

***Stormwater Coalition of Albany County
Board of Directors***

**Friday, May 12, 2023
Village of Green Island
8:35am to 9:17am**

Special Meeting

MINUTES

Board of Directors Attending:

Neil O'Connor, City of Albany (Board alternate)
Eric Johnson, Town of Bethlehem
Garry Nathan, City of Cohoes (Board alternate)
Village of Green Island (Board alternate)
Note taker
Zach Harrison, Town of Colonie (Board alternate)
Peter Barber, Town of Guilderland
Nicole Ognan, Village of Menands
Doug LaGrange, Town of New Scotland (Chairperson)
Richard Straut, Village of Voorheesville

Also Present:

Lisa Ramundo, Albany County, Commissioner of Public Works, Departmental Host of the Coalition
Joe Cleveland, Town of Bethlehem (Board alternate)
Shane Lewis, City of Cohoes (Board alternate)

Absent:

Nancy Heinzen, Coalition Stormwater Program Director
Lucas Rogers, Albany County (Host Liaison)
Sameer Modasra, Albany County (Board alternate)
Nick Sala, Village of Altamont
Dave Dressel, City of Watervliet
Brad Bunzey, University at Albany - SUNY

I. Approval of March 17, 2023 Board Meeting Minutes

The March 17, 2023 Board Meeting minutes will be available at the regularly scheduled June 16, 2023 Board Meeting. They were not available for this special meeting.

II. Report

Status of Coalition Director Recruitment

Doug LaGrange notified the Coalition Board that job offers had been made to two candidates in

April and that both had turned down the position. Individuals from the Coalition Hiring Sub-Committee provided information about each candidate, the salary offered, and timing of both the interviews and related follow up regarding job offers. Committee members explained that few candidates applied for the job and that the content of the Civil Service job description and salary range offered may have influenced the number of candidates applying for the job and attractiveness of the offers.

Doug LaGrange explained that with eight months remaining until the current Director implements her 'hard stop' resignation sometime in December, deciding what to do about the hiring situation needs to be a Board priority.

II. Discussions & Decisions

The Board discussed the content of Coalition Stormwater Program Director Civil Service job description and maximum salary currently in the budget for the position (\$71,051). In general, the consensus was to continue to recruit for the position but to change the Civil Service job description and salary range as way to entice candidates to apply for the job and accept future offers.

After some discussion the Board agreed to adjust the experience portion of the Civil Service job from a Master's Degree with (3) years of experience to a Master's Degree with commensurate experience. Instead of a Bachelor's Degree with (5) years of experience candidates would need (3) years of experience. The salary range was increased to a range of \$70,000 to \$90,000 depending on the qualifications and experience of the candidate.

A motion was made by Zach Harrison to approve both the changes in the Civil Service description and salary range. Lisa Ramundo seconded the motion which passed unanimously.

Lisa Ramundo agreed to follow up with Mike Lalli, the County Director of Civil Service regarding the job description and with Sameer Modasra, from County Management and Budget regarding the salary increase. She would reach out to the Coalition Director Nancy Heinzen, currently on vacation, regarding the Board decisions.

The consensus of the Board was to post the job as soon as possible, with the County Director of Civil Service taking the lead on advertising the job on INDEED and forwarding candidate resumes to the Coalition.

A motion to adjourn the May 12, 2023 Board meeting was made by Garry Nathan and seconded by Neil O'Connor. The motion passed unanimously.

These minutes were approved at the June 16, 2023 Coalition Board of Director's meeting.