## RESOLUTION APPOINTING DIRECTOR OF PUBLIC HEALTH FOR THE COUNTY OF OSWEGO

By Legislator James Karasek:

WHEREAS, this Legislature has heretofore established the Department of Public Health,

NOW, on recommendation of the County Administrator and the Health Committee and with the pending approval of the Board of Health, be it

RESOLVED, that Vera Dunsmoor is appointed Director of Public Health for the County of Oswego, for a term beginning January 1, 2023 and ending December 31, 2028, in accordance with New York Public Health Law §351, and shall be compensated according to the management compensation plan at \$99,574, Salary Grade 80, step 5.

## A RESOLUTION APPOINTING A CERTAIN INDIVIDUAL TO THE OSWEGO COUNTY INDUSTRIAL DEVELOPMENT AGENCY

By Legislator Mary Ellen Chesbro:

WHEREAS, the County of Oswego Industrial Development Agency was formed in 1973 under New York State General Municipal Law §911-b; and

WHEREAS, the Oswego County Legislature as appointing authority is required to appoint individuals as members of the agency pursuant to New York State General Municipal Law §856; and

WHEREAS, a resolution is both necessary and desirable,

NOW, THEREFORE BE IT RESOLVED, the following are hereby appointed as members of the County of Oswego Industrial Development Agency Board under New York State General Municipal Law §856

Gary Toth
Nick Canale, Jr.
H. Leonard Schick
Marc Greco
Tricia Peter Clark
Tim Stahl
Barry Trimble

and, it is further

RESOLVED, that, as said individuals serve at the pleasure of the Oswego County Legislature under GML§856(2) said appointments shall run until their successors are appointed and qualified.

## RESOLUTION DESIGNATING THE OFFICIAL NEWSPAPERS FOR PUBLICATION OF ALL ELECTION NOTICES, OFFICIAL CANVASS, LOCAL LAWS, NOTICES AND OTHER MATTERS REQUIRED BY LAW TO BE PUBLISHED

By Legislator David Holst:

Pursuant to the authority contained in Subdivisions 1 and 2 of Section 214 of the County Law; be it hereby

RESOLVED, that the following named newspapers be, and they hereby are, designated as the official newspapers, published within the County of Oswego, for the publication of all election notices, official canvass, local laws, notices and other matters required by law to be published:

Palladium Times of Oswego, NY

Oswego County Weeklies of Mexico, NY

# RESOLUTION DESIGNATING THE OSWEGO COUNTY TREASURER AS THE RESPONSIBLE OFFICIAL TO CORRECT CERTAIN CLERICAL ERRORS, UNLAWFUL ENTRIES AND ERRORS IN ESSENTIAL FACT UNDER REAL PROPERTY TAX LAW §§554 AND 556

By Legislator Laurie Mangano:

WHEREAS, from time to time the County of Oswego receives requests for corrections to tax rolls and tax bills under Real Property Tax Law §554 and refunds or credits of property taxes under Real Property Tax Law §556; and

WHEREAS, Real Property Tax Law allows the Oswego County Legislature to delegate the handling of corrections, refunds, and credits pertaining to clerical errors, unlawful entries, and errors in essential fact to a responsible official for amounts of \$2,500 or less or such other sum not to exceed \$2,500; and

WHEREAS, heretofore, the Oswego County Treasurer has been so designated; and

WHEREAS, it promotes governmental efficiency to have a responsible official so designated as, otherwise, each correction, credit or refund must be approved by this body; and

WHEREAS, an authorizing resolution is both necessary and proper,

NOW, THEREFORE, upon the recommendation of the Finance & Personnel Committee of this body, it is hereby

RESOLVED, that the Oswego County Treasurer be and is hereby designated as the authority to perform the duties of the Oswego County Legislature, as provided in RPTL §554 concerning corrections to tax rolls and tax bills and RPTL §556 concerning refunds or credits for errors in essential fact, unlawful entries, or clerical errors; and, it is further

RESOLVED, that the authority of the Oswego County Treasurer regarding the corrections, refunds, or credits of errors in essential fact, unlawful entries, or clerical errors shall be applicable only where the recommended correction, refund or credit is twenty-five hundred dollars or less.

### RESOLUTION ADOPTING AN OSWEGO COUNTY INVESTMENT POLICY AND DESIGNATING BANKS AS DEPOSITORIES OF COUNTY FUNDS

By Legislator Patrick Twiss:

WHEREAS, the Oswego County Legislature has heretofore, upon the recommendation of the Oswego County Treasurer, adopted an Investment Policy, and

WHEREAS, the Oswego County Treasurer has reviewed said proposed investment policy and has submitted it to the Finance and Personnel Committee of this Legislature and has recommended the adoption of said amended policy.

Now, on recommendation of the Finance and Personnel Committee of this body, be it

RESOLVED, that the Oswego County Legislature hereby adopts the Oswego County Investment Policy, a copy of which is attached hereto and made a part hereof, which includes a list of the banks designated as depositories of county funds.

#### OSWEGO COUNTY INVESTMENT POLICY AND DESIGNATION OF DEPOSITORIES FOR COUNTY FUNDS

#### I. SCOPE

This investment policy has been adopted pursuant to New York State General Municipal Law §39 and applies to all moneys and other financial resources available for investment on its own behalf or on behalf of any other entity or individual held by the County of Oswego unless state law specifically provides otherwise (e.g. State monies held by County Clerk under General Municipal Law §11(5)).

#### II. OBJECTIVES

The primary objectives of the County of Oswego's investment activities are, in order of priority:

- to conform with all applicable federal, state and other legal requirements (legal);
- to adequately safeguard principal (safety);
- to provide sufficient liquidity to meet all operating requirements (liquidity);
- to obtain a reasonable rate of return (yield).

#### III. DELEGATION OF AUTHORITY

The County Legislature's responsibility for administration of the investment program is delegated to the County Treasurer, as Chief Fiscal Officer of the County of Oswego, who shall establish procedures for the operation of the investment program consistent with these investment guidelines. Such procedures shall include an adequate internal control structure to provide a satisfactory level of accountability based on a data base or records incorporating description and amounts of investments, transaction dates, and other relevant information and regulate the activities of subordinate employees.

#### IV. PRUDENCE

All participants in the investment process shall seek to act responsibly as custodians of the public trust and shall avoid any transaction that might impair public confidence in the County of Oswego to govern effectively.

Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the safety of the principal as well as the probable income to be derived.

All participants involved in the investment process shall refrain from personal business activity that could conflict with proper execution of investment program, or which could impair their ability to make impartial investment decisions.

#### V. DIVERSIFICATION

It is the policy of the County of Oswego to diversify its deposits and investments by financial institution, by investment instrument, and by maturity scheduling.

#### VI. INTERNAL CONTROL

It is the policy of the County of Oswego for all monies collected by any officer or employee of the government to transfer those funds to the County Treasurer within the time period specified in law and, if none is specified, by the same or next business day.

The County Treasurer is responsible for establishing and maintaining an internal control structure to provide reasonable, but not absolute, assurance that deposits and investments are safeguarded against loss from unauthorized use or disposition, that transactions are executed in accordance with management's authorization and recorded properly and are managed in compliance with applicable laws and regulations.

#### VII. DESIGNATION OF DEPOSITORIES

The banks and trust companies authorized for the deposit of monies up to the following maximum amounts are:

Name of Bank	Maximum Amount
Key Bank N.A.	\$70,000,000.00
J. P. Morgan Chase, N.A.	\$70,000,000.00
Community Bank, N.A.	\$70,000,000.00
Pathfinder Bank, N.A.	\$70,000,000.00
NBT Bank, N.A.	\$70,000,000.00
Bank of America, N.A.	\$70,000,000.00

which are legally authorized for the handling of municipal funds, pursuant to the laws of the State of New York.

#### VIII. COLLATERALIZING OF DEPOSITS

In accordance with the provisions of General Municipal Law §10, all deposits of the County of Oswego, including certificates of deposit and special time deposits, in excess of the amount insured under the provisions of Federal Deposit Insurance Act shall be secured:

- By a pledge of "eligible securities" with an aggregate "market value" as provided by General Municipal Law§10, equal to the aggregate amount of deposits from the categories designated in APPENDIX A to this policy.
- 2. By an eligible "irrevocable letter of credit" issued by a qualified bank other than the bank with the deposits in favor of the government for a term not to exceed 90 days with an aggregate value equal to 140% of the aggregate amount of deposits and the agreed upon interest if any. A qualified bank is one whose commercial paper and other unsecured short-term debt obligations are rated in one of the three highest rating categories by at least one nationally recognized statistical rating organization or by a bank that is in compliance with applicable federal minimum risk-based capital requirements.
- 3. By an eligible surety bond payable to the government for an amount at least equal to 100% of the aggregate amount of deposits and the agreed upon interest, if any, executed by an insurance company authorized to do business in New York State, whose claims-paying ability is rated in the highest rating category by at least two nationally recognized statistical rating organizations.
- 4. In lieu of, or in addition to the deposit of eligible securities, the officers making a deposit may, in the case of an irrevocable letter of credit issued in favor of the local government by a federal home loan bank whose commercial paper and other unsecured short-term debt obligations are rated in the highest rating category by at least one nationally recognized statistical rating organization, accept such letter of credit payable to such local government as security for the payment of one hundred percent of the aggregate amount of public deposits from such officers and the agreed upon interest, if any.

#### IX. SAFEKEEPING AND COLLATERALIZATION

Eligible securities used for collateralizing deposits shall be held by (the depository and/or a third party) a bank or trust company subject to security and custodial agreements.

The security agreements shall provide that eligible securities are being pledged to secure local government deposits together with agreed upon interest, if any, and any costs or expenses arising out of the collection of such deposits upon default.

The agreement shall also provide the conditions under which the securities may be sold, presented for payment, substituted, or released and the events which will enable the local government to exercise its rights in the pledged securities. In the event that the securities are

not registered or inscribed in the name of the County of Oswego, such securities shall be delivered in a form suitable for transfer or with an assignment in blank to Oswego County or its custodial bank.

The custodial agreement shall provide the securities held by the bank or trust company, or agent of and custodian for, the County of Oswego, will be kept separate and apart from the general assets of the custodial bank or trust company, and will not, in any circumstances, be commingled with or become part of the backing for any other deposit or other liabilities. The agreement should also describe that the custodian shall confirm the receipt, substitution, or release of the securities. The agreement shall provide for the frequency of revaluation of eligible securities and for the substitution of securities when a change in the rating of a security may cause ineligibility. Such agreement shall include all provisions necessary to provide the County of Oswego a perfected interest in the securities.

In accordance with New York State General Municipal Law§ 10, the County of Oswego authorizes the County Treasurer to deposit funds collateralized through deposit placement programs utilizing reciprocal deposit programs between designated depositories and other banks or authorized institutions. Such funds may be deposited in checking, money market or other special time deposit accounts, as well as in other accounts permitted by General Municipal Law. Participation in a deposit placement program shall be permitted when the following conditions are met:

- On or after the date the county's funds are received by a designated depository, the
  designated bank or trust company shall arrange for the redeposit of such funds into
  deposit accounts in one or more banking institutions and the county's depository
  bank or trust company shall serve as the custodian for the county with respect to the
  redeposited funds.
- The county's funds held in the depository bank or trust company in excess of available FDIC coverage, pending redeposit, must be properly secured and collateralized in accordance with General Municipal Law as if there were no deposit placement program.
- 3. The full amount of the redeposited funds, plus any accrued interest, shall be covered by the FDIC and the accrued interest paid on any redeposit to the county shall be the same as the interest that is paid by the designated bank or trust company.
- 4. At the time of the redeposit, the county's depository bank or trust company shall receive an amount from a participating banking institution at least equal to the total amount of the county's funds that are redeposited with said institution.

#### X. PERMITTED INVESTMENTS

As authorized by General Municipal Law §11(2)(a), the County of Oswego authorizes the County Treasurer to invest moneys not required for immediate expenditure for terms not to exceed its projected cash flow needs in the following types of investments:

- (1) in special time deposit accounts in, or certificates of deposit issued by, a bank or trust company located and authorized to do business in this state; or
- (2) in accordance with all of the following conditions:
  - (i) the moneys are invested through a bank or trust company located and authorized to do business in this state;
  - (ii) the bank or trust company arranges for the deposit of the moneys in certificates of deposit in one or more banking institutions, as defined in section nine-r of the banking law, for the account of the local government;
  - (iii) the full amount of principal and accrued interest of each such certificate of deposit must be insured by the federal deposit insurance corporation;
  - (iv) the bank or trust company acts as custodian for the local government with respect to such certificates of deposit issued for the local government's account; and
  - (v) at the same time that the County of Oswego's moneys are deposited, and the certificates of deposit are issued for the account of the local government, the bank or trust company receives an amount of deposits from customers of other financial institutions equal to or greater than the amount of the moneys invested by the local government through the bank or trust company.

For any investment made pursuant to General Municipal Law §11(2)(a), such time deposit account or certificate of deposit shall be payable within such time as the proceeds shall be needed to meet expenditures for which such moneys were obtained and provided further that such time deposit account or certificate of deposit be secured in the same manner as is provided for securing deposits of public funds by subdivision three of section ten of this article.

The County Treasurer is also authorized to make investments pursuant to General Municipal Law §11(3)(a) in the following (note: GML section changes July 2023):

- obligations of the United States of America or in obligations guaranteed by agencies of the United States of America where the payment of principal and interest are guaranteed by the United States of America
- obligations of the state of New York,
- with the approval of the state comptroller in obligations issued pursuant to section 24.00 or 25.00 of the New York State Local Finance Law by any municipality, school district or district corporation other than the municipality, school district or district corporation investing such moneys pursuant to this paragraph.

- moneys in any reserve fund established pursuant to General Municipal Law sections 6-c, 6-d, 6-e, 6-f, 6-g, 6-h, 6-j, 6-k, 6-l, 6-m or 6-n may be invested in obligations of the municipality, school district, fire district or district corporation which has established the reserve fund, or in the case of a capital reserve fund established for a town or county improvement district, obligations of the town or county issued for the purposes of such district.
- Certificates of Participation under General Municipal Law 109-b(10) which specifically constitute "securities" under that section.

The County Treasurer on behalf of the County of Oswego may also make investments in the following:

- (i) general obligation bonds and notes of any state other than this state, provided that such bonds and notes receive the highest rating of at least one independent rating agency designated by the state comptroller;
- (ii) obligations of any corporation organized under the laws of any state in the United States maturing within two hundred seventy days, provided that such obligations receive the highest rating of two independent rating services designated by the state comptroller and that the issuer of such obligations has maintained such ratings on similar obligations during the preceding six months, provided, however, that the issuer of such obligations need not have received such rating during the prior six month period if such issuer has received the highest rating of two independent rating services designated by the state comptroller and is the successor or wholly owned subsidiary of an issuer that has maintained such ratings on similar obligations during the preceding six month period or if the issuer is the product of a merger of two or more issuers, one of which has maintained such ratings on similar obligations during the preceding six month period, provided, however, that no more than two hundred fifty million dollars may be invested in such obligations of any one corporation; or
- (iii) bankers' acceptances maturing within two hundred seventy days which are eligible for purchase in the open market by federal reserve banks and which have been accepted by a bank or trust company which is organized under the laws of the United States or of any state thereof and which is a member of the federal reserve system and whose short-term obligations meet the criteria outlined in clause (ii) of this subparagraph. Provided, however, that no more than two hundred fifty million dollars may be invested in such bankers' acceptances of any one bank or trust company; or
- (iv) obligations of, or instruments issued by or fully guaranteed as to principal and interest by, any agency or instrumentality of the United States acting pursuant to a grant of authority from the congress of the United States, including but not limited to, any federal home loan bank or banks, the Tennessee Valley Authority, the federal national mortgage association, the federal home loan mortgage corporation and the United States postal service,

provided, however, that no more than two hundred fifty million dollars may be invested in such obligations of any one agency.

(v) no-load money market mutual funds registered under the Securities Act of 1933, 1 as amended, and operated in accordance with Rule 2a-7 of the Investment Company Act of 1940, 2 as amended, provided that such funds are limited to investments in obligations issued or guaranteed by the United States of America or in obligations of agencies or instrumentalities of the United States of America where the payment of principal and interest are guaranteed by the United States of America (including contracts for the sale and repurchase of any such obligations), and are rated in the highest rating category by at least one nationally recognized statistical rating organization, provided, however, that no more than two hundred fifty million dollars may be invested in such funds.

All investments made pursuant to General Municipal Law §11(3)(a) shall be subject to the following conditions:

- (1) Such obligations shall be payable or redeemable at the option of the County of Oswego within such times as the proceeds will be needed to meet expenditures for purposes for which the moneys were provided and, in the case of obligations purchased with the proceeds of bonds or notes, shall be payable or redeemable in any event, at the option of the County of Oswego, within two years of the date of purchase. Obligations that are purchased pursuant to a repurchase agreement shall be deemed to be payable or redeemable for purposes of this paragraph on the date on which the purchased obligations are scheduled to be repurchased by the seller thereof. Any obligation that provides for the adjustment of its interest rate on set dates shall be deemed to be payable or redeemable for purposes of this paragraph on the date on which the principal amount can be recovered through demand by the holder thereof.
- (2) Such obligations, unless registered or inscribed in the name of the County of Oswego, shall be purchased through, delivered to and held in the custody of a bank or trust company or, with respect to the city of New York and counties, a reputable dealer in such obligations as shall be designated by the state comptroller, in this state. Such obligations shall be purchased, sold or presented for redemption or payment by such bank or trust company or dealer in obligations only in accordance with prior written authorization from the officer authorized to make the investment. All such transactions shall be confirmed in writing to the County of Oswego by the bank or trust company. All obligations held in the custody of a bank or trust company pursuant to this paragraph shall be held by such bank or trust company pursuant to a written custodial agreement as set forth in paragraph a of subdivision three of section ten of the General Municipal Law.

All investment obligations shall be payable or redeemable at the option of the County of Oswego within such times as the proceeds will be needed to meet expenditures for purposes for which the moneys were provided, and, in the case of obligations purchased with the proceeds of bonds or notes, shall be payable or redeemable at the option of the County of Oswego within two years of the date of purchase.

#### XI. AUTHORIZED FINANCIAL INSTITUTIONS AND DEALERS

The County Treasurer on behalf of the County of Oswego shall maintain a list of financial institutions and dealers approved for investment purposes and establish appropriate limits to the amounts of investments which can be made with each financial institution or dealer. All financial institutions with which the local government conducts business must be credit worthy. Banks shall provide their most recent Consolidated Report of Condition (Call Report) at the request of the County of Oswego. Security dealers not affiliated with the bank shall be required to be classified as reporting dealers affiliated with the New York Federal Reserve Bank, as primary dealers. The County Treasurer is responsible for evaluating the financial position and maintaining a listing of proposed depositories, trading partners and custodians. Such listing shall be evaluated at least annually.

#### XII. PURCHASE OF INVESTMENTS

The County Treasurer is authorized to contract for the purchase of investments:

- 1. Directly, including through a repurchase agreement, from an authorized trading partner when authorized by the County Legislature.
- 2. By participation in a cooperative investment program with another authorized governmental entity pursuant to Article 5G of the General Municipal Law where such program meets all the requirements set forth in the Office of the State Comptroller Opinion No. 88-46, and the specific program has been authorized by resolution of the Oswego County Legislature.
- By utilizing an ongoing investment program with an authorized tracking partner pursuant to a contract authorized by resolution of the Oswego County Legislature.

All purchased obligations, unless registered or inscribed in the name of the County of Oswego, shall be purchased through, delivered to and held in the custody of a bank or trust company. Such obligations shall be purchased, sold or presented for redemption or payment by such bank or trust company only in accordance with prior written authorization from the officer authorized to make the investment. All such transactions shall be confirmed in writing to the County of Oswego by the bank or trust company. Any obligation held in the custody of a bank or trust company shall be held pursuant to a written custodial agreement as described in General Municipal Law§10.

The custodial agreement shall provide that securities held by the bank or trust company, as agent of or custodian for, the County of Oswego, will be kept separate and apart from the general assets of this custodial bank or trust company and will not, in any circumstances, be commingled with or become part of the backing for any other deposit or other liabilities.

The agreement shall describe how the custodian shall confirm the receipt and release of the securities. Such agreement shall include all provisions necessary to provide the County of Oswego a perfected interest in the securities.

#### XIII. REPURCHASE AGREEMENTS

Repurchase agreements are authorized subject to the following restrictions:

- All repurchase agreements must be entered into subject to a master repurchase agreement approved by the Oswego County Legislature.
- Trading partners are limited to banks or trust companies authorized to do business in New York State and primary reporting dealers.
- Obligations shall be limited to obligations of the United States of America and obligations of agencies of the United States of America where principal and interest are guaranteed by the United States of America.
- No substitution of securities will be allowed.
- The custodian shall be a party other than the trading partner.
- Repurchase agreement maturities shall be limited to 30 days or less.

#### XIV. COURIER SERVICE

The Oswego County Legislature hereby authorizes the County Treasurer to enter into a contract with a courier or armored car service for the purpose of causing the deposit of public funds with a bank or trust company as provided for under General Municipal Law section 10(4), as may be necessary, consistent with the County of Oswego's Procurement Policy.

## APPENDIX A COUNTY OF OSWEGO Schedule of Eligible Securities

#### The following eligible securities shall be valued at their market value:

- Obligations issued by the United States of America, an agency thereof or a United States government sponsored corporation or obligations fully insured or guaranteed as to the payment of principal and interest by the United States of America, an agency thereof or a United States government sponsored corporation.
- Obligations issued or fully guaranteed by the International Bank for Reconstruction and Development, the Inter-American Development Bank, the Asian Development Bank, and the African Development Bank.
- Obligations partially insured or guaranteed by any agency of the United States of America, at a proportion of the market value of the obligation that represents the amount of the insurance or guaranty.
- Obligations issued or fully insured or guaranteed by this state, obligations issued by a municipal corporation, school district or district corporation of this state or obligations of any public benefit corporation which under a specific state statute may be accepted as security for deposit of public moneys.

The following securities rated in the highest category shall be valued at one hundred percent (100%) of their market value; those securities rated in the second highest rating category shall be valued at ninety percent (90%) of their market value; and those securities rated in the third highest rating category shall be valued at eighty percent (80%) of their market value (where two nationally recognized statistical rating organizations rate a security in two different categories, the security shall be considered to be rated in the higher of the two categories):

- Obligations issued by states (other than this state) of the United States rated in one of the three highest rating categories by at least one nationally recognized statistical rating organization.
- Obligations of Puerto Rico rated in one of the three highest rating categories by at least one nationally recognized statistical rating organization.
- Obligations of counties, cities and other governmental entities of another state having the power to levy taxes that are backed by the full faith and credit of such governmental entity and rated in one of the three highest rating categories by at least one nationally recognized statistical rating organization.

The following securities shall be valued at eighty percent (80%) of their market value under GML §10(3)(d):

- Obligations of domestic corporations rated in one of the four highest rating categories by at least one nationally recognized statistical rating organization.
- Commercial paper and bankers' acceptances issued by a bank (other than the bank
  with which the money is being deposited or invested) rated in the highest short-term
  category by at least one nationally recognized statistical rating organization and
  having maturities of no longer than sixty days from the date they are pledged.
- Zero-coupon obligations of the United States government marketed as "Treasury STRIPS".

The following shall be valued at seventy percent (70%) of their market value under GML §10(3)(d):

 Any mortgage related securities, as defined in the Securities Exchange Act of 1934, as amended, which may be purchased by banks under the limitations established by federal bank regulatory agencies.

OSWEGO

#### RESOLUTION NO. 006

### RESOLUTION AWARDING PROFESSIONAL SERVICES CONTRACT – GRANT WRITING – LEGISLATURE

By Legislator Michael Solowy:

WHEREAS, the Oswego County Legislature desires to continue to ease taxpayers' burden by aggressively seeking grants using the services of a professional grant writer; and

WHEREAS, Strategic Development Specialists (SDS) of Syracuse, NY has successfully performed these services for Oswego County since 2017, assisting the County to acquire \$2.4 million in grants, and;

WHEREAS, the current contract with SDS expires December 31, 2022 and SDS has expressed its desire to renew the contract at the current price with the addition of assisting the County with Lake Ontario REDI grant administration and shared services panel reimbursement; and

WHEREAS, funding for this contract is available in the Development & Efficiency Fund;

NOW, THEREFORE, BE IT RESOLVED, that the Oswego County Legislature extends the current contract with Strategic Development Specialists of Syracuse, NY for a sum not to exceed \$65,000.

#### RESOLUTION WAIVING CIVIL SERVICE TESTING FEES FOR 2023

By Legislator Laurie Mangano:

WHEREAS, like many employers throughout the nation, both public and private, Oswego County is experiencing difficulty recruiting employees and has several vacancies in many departments; and

WHEREAS, in this current hiring climate, civil service testing fees can be a barrier to employment for economically disadvantaged potential employees, and may discourage others from applying for public service positions; and

WHEREAS, waiving these fees for one year may remove this barrier by encouraging people to apply for positions with Oswego County and help solve current vacancy challenges in several departments; and

WHEREAS, the 2023 Oswego County Budget utilizes American Rescue Plan funding to cover the annual revenue and expenses associated with testing fees;

NOW, THEREFORE, BE IT

RESOLVED, upon recommendation of the Finance and Personnel Committee, that the Human Resources Department is directed to waive all Civil Service testing fees for the calendar year 2023.