

Human Resources & Insurance Committee Minutes  
July 8, 2020 – 3:00 p.m.

Present: Chairman Tom Wood; Committee Members Alan Grattidge, Jack Lawler, Dick Lucia, Bill Peck, Sandra Winney, Mo Wright; Supervisors Eric Connolly, Tara Gaston and Chairman of the Board Preston Allen; Spencer Hellwig, Matt Rose, County Administrator; Steve Dorsey, County Attorney; Marcy McNamara, Adam Kinowski, Wendy Tennant, Human Resources; Bill Fruci, Roger Schiera, Elections; Pamela Wright, Clerk of the Board.

Chairman Wood called the meeting to order and welcomed all in attendance.

**On a motion made by Mr. Grattidge, seconded by Mr. Wright, the minutes of the June 3, 2020 meeting were approved unanimously.**

The workers' compensation report was distributed and Ms. McNamara gave a brief overview. For the month of June there were 9 new cases, 5 were report only. Total paid out for June was \$292K and the budget is at 31%. Of the 9 cases, 3 did not call the 1-800 24/7 utilization number. All three were reminded. Mr. Peck said that 31% of the budget for the first 6 months is very positive.

**A motion was made by Mr. Wright, seconded by Mr. Lucia, to approving the HR Subcommittee Covid Pandemic Staffing Report as amended. Unanimous.**

Mr. Wood said that at a Board meeting in April it was decided that an internal review of some of the events that occurred regarding staffing and the pandemic would be requested. On April 30<sup>th</sup> during a special meeting of the HR & Insurance committee, a subcommittee was formed composed of Supervisors Lawler, Peck and Grattidge. Supervisor Lawler agreed to serve as the Chairman of the subcommittee. Mr. Wood said that the subcommittee worked very hard and put several hours in. They took this task extremely seriously and did a very thorough and complete review. They have presented a lengthy in-depth summary of their work. Mr. Lawler gave an overview of the report including recommendations.

Mr. Lawler acknowledged the hard work of Supervisors Peck and Grattidge. A considerable amount of time and effort was put into this. Mr. Lawler also thanked the Administration who made themselves completely available. Mr. Lawler stated that everything they asked for from the Administration, whether it was access to interview staff, or copies of emails, documents etc., was given to them, and at no time were they denied any information or access to staff. Mr. Lawler said that they believed they were tasked with reviewing the decision making process, how were decisions made, who made the decisions and probably most importantly, how were decisions communicated to the Board of Supervisors and others. Mr. Lawler said that this is what they limited their task to. They did not consider this to be a criminal investigation, this was not a case where they were conducting a forensic examination, they were simply trying to look back on what happened, how it happened, how decisions were made, communicated, and ultimately what conclusions they could draw from the process and what, if any, recommendations could be made so that we have a better process going forward, should a situation like this ever arise again. Mr. Lawler said that the methodology was pretty simple, they did an exhaustive review of emails

throughout the period of the middle of March to the end of April. They also met with 12 separate individuals, sometimes they met with an individual more than once. They met with Chairman Preston Allen, Vice Chairman Dan Pemrick, Supervisor Tom Wood, County Administrator Spencer Hellwig, Deputy County Administrator Chad Cooke, HR Director Marcy McNamara, Deputy HR Director Adam Kinowski, Department Heads Karen Heggen, Andrew Blumenberg, Steve Bayle and Dr. Michael Prezioso. They met with one employee, Patricia Veronezi who asked to meet with the subcommittee. They also extended an invitation to all three Union Presidents, as they were eager and hopeful to hear their side of the story, all 3 union heads declined the invitation to meet with the subcommittee. They also extended an open invitation to all Department and Deputy Department heads, no Department heads other than the ones previously mentioned accepted or acted on the offer. There was one member from the group who reached out to the subcommittee to express their general frustration and dissatisfaction with the process. That employee requested anonymity.

Mr. Lawler said that one of the items continually discussed at Board of Supervisors meetings and different committee meetings was the timeline. There were multiple versions of the timeline that was basically a work in progress. Mr. Lawler said that the timeline runs 4 pages in the report. The report itself is 20 pages of single spaced lines.

The timeline begins on March 4<sup>th</sup> when the Public Health Committee becomes aware of the COVID issue and its implications for the County. On March 15<sup>th</sup> the Administrator holds a Department Head meeting in which he directs Department Heads to begin planning to reduce the workforce by 50%. On March 15<sup>th</sup> an email was sent to all Board of Supervisors members from Mr. Hellwig advising them of the meeting, the plans to reduce the workforce, and that all staff reporting would receive time and a half. On March 17<sup>th</sup> at a special Law & Finance meeting and following Board of Supervisors meeting, Resolution #84-2020 was approved, which authorized the creation of the COVID committee. Among the powers and authority granted of the COVID committee is to set compensation for county employees. Resolution #84-2020 was approved unanimously at the Board of Supervisors meeting.

On March 19<sup>th</sup> at 4:34pm an email was sent by Deputy County Administrator Chad Cooke to all Department Heads advising them that 1 ½ will still in effect. Unbeknownst to Mr. Cooke, at 5:30pm that same day, the COVID committee meets and ends 1½ time for employees other than those working in the Command Center, effective March 19<sup>th</sup>. Mr. Lawler said that this is the first example of miscommunication.

At the same 3/19 meeting, the COVID committee directs the HR Director Marcy McNamara to consider alternative forms of compensation, what else that could be done to motivate employees and reward employees who are coming to work every day. At that time the Deputy Director put forth the concept of 4 hours of personal time. The issue comes down to who communicated that information to the Unions. Ms. McNamara, in her interview, said that she communicated that information to all 3 Union Presidents on March 19<sup>th</sup>, this is documented and supported by an email from Scott Brackett of CSEA, confirming that he knew as of March 19<sup>th</sup> that 1½ time was ending and at that point also accepting the 4 hours of personal offer on behalf of the union. There is a similar email from Corrections officers union. PBA president Ryan Mahan did not reply to a request to confirm this. Dan Sisto, a consultant for the PBA union, replied that this was factually incorrect.

On March 25<sup>th</sup> the COVID committee met again, and affirmed the decision to continue 1½ pay for command center staff and 4 hours of personal time for other employees. On or about March 27<sup>th</sup>, a decision was made to reclaim the 1½ payments that had been paid to Department and Deputy

Department Heads for the period of March 16 – March 19. On March 27<sup>th</sup>, Chairman Allen in consultation with County Administrator Spencer Hellwig directed HR to reclaim 1½ compensation paid to all Department and Deputy Department Heads. This was in response to a growing course of demands from the public, some Supervisors, and some Department Heads themselves who did not want to receive the extra compensation. On April 2<sup>nd</sup> the COVID committee, with Supervisor O’Connor in attendance, meets and the decision is confirmed that for the pay period of 3/20 – 4/2, only the command center is receiving 1½ compensation during this time period. CSEA employees, and employees not in a bargaining unit (excluding upper management) will continue to receive 4 hours of personal time for every day worked. PBA and Correction union members time is being tracked so that it would be available for ongoing discussions to resolve the issue. Effective 4/3 all employees would be compensated at their regular rates of pay. On April 2<sup>nd</sup>, there is an email from Chad Cooke to all Department heads, informing them of the COVID Committee’s decision from earlier that day.

On April 3<sup>rd</sup> Chad Cooke emailed all members of the Board of Supervisors advising them of 4 specific items: 3/15 Decision to pay all essential employees 1½ compensation; 3/19 decision to pay 1½ compensation to only employees that were members of the Public Health Emergency Preparedness team; 4/2 for the payroll period of 3/20 – 4/2 all essential CSEA employees (not members of the command staff) will receive 4 hours of personal time for every day worked and that time is being tracked for other union members; and 4/3 all employees will be compensated at their regular rate of pay, personal time will continue to accrue as noted.

Mr. Lawler said that these decisions were not communicated to exempt staff, but were communicated to the Union Presidents as confirmed by subsequent emails.

On April 9<sup>th</sup> the funds paid to Department and Deputy Department Heads for the period of 3/16 – 3/19 were reclaimed. This resulted in considerable confusion and questions from Department Heads. In response to this, and to preserve employee confidentiality regarding payroll matters, HR Director McNamara created a private email address by which employees could ask questions and get answers, and if they felt they were entitled to the money, and wanted to pursue the decision to get the money, they could do that through the private email address. On April 16<sup>th</sup> Mr. Cooke forwards an email from Ms. McNamara to the entire Board of Supervisors summarizing the current situation of COVID compensation and also provided the names of the staff who were or had been members of the Command Center team.

Mr. Lawler said that they attempted to answer the most common questions that Supervisors raised relative to this entire issue.

*1. Was the intention to implement 1½ compensation plan communicated to the Board of Supervisors?*

From a review of various email messages and minutes of the 3/17 Board of Supervisors meeting, they can conclude that the Board was informed of the plan. Mr. Hellwig’s email of 3/15 to the Board states “I would add that this action will come with time and a half pay for essential staff”. Further, the minutes of the 3/17 Board of Supervisors Law & Finance meeting includes a reference to the 1½ compensation plan for all essential county employees reporting to work. The subcommittee concluded that based on a reading of the 3/17 of both Board of Supervisors and Law & Finance meetings, along with Mr. Hellwig’s email of 3/15 that the Board of Supervisors was advised of the 1½ compensation plan would be implemented for all staff.

2. *Was the Board of Supervisors advised that the 1½ compensation plan would include the administration and department heads?*

The minutes of the 3/17 Law & Finance Committee meeting include the following: “Mr. Kusnierz asked that if that was for salaried individuals as well or just union members. Mr. Hellwig said all county employees”. Furthermore, the minutes of the 3/17 meeting contain the following: “Mr. Barrett asked who was covered by the provisions. Ms. McNamara said it is any county employee who is coming to work.”

3. *Were other municipalities also providing 1½ compensation to essential staff?*

This question was raised by Supervisor Kusnierz during the 3/17 Law & Finance meeting. The minutes of that meeting note: “ Mr. Kusnierz asked if the State and other localities were providing time and a half.” Ms. McNamara replied “the State as well as some municipalities.” Ms. McNamara was specifically referring to the City of Saratoga Springs, the Towns of Greenfield, Milton and Wilton. As noted in the interview summary, Ms. McNamara attributed her reply to misunderstanding and miscommunication between herself and the municipalities. It should be noted that some municipalities did adopt 1½ compensation plans for employees as previously noted. There were several counties in NYS that did adopt 1½ time. Based on Ms. McNamara’s explanation of her statement, the subcommittee concluded that her statement in response to the question was unintentionally inaccurate regarding specific municipalities. Regardless of the explanation, the statement that “The state as well as some municipalities” were offering 1½ compensation was, on the whole, inaccurate.

4. *When exactly did the 1½ compensation end?*

The COVID committee terminated the 1½ compensation plan for all employees other than those essential employees who reported to work in the Command Center on 3/19 effective 3/20. All essential employees who reported to work 3/16-3/19 were paid 1 ½ compensation with their 3/26 paycheck. The 1½ compensation plan for Command Center employees was terminated effective 4/3 by the COVID committee at their meeting on 4/2. All department heads were advised of this action by a 4/2 email from Chad Cooke.

5. *Were employees made aware of the Covid Committee's 3/19 decision to terminate the 1½ compensation plan effective 3/20 for all employees but those working in the Command Center?*

Ms. McNamara was insistent throughout her interview that she contacted the three union representatives and advised them of the changes to the compensation plan on 3/19 following the Covid Committee meeting on that same date. Her interview statements are consistent with the minutes of the 4/21 Board of Supervisors meeting. From those minutes: "Mr. Lawler said he would like to clarify with Ms. McNamara that on March 19<sup>th</sup> she and other members of the Administration met with the 3 Union Presidents and that they told those 3 Union Presidents that the time and one half compensation program was ending on March 19th. Ms. McNamara replied yes, she did." In addition, Ms. McNamara supplied the subcommittee with an email dated 5/21 from CSEA Union President Scott Brackett confirming that he was aware on 3/19 that the 1½ compensation was ending as of 3/20.

There is an additional 3/22 email from COPS Division Coordinator Paul Iachetta confirming the same information. Ms. McNamara claimed that she also contacted PBA President Ryan Mahan on 3/19, and conveyed that same information. Ms. McNamara provided the committee with a 5/28 email from Dan Sisto saying that the union was aware of the 3/19 change is "factually incorrect". All three union representatives declined to be interviewed by the subcommittee, so this inconsistency could not be further investigated. Based on interview statements by Ms. McNamara and Mr. Adam Kinowski and along with confirming emails from 2 of the 3 union representatives, the subcommittee concluded that the unions were aware on 3/19 of the decision to end 1½ compensation. The subcommittee would have preferred to have heard directly from Mr. Mahan regarding his conversation with Ms. McNamara on 3/19 and considered Mr. Sisto's reply on behalf of Mr. Mahan to be second hand in nature.

6. *Were non-unionized employees, including Department and Deputy Department heads aware of the Covid Committee's 3/19 decision to terminate the 1½ compensation plan for all but Command Center staff?*

Throughout the entire process and an extensive review of emails the subcommittee could find no documentation that non-union employees were advised of the change in compensation policy prior to Mr. Cooke's 4/2 email to all Department Heads advising them of the retroactive change in policy. Based on the lack of any claim otherwise and the absence of documentation to the contrary, the subcommittee has concluded that nonunionized staff were unaware of the change in policy prior to 4/2.

7. *When and by whom was the decision made to offer 4 hours personal time to all essential staff?*

The subcommittee's interview with members of the Covid Committee indicates that the decision to consider an alternative compensation in lieu of 1½ compensation was made by the committee at their meeting of 3/19. The committee further directed Ms. McNamara to consider and discuss alternatives with the union representatives.

8. *Were all employees made aware of the decision to award 4 hours of personal time?*

The Covid Committee met again on 3/25 during which Ms. McNamara advised the committee that CSEA had agreed to the 4 hours of personal time and that discussions were ongoing with the PBA & Corrections unions as part of broader ongoing contract negotiations in an effort to reach agreements on the current contract. The subcommittee could find no documentation that non-union employees were made aware of the personal time decision prior to Mr. Cooke's email on 4/2. The subcommittee concluded that union rep employees were made aware of the offer via conversations with Ms. McNamara on 3/19 and also concluded that non-unionized employees were not made aware of the offer until Mr. Cooke's 4/2 email to all Department Heads.

9. *Was the decision to stop 1½ for all employees retroactive in nature?*

Based on interviews with Ms. McNamara and Mr. Kinowski and supporting emails from the union representatives, the subcommittee concluded that union representatives were made aware on 3/19 of the decision to stop 1½ for all but Command Center Staff. As noted, this is also documented in the minutes of the 4/21 Board of Supervisors meeting.

The subcommittee further concluded that non-unionized staff were unaware of the 3/19 decision to end 1½ compensation prior to Mr. Cooke's email of 4/2 and that therefore the decision was retroactive in nature for those employees.

10. *When and by whom was the decision made to reclaim 1½ compensation paid to Department and Deputy Department Heads, employees of the County Administrator's Office, elected officials and employees appointed by a Local Law? Were these employees made aware of this action prior to it happening?*

This question was posed to Chairman Allen and Mr. Hellwig during their interview with the committee. The essence of their combined reply was that Mr. Hellwig, in consultation with Chairman Allen and the Covid Committee, made that decision on or about 3/27. This information was further confirmed by a 5/22 email from Ms. McNamara to Supervisor Lawler in which she notes "At the direction of the County Administrator in consultation with the Chairman of the Board, a decision was made to adjust compensation and to reclaim the amounts for time and one half previously paid in the 3/26 paycheck. This decision was made during the week of 3/23 - 3/27". The subcommittee concluded that this decision was made on 3/27 in response to the meeting between members of the Covid Committee and the Northway Corridor Supervisors earlier that day.

11. *Were Department Heads and Deputy Department Heads affected by the decision to reclaim wages made aware of the decision prior to its implementation?*

The subcommittee could find no documentation to support that these employees were aware of this decision prior to its implementation. To the contrary, interviews with Department Heads confirmed that they were unaware of this decision until they received their paychecks. While a few Department Heads indicated that they had "somehow heard" that this was happening, the subcommittee concluded that these employees were, for the most part, unaware that this action was to be taken.

Mr. Lawler said that there are multiple examples of miscommunication and a lack of communication. The 3/19 email from Mr. Cooke to Department Heads advising them that 1½ would continue beyond 3/19 for the next week, because that decision was then contradicted an hour later at a meeting of the COVID committee. The 3/19 email from Mr. Cooke was accurate at the time it was written at 4:30, but at 5:30 that decision was reversed by the COVID committee. The subcommittee found that elected county officials, and employees appointed via local law, were ineligible for any increased compensation and that the County was required to reclaim those funds, which had been paid in error, in their 3/26 paycheck. In addition, there was also a group of employees who requested that these funds be reclaimed.

The subcommittee found that Department and Deputy Department Heads were generally unaware that 1½ compensation paid to them in their 3/20 paychecks would be reclaimed.

The subcommittee concluded that essential non-unionized employees, including most Department Heads, were generally unaware that the 1½ compensation rate was ending effective 3/20 nor were they aware that 4 hours of personal time would be awarded prior Mr. Cooke's email of 4/2.

The subcommittee concluded that the county fulfilled its obligation to advise unionized staff of the 3/19 change to 1½ compensation through Ms. McNamara's communications with union representatives on that date. We do note that Mr. Sisto disagrees with Ms. McNamara in that regard. The subcommittee concluded that the county had no obligation to advise every single

unionized employee of the change since the respective union representatives had been advised of the change on 3/19. The subcommittee further concluded that union representatives were advised on 3/19 of the proposed 4 hours personal time for essential employees as evidenced by CSEA President Scott Brackett's subsequent email.

Mr. Lawler said that he believes it's important to take a moment to talk about the context in which these decisions were being made. In formulating the findings and conclusions, the subcommittee gave significant consideration to the hectic environment in which the COVID response decisions were being made, including those regarding compensation. The situation in early March was extremely volatile, with projections that millions of Americans would become infected with possible fatalities in excess of two million people. Based on this information, along with daily dire media accounts with grim warnings from State government, the Administration and elected leadership believed that urgent and decisive action was required to mitigate the impact of the pandemic on Saratoga County residents. It must also be noted, that in the midst of combating the COVID pandemic, the Administration was required to respond to questions, objections, and comments from Supervisors regarding COVID response. The subcommittee wants to be clear that these questions, comments, etc. were not limited to a single Supervisor, or single group of Supervisors. Finally, the Administration found itself deluged with media articles attacking them, and the COVID Committee, for their responses to the pandemic. It is from this context that the subcommittee developed their conclusions and findings.

The Administrator, Chairman and then the Covid Committee concluded that the 1½ compensation plan was necessary as a matter of equity and employee motivation. The County Administrator and Chairman understandably believed they were responding at that moment to a pandemic threat that was truly a matter of life and death. There was understandable concern that employees, out of fear for theirs and their families' safety, might be unwilling to report for work in a potentially life threatening environment, at a time when so many of their peers were being equally compensated while working in the safety of their homes, or in some cases not working at all. They also believed they were operating in an urgent environment that required immediate responses to the pandemic threat.

Mr. Lawler said that on March 15<sup>th</sup>, between the 15<sup>th</sup> and the following week, the Administration was tasked with implementing a compensation plan, reducing the workforce by 50%, staffing a Public Health Department to deal with the greatest health emergency the nation, world, has seen in 100 years. The Administrator, Chairman, and group of unanimously appointed members of a COVID Committee found themselves in probably the most stressful situation that anyone could imagine at County Government. In a matter of 72 hours they went from having over 1,000 employees coming to work every day and now at least ½ of them and eventually 70-75% of them are all providing vital services to the public. Mr. Lawler said that no one can argue that mistakes were not made, miscommunication and lack of communication, however look at the 10 days in which these decisions were made, and try to put yourself in the shoes of the people making them. Dealing with mandates from the Governor, drastically reducing the workforce as a matter of Executive order, the health outbreak that at moment in time was believed would kill millions, getting the resources needed to set up people to work from home. Adding to this, daily criticism and near daily newspaper accounts attacking the Administration. Having said that, the issues of miscommunication were real, and they created understandable confusion and frustration among the Board of Supervisors. Mr. Lawler said that the subcommittee concluded that there is no

intentional effort to mislead the Board of Supervisors since the decisions that were made, had they been communicated, would have addressed many, if not all, of the concerns of the Board of Supervisors.

Mr. Lawler listed the recommendations from the subcommittee.

1. Meeting minutes of all committee and subcommittee meetings should be kept contemporaneously during the meeting to clearly document proceedings and actions taken.
2. The County Administrator, in consultation with the HR Committee, should create procedures for communicating with all county employees during emergencies.
3. Human Resources took over responsibility for payroll from the Treasurer's Office in March 2019. Throughout the interviews the subcommittee noted confusion regarding payroll practices. The subcommittee recommends that consideration be given to training for the HR Director, Deputy Director and appropriate payroll staff on best practices and payroll laws.
4. The subcommittee takes no position on the disposition of the issue, but does recommend that the Board of Supervisors consider what, if any, actions it should take regarding the failure to communicate the decision to reclaim 1½ compensation from Department and Deputy Department heads. It should be noted that every department head interviewed indicated that they did not want this extra compensation.

Mr. Lawler said that this was a complicated issue and hopes that it addresses the questions that were raised. He hopes that the Board of Supervisors finds it to be a satisfactory explanation to what happened. Mr. Lawler said that he has been in contact with the outside investigator and he has advised that he has completed a draft of his report and is currently reviewing it. It is expected that that report will be released in the near future.

Ms. Gaston questioned if the subcommittee looked into the origination of the 1½ time. Ms. Gaston said that the decision was made and transmitted to the Board of Supervisors prior to the appointment. Mr. Lawler said that it originated some time during the week of March 15<sup>th</sup>. It is noted in the report that the decision was made by the County Administrator and the Chairman to offer this. This decision was communicated to the Board of Supervisors via email from Mr. Hellwig on March 15<sup>th</sup>.

Ms. Gaston said that the COVID committee meetings were not communicated to the Board of Supervisors. Mr. Lawler said that typically subcommittee meetings are not posted to the Board. Ms. Gaston clarified that if a Supervisor requests information about when the subcommittee is meeting, and what has come out of it, the fact that Supervisors made that request and no response was made. Ms. Gaston questioned if this was discussed. Mr. Lawler said that this was not discussed and said that they tried to focus on the decisions that were made, and address the questions that the Board of Supervisors raised. It did not come up. Mr. Lawler said that it would be a good addition to the report under recommendations, that Supervisors should be informed of subcommittee meetings, and when appropriate, they should be advised of actions that are taken by the subcommittee. Ms. Gaston said that she would like this recommendation to be included. Mr. Lawler said he does not have any objection to adding this to the list. Ms. Gaston said that in the report she sees that staff was having to deal with a lot of questions from a lot of Supervisors at the

same time, and if they all had access to the meetings ahead of time, then they would not have to bother the staff as much, as they would know when decisions were being made.

The addition to be added as part of the resolution is as follows: **The Board of Supervisors should be advised of scheduled subcommittee meetings and should be advised of any actions taken during those meetings.**

Mr. Peck and Mr. Grattidge commended Supervisor Lawler on the summary given as chairman of the subcommittee. Mr. Lawler said that to be clear, they are not saying they answered every question here. It would be impossible to even recall every single question. They tried to take the questions that were asked by Supervisors from minutes of meetings. At that time the questions were elusive. They tried to reconstruct that list of 11 questions, answer those questions and provide the documentation to support the answers and the conclusions they came up with. Mr. Peck added that as you go through the report, one point to be made is that they asked each of the interviewees if they wanted to add anything. Dr. Prezioso wanted to editorialize and make it known that he was ultimately impressed with the people working around him, his staff, and in talking to other Counties realizing how far ahead Saratoga County was. There may have been a lot going around and dissatisfaction by members of the Board, but it is important to note Dr. Prezioso's comments. Mr. Wood thanked Mr. Lawler and the committee for providing a detailed, thorough and complete review of the work done by the subcommittee.

**A motion was made by Mr. Peck, seconded by Mr. Lawler, to approve a revised standard work day reporting resolution for elected county officials for retirement purposes. Unanimous.**

Mr. Wood said that there are three Supervisors who have revised their time and hours worked and two Supervisors are submitting their time worked for the first time.

**A motion was made by Mr. Grattidge, seconded by Mrs. Winney, to amend the 2020 Compensation Schedule under Election Board. Unanimous.**

Mr. Schiera said that previously primary elections were conducted from Noon to 9pm, and general elections were conducted from 6am to 9pm. The legislature passed an act to standardize the hours of elections for primary elections to 6am to 9pm. The current rate of pay for an elections inspector for primary elections at 9 hours was \$110 and the rate for general elections for 15 hours was \$190. They both worked out at \$12/hour. This amendment will equalize the rate for the longer day. Mr. Schiera said that will be retroactive to last month's primary election. The increased rate is covered in the 2020 budget.

**A motion was made by Mr. Grattidge, seconded by Mr. Wright, amending Resolution 84-2020 to delete paid leave provisions which have been superseded by Federal and State Legislation. Unanimous.**

Mr. Wood said that the Board passed Resolution 84-2020 earlier in the year. The third, fourth, fifth, sixth and seventh resolved of that Resolution were passed to take measures to define paid leave to employees that had to quarantine due to the pandemic. Since then, Governor Cuomo has

issued various Executive Orders with regards to sick leave and quarantine. On April 1, 2020 Congress enacted, and President Trump signed, the Families First Coronavirus Response Act. In light of the creation of the State and Federal laws, there is now no reason for the County to have the third through seventh resolved paragraphs regarding quarantine in Resolution 84-2020.

The vacancy review report was distributed and Mrs. McNamara gave an overview on the positions that are vacant at this time.

Mr. Wood said that each month it has been his goal to recognize individual employees who have gone above and beyond the normal requirements of the job. There is no specific individual employees or department this month, except to recognize all of the County employees from all of the Departments who have worked most diligently during this pandemic crisis period. Our employees withstood the test, they performed diligently and this is a blanket recognition of them for the absolute fine job that they did. Mr. Wood thanks the employees most genuinely and sincerely.

**On a motion made by Mr. Grattidge, seconded by Mr. Lawler, the meeting was adjourned unanimously.**

Respectfully submitted,  
Therese Connolly  
Deputy Clerk of the Board