

Legislative Conference

2018

TRAINING

SKILLS

KNOWLEDGE

COMPETENCE

CAPABILITY

PRODUCTIVITY

CAPACITY

PERFORMANCE

PROFESSIONAL DEVELOPMENT



NYSAC
NEW YORK STATE
ASSOCIATION OF COUNTIES

January 29 - 31, 2018
The Desmond Hotel . Albany

Hon. MaryEllen Odell . Putnam County . President



Opening Reception

Join us for a special reception highlighting the flavors of New York State at an array of special food stations featuring regional favorites. Stroll through a series of special exhibits promoting New York State products and regional tourism. Sample NYS craft beers, ciders, and other products that celebrate the best of New York!

**Monday,
January 29th
6:00pm-8:00pm**
King Street Ballroom
(Ticket Required)



Our Pride is Inside.™




AGENDA

NYSAC 2018 LEGISLATIVE CONFERENCE

Monday, January 29th

8:30am-6:00pm	Registration
9:30am-11:00am	NYSAC Standing Cmt. Mtgs. (Track I) Public Employee Relations Economic Development & Environment Agriculture & Rural Affairs Taxation & Finance Public Health/Mental Health Transportation & Public Works
11:30am-1:00pm	NYSAC Standing Cmt. Mtgs. (Track II) Children with Special Needs Medicaid & Human Services Native American Affairs Public Safety Intergovernmental Relations
1:00pm-2:00pm	NYSAC Luncheon
1:00pm-2:00pm	Women's Leadership Council Working Luncheon
1:00pm-5:00pm	Exhibits Open
2:00pm-3:00pm	NYSAC Legislative Committee Meeting
2:00pm-3:15pm	Workshop Session I
3:15pm-5:00pm	Resolutions Committee Meeting
3:15pm-3:45 pm	Coffee Break in Exhibit Hall
3:45pm-5:00pm	Workshop Session II
5:00pm-6pm	NYMIR Member Reception
6:00pm-8:00pm	Taste of New York! A reception featuring regional food stations and special exhibits, music, NYS food products and beverages to celebrate the bounty of New York! (ticket required)

Tuesday, January 30th

7:00am-5:00pm	Registration
7:30am-5:00pm	Exhibits Open
7:30am-8:45am	General Breakfast
9:00am-10:15am	Opening Plenary Session
	 Stephen Goldsmith Professor of Government Harvard Kennedy School
10:15am-10:45am	Coffee Break in Exhibit Hall
10:45am-Noon	Workshop Session III
Noon-1:30pm	NYSAC Business Meeting Part I Legislative Luncheon
1:30pm-2:00pm	Time to Visit Exhibit Hall
2:00pm-3:15pm	Workshop Session IV
3:15pm-3:45pm	Coffee Break in Exhibit Hall
3:45pm-5:00pm	County Leaders Meeting: County Executives, County Chairs of Legislative Brds, County Administrators
3:45pm-5:00pm	Workshop Session V

~Evening Free to Enjoy Albany's Wonderful Restaurants!~

Wednesday, January 31st

8:00am-9:00am	General Breakfast
8:00am-9:00am	Joint Intercounty Breakfast
9:00am-9:30am	NYSAC Business Meeting: Part II Resolutions
9:30am-3:00pm	NYS Emergency Management Certification Training

*Agenda Subject to Change

~County Advocacy in State Capitol~



GENERAL INFORMATION

Important Deadlines

HOTEL RESERVATION

DEADLINE - **JANUARY 17th**

or until the Conference room block is sold out.

PLEASE CALL THE DESMOND AT 518.869.8100 TO BOOK YOUR RESERVATION.

CONFERENCE PRE-REGISTRATION

DEADLINE - **JANUARY 23rd (not the hotel deadline)**

Please register at the Conference registration desk as a walk-in after this date.

REGISTRATION CANCELLATION DEADLINE -

JANUARY 23rd

Paid registrations cancelled PRIOR to Jan. 23rd will be refunded and subject to a 25% administrative fee. Cancellations made after this date cannot be refunded. All cancellations must be made via email to jmunguia@nysac.org.

Hotel Accommodations

A block of rooms has been reserved at The Desmond in Albany, NY. To make a hotel reservation, please CALL THE DESMOND DIRECTLY AT (518) 869-8100.

Rooms will be sold on a first come, first served basis, so make sure to call the hotel as early as possible to assure that you get a room. **The deadline for hotel reservations is January 17th.** It is important to note that the deadline does not mean that you are assured a room if you register before this date. The deadline means that our room block is being held until this date. Remember that the room block can sell out **before** the deadline so please don't wait to reserve your room. If you need to cancel your hotel reservation once registered, please do so directly with the hotel. NYSAC cannot process hotel arrangements.

HOTEL RATES INCLUDE MEALS!

Registration Fees

Conference Registration - \$195

Includes participation in all workshops, plenary sessions, exhibit hall, and coffee breaks on Monday through Wednesday. (Please note that this registration rate does not include meals. Meals are part of the hotel package rate OR may be purchased a la carte at our registration desk.)

NYSAC Events Code of Conduct

The New York State Association of Counties (NYSAC) professional conferences enable our members to receive continuing education, build professional networks, and discover new products and services for government efficiencies. To provide all participants – members, speakers, exhibitors, staff, and volunteers – the opportunity to learn and share best practice ideas, NYSAC is committed to providing a professional environment for everyone. As an attendee to a NYSAC conference or meeting, you have a shared responsibility to create and maintain that professional environment for the benefit of all.

Hotel/M meal Packages

NYSAC conferences offer what is known as a FULL AMERICAN PLAN hotel package rate. A Full American Plan includes both MEALS and HOTEL ACCOMMODATIONS.

PACKAGE 1 Arrival 1/29 Depart 1/31

Hotel room for Monday and Tuesday nights
Monday lunch, dinner – Tuesday breakfast, lunch -
Wednesday breakfast, gratuities

PACKAGE 2 Arrival 1/29 Depart 1/30

Hotel room for Monday night only
Monday lunch, dinner – Tuesday breakfast, lunch,
gratuities

PACKAGE 3 Arrival 1/30 Depart 1/31

Hotel room for Tuesday night only
Tuesday breakfast, lunch – Wednesday breakfast,
gratuities



P Programs

Cutting Edge Training

Don't miss our cutting edge sessions that will keep you ahead of the curve on emerging local issues.

- **Converting Food Waste to Energy**
- **Narcan Overdose Rescue Training**
- **On the Front Lines of Climate Change**
- **Swimming in the Social Media Mainstream**
- **Communicating Effectively in a Crisis**
- **Active Shooter Training**
- **Shared Services**
- **Veterans Raising the Bar in Employment**

And more....

NYS Emergency Management Certification and Training Program: Tier 1

The New York State Emergency Management Certification and Training (EMC & T) Program supports Governor Cuomo's strategy of creating unified emergency management training for County



Chief Executives and other emergency management stakeholders. The New York State Division of Homeland Security and Emergency Services (DHSES) has worked with the local emergency management community to develop standardized curriculum for three tiers of training aimed at: County Chief Executives (Tier 1), County Emergency Managers (Tier 2), and other local public officials within the Counties (Tier 3). County Chief Executives and County Emergency Managers must complete the training (to include annual refresher training) for DHSES grant eligibility purposes. The training covers all facets of emergency management, including disaster preparedness, response and recovery. It also outlines the legal authorities and responsibilities related to emergency management in New York State. DHSES is partnering with NYSAC to deliver the County Chief Executive (Tier 1) portion of the training. The training will also meet the annual refresher requirement for those that have previously completed a Tier 1 training. *(Wed. Closing Plenary, 1/31/18, 9:30am-3:00pm)*

Welcome
Newly
Elected
County
Officials!

NYSAC welcomes over 200 new county officials from across New York State to the 2018 Legislative Conference.

We congratulate you on your election and hope that you find NYSAC's premiere educational training program informative and insightful. Welcome to county government!



keynote speaker

Stephen Goldsmith is the Daniel Paul Professor of the Practice of Government and the Director of the Innovations in American Government Program at Harvard's Kennedy School of Government. He currently directs Data-Smart City Solutions, a project to highlight local government efforts to use new technologies that connect breakthroughs in the use of big data analytics with community input to reshape the relationship between governments and citizens. He previously served as Deputy Mayor of New York and Mayor of Indianapolis, where he earned a reputation as one of the country's leaders in public-private partnerships, competition, and privatization. Stephen was also the chief domestic policy advisor to the George W. Bush campaign in 2000, the Chair of the Corporation for National and Community Service, and the district attorney for Marion County, Indiana from 1979 to 1990. He has written *The Power of Social Innovation*; *Governing by Network: the New Shape of the Public Sector*; *Putting Faith in Neighborhoods: Making Cities Work through Grassroots Citizenship* and *The Twenty-First Century City: Resurrecting Urban America*; and *The Responsive City: Engaging Communities Through Data-Smart Governance*.



Stephen Goldsmith

Daniel Paul Professor of the Practice of Government, Director of the Innovations in American Government Program



**HARVARD
Kennedy
School**



Workshops



All sessions are CGI credit eligible

Streamlining Preschool Special Education with Other Preschool Programs

In addition to preschool special education programs involving counties there are seven other preschool programs for 3 and 4-year-old children operating in New York State. This session provides an update from the State Education Department as they review how coordinating opportunities for children with disabilities across these varied programs may improve service delivery and outcomes for children. This session will also discuss whether an alternative reimbursement methodology for special class integrated settings programs (SCIS) can help address increasing pressure these programs are facing to meet quality expectations and remain fiscally viable. *(Monday, 1/29/18, 2:00pm-3:15pm)*

What Happens if the Property Tax Cap Becomes Permanent?

State leaders have called for making the tax cap permanent. With limits on property taxes, changes in retail activity slowing sales tax growth, and depleting fund balances, counties across the state are operating in an austerity environment. How will a proposed permanent tax cap impact capital projects, services, and staffing levels at the county level? *(Monday, 1/29/18, 2:00pm-3:15pm)*

Implementation of Raising the Age

The enacted 2017-18 State Budget includes language for Raising the Age of Criminal Responsibility. Under the new law on October 1, 2018, the age of criminal responsibility will be raised from 16 to 17-year old's. This means that a 16-year-old that is charged with a non-violent felony or a misdemeanor will be considered an Adolescent Offender (AO), and will be protected from the adult incarceration. On October 1, 2019, the age of criminal responsibility for these same crimes will be raised from 17 to 18-year old's. This workshop will provide information on the state's guidance and progress on implementing this historic law. *(Monday, 1/29/18, 2:00pm-3:15pm)*

Getting the Most Out of Your County's Food Waste

Americans waste approximately 133 billion pounds of food each year. This equates to roughly 40 percent of our food supply and \$161 billion. Diverting food from landfills, where it rots and emits methane, a powerful greenhouse gas, is of critical importance to our environment. Learn how your county can increase food donation and take advantage of anaerobic digesters to keep garbage out of landfills, reduce methane emissions, and turn food waste into energy. *(Monday, 1/29/18, 2:00pm-3:15pm)*

Ethics & Integrity in Government

This session will provide an overview of the codes of conduct and legal requirements of county elected and appointed officials under state and local ethics laws, policies and procedures. The session will describe state and local laws governing gifts and inducements, conflicts of interest, financial disclosure requirements, operations of county ethics boards and other areas relating to integrity in government. This session is one of the core course requirements of the County Government Institute (4 credits awarded). *(Monday, 1/29/18, 2:00pm-3:15pm)*

Health Homes and Early Intervention Programs

The health home model continues to expand throughout the state. This session will provide an update on how this initiative is moving forward and the implications for Early Intervention programs operated by counties. *(Monday, 1/29/18, 3:45pm-5:00pm)*

Where Are We Going Next with State-Imposed Shared Local Services?

In the past five years, the state has capped property tax increased, mandated the submission of local government efficiency plans, and required counties to develop county-wide shared services plans. Last year's shared service initiative produced 34 plans, which included over 400 individual projects that estimate approximately \$200 million in savings in terms of future local tax levies. This workshop will



discuss the State's continued proposals for forcing local shared services and efficiencies. *(Monday, 1/29/18, 3:45pm-5:00pm)*

County Solutions to Mental Illness and the Criminal Justice System

Mental illness is a significant risk factor for prescription drug abuse. Suffering from addiction and subsequently undergoing the loss of a support group, homelessness, and theft become serious factors that often lead to the incarceration of these individuals. Today, local county correctional facilities are flooded with individuals who suffer mental illness and substance abuse disorders. This workshop will highlight county programs and initiatives that focus on efforts to divert individuals dealing with mental illness entering the jail. Join us to discuss how counties are creating partnerships between county officials, law enforcement, behavioral health experts to create programs to provide assistance to those who are currently incarcerated and not able to receive the treatment they need. *(Monday, 1/29/18, 3:45pm-5:00pm)*

Preserving and Protecting Our Drinking Water

Delivering safe drinking water is critical to the public health and well-being of all New Yorkers, but concerns about drinking water quality and contamination are rising in communities across the country. It is important to know who is ensuring the safety of our drinking water, where it comes from, what it should be tested for and how often. This workshop will focus on what is being done at the state and local level to keep drinking water supplies free from contaminants and what resources are available to counties to keep residents safe when they turn on the tap. *(Monday, 1/29/18, 3:45pm-5:00pm)*

The Future of Senior Services in Your County

Senior citizens are the fastest growing demographic in almost every county across the state. This trend has distinct state and local policy implications for county leaders and senior service departments. This workshop will feature representatives from AARP and the Association on Aging in NY discussing the proposed Executive State Budget and its impacts on aging services. *(Tuesday, 1/30/18, 10:45am-12:00pm)*

State Budget Review

The State continues to face fiscal hurdles, as projected revenues fall short of expectations and federal changes may hamper long-held state programs. The expected budget shortfall continues to rise and now exceeds \$4 billion in the coming year. This workshop will focus on how he plans to close the budget gap and how this will impact county governments and local taxpayers. *(Tuesday, 1/30/18, 10:45am-12:00pm)*

Five Things You Must Do To Communicate Effectively in a Crisis

Participants will learn the key elements of communicating during a crisis. Our instructor, a national expert in crisis communications, will provide video examples and easy-to-remember tips to help you represent your county well in a high-profile media encounter. *(Tuesday, 1/30/18, 10:45am-12:00pm)*

How Veterans in the County Workforce Can Raise the Bar of Productivity

After completing heroic service for our nation, our veterans return to the civilian workplace with skillsets and drive instilled in them by the military. Businesses and all levels of government share innumerable success stories of how employing veterans strengthened their workplace and productivity. Unfortunately, the change from military service back to the civilian life can be difficult for some veterans. Join our panel of experts as they discuss how veterans are an asset to the civilian workplace, some of the challenges our veterans face when returning, and programs we have in place, or programs you can put in place, to help. *(Tuesday, 1/30/18, 10:45am-12:00pm)*

Narcan Overdose Rescue Training

NYSAC will be presenting a naloxone (Narcan) opioid overdose rescue information and training for public officials. Join us for this life saving informational session to learn how to respond to an opioid overdose. This information is essential for your constituent's safety. *(Tuesday, 1/30/18, 10:45am-12:00pm)*

Like, Dislike, Delete? Swimming in the Social Media Mainstream Without Drowning

Whether in the private or public sector, there are some professionals and officials who can subtweet, pin, post to IG and check Facebook analytics without a hitch. Others are frantically Googling those terms right now. No matter what your social media skill level is, you'll learn something new in this workshop. It is one of the few courses you'll take that encourages you to have your devices (tablets, phones, etc.) out and in your hands! Through hands-on, real life, interactive exercises led by course instructor Mark Weaver, a social media expert, participants will learn the ins and outs of creating an effective social media strategy and walk away with specific strategies to make social media work for them and their organization. *(Tuesday, 1/30/18, 2:00pm-3:15pm)*



Active Shooter Training

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area. In most cases, active shooters use firearms(s), and there is no pattern or method to their selection of victims. Incidents are often unpredictable and evolve quickly. This workshop will help facilitate discussions to inform county officials on the best practices associated with preparing for and responding to an active shooter incident. This workshop will discuss how preparedness through a "whole community" approach, will provide training, products, and resources to a broad range of issues. *(Tuesday, 1/30/18, 2:00pm-3:15pm)*

On the Front Lines of Climate Change: New York Farmers

Farmers are on the front lines of coping with climate change in New York State. Their ability to anticipate and adapt their own practices to climate change impacts will have rippling effect on our diets and our economy, as the food and farm industry adds \$37.5 billion in economic impact annually. The impacts we are already experiencing and can anticipate within this century – including more frequent heavy rainfall events, more frequent droughts, and rising temperatures – will affect crops, livestock, weeds, insects, and pests. This workshop will address how farmers minimize the negative effects of climate change and take advantage of the opportunities that arise? *(Tuesday, 1/30/18, 2:00pm-3:15pm)*

The County and State Role in Reforms for Indigent Defense Services

In 2017, historic legislation was passed to strengthen New York's indigent defense criminal justice system. Join the Director of the New York State Office of Indigent Legal Services (OILS) as he will discuss the 2018/2019 State Budget and how it will impact your county indigent defense service program. Updates will include new county duties, such as arraignment coverage, as well as providing you with insight to state funding, including grants, available for all counties. *(Tuesday, 1/30/18, 2:00pm-3:15pm)*

Public Sector Labor/Management Relations

Participants will learn about the unique labor/management relationships existing in county government as established under State law. Topics of this session will include requirements of the Civil Service Law, the Taylor Law, the operations and responsibilities of the Public Employment Relations Board (PERB), and procedures mandated under other relevant state statutes. This session is one of the core course requirements under the County Government Institute. (4 credits). *(Tuesday, 1/30/18, 2:00pm-3:15pm)*

Emergency Response and Trauma Recovery

Immediately following an emergency event, a light shines on the physical aspects of emergencies such as employee safety, protection of the physical plant and assets, and disaster recovery. It is important to have a clear plan to handle crisis and trauma response in the aftermath of an event. This workshop will discuss the importance of having qualified professionals to provide worksite-based post-traumatic stress debriefings (PSTD), counseling and support services for affected victims of an emergency, training programs in trauma response, and leadership and best practices in trauma response management. *(Tuesday, 1/30/18, 3:45pm-5:00pm)*

Using A Shared Services Model to Backup Data and Preserve Services

Maintaining business continuity in the event of a planned or unplanned IT service outage is critical for counties and local governments to safeguard data, protect taxpayers, preserve essential services, and promote economic growth. This workshop will discuss how counties in New York State are leveraging a shared services model to deliver essential services to their citizens and employees, while securing the counties' data from cyber threats. County IT directors and technology experts will discuss how they are working together to deploy a new model that leverages shared services to safeguard the critical technology services. *(Tuesday, 1/30/18, 3:45pm-5:00pm)*

NYS Emergency Management Certification and Training Program: Tier 1

The New York State Emergency Management Certification and Training (EMC & T) Program supports Governor Cuomo's strategy of creating unified emergency management training for County Chief Executives and other emergency management stakeholders. The New York State Division of Homeland Security and Emergency Services (DHSES) has worked with the local emergency management community to develop standardized curriculum for three tiers of training aimed at: County Chief Executives (Tier 1), County Emergency Managers (Tier 2), and other local public officials within the Counties (Tier 3). County Chief Executives and County Emergency Managers must complete the training (to include annual refresher training) for DHSES grant eligibility purposes. The training covers all facets of emergency management, including disaster preparedness, response and recovery. It also outlines the legal authorities and responsibilities related to emergency management in New York State. DHSES is partnering with NYSAC to deliver the County Chief Executive (Tier 1) portion of the training. The training will also meet the annual refresher requirement for those that have previously completed a Tier 1 training. *(Wednesday, 1/31, 9:30am-3:00pm)*

**ONLINE
REGISTRATION
ONLY!**

CONFERENCE REGISTRATION



PLEASE NOTE THAT NYSAC CONFERENCE REGISTRATIONS FOR COUNTY/STATE/FEDERAL OFFICIALS CAN ONLY BE PROCESSED FROM OUR ONLINE REGISTRATION SITE AT
WWW.REGONLINE.COM/NYSACLEGCONF18

\$195 Conference Registration – *please note this rate is only available to member counties and their employees*
Includes participation at all open sessions, program workshops, affiliate programs Monday – Wednesday.
(Please note that registration rates do not include meals. Meals are part of the hotel packages or can be purchased a la carte at the registration desk).

PRIVATE SECTOR COMPANIES CAN ONLY REGISTER AS AN EXHIBITOR OR SPONSOR VIA VENDOR FORMS @
WWW.NYSAC.ORG/EVENTS

Pre-Registration Deadline: January 23, 2018 *

(*You may register for the conference after the deadline date as a walk-in registrant at the Conference registration desk.)

PAYMENT INFORMATION

All conference registrations **must be paid upon invoice**. If using a voucher or purchase order - please submit to NYSAC upon online registration. Vouchers and purchase orders must be filled out completely by the registrant - including the names of which attendee(s) will be covered by that voucher/purchase order to ensure prompt return of the forms to the county for payment in a timely fashion. Vouchers that have not been completely filled out by the registrant will be returned without registration processing.

**If paying by check/purchase order/voucher, please make checks payable to
NYSAC 2018 Legislative Conference and mail a copy of your online confirmation to:**

NYSAC, 540 Broadway, 5th Floor, Albany, NY 12207

Please note: Any registrations cancelled prior to January 23, 2018 will be subject to a 25% administrative fee. Registrations cancelled after January 23, 2018 cannot be refunded. Cancellations must be made via email to jmunigua@nysac.org.

NYSAC 2018 Legislative Conference

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The Desmond . Albany

WWW.REGONLINE.COM/NYSACLEGCONF18

HOTEL RESERVATIONS

Reservations will only be accepted by PHONE by THE DESMOND HOTEL until Jan.17th
OR UNTIL SOLD OUT!

The Desmond Hotel, 660 Albany-Shaker Road, Albany, NY 12211

Hotel Packages

Package 1 **Monday Arrival 1/29** **Wednesday Departure 1/31**
Single \$536/ per person Double Share \$383/ per person
Includes room on Monday & Tuesday Nights, Monday Lunch/Taste of NY Dinner Reception, Tuesday Breakfast/Lunch, Wednesday Breakfast, Gratuities

Package 2 **Monday Arrival 1/29** **Tuesday Departure 1/30**
Single \$348/ per person Double Share \$272/ per person
Includes room on Monday Night, Monday Lunch/Taste of NY Dinner Reception, Tuesday Breakfast/Lunch, Gratuities

Package 3 **Tuesday Arrival 1/30** **Wednesday Departure 1/31**
Single \$260/ per person Double Share \$184/ per person
Includes room on Tuesday Night, Tuesday Breakfast/Lunch, Wednesday Breakfast, Gratuities

Early Arrival - Sunday January 28, 2018

Single \$141/ per person Double Share \$75/ per person (\$150 total for Double Room)

To ensure our conference is ADA accessible to all, please indicate if you require special assistance.

HOTEL DEPOSIT: YOU WILL NEED TO GUARANTEE YOUR RESERVATION WITH A CREDIT CARD OR AN ADVANCED DEPOSIT.

PLEASE BOOK YOUR HOTEL RESERVATION BY PHONE BY CALLING THE DESMOND AT
(518) 869-8100 or (800) 448-3500

PLEASE READ THE FOLLOWING FOR IMPORTANT HOTEL INFORMATION

- **Hotel reservation must be received by January 17, 2018** after which time the room block will be released and reservations will be accepted based on availability. **Please note that the room block CAN sell out prior to the cut off date so register early to ensure a room in the hotel.** NYSAC encourages you to make your reservation as soon as possible to avoid any inconvenience.
- Room reservations at The Desmond are on a first come, first served basis.
- Check-in time is 4:00 pm. Guest room availability cannot be guaranteed before that time. Please confirm date of departure at check-in to avoid an early departure fee of \$25.00. Please present the hotel with a tax-exempt certificate upon registration.
- Checkout is 12:00pm. Upon checking out, please pay the hotel directly by cash, check, credit card or county voucher. For your convenience, The Desmond will provide a room for storing your luggage.
- Hotel Confirmation will be sent by the Desmond Hotel as an acknowledgement of your reservation within 2 weeks of receipt of the form and once the credit card deposit is confirmed or payment is received. Please bring your confirmation to the hotel for prompt check-in.
- If for any reason you need to cancel your reservation with The Desmond, please be sure to notify The Desmond (518) 869-8100 DIRECTLY, 72 hours prior to arrival to avoid being charged for the room. If The Desmond is not contacted directly, the registrant is responsible for all hotel charges. Please note that NYSAC cannot accept hotel cancellations. You may cancel this reservation 72 hours prior to your check-in date without charge. Should you fail to arrive or cancel after 72 hours prior to the check-in date, you will be charged the entire package. In the event you need to leave or change your reservation once registered, the entire value of the package will be charged.



NYSAC
NEW YORK STATE
ASSOCIATION OF COUNTIES

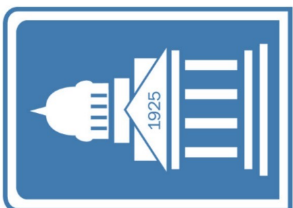
540 Broadway, 5th Floor
Albany, New York 12207



NYSAC 2018 Legislative Conference



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