

County of Albany

Harold L. Joyce
Albany County Office Building
112 State Street - Albany, NY 12207



Meeting Agenda

Thursday, October 28, 2021

6:00 PM

Held Remotely

Personnel Committee

PREVIOUS BUSINESS:

1. APPROVING PREVIOUS MEETING MINUTES
2. LOCAL LAW NO. "1" FOR 2021: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK, AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"

CURRENT BUSINESS:

3. RESOLUTION NO. 390: APPOINTMENT OF MEMBERS TO THE ALBANY COUNTY PLANNING BOARD

County of Albany

*Harold L. Joyce
Albany County Office Building
112 State Street - Albany, NY 12207*



Meeting Minutes

Thursday, September 30, 2021

6:00 PM

Held Remotely

Personnel Committee

PREVIOUS BUSINESS:**1. APPROVING PREVIOUS MEETING MINUTES**

A motion was made that the previous meeting minutes be approved. The motion carried by a unanimous vote.

CURRENT BUSINESS:**2. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "I" FOR 2021: A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"**

A motion was made to move the proposal forward with a positive recommendation. The motion carried by a unanimous vote.

3. LOCAL LAW NO. "I" FOR 2021: A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"

This proposal was tabled at the request of the Sponsor.

4. APPROVING THE DISTRICT ATTORNEY'S OFFICE MEMORANDUM OF UNDERSTANDING WITH TEAMSTERS LOCAL 294 DISTRICT ATTORNEY INVESTIGATORS UNIT REGARDING A COLLECTIVE BARGAINING AGREEMENT AND AMENDING THE 2021 DISTRICT ATTORNEY'S OFFICE BUDGET

A motion was made to move the proposal forward with a positive recommendation. The motion carried by a unanimous vote.

LOCAL LAW “I” FOR 2021

A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK, AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"

Introduced: 9/13/21

By Ms. Chapman, Messrs. Feeney, A. Joyce, Mss. Cunningham and Plotsky:

BE IT ENACTED BY THE LEGISLATURE OF THE COUNTY OF ALBANY AS FOLLOWS:

SECTION 1. Title

This Local Law shall be known as the “CROWN (Creating a Respectful and Open Workplace for Natural Hair) Amendment” for Albany County.

SECTION 2. Legislative Intent

The purpose of this Local Law is to prevent employment discrimination based on natural hair texture and/or the use of protective hairstyles in Albany County.

Albany County is dedicated to protecting the rights of its residents and eliminating discrimination and bias in the workplace.

This Legislature hereby finds and determines that the history of our nation is riddled with laws and societal norms that subject those with certain visible characteristics, including natural hair texture and/or the use of protective hairstyles, to separate and unequal treatment in professional settings.

This Legislature further finds that, despite the efforts to reverse racist ideologies, natural hairstyles including braids, locs, cornrows, twists, Bantu knots, poufs, and Afros, as well as the use of turban wraps, continue to be a source of prejudice that have serious professional and economic consequences for individuals in Albany County.

Therefore, the purpose of this law is to amend the Albany County Omnibus Human Rights Law (Local Law No. 1 for 2013, as amended) to ban discrimination against the use of protective hairstyles and the wearing of natural hair textures.

SECTION 3. Prohibitions

Section 7, subsection 1. of Local Law No. 1 for 2013, “An Omnibus Human Rights Law for Albany County,” as amended, is further amended by the addition of a new subdivision (j) as follows:

(j) It shall be an unlawful discriminatory practice for an employer, employment agency, or licensing agency to deny any license, employment, or promotion to any individual by reason of the person's natural hair texture, [or] use of protective hairstyles, or use of turban wraps. The term "protective hairstyles" shall include styles such as braids, locs, cornrows, twists, Bantu knots, poufs, and similar styles meant to protect natural hair.

SECTION 4. Severability

If any clause, sentence, paragraph, subdivision, or part of this Local Law or the application thereof to any person, firm, or corporation, or circumstance, shall be adjusted by any court of competent jurisdiction to be invalid or unconstitutional, such order or judgement shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, or part of this Local Law or in its application to the person, individual, firm, or corporation or circumstance, directly involved in the controversy in which such judgment or order shall be rendered.

SECTION 5. Effective Date

This law shall take effect immediately upon its filing with the Secretary of State.

Referred to Law and Personnel Committees – 9/13/21

Elisabeth Draper

Education

- University at Albany, Albany, NY 2004-2006
Master of Urban and Regional Planning—Environmental Planning and Land Use
- Catholic University, Washington, D.C. 1999-2003
Bachelor of Arts—Media Studies, Minor—Philosophy

Experience

- Program Director, NYS Homes & Community Renewal 2018-Present
Responsible for the Neighborhood and Rural Preservation Programs—an approximately \$18 million dollar grant program providing administrative funding to 200+ community development organizations that assist low-moderate income communities throughout New York State. Oversees all aspects of the program, including approving applications, developing the grant agreements, payments; implements policy changes; and provides technical assistance to the vast network of not-for-profits.
- Principal Planner, New York Planning Federation, Albany, NY 2016-2018
Assisted in the day-to-day management of a statewide planning and zoning not-for-profit. Fielded questions from statewide membership regarding policy, procedures, and land use. Wrote monthly newsletter and helped with planning the annual conference for 350+ attendees.
- Deputy Commissioner, City of Albany Department of Recreation, Albany, NY 2014-2015
Oversaw approximately 40 recreational facilities; 2 community centers; and supervised a large staff of permanent and seasonal employees. Helped develop recreational programming; facilitated a comprehensive overview of recreation resources to help establish department priorities; and developed budget allocations to achieve long-term goals and ensure fiscal responsibility. Duties included: union negotiations; grant writing; community outreach; and facility planning and management.
- Planner, NYS Office of Parks Recreation & Historic Preservation, Albany, NY 2008-2014
Was responsible for the development of master plans, management plans, and environmental impact statements for state parks and historic sites in Long Island, New York City, and the Hudson Valley for over six years. Assisted Executive and regional staff with special projects and fostered partnerships with friends groups and other NGOs to improve, protect, and enhance the natural, cultural, and recreational resources in the state park and historic site system.
- Coastal Specialist, NYS DOS, Office of Planning and Development, Albany, NY 2006–2007
Served as a project manager for several multi-million dollar Environmental Protection Fund grants for public waterfront improvement projects in New York City.

Et Cetera

- President / Board Member – Buckingham Pond Conservancy
 - Managed the first major capital campaign to create a new, inclusive playground at Buckingham Pond Park; a 5 acre park in the city of Albany. Helped to raise \$130k for the new playground and continues to volunteer to improve the ecological health, water quality, and overall betterment of the park.

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COMMUNICATIONS AND CONSTITUENT SERVICES EXPERIENCE

- **New York State Senate**, Senate Services Office
Director, February 2021 – Present (Albany, NY)

Managing the Senate Services Office and staff. Overseeing operations to provide services, support, and materials to all members of the New York State Senate. Additionally, managing the Senate Events staff responsible for organizing all Senate-wide events and providing support to individual Senator’s events. Serving as a senior member of the Senate Secretary’s staff and providing support for Senate-wide issues.

- **New York State Senate**, Democratic Conference Communications Office
Deputy Communications Director, May 2016 – Present (Albany, NY)

Coordinating with the Communications Director and Conference leadership to generate messaging for the Democratic Conference and individual Senators.

Press Secretary, May 2013 – May 2016 (Albany, NY)

Served as spokesperson for the Conference and leadership. Oversaw Communications Office staff and edited press releases, statements and communications-related materials.

Deputy Press Secretary, March 2012 – May 2013 (Albany, NY)

Generated press releases, statements and communications-related materials for the Conference leader and Senators. Maintained disciplined messaging amongst Senators and staffers to further the goals of the conference. Represented the conference to the Capitol press corps as well as media outlets throughout the state.

- **New York State Executive Chamber**, Communications Office
Press Officer, December 2009 – March 2012 (Albany, NY)

Drafted and prepared press releases for distribution; collaborated with senior staff and relevant agency personnel regarding releases; coordinated “NYS Connects” statewide e-mail distribution program, including drafting and sending targeted e-mails. Monitored all aspects of the legislative calendar in both the Assembly and Senate in order to keep the Executive Office apprised of all significant legislative matters.

- **New York State Assembly**, Speaker’s Correspondence Office
Legislative Research Assistant, June 2006 – December 2009 (Albany, NY)

Researched substantive impact and status of Assembly members’ legislation; responded to concerns regarding the legislation raised by the Speaker’s constituents and other New York State residents; drafted the Assembly’s monthly statewide publication “Grant Action News” for distribution; developed and implemented an office policy providing for a more efficient method to respond to electronic correspondence.

CAMPAIGN EXPERIENCE

- **Senate Democratic Campaign Committee**

Multi-Campaign Communications Official, 2014, 2016, 2018, and 2020 Campaign Cycles (Albany, NY)
Coordinated campaign strategy and messaging for multiple candidates. Served as main drafter of press releases, statements and comments for candidates on issues of statewide and local importance. Prepared

candidates for debates, interviews, and public speaking events. Acted as spokesperson to statewide and regional press.

▪ **Cecilia Tkaczyk for Senate**

Communications Director, 2012 New York State Senate Campaign (Guilderland, NY)

Drafted and implemented communications strategy. Prepared the candidate for press outreach and public speaking events; served as spokesperson to statewide and regional press. Oversaw messaging implementation with campaign staffers and volunteers.

▪ **Friends of Joe Lieberman**

Outreach Coordinator, 2006 Senate Primary Campaign (Stamford, CT)

Mobilized voters in targeted demographics to volunteer and participate in the Statewide campaign; assisted with organizing campaign volunteers and delegating volunteers' duties.

VOLUNTEER AND COMMUNITY SERVICE

▪ **President of the Board of Trustees for Temple Israel of Albany;** 2019 – Present

▪ **Chair of NextDor, Young Adult Division for the Jewish Federation of Northeastern New York;** 2016-2018

▪ **Vice President of the Board of Trustees for Temple Israel of Albany;** 2016 – 2019

▪ **Member of the Board of Directors for the Jewish Federation of Northeastern New York;** 2015-2020

▪ **Member of the Board of Trustees for Temple Israel of Albany;** 2010 – 2016

▪ **Commission Chair of Camp Givah;** 2008 – 2011

Served as overall manager of this co-ed Jewish day camp operated by Temple Israel of Albany; developed and oversaw the execution of the camp's operating and capital budget; drafted marketing and advertising materials to facilitate increased camp enrollment.

▪ **Co-Founder of Norwich DREAM Mentoring;** 2003-2006

Conducted academic and social development activities for financially disadvantaged children from local low income housing units in Vermont, as part of a weekly after school series.

▪ **Norwich Corps of Cadets;** 2002-2006

- *Staff Sergeant Cadre* (2004-2005)

- *Captain* (2005-2006)

EDUCATION

▪ **Norwich University Military College of Vermont**

Masters of Public Administration, August 2008

- *Cum laude*

B.A., Political Science, May 2006

- *Summa Cum laude; Corps of Cadets*

- William D. Hassett Prize in Political Science -- Highest distinction in Political Science

▪ **Istituto Italiano, Rome, Italy**

Lexia International Study Abroad; Fall 2005

AWARDS & ACKNOWLEDGEMENTS

▪ Samuel E. Aronowitz Young Leadership Award, Jewish Federation of NENY, 2016

▪ City&State New York 40-Under-40 Rising Star, 2012

▪ Young Leadership Award, Temple Israel Men's Club, 2010

▪ New York State Masonic Scholarship, 2003, 2004, 2005

▪ U.S. Naval ROTC Scholarship

RESOLUTION NO. 390

APPOINTMENT OF MEMBERS TO THE ALBANY COUNTY PLANNING BOARD

Introduced: 10/12/21

By Messrs. A. Joyce, Peter, Feeney and Miller:

WHEREAS, The County Planning Board advises and assists the County Legislature and the Director of the Department of Economic Development, Conservation and Planning on matters related to comprehensive metropolitan, regional, county and municipal planning and performs duties and responsibilities conferred by Article 12-B of the General Municipal Law, and

WHEREAS, The Board is made up of eight members, five of whom are appointed by and serve at the pleasure of the Legislature and three ex-officio members: the Commissioner of Public Works, the Commissioner of Management and Budget and the County Comptroller, now, therefore be it

WHEREAS, Due to the resignations of Dominic Rigosu and Enzo Sofia, two vacancies now exist on the Board which now must be filled, now, therefore be it

RESOLVED, That pursuant to Section 1103 of the Albany County Charter, the Albany County Legislature hereby appoints the following named individuals to the Albany County Planning Board to serve at the pleasure of the Legislature until such time as a successor is appointed:

Gary Ginsburg, 54 Dunwoodie Road, Glenmont, New York
Elisabeth Pezzolla Draper, 38 Folmsbee Drive, Menands, New York

and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.