAS, this request was reviewed and approved in accordance with the vacancy review procedure by the Finance Ways and Means Committee and Government Operations Committee,

NOW, THEREFORE BE IT RESOLVED that one (1) Geographic Information Systems Aide position be and hereby is abolished effective immediately; and

BE IT FURTHER RESOLVED that one (1) full-time Geographic Information Systems Specialist be and hereby is created; and

BE IT FURTHER RESOLVED that the County Treasurer be and hereby is authorized to fill said position effective immediately in accordance with the Agreement between Madison County and the CSEA White Collar Unit; and

DATED: July 12, 2022

Mary B. Cavanagh, Chairwoman
Government Operations Committee

RESOLUTION NO _____

**AMENDING THE MADISON COUNTY PURCHASING CARD POLICY AND
PROCEDURES**

WHEREAS, the Madison County Board of Supervisors has previously adopted a revised Purchasing Cards Policy and Procedure; and

WHEREAS, the current policy requires amendments to the existing 2018 Purchasing Cards Policy and Procedures to change the policy that will extend and incorporate further instructions on policy and procedures; and

WHEREAS, the amendments will also increase efficiencies countywide; and

WHEREAS, the Government Operations Committee has reviewed the amendments to the procedures and recommends adoption by the Board of Supervisors;

NOW, THEREFORE BE IT RESOLVED, that the Madison County Board of Supervisors hereby adopts Madison County's Purchasing Policy and Procedures as amended.

Dated: July 12, 2022

Mary Cavanagh, Chairwoman
Government Operation Committee

RESOLUTION NO. _____

**AUTHORIZING THE CHAIRMAN TO ENTER INTO AN AGREEMENT WITH
SPECTRUM ENTERPRISE**

WHEREAS, Madison County currently contracts with Spectrum for Internet; and

WHEREAS, Madison County can increase bandwidth and decrease costs with a new 36 month contract; and

WHEREAS, the cost for the new service will be \$850.00/month including 19 static IP addresses; and

NOW, THEREFORE BE IT RESOLVED, that the Chairman be and hereby is authorized to execute the contract with Spectrum on behalf of the County, in the form as is on file with the Clerk of the Board.

Dated: July 12, 2022

Mary B Cavanagh, Chairwoman
Government Operations Committee

RESOLUTION NO. _____

**AUTHORIZING THE CHAIRMAN TO ENTER INTO AN ENTERPRISE AGREEMENT WITH
SEDARA**

WHEREAS, Madison County is required to perform annual internal and external penetration tests; and

WHEREAS, the Information Technology department recommends that SEDARA be hired to perform these tasks; and

WHEREAS, the cost for this project is \$14,323.40 and the funds for this project are available in the 2022 budget; and

NOW, THEREFORE BE IT RESOLVED, that the Chairman be and hereby is authorized to execute the contracts with SEDARA on behalf of the County, in the form as is on file with the Clerk of the Board.

Dated: July 12, 2022

Mary B Cavanagh, Chairwoman
Government Operations Committee

RESOLUTION NO. _____

AUTHORIZING THE MODIFICATION OF THE 2022 ADOPTED COUNTY BUDGET

BE IT RESOLVED that the 2022 Adopted County Budget be modified as follows:

General Fund

1680 Information Technology

Expense

	<u>From</u>	<u>To</u>
A168010 540101 Computer Equipment	\$ <u>137,970</u>	\$ <u>141,770</u>
Control Total		\$ <u>3,800</u>

9901 Contribution To/From Other Funds

Revenue

A990199 450328 Transfer from Community Development Fund \$-0-		\$ <u>3,800</u>
Control Total		\$ <u>3,800</u>

Capital Projects Fund

8681 Clean Energy Communities Program

Expense

H868180 540348 Energy Efficiency Bldg Improvements	\$ <u>100,000</u>	\$ <u>123,570</u>
Control Total		\$ <u>23,570</u>

Revenue

H868180 450328 Transfer from Community Development Fund \$-0-		\$ <u>23,570</u>
Control Total		\$ <u>23,570</u>

Dated: July 12, 2022

Clifford Moses, Chairman
Planning, Economic Development,
Environmental & Intergovernmental
Affairs Committee

Mary Cavanagh, Chairwoman
Government Operations Committee

Matthew Roberts, Chairman
Finance, Ways and Means Committee

RESOLUTION NO. _____

AUTHORIZING THE MODIFICATION OF THE 2022 ADOPTED COUNTY BUDGET

WHEREAS, the American Rescue Plan Act of 2021 provided \$350 billion in emergency funding for eligible state, local, territorial and tribal governments; and

WHEREAS, Madison County's total allocation amounted to \$13,779,458; and

WHEREAS, Madison County received \$6,889,729, representing the first half of its total allocation, in May 2021; and

WHEREAS, Madison County received \$6,889,729, representing the second half of its total allocation, in June 2022; and

WHEREAS, the funds must be used in accordance with expenditure guidelines set forth by the United States Treasury; and

WHEREAS, following review of the guidelines and potential uses of the funds, it has been decided to allocate most of the remaining funds for spending.

NOW, THEREFORE, BE IT RESOLVED that the 2022 Adopted County Budget be modified as follows:

General Fund

9999 Non Departmental Revenue

	<u>From</u>	<u>To</u>
<u>Revenue</u>		
A999995 440895 Fed Aid Coronavirus Fiscal Recovery Funds	\$ <u>4,383,197</u>	\$ <u>8,978,167</u>
Control Total		\$ <u>4,594,970</u>

1411 County Clerk (ARPA)

Expense

A141110 540857 Mobile DMV Unit	\$-0-	\$75,000
--------------------------------	-------	----------

1481 Public Information (ARPA)

Expense

A148110 511000 Personal Services Full Time	\$28,494	\$73,694
A148110 581100 Retirement Expense	3,265	7,695
A148110 582100 Social Security & Medicare Expense	2,188	5,648
A148110 583100 Workers Compensation Expense	23	93
A148110 585100 Disability Expense	59	139
A148110 586100 Employee Health Insurance Expense	13,385	20,145

1631 County Buildings (ARPA)

Expense

A163110 540238 Rest Room Renovations-2 nd Floor COB	\$-0-	\$255,000
A163110 540352 Morrisville Highway Garage Site Expense	250,000	1,550,000
A163110 540448 Heat Pumps	-0-	40,000
A163110 548700 Health & Human Services Parking Lot	-0-	178,627

1681 Information Technology (ARPA)

Expense

A168110 540414 Switches	\$136,155	\$336,155
A168110 540417 Document Management Software	-0-	120,000

A168110 540418 Exchange Online	-0-	70,000
A168110 540419 Public Health Conference Room Upgrade	-0-	50,000

3023 Communications E911 (ARPA)

Expense

A302330 541943 Recorder Upgrade for 911	\$-0-	\$60,000
---	-------	----------

3411 Office of Emergency Management (ARPA)

Expense

A341130 529064 Material Handling Equipment	\$-0-	\$40,000
A341130 540225 Paving EMTC Parking Lot	-0-	80,000
A341130 540251 Concrete Pad for Vehicle-Fire Training/EMTC	-0-	65,000

4018 Public Health (ARPA)

Expense

A401840 540151 Health Festival	\$-0-	\$25,000
A401840 540152 Survey/Data Collection	-0-	58,000
A401840 540153 Public Health App	-0-	20,000
A401840 540154 Wastewater Testing for Opiates and Cannabis	-0-	15,000

4989 County EMS Program (ARPA)

Expense

A498940 513000 Personal Services Part Time	\$164,736	\$394,736
A498940 524015 Equipment Expense	12,729	62,729
A498940 540122 Equipment Expense	3,065	8,065
A498940 540386 Technology Expense	10,000	12,500
A498940 541030 Training & Staff Development	7,255	14,755
A498940 545090 Medical Supplies	4,319	10,819
A498940 549300 Central Garage	10,000	27,500
A498940 581100 State Retirement Expense	17,061	39,475
A498940 582100 Social Security & Medicare Expense	12,603	30,198
A498940 583100 Workers Compensation Expense	226	15,870
A498940 585100 Disability Expense	990	1,337

6326 Madison Local Eats Program (ARPA)

Expense

A632660 547265 Madison Local Eats	\$127,095	\$-0-
-----------------------------------	-----------	-------

6327 Buy Local Program (ARPA)

Expense

A632760 547263 Support for Agriculture Economic Development	\$-0-	\$250,000
---	-------	-----------

6421 Promotion of Tourism (ARPA)

Expense

A642160 542905 Historical Tourism	\$-0-	\$15,000
-----------------------------------	-------	----------

9903 Contribution to Other Funds (ARPA)

Expense

A990399 594051 Transfer to County Road Fund	\$-0-	\$370,000
A990399 594101 Transfer to Road Machinery Fund	-0-	925,438
A990399 594220 Transfer to Enterprise Landfill Fund	<u>-0-</u>	<u>75,000</u>

Totals	<u>\$803,648</u>	<u>\$5,398,618</u>
--------	------------------	--------------------

Control Total		<u><u>\$4,594,970</u></u>
---------------	--	---------------------------

County Road Fund**5114 County Highway (ARPA)**Revenue

D511450 450326 Transfer from General Fund	\$-0-	\$370,000
---	-------	-----------

Control Total		<u>\$370,000</u>
---------------	--	------------------

Expense

D511450 529111 GPS Unit for Survey Total Station	\$-0-	\$14,000
--	-------	----------

D511450 529113 Hand Liner for Striping Crew	-0-	13,000
---	-----	--------

D511450 529114 Retroreflectometer	-0-	23,000
-----------------------------------	-----	--------

D511450 546002 Guide Rail Box Beam	<u>-0-</u>	<u>320,000</u>
------------------------------------	------------	----------------

Control Total		<u>\$370,000</u>
---------------	--	------------------

Road Machinery Fund**5133 Road Machinery Equipment (ARPA)**Revenue

DM513350 450326 Transfer from General Fund	\$-0-	\$175,000
--	-------	-----------

5134 Road Machinery Projects (ARPA)Revenue

DM513450 450326 Transfer from General Fund	\$-0-	\$750,438
--	-------	-----------

Control Total		<u>\$925,438</u>
---------------	--	------------------

5133 Road Machinery Equipment (ARPA)Expense

DM513350 529094 Dirt Roller	\$-0-	\$130,000
-----------------------------	-------	-----------

DM513350 529112 Stump Grinder	-0-	45,000
-------------------------------	-----	--------

5134 Road Machinery Projects (ARPA)Expense

DM513450 529061 Roof	\$-0-	\$500,000
----------------------	-------	-----------

DM513450 548700 Parking Lot	<u>-0-</u>	<u>250,438</u>
-----------------------------	------------	----------------

Control Total		<u>\$925,438</u>
---------------	--	------------------

Enterprise Environmental Landfill Fund**8172 Environmental Control (ARPA)**Revenue

EE817280 450326 Transfer from General Fund	\$-0-	\$75,000
--	-------	----------

Control Total		<u>\$75,000</u>
---------------	--	-----------------

Expense

EE817280 542318 Study	\$-0-	\$75,000
-----------------------	-------	----------

Control Total		<u>\$75,000</u>
---------------	--	-----------------

Dated: July 12, 2022

Mary Cavanagh, Chairwoman
Government Operations Committee

Matthew Roberts, Chairman
Finance, Ways & Means Committee

RESOLUTION NO. _____

**AUTHORIZING ATTENDANCE AT AN OUT-OF-STATE RECERTIFICATION TRAINING
(HIGHWAY)**

WHEREAS, Line Clearance Arborist Recertification, through ACRT Arborist Training will be held from October 20, 2022 to October 21, 2022 in Portsmouth, NH; and

WHEREAS, Joe Wisinski, Highway Superintendent has requested that Ryan Youngs, Highway Tree Trimmer, attend said recertification training; and

WHEREAS, the expenses are funded through appropriations in the 2022 Highway Department budget; and

WHEREAS, this request has been reviewed and approved by the Highway Buildings and Grounds and the Government Operations Committee;

NOW, THEREFORE BE IT RESOLVED, that Ryan Youngs be and hereby is authorized to attend the said recertification training at a cost not to exceed \$700.

Dated: July 12, 2022

Mary B. Cavanagh, Chairwoman
Government Operations Committee

**ESTABLISHING THE STANDARD WORK DAY AND REPORTING DAYS FOR
CERTAIN COUNTY OFFICIALS**

WHEREAS, The Office of the State Comptroller New York State and Local Employees' Retirement System requires that a Standard Work Day and Reporting Resolution be established for retirement credit reporting purposes for elected and appointed officials;

NOW, THEREFORE, BE IT RESOLVED, that Madison County hereby establishes the following as standard work days for elected and appointed officials and will report the following days worked to the New York State and Local Employees' Retirement System based on the record of activities maintained and submitted by these officials to the Clerk to the Board:

TITLE	NAME	STANDARD WORK DAY (Hrs/Day)	TERM BEGINS/ ENDS	RECORD OF ACTIVITIES RESULTS
Elected Officials				
Supervisor (Cazenovia)	William Zupan	6.0	1/1/20-12/31/23	6.85
Supervisor (Fenner)	David Jones	6.0	1/1/22-12/31/23	6.08
Supervisor (Georgetown)	Paul Walrod	6.0	1/1/22-12/31/23	7.82
Supervisor (Hamilton)	Eve Ann Shwartz	6.0	1/1/22-12/31/25	3.71
Supervisor (Lenox)	Joseph John Pinard	6.0	1/1/22-12/31/25	1.06
Supervisor (Lincoln)	Melissa During	6.0	1/1/22-12/31/23	2.75
Supervisor (Smithfield)	Thomas J. Stokes	6.0	1/1/22-12/31/23	2.24
Supervisor (Oneida – Wards 1-2-3)	Matthew Roberts	6.0	1/1/22-12/31/23	2.50
Supervisor (Oneida – Wards 1-2-3)	Mary Cavanagh	6.0	1/1/22-12/31/23	4.14
Supervisor (Oneida – Wards 4-5-6)	Joseph Magliocca	6.0	1/1/22-12/31/23	10.27
Supervisor (Oneida – Wards 4-5-6)	Brandee DuBois	6.0	1/1/22-12/31/23	3.75
Appointed Officials				
County Attorney	Tina Wayland-Smith	6.0	1/1/22-12/31/23	23.07
2 nd Asst. County Attorney	Melissa Martel Felton	6.0	1/1/22-12/31/23	17.26

DATED: July 12, 2022

Mary Cavanagh, Chairwoman
Government Operations Committee

RESOLUTION NO. _____

**ESTABLISHING THE 2022 SALARY OF
THE ADMINISTRATIVE ASSISTANT TO THE DISTRICT ATTORNEY**

WHEREAS, the Administrative Assistant to the District Attorney position was recently vacated; and

WHEREAS, the title of Administrative Assistant to the District Attorney salary is \$38,554, hire rate in the Management Compensation Salary Plan; and

WHEREAS, the District Attorney has requested that a salary of \$41,123, step 2 in the Management Compensation Salary Plan be established the date of the appointment; and

WHEREAS, the Government Operations Committee recommends a 2022 salary of \$41,123 be established; and

NOW, THEREFORE BE IT RESOLVED that the 2022 salary of \$41,123 be and hereby is established.

Dated: July 12, 2022

Mary B. Cavanagh, Chairwoman
Government Operations Committee

RESOLUTION NO. _____

**ESTABLISHING THE 2022 SALARY FOR
THE ASSISTANT DISTRICT ATTORNEY– FRAUD PREVENTION**

WHEREAS, the Assistant District Attorney-Fraud Prevention position was recently vacated due to retirement; and

WHEREAS, an appointment to the title of Assistant District Attorney-Fraud Prevention occurred on June 20, 2022 at a salary of \$76,631, hire rate in the Management Compensation Salary Plan; and

WHEREAS, the District Attorney has requested that a salary of \$82,957, step 3 in the Management Compensation Salary Plan be established retroactive to date of appointment; and

WHEREAS, the Government Operations Committee recommends a 2022 salary of \$82,957 be established; and

NOW, THEREFORE BE IT RESOLVED that the 2022 salary of \$82,957 be and hereby is established retroactive to June 20, 2022.

Dated: July 12, 2022

Mary B. Cavanagh, Chairwoman
Government Operations Committee

RESOLUTION NO. _____

**REALLOCATING CERTAIN TITLES IN THE
EMERGENCY MANAGEMENT DEPARTMENT**

WHEREAS, the Director of Emergency Management requested that a market evaluation be conducted by the Personnel department in an effort to combat ongoing recruitment and retention struggles in the Emergency Management department; and

WHEREAS, a reallocation of certain Emergency Management department positions is warranted based on a salary comparison of relevant counties, private sector competition, scope of work and recruitment/retention concerns; and

WHEREAS, the Personnel Officer and Government Operations Committee have reviewed and recommend the reallocation of certain titles in Appendix B of the Agreement by and between Madison County and CSEA Local 1000 AFSCME,

NOW, THEREFORE BE IT RESOLVED that the following titles be and hereby are reallocated within Appendix B of the Agreement by and between Madison County and CSEA Local 1000 AFSCME as is outlined below:

<u>Title</u>	<u>Current Grade</u>	<u>New Grade</u>
Public Safety Communicator	F	H
Senior Public Safety Communicator	H	J
Supervising Public Safety Communicator	J	L

BE IT FURTHER RESOLVED that all impacted employees will move from their current grade to their new grade while maintaining their 2022 step number; and

BE IT FURTHER RESOLVED that this change will become effective on July 13, 2022 for all hours of work for employees currently encumbering a position identified above.

DATED: July 12, 2022

Mary B. Cavanagh, Chairwoman
Government Operations Committee