

County of Albany

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



Meeting Agenda

Thursday, July 28, 2022

6:00 PM

Held Remotely

Personnel Committee

PREVIOUS BUSINESS:

1. APPROVING PREVIOUS MEETING MINUTES
2. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "E" FOR 2022 A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"
3. LOCAL LAW NO. "E" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"

CURRENT BUSINESS:

4. PROVIDING A SUSPENSION OF THE RESIDENCY REQUIREMENT FOR EMPLOYEES OF ALBANY COUNTY
5. AUTHORIZING SHAKER PLACE REHABILITATION AND NURSING CENTER TO CONSIDER OUT-OF-COUNTY APPLICANTS FOR THE POSITIONS OF SOCIAL WORKER AND DIETITIAN
6. AUTHORIZING THE DEPARTMENT OF MENTAL HEALTH TO CONSIDER OUT-OF-COUNTY APPLICANTS FOR ALL CLINICAL POSITIONS

County of Albany

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



Meeting Minutes

Thursday, June 30, 2022

6:00 PM

Held Remotely

Personnel Committee

PREVIOUS BUSINESS:

Present: Gilbert F. Ethier, Mark E. Grimm, Raymond F. Joyce, Lynne Lekakis, Dustin M. Reidy, Merton D. Simpson and Sean E. Ward

Excused: Jeffrey D. Kuhn and Todd A. Drake

1. APPROVING PREVIOUS MEETING MINUTES

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

2. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "E" FOR 2022 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.

3. LOCAL LAW NO. "E" FOR 2022: 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 Local Law was tabled at the request of the Sponsor.

CURRENT BUSINESS:

4. AUTHORIZING THE PROBATION DEPARTMENT TO CONSIDER OUT-OF-COUNTY APPLICANTS FOR THE POSITION OF PROBATION OFFICER TRAINEE

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

RESOLUTION NO. 184

PUBLIC HEARING ON PROPOSED LOCAL LAW NO. “E” FOR 2022 A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY”

Introduced: 5/9/22

By Ms. McLaughlin:

RESOLVED, By the County Legislature of the County of Albany that a public hearing on proposed Local Law No. “E” for 2022, “A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY”” to be held by the Albany County Legislature at 7:15 p.m. on Tuesday, June 28, 2022, with participation information to be made available on the Albany County website, and the Clerk of the County Legislature is directed to cause notice of such hearing to be published containing the necessary information in accordance with the applicable provisions of law.

LOCAL LAW “E” FOR 2022

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

Introduced: 5/9/22

By Mss. McLaughlin, Plotsky and Mr. A. Joyce:

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

SECTION 1. Legislative Intent

The purpose of this Local Law is to prevent discrimination in employment by requiring the disclosure of the minimum and maximum salary or wage at the time any position for hire in Albany County is solicited.

In 2017, this honorable body adopted rules prohibiting employers from requiring job applicants to provide prior or current salary information before an offer of employment is made.

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

This Legislature hereby finds and determines that withholding salary information during the employment solicitation process places employees at a disadvantage and can lead to discriminatory pay inequality.

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 require employers to provide the minimum and maximum salary or hourly wage for any position being solicited for employment.

SECTION 2. Prohibitions

Section 7, subsection 1 (i) 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 (4) as follows:

(4) Advertise a job, promotion, or transfer opportunity without stating the minimum and maximum salary or hourly wage for such position in such advertisement. In stating the minimum and maximum salary or hourly wage for a position, the range may extend from the lowest to the highest salary the employer in good faith believes at the time of the posting it

would pay for the advertised job, promotion, or transfer opportunity. This subdivision does not apply to a job advertisement for temporary employment at a temporary help firm as such term is defined by subdivision 5 of section 916 of article 31 of the New York State Labor Law.

SECTION 3. 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 4. Effective Date

This Local Law shall take effect 90 days after enactment.

LOCAL LAW “E” FOR 2022

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

Introduced: 5/9/22

By McLaughlin, Plotsky, A. Joyce:

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would pay for the advertised job, promotion, or transfer opportunity. This subdivision does not apply to a job advertisement for positions that cannot or will not be performed, at least in part, in the County of Albany, or positions for temporary employment at a temporary help firm as such term is defined by subdivision 5 of section 916 of article 31 of the New York State Labor Law. Advertisements for jobs, promotions, or transfer opportunities paid solely on commission shall maintain compliance with this subparagraph by disclosing in writing in a general statement that compensation shall be based on commission.

(4)(a) No employer shall refuse to interview, hire, promote, employ or otherwise retaliate against an applicant or current employee for exercising any rights under this section.

(4)(b) No person shall have a cause of action pursuant to Section 9 of this Local Law for an alleged violation of Section 7 (1)(i)(4), except that an employee may bring such an action against their current employer for an alleged violation in relation to an advertisement by their employer for a job, promotion or transfer opportunity with such employer.

(4)(c) Notwithstanding Section 9, an employment agency, employer or employee or agent thereof shall be subject to a civil penalty of \$0 for a first violation of Section 7 (1)(i)(4), or any rule promulgated thereunder, if such employment agency, employer, employee or agent thereof proved to the satisfaction of the Affirmative Action Officer on behalf of the Commission, within twenty (20) days of the service of a copy of the applicable complaint pursuant to Section 8 (2), that the violation has been cured. The submission of proof of a cure, if accepted by the commission as proof that the violation has been cured, shall be deemed an admission of liability for all purposes.

(4)(d) For the purposes of Section 7 (1)(i)(4), the term “employer” shall mean (i) any person, corporation, limited liability company, association, labor organization or entity employing four (4) or more employees in any occupation, industry, trade, business or service, or any agent thereof; and (ii) any person, corporation, limited liability company, association or entity acting as an employment agent or recruiter, or otherwise connecting applicants with employers, provided that “employer” shall not include a temporary help firm as such term is defined by subdivision 5 of section 916 of article 31 of the New York State Labor Law.

SECTION 3. Enforcement

Section 9, subsection of Local Law No. 1 for 2013, “An Omnibus Human Rights Law for Albany County,” as amended, is further amended as follows:

1. Any person who is aggrieved by an unlawful discriminatory practice set forth in this law shall have a cause of action in any court of appropriate jurisdiction for damages and such other remedies at law and in equity as may be appropriate. If the court should find a violation of this law, it may take such action as may be appropriate, including but not limited to: requiring such party to cease and desist from such unlawful discriminatory practice; requiring such party to take such affirmative action, including (but not limited to) hiring, reinstatement or upgrading of employees, with or without back pay; restoration to membership in any labor organization, admission to or participation in a guidance program, apprenticeship training program, on-the-job training program or other occupational training or retraining program; the extension of full, equal and unsegregated accommodations, advantages, facilities and privileges to all persons; granting the credit which was the subject of any complaint, and the awarding of compensatory damages to the person aggrieved by the unlawful discriminatory practice.
2. Compliance or non-compliance with any of the requirements set forth in this section may be considered and received into evidence in any investigation or proceeding commenced pursuant to this Local Law. Furthermore, non-compliance with any of the requirements set forth in this section shall be an independent violation of this Local Law, and shall be punishable by a fine of \$500 for the first offense, \$1,000 for the second offense, and \$1,500 for the third and any subsequent offense. Any such violation shall be brought within one year of the violation, except that any violation initiated by the Affirmative Action Officer shall be brought within one year of when the Human Rights Commission first learned of the violation.

SECTION 3. 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 4. Effective Date

This Local Law shall take effect 90 days after enactment.

RESOLUTION NO. 270

PROVIDING A SUSPENSION OF THE RESIDENCY REQUIREMENT FOR EMPLOYEES OF ALBANY COUNTY

Introduced: 7/11/22

By Mr. Ward, Ms. Lekakis and Mr. A. Joyce:

WHEREAS, By Resolution No. 245-C for 1995, this Honorable Body established a residency requirement for all employees hired by the County subsequent to October 16, 1995, and

WHEREAS, That policy was amended by Resolution No. 587 for 2013 to require, among other things, all employees be residents of the County upon the start of their employment, and

WHEREAS, Since the onset of the Covid-19 pandemic, the departments of the County of Albany have had difficulty finding qualified applicants who reside within Albany County, and

WHEREAS, On numerous occasions departments of the County have sought, and received, waivers of the Residency Requirement so that they may hire qualified out-of-county applicants, and

WHEREAS, It is the opinion of this Honorable Body that a temporary suspension of the Residency Requirement is in the best interest of the County of Albany, now, therefore be it

RESOLVED, That effective the date this resolution is adopted by this Legislative Body and until the second anniversary of that date, all departments of the County may consider out-of-county applicants, and, be it further

RESOLVED, That the limited modification provided through this resolution in no way provides any authorization or exemption for employees to move out of Albany County, and, be it further

RESOLVED, That any currently active waivers issued in accordance with the requirements of Resolution No. 245-C for 1995 are superseded by this limited modification, and, be it further

RESOLVED, That the requirements of the New York State Public Officers Law shall supersede this limited modification, and, be it further

RESOLVED, That the requirements of Resolution No. 181 for 2018 related to staff of the Albany County Legislature are not affected by this limited modification, 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.



Daniel P. McCoy
County Executive

Larry I. Slatky
Executive Director

June 9, 2022

The Honorable Andrew Joyce
Chairman, Albany County Legislature
Legislative Clerk's Office
112 State Street, Suite 710
Albany, New York 12207

Dear Chairman Joyce:

Shaker Place Rehabilitation and Nursing Center respectfully requests to permit Shaker Place Rehabilitation and Nursing Center to hire out of County staff for the positions of Social Worker and Dietitian.

For the past four months we have endeavored to hire these professionals who reside in the County of Albany with no success. We have utilized every form of solicitation including Indeed, our own website employment platform and local newspapers to no avail. The positions of Dietitian and Social Worker are mandated by the New York State Department of Health and the Centers for Medicaid and Medicare Services (CMS) and, therefore, the positions must be filled.

We are, therefore, requesting approval to hire Dietitians and Social Workers who do not resident in the County of Albany which will increase the market place for our advertising.

We respectfully request that this RLA be approved.

Sincerely,

Larry I. Slatky
Executive Director

cc: Dennis Feeney, Majority Leader
Frank Mauriello, Minority Leader
Rebekah Kennedy, Majority Counsel
Arnis Zilgme, Minority Counsel





County of Albany

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

Legislation Text

File #: TMP-3400, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):

Shaker Place to be Permitted to Hire Out of County Staff for Social Workers and Dieticians

Date:	June 9, 2022
Submitted By:	Larry I. Slatky
Department:	Shaker Place Rehabilitation and Nursing Center
Title:	Executive Director
Phone:	518-213-8940
Department Rep.	
Attending Meeting:	Larry I. Slatky

Purpose of Request:

- Adopting of Local Law
- Amendment of Prior Legislation
- Approval/Adoption of Plan/Procedure
- Bond Approval
- Budget Amendment
- Contract Authorization
- Countywide Services
- Environmental Impact/SEQR
- Home Rule Request
- Property Conveyance
- Other: (state if not listed) Click or tap here to enter text.

CONCERNING BUDGET AMENDMENTS

Increase/decrease category (choose all that apply):

- Contractual
- Equipment
- Fringe
- Personnel
- Personnel Non-Individual

Revenue

Increase Account/Line No.: Click or tap here to enter text.
Source of Funds: Click or tap here to enter text.
Title Change: Click or tap here to enter text.

CONCERNING CONTRACT AUTHORIZATIONS

Type of Contract:

- Change Order/Contract Amendment
- Purchase (Equipment/Supplies)
- Lease (Equipment/Supplies)
- Requirements
- Professional Services
- Education/Training
- Grant

Choose an item.

Submission Date Deadline Click or tap to enter a date.

- Settlement of a Claim
- Release of Liability
- Other: (state if not listed) Click or tap here to enter text.

Contract Terms/Conditions:

Party (Name/address):

Shaker Place Rehabilitation and Nursing Center
100 Heritage Lane
Albany, New York 12211

Additional Parties (Names/addresses):

Click or tap here to enter text.

Amount/Raise Schedule/Fee: \$.00

Scope of Services: Shaker Place Rehabilitation and Nursing Center has endeavored to hire social workers and dieticians to fill vacant social work and dietary positions for the past four (4) months with no results other than one candidate who lives outside of the County of Albany. New York State Department of Health regulatory requirements mandate that nursing homes have sufficient professional staff to perform social work and therapeutic dietary services, therefore, in order to comply with this standard we must seek candidates who do not reside in the County of Albany.

Bond Res. No.: Click or tap here to enter text.
Date of Adoption: Click or tap here to enter text.

CONCERNING ALL REQUESTS

Mandated Program/Service: Yes No
If Mandated Cite Authority: New York State Department of Health and the Centers for Medicaid and Medicare Services

Is there a Fiscal Impact: Yes No
Anticipated in Current Budget: Yes No

County Budget Accounts:
Revenue Account and Line: Click or tap here to enter text.
Revenue Amount: Click or tap here to enter text.

Appropriation Account and Line: N/A
Appropriation Amount: N/A

Source of Funding - (Percentages)
Federal: 0
State: 0
County: 100
Local: 0

Term
Term: (Start and end date) 7/1/2022-6/30/23
Length of Contract: 12 months

Impact on Pending Litigation Yes No
If yes, explain: Click or tap here to enter text.

Previous requests for Identical or Similar Action:
Resolution/Law Number: Click or tap here to enter text.
Date of Adoption: Click or tap here to enter text.

Justification: (state briefly why legislative action is requested)
New York State Department of Health Article 28 Title 10 mandates that nursing homes provide social work and dietary services to their residents. Since these positions are vacant these services cannot be provided. Shaker Place has used every form of advertising for staff that include newspaper, Indeed and website advertising to no avail and therefore must seek candidates who do not reside in the County of Albany.



COUNTY OF ALBANY
 DEPARTMENT OF MENTAL HEALTH
 175 GREEN STREET
 ALBANY, NEW YORK 12202
 518-447-4537 FAX 518-447-4577
 WWW.ALBANYCOUNTY.COM

Daniel P. McCoy
 County Executive

Daniel C. Lynch, Esq.
 Deputy County Executive

Stephen J. Giordano, Ph.D.
 Director of Mental Health

Cindy G. Hoffman
 Deputy Director

June 29th, 2022

Honorable Andrew Joyce, Chairman
 Albany County Legislature
 112 State St., Rm. 710
 Albany, NY 12207

Dear Chairman Joyce,

The Department of Mental Health respectfully requests to formally waive residency requirements in order to interview and retain critical clinical staff who do not reside in Albany County.

We have diligently sought qualified applicants for numerous full-time clinical vacancies and have been unable to locate a sufficient number of qualified applicants who reside in Albany County. We are, therefore, requesting permission to continue to hire clinical personnel in all categories who may not live in our County.

We respectfully request to waive these residency requirements. It should be noted that we will continue to secure required clinical staff who reside in the County of Albany whenever possible.

Feel free to contact Mark Gleason or me if you have any questions concerning this request.

Sincerely,

Stephen Giordano, Ph.D.
 Director

c: Hon. Dennis Feeney, Majority Leader
 Hon. Frank Mauriello, Minority Leader
 Rebekah Kennedy, Majority Counsel
 Arnis Zilgme, Minority Counsel



County of Albany

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Albany County Office
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112 State Street - Albany,
NY 12207

Legislation Text

File #: TMP-3449, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):

Albany County Department of Mental Health requests permission to waive residency requirements in order to interview and retain critical clinical staff who do not reside in Albany County.

Date: June 29, 2022
Submitted By: Mark Gleason
Department: Mental Health
Title: Operations Analyst
Phone: 518-447-3014
Department Rep.
Attending Meeting: Dr. Stephen Giordano, Director

Purpose of Request:

- Adopting of Local Law
- Amendment of Prior Legislation
- Approval/Adoption of Plan/Procedure
- Bond Approval
- Budget Amendment
- Contract Authorization
- Countywide Services
- Environmental Impact/SEQR
- Home Rule Request
- Property Conveyance
- Other: (state if not listed) Click or tap here to enter text.

CONCERNING BUDGET AMENDMENTS

Increase/decrease category (choose all that apply):

- Contractual
- Equipment
- Fringe
- Personnel

- Personnel Non-Individual
- Revenue

Increase Account/Line No.: Click or tap here to enter text.
Source of Funds: Click or tap here to enter text.
Title Change: Click or tap here to enter text.

CONCERNING CONTRACT AUTHORIZATIONS

Type of Contract:

- Change Order/Contract Amendment
- Purchase (Equipment/Supplies)
- Lease (Equipment/Supplies)
- Requirements
- Professional Services
- Education/Training
- Grant

Choose an item.

Submission Date Deadline Click or tap to enter a date.

- Settlement of a Claim
- Release of Liability
- Other: (state if not listed) Click or tap here to enter text.

Contract Terms/Conditions:

Party (Name/address):
Click or tap here to enter text.

Additional Parties (Names/addresses):
Click or tap here to enter text.

Amount/Raise Schedule/Fee: Click or tap here to enter text.
Scope of Services: Click or tap here to enter text.

Bond Res. No.: Click or tap here to enter text.
Date of Adoption: Click or tap here to enter text.

CONCERNING ALL REQUESTS

Mandated Program/Service: Yes No
If Mandated Cite Authority: NYS Office of Mental Health

Is there a Fiscal Impact: Yes No
Anticipated in Current Budget: Yes No

County Budget Accounts:

Revenue Account and Line: Click or tap here to enter text.
Revenue Amount: Click or tap here to enter text.

Appropriation Account and Line: Click or tap here to enter text.
Appropriation Amount: Click or tap here to enter text.

Source of Funding - (Percentages)

Federal: Click or tap here to enter text.
State: Click or tap here to enter text.
County: Click or tap here to enter text.
Local: Click or tap here to enter text.

Term

Term: (Start and end date) 8/1/2022-12/31/2022
Length of Contract: 5 Months

Impact on Pending Litigation Yes No
If yes, explain: Click or tap here to enter text.

Previous requests for Identical or Similar Action:

Resolution/Law Number: # 38
Date of Adoption: 2/14/2022

Justification: (state briefly why legislative action is requested)

Albany County Department of Mental Health requests permission to waive residency requirements in order to interview and retain critical clinical staff who do not reside in Albany County.

We have diligently sought qualified applicants for the numerous full-time clinical vacancies and have been unable to locate a sufficient number of qualified applicants who reside in Albany County. We are, therefore, requesting permission to continue to hire clinical personnel in all categories who may not live in our County.

We respectfully request to waive residency requirements. It should be noted that we will to continue to secure required clinical staff who reside in the County of Albany whenever possible.

RESOLUTION NO. 38

**AUTHORIZING THE DEPARTMENT OF MENTAL HEALTH TO CONSIDER
OUT-OF-COUNTY APPLICANTS FOR THE POSITIONS OF LICENSED
CLINICAL SOCIAL WORKER AND LICENSED MASTER SOCIAL WORKER**

Introduced: 2/14/22

By Personnel Committee:

WHEREAS, The Director of the Department of Mental Health has diligently sought out qualified applicants for the positions of Licensed Clinical Social Worker and Licensed Master Social Worker, and

WHEREAS, The Director has indicated he has not been able to locate sufficient numbers of qualified applicants who are residents of Albany County and willing to accept the positions, and

WHEREAS, Resolution No. 245-C for 1995 requires the approval of this Honorable Body for the consideration and hiring of out-of-county applicants in instances where there are insufficient qualified Albany County residents who have applied for such positions, and

WHEREAS, The Personnel Committee of the Albany County Legislature has been satisfied that there exists a shortage of qualified Albany County residents to fill Licensed Clinical Social Worker and Licensed Master Social Worker positions and has recommended that approval in accordance with the requirements of Resolution No. 245-C for 1995 be given to fill the above-mentioned positions at the Department of Mental Health for a 24-month period with qualified out-of-county applicants, now, therefore, be it

RESOLVED, By the Albany County Legislature that the consideration of out-of-county applicants to fill Licensed Clinical Social Worker and Licensed Master Social Worker positions at the Department of Mental Health is approved in accordance with the requirements of Resolution No. 245-C for 1995, and, be it further

RESOLVED, That the aforementioned approval to consider out-of-county applicants for these positions shall expire December 31, 2023, 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.

Adopted by unanimous vote - 2/14/22

State of New York
County of Albany

This is to certify that I, the undersigned, Clerk of the Albany County Legislature, have compared the foregoing copy of the resolution and/or local law with the original resolution and/or local law now on file in the office, and which was passed by the Legislature of said County on the 14th day of February, 2022, a majority of all members elected to the Legislature voting in favor thereof, and that the same is a correct and true transcript of such original resolution and/or local law and the whole thereof.



IN WITNESS THEREOF, I have hereunto set my hand and the official seal of the County Legislature this 15th day of February, 2022.

Nicole Chambers

Clerk, Albany County Legislature