

**Finance & Rules Committee**  
**December 5, 2023**  
**Minutes**

**Members Present:** Committee Chair Michael Montigelli, Legislators Robert Cantwell, Philip Reed, Allen Drake, Daniel McBride, Robert Ferris, Frances Calarco, Board Chair William Johnson

**Others Present:** Legislators John Peck, James Nabywaniec, Patrick Jareo, Jeremiah Maxoin, Steel Potter, Corey Grant, and Anthony Doldo, County Administrator Robert Hagemann, Deputy Administrator Sarah Baldwin, County Attorney David Paulsen, Conf. Asst. for Fiscal Affairs Ashley Durham, Human Resources Director Valerie Nugent, Planning Director Michael Bourcy, Public Health Director Steve Jennings, Treasurer Accountant Anne Converse, Confidential Secretary Jill Jones

Chairman Montigelli called the meeting to order at 6:23 p.m. and offered Privilege of the Floor.

County Clerk Gizelle Meeks addressed the Committee concerning the management salary resolution that was on the agenda, and specifically her salary as proposed. She said she has caught by surprise when she first saw the resolution, and was called in yesterday to meet with Human Resources Director Val Nugent and Board Chairman Bill Johnson to talk about her concerns with essentially no time to prepare. She said they explained that after the salary analysis was done the salary for her position was based on a peer median. After 13 years in management and 15 total with the County she felt she should be at least at the median if not a little above, but her base salary came back as 10% below the median. She said if you disregard the analysis and simply give her a 3% increase in her current salary it is the same as what was proposed with the analysis. She understood that her position was put down one Grade from 5 to 6, but didn't feel she should also be reduced by one level within the lower Grade. She respected the job the legislators had in front of them with the pay analysis, but felt she was being devalued as the peer median base salary for County Clerks is \$91,000, and she was only being given \$82,000 as a base and felt she deserved more. She wanted an explanation as to why she was not receiving the median for base pay, and why she was being put down a level within the new Grade category. Since she could not get any explanations otherwise, she felt it necessary to come before her jurisdictional committee to talk about these differences.

Legislator Jareo started to try and answer some of the County Clerk's concerns. Chairman Montigelli intervened stating that the integrity of the meeting structure must be maintained in that Ms. Meeks can make comments to the Chair and legislators but not get into a dialogue with legislators as that is not what Privilege is all about; she could talk to Committee members after the meeting. Chairman Montigelli asked Ms. Meeks to wrap up her comments, if there was nothing else she wanted to speak about. Ms. Meeks understood Chairman Montigelli's position and reiterated the concerns she has about her proposed salary. She said she had not seen the analysis, and did not understand how Legislators could make an informed decision about her

salary if they have not received the analysis and done the math either.

Bradley Meeks, 1209 Harris Drive, Watertown, NY and husband of Gizelle Meeks felt his wife was being treated harshly by Chairman Montigelli because she is a woman and asked if Chairman Montigelli would treat him the same way. Mr. Meeks attempted to engage legislators in discussion, and Chairman Montigelli told Mr. Meeks legislators would not be responding to him either, and if he did not have anything meaningful to add to the discussion he should also wrap up his comments. Mr. Meeks said Chairman Montigelli was being hostile.

Chairman Montigelli introduced a resolution Levying 2024 Taxes and Assessments for Annual Town Budgets and entertained a motion for consideration. A motion was duly made by Legislator Ferris seconded by Legislator Cantwell and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Levying 2024 Consolidated Health District Taxes and entertained a motion for consideration. A motion was duly made by Legislator Calarco seconded by Legislator Cantwell and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Levying Returned Delinquent 2023 School Taxes and entertained a motion for consideration. A motion was duly made by Legislator Reed seconded by Legislator Calarco and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Levying Returned Delinquent 2023 Village Taxes and entertained a motion for consideration. A motion was duly made by Legislator McBride seconded by Legislator Drake and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Directing the Completion of the Tax Rolls and the Execution and Delivery of Warrants and entertained a motion for consideration. A motion was duly made by Legislator McBride seconded by Legislator Drake and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Authorizing Accounts Payable Year End Adjustments to 2023 County Budget and entertained a motion for consideration. A motion was duly made by Legislator Drake seconded by Legislator Ferris and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Calling for Organizational Meeting of the 2024-2025 Jefferson County Board of Legislators and entertained a motion for consideration. A motion was duly made by Legislator McBride seconded by Legislator Reed and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Amending the 2023 County Budget in Relation to State Retirement Costs and entertained a motion for consideration. A motion was duly made by Legislator Calarco seconded by Legislator Ferris and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Revising Premium Equivalents for Jefferson County Government Employees Health Benefits Program and entertained a motion for consideration. A motion was duly made by Legislator Cantwell seconded by Legislator Reed and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Payment of Legislators' Expenses and entertained a motion for consideration. A motion was duly made by Legislator Calarco seconded by Legislator Ferris and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Amending Jefferson County Administrative Policies and Procedures for Management and Management Confidential Employees and Approving Management Compensation Plan and entertained a motion for consideration. A motion was duly made by Legislator Drake and seconded by Legislator Reed. Legislator McBride asked if the report on the salary analysis was something the Finance & Rules Committee could get a copy of so they could see the procedure for the pay adjustments; i.e. if specific decisions on positions were made or if it was a 90% across the board thing. Chairman Montigelli said the report was an analysis from a private company, and the resolution is the final work product of the work group; he said the Burke Report could probably be made available. Legislator McBride said he was interested in how the work group came up with the salary grades and understood a number of counties were examined but didn't know how specific decisions were made.

Human Resources Director Val Nugent said the goal of the group according to the third party consultant was to look at the peer group, look at the market value, (certain positions don't have a market value because they are only in government) and the County needed to be at 90% of what that rate is for each position. Legislator McBride understood the positions that were reviewed were not just government employees, it was outside companies too. She said that those positions that have private sector comparisons, other governmental entities, or any comparables were taken into account. There being no further discussion, the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Authorizing an Agreement with the Development Authority of the North Country for Technical Services in Relation to the Demolition of the Former Abbass Foods Warehouse and entertained a motion for consideration. A motion was duly made by Legislator Reed seconded by Legislator Drake and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Authorizing Use of Jefferson Community College Rental Income Funds to Match State Aid in Relation to Facilities Master Plan Project to

Revitalize Campus Tennis Courts and entertained a motion for consideration. A motion was duly made by Legislator Cantwell seconded by Legislator McBride and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Appointing Director of Insurance and entertained a motion for consideration. A motion was duly made by Legislator Cantwell seconded by Legislator Reed and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Appointing Medical Director for the Article 28 Diagnostic and Treatment Center and entertained a motion for consideration. A motion was duly made by Legislator Ferris seconded by Legislator McBride and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution ReAppointing Representatives to Development Authority of the North Country and entertained a motion for consideration. A motion was duly made by Legislator Cantwell seconded by Legislator Ferris and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution ReAppointing Member to Jefferson County Industrial Development Agency and entertained a motion for consideration. A motion was duly made by Legislator Calarco seconded by Legislator Ferris and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Approving Reappointment and Appointments to the Jefferson County Planning Board and entertained a motion for consideration. A motion was duly made by Legislator Ferris seconded by Legislator Cantwell and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Approving Appointment to the Sports Fishery Advisory Board and entertained a motion for consideration. A motion was duly made by Legislator Calarco seconded by Legislator McBride and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Authorizing Agreements with the Federal Aviation Administration, the New York State Department of Transportation and McFarland Johnson Inc. in Relation to Watertown International Airport Aircraft Rescue Fire Fighting Equipment Acquisition, State Environmental Quality Review Determination Thereto, and Amending the 2023 County Budget and Capital Plan in Relation Thereto and entertained a motion for consideration. A motion was duly made by Legislator Reed seconded by Legislator Cantwell and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Authorizing Agreements with the New York State Department of Transportation and McFarland Johnson, Inc. in Relation to Watertown

International Airport Hangar D Rehabilitation, State Environmental Quality Review Determination Thereto, and Amending the 2023 County Budget and Capital Plan in Relation Thereto and entertained a motion for consideration. A motion was duly made by Legislator McBride seconded by Legislator Reed and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli introduced a resolution Amending the 2023 County Budget and Capital Plan in Relation to the Watertown International Airport Runway 28 Medium-Intensity Approach Lighting System with Runway Alignment Indicator Lights (MALSR) and entertained a motion for consideration. A motion was duly made by Legislator Cantwell seconded by Legislator Reed and there being no discussion the Committee agreed to sponsor the resolution as presented.

Chairman Montigelli said resolutions from each jurisdictional committee will be dealt with as a block and legislators can pull any one resolution out if they would like to discuss it.

On a motion by Legislator Reed seconded by Legislator McBride and unanimously carried, the Committee approved the following General Services Committee sponsored resolutions:

- ✓ Amending the 2023 County Budget in Relation to the District Attorney's Department
- ✓ Recognizing Increased Funding for State Aid to Prosecution, Establishing a Senior Assistant District Attorney Position and Amending 2024 County Budget in Relation Thereto
- ✓ Authorizing Agreement and Amending the 2023 County Budget in Relation to the FY23 State Homeland Security Program Grant
- ✓ Amending the 2023 County Budget in Relation to the County Road Machinery Fund
- ✓ Amending the 2023 County Budget in Relation to the County Road Fund
- ✓ Amending the 2023 County Budget in Relation to Recycling & Waste Management
- ✓ Amending the 2023 County Budget to Recognize Insurance Recovery and Allocating Same in Sheriff's Department Budget
- ✓ Authorizing Agreement and Amending the 2023 County Budget in Relation to the State FY23 State Law Enforcement Terrorism Prevention Program Grant
- ✓ Authorizing FY2023 Operation Stonegarden Grant Agreement and Amending the 2023 County Budget in Relation Thereto
- ✓ Recognizing NYS Governor's Traffic Safety Committee Child Passenger Safety Program Grant and Amending the 2023 County Budget in Relation Thereto

On a motion by Legislator Reed seconded by Legislator Cantwell and unanimously carried, the Committee approved the following Health & Human Services Committee sponsored resolutions:

- ✓ Amending the 2023 County Budget Relative to Mental Health Programs
- ✓ Amending the 2023 County Budget to Allocate Additional State Aid for Credo

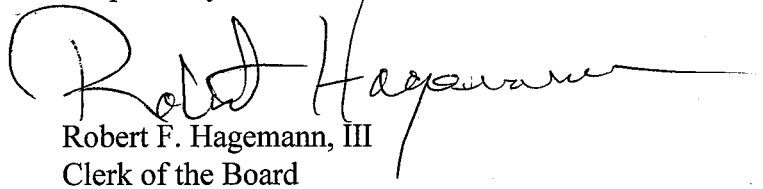
- ✓ Community Center for the Treatment of Addictions  
Amending 2023 County Budget Relative to Social Service Department Accounts

Legislator Jareo apologized for his departure from the regular decorum during the public comment portion of the Committee meeting.

Administrator Hagemann reminded legislators that they will need to be here at 2:30 p.m. next Tuesday before the 3:00 p.m. December Board meeting as the picture of the Board for the 2022-2023 term will be taken.

There being no further business of the Committee, on a motion by Legislator Cantwell seconded by Legislator Reed and unanimously carried, the meeting was adjourned at 6:45 p.m.

Respectfully submitted,



Robert F. Hagemann, III  
Clerk of the Board