AGENDA
PERSONNEL COMMITTEE
MARCH 27, 2019

PREVIOUS BUSINESS:

APPROVING PREVIOUS MEETING MINUTES

1. **RESOLUTION NO. 231 FOR 2018: REQUIRING DEPARTMENT OF HUMAN RESOURCES TO INITIATE A PAY EQUITY STUDY FOR ALL EMPLOYEES OF ALBANY COUNTY TO ENSURE EQUITY AMONG GENDER, RACE, AND ETHNICITY**

2. **RESOLUTION NO. 283 FOR 2018: PROMOTING ALBANY COUNTY EMPLOYMENT AND PROMOTING A DIVERSE WORKFORCE BY REQUIRING DEPARTMENT OF CIVIL SERVICE TO CONDUCT OUTREACH AND TRAINING ABOUT AVAILABLE CIVIL SERVICE JOB OPPORTUNITIES**

3. **RESOLUTION NO. 497 FOR 2018: ADOPTING A POLICY REGARDING THE LEGISLATIVE SUMMER INTERNSHIP PROGRAM**

CURRENT BUSINESS:

4. **CONFIRMING THE APPOINTMENT OF THE EXECUTIVE DIRECTOR OF THE ALBANY COUNTY WATER PURIFICATION DISTRICT**
Honorable Andrew Joyce and Members of the Albany County Legislature:

LADIES AND GENTLEMEN:

The Personnel Committee of the Albany County Legislature met on January 30, 2019. Chairperson Grimm, Mss. Lekakis, McLean Lane, Messrs. R. Joyce, Ward and Stevens were present. Ms. McKnight, Messrs. O’Brien and Touchette were excused. The following items were discussed and/or acted upon:

Approving Previous Meeting Minutes: Unanimously approved.

1. **Resolution No. 231**: Requiring the Department of Human Resources to Initiate a Pay Equity study for all employees of Albany County to ensure Equity among Gender, Race and Ethnicity: Tabled at Request of Sponsor.

2. **Resolution No. 283**: Promoting Albany County Employment And Promoting A Diverse Workforce By Requiring Department Of Civil Service To Conduct Outreach And Training About Available Civil Service Job Opportunities: Tabled At Request of Sponsor.

3. **Resolution No. 497**: Adopting a Policy Regarding the Legislative Summer Internship Program: Tabled at the Request of the Sponsor.


5. Authorizing the Department of Social Services to Consider Out-of-County Applicants for the Position of Registered Nurse (RN): Withdrawn by Sponsor.

6. Authorizing the Public Defender’s Office to Consider Out-of-County Applicants for the Position of Assistant Albany County Public Defender: Albany County Public Defender Stephen W. Herrick indicated that based upon new requirements of the New York State Office of Indigent Legal Services, many Public Defender’s Offices throughout the state will be seeking to greatly increase their attorney staff over the next five years. He further indicated he has not been able to locate qualified applicants who are residents of Albany County and willing to accept the position, and requested authorization to consider out-of-county applicants for the position of Assistant Albany County Public Defender for a 12-month period, conditioned that any hires will be required to move into Albany County within one year of their start date. After a brief discussion, the committee voted unanimously to move the proposal forward with a favorable recommendation.
Respectfully Submitted,
THE PERSONNEL COMMITTEE

MARK E. GRIMM, Chairperson
SEAN E. WARD
RICHARD N. TOUCHETTE
RAYMOND F. JOYCE
ALISON MCLEAN LANE

LUCILLE M. McKNIGHT
LYNNE LEKAKIS
JOSEPH E. O'BRIEN
TRAVIS D. STEVENS
RESOLUTION NO. 231

REQUIRING DEPARTMENT OF HUMAN RESOURCES TO INITIATE A PAY EQUITY STUDY FOR ALL EMPLOYEES OF ALBANY COUNTY TO ENSURE EQUITY AMONG GENDER, RACE, AND ETHNICITY

Introduced: 5/14/18
By Messrs. Fein, A. Joyce, Ms. Cunningham, Messrs. Higgins and Signoracci:

WHEREAS, The Albany County Legislature unanimously passed Local Law P for 2016 on October 10, 2017, a Local Law aimed at closing the wage gap between women and men, and

WHEREAS, In passing Local Law P for 2016, the Albany County Legislature recognized the importance of all people being paid to their ability, regardless of gender, race, or ethnicity, and

WHEREAS, The Albany County Legislature strongly believes that all people should be treated equally regardless of gender, race, ethnicity, national origin, religion, sexual orientation, and

WHEREAS, The Albany County Legislature believes in leading by example and ensuring that we are paying our employees in an equitable manner, now, therefore be it

RESOLVED, By the Albany County Legislature that the Department of Human Resources is requested to conduct a study or seek proposals from outside agencies to analyze the salaries of all employees of Albany County and determine whether each employee is being paid equitably in relation to employees of other genders, races, and ethnicities, and, be it further

RESOLVED, That at the conclusion of the study, a final report shall be presented to the Albany County Legislature that includes suggestions on specific recommended salary adjustments that the Albany County Legislature shall consider enacting through resolution, 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.

Referred to Personnel Committee – 5/14/18
RESOLUTION NO. 283

PROMOTING ALBANY COUNTY EMPLOYMENT AND PROMOTING A DIVERSE WORKFORCE BY REQUIRING DEPARTMENT OF CIVIL SERVICE TO CONDUCT OUTREACH AND TRAINING ABOUT AVAILABLE CIVIL SERVICE JOB OPPORTUNITIES

Introduced: 6/11/18
By Mr. Fein:

WHEREAS, The Albany County Legislature finds that it is in the best interest of the County to attract the most qualified candidates for employment with the County and to have a diverse and highly skilled workforce, and

WHEREAS, The Albany County Legislature finds that it is in the best interest of the County to promote opportunities with the County to a geographically, racially, and culturally diverse groups of potential applicants, and

WHEREAS, According to the 2010 census, 21.8% of the population of Albany County is nonwhite and according to the 3rd Quarter 2017 Albany County EEO Report, 18.31% of the employees of Albany County are nonwhite, and

WHEREAS, Employment with local and state government have traditionally been a path to the middle class for many families, and

WHEREAS, The Albany County Legislature recognizes that County has made progress in diversifying its workforce and expanding opportunities to traditionally underrepresented groups, as 33.06% of new hires in the 3rd Quarter 2017 were nonwhite and 32.20% of new hires in the 2nd Quarter 2017 were nonwhite, and

WHEREAS, The Albany County Legislature recognizes that the County should strive to improve upon past progress and ensure that it is actively recruiting individuals that have traditionally been underrepresented in the government workforce, and

WHEREAS, The Albany County Legislature believes that it would benefit the County to implement a focused recruitment effort to all communities, and especially to communities that have been traditionally underrepresented in the County workforce, therefore be it

RESOLVED, By the Albany County Legislature that the Department of Civil Service is required hold a minimum of five (5) employment opportunity outreach
events each year, of which three must be located in U.S. Census Tracts in which 50% of the residents are nonwhite, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is encouraged to invite and coordinate with the Department of Human Resources, Division of Affirmative Action, and other County Departments when holding employment opportunity outreach events, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is required to host a minimum of three (3) free civil service training courses each year, of which two (2) must be located in U.S. Census Tracts in which 50% of the residents are nonwhite, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is encouraged to partner with educational institutions and organizations to assist with implementing the civil service training courses, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is encouraged to partner with the New York State Department of Civil Service and human resources and civil service departments in municipalities within the County when planning civil service employment opportunity outreach events and civil service training courses, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is required to advertise and conduct outreach for all employment opportunity outreach events and civil service training courses on the Albany County website, on social media, and by notifying all County Legislators by email about the events and courses more than ten (10) days in advance of the outreach events and training courses, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is required to create a mechanism on the Albany County website for organizations and individuals to sign up for its distribution list where it sends information on employment opportunities and civil service test announcements, 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.

*Referred to Personnel Committee – 6/11/18*
RESOLUTION NO. 497

ADOPTING A POLICY REGARDING THE LEGISLATIVE SUMMER INTERNSHIP PROGRAM

Introduced: 10/9/18
By Mr. Ethier:

WHEREAS, The Albany County Legislature has established a legislative summer internship program for the County of Albany in order to provide opportunities for individuals interested in the various operations of local government, and

WHEREAS, Individuals selected for the summer internship program are placed, in cooperation with the County Executive’s Office, the District Attorney’s Office, the Comptroller’s Office, and the Clerk’s Office among others, in such offices and departments that best suit their interested and skills, and

WHEREAS, In order to ensure that individuals representing communities in all of the legislative districts are fairly and equally represented, a policy is warranted detailing how the selection of such individuals for this program shall be selected, now, therefore, be it

RESOLVED, By the Albany County Legislature that when determining the number of internships available, that a minimum of at least one position up to a maximum not to exceed two positions shall be allotted for qualifying applicant(s) from each of the Legislative districts, and, be it further

RESOLVED, That in the event that there are fewer than two qualifying applications from interested individuals living in a legislative district, the Legislator representing such district may direct that such unfilled positions be designated to another district of their choosing, and, be it further,

RESOLVED, That no such transfer of allotted internship position(s) shall prohibit the placement of a qualified applicant from that legislative district if such applicant becomes known and if there are otherwise excess vacant slots available, 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.

Referred to Personnel Committee - 10/9/18
Hon. Andrew Joyce  
Chairman  
Albany County Legislature  
112 State Street – Suite 710  
Albany, NY 12207

Dear Mr. Joyce,

At the March 11, 2018, board meeting, Mr. Murphy indicated that he felt, in light of the establishment of a Regional Biosolids Handling facility at the North plant of the Water Purification District, it would be time for him to retire and allow a new Executive Director to start at the beginning of the project rather than come in midstream.

To find someone suitable with the necessary background has been challenging, but in April the Board of Commissioners interviewed Angelo Gaudio, P.E. for the position. Mr. Gaudio is a resident of the Town of Colonie in Albany County and has years of experience in the area of wastewater.

The Board voted unanimously to offer Mr. Gaudio the position and would like support for his appointment by the Albany County Legislature. Mr. Gaudio will start at the District in August as a Project Developer working closely with Mr. Murphy to become prepared for the Executive Director position on March 29, 2019, when Mr. Murphy will retire.

I have enclosed Mr. Gaudio’s resume and I am available for any questions you may have.

Very truly yours,

[Signature]

John R. Adair Jr.  
Chairman

Cc: Dennis Feeney, Majority Leader  
Kevin Cannizzaro, Majority Counsel  
Frank Mauciello, Minority Leader  
Arnis Zilgns, Minority Counsel
REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):
Requesting Confirmation of Executive Director of the Water Purification District

Date: 3/7/2019
Submitted By: Lucas Rogers
Department: Office of the County Executive
Title: Senior Policy Analyst
Phone: 518-447-5566
Department Rep.: Angelo Gaudio
Attending Meeting: 

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
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:
Scope of Services:

Click or tap here to enter text.
Click or tap here to enter text.

Bond Res. No.:
Date of Adoption:

Click or tap here to enter text.
Click or tap here to enter text.

CONCERNING ALL REQUESTS

Mandated Program/Service:
Yes ☐ No ☒

If Mandated Cite Authority:
Click or tap here to enter text.

Is there a Fiscal Impact:
Yes ☒ No ☐

Anticipated in Current Budget:
Yes ☒ No ☐

County Budget Accounts:
Submitting on behalf of the Water Purification District Board a request for confirmation of Angelo Gaudio as Executive Director of the Albany County Water Purification District. The Water Purification District Board voted on March 11, 2018 to appoint Angelo Gaudio to the position of Executive Director following the retirement of Tim Murphy. Please find the Board’s recommendation letter attached.
February 20, 2019

Hon. Andrew Joyce
Chairman
Albany County Legislature
112 State Street – Suite 710
Albany, New York 12207

Dear Mr. Joyce,

On behalf of the Chairman and the Board of Commissioners of the Albany County Water Purification District and after an extensive search, the Board recommends the Albany County Legislature move to appoint Angelo Gaudio, P.E. to the position of Executive Director of the Albany County Water Purification District as soon as possible.

The position of Executive Director is a highly technical position which requires a select set of skill sets in order to manage the overall operation, maintenance and administration of two 4-A wastewater treatment plants. Mr. Gaudio has developed these necessary skill sets working for CHA (a local and highly recognized engineering firm) and the Town of Colonie engineering department overseeing numerous wastewater projects.

This recommendation comes with unanimous board approval.

Very truly yours,

Timothy S. Murphy
Executive Director

Cc: Dennis A. Feeney, Majority Leader
    Kevin Cannizzaro, Majority Counsel
    Frank Mauriello, Minority Leader
    Arnis Zilgme, Minority Counsel
Angelo S. Gaudio, P.E.

Employment History and Responsibilities

April 2015 to Present  Town of Colonie  Colonie, NY

Sanitary Engineer -- Division of Pure Waters
- Oversee wastewater capital projects including development of project scopes and management of engineering and construction contracts and budgets.
- Provide technical support for internal repairs projects at the wastewater treatment plant and collection system, as well as training staff on operation of new equipment.
- Assist in the development of annual operating budgets.
- Responsible for research, selection and purchasing of replacement equipment to support repairs.
- Work with the Town's Industrial customers to ensure pretreatment requirements are achieved.

July 2000 to April 2015  CHA Consulting, Inc.  Albany, NY

Section Manager -- Albany Water/Wastewater Technical Group
- Oversee and coordinate the technical design and construction document production of water/wastewater projects including design reports, plans and technical specifications.
- Manage technical design budgets.
- Oversee construction projects including shop drawing review, coordination of multidiscipline construction contracts, construction observation, execution of field changes and process equipment start-up services.
- Provide technical scopes and fees for proposal development.
- Manage overall workload of technical staff including timesheet approvals.
- Train and mentor junior staff members on all aspects of wastewater design.
- Assist in the development of company standards for the water/wastewater engineering group.
- Co-Chair of CHA's technical specifications committee.
- Perform QA/QC reviews for wastewater related projects.

Notable Project Experience:

Village of Woodridge -- WWTP Upgrade:
- Lead designer for a 0.8 mgd wastewater facility. Project included upgrades to the existing headworks facility, design of new sequencing batch reactors (SBRs) utilizing biological phosphorus removal, equalization pump station, process building, tertiary cloth filters, UV disinfection, post aeration, and sludge processing including aerobic digestion and centrifuge dewatering.
- Duties included general layout, hydraulic analysis, equipment selection, plan/specification development and cost estimating in addition to technical coordination with other design
disciplines (i.e. structural, mechanical, plumbing, architectural). During construction, responsibilities included shop drawing review, RFI responses, coordination between the multiple prime contractors and individual design disciplines, and process equipment startup oversight.

Albany County Sewer District - South Wastewater Treatment Plant - Effluent Diversion Structure:
- Lead designer for new effluent diversion structure sized to convey approximately 8mgd to the Empire Generating Co. cogeneration facility located in Rensselaer NY. Project included new concrete diversion chamber with sluice gates located at Albany's South Plant, approximately 3200LF direction drill across the Hudson River, and a jack & bore across Church Street to accommodate the 30" HDPE effluent piping that was routed to the cogeneration facility.
- Duties included general layout, hydraulic analysis, and construction plan/specification development in addition to technical coordination with structural designer. During construction responsibilities included attending progress meetings, shop drawing review, RFI responses, and coordination between contractor and Owner.

United States Merchant Marine Academy - Pump Station Upgrade:
- Lead designer for improvements to an existing 90,000 gpd sanitary pump station. Project included new channel grinders, new pumps with variable frequency drives, control system, power distribution system and ventilation system.
- Duties included, hydraulic analysis, plan/specification development, cost estimating, in addition to technical coordination with mechanical, electrical and structural designers.

Village of Goshen - WWTP Upgrade:
- Project Engineer responsible for the design of a 2.4 mgd WWTP facility. The project included a new headworks facility that incorporated a grinder, a fine screen and vortex grit removal system. Secondary treatment was accomplished with new oxidation ditches and peripheral feed secondary clarifiers and a RAS/WAS pumping station. Tertiary treatment included a sand filtration system, UV disinfection and post aeration. Solids handling was accomplished with aerobic digesters and a centrifuge. An operations building housed a SCADA system, office and laboratory.
- Duties included, general layout, hydraulic analysis, equipment selection, plan/specification development, cost estimating, in addition to technical coordination with other design disciplines. During construction responsibilities included attending progress meetings, shop drawing review, RFI responses, coordination between contractor and Owner, and process equipment startup oversight.

Education
2000 State University of Buffalo, NY; B.S. in Civil Engineering
1997 Hudson Valley Community College, Troy, NY; Engineering Science

Professional Licensure
New York State, Professional Engineer, 082937, June 2005

Professional Membership
New York Water Environment Association, 2003 - Present

References available upon request