

12/8/22

Good morning. I had stated publicly, in 2020, that I was concerned that the Chairman of the Legislature was planning to fire Nancy McGraw. Since then, he's been putting his pawns in place. First, there are a lot of ways that a supervisor can undermine and make their subordinate miserable. That happens to upper management employees the same as to the rank and file, who at least have a union to protect them, and it's just as painful no matter what your position is. A supervisor can be just as controlling as any abusive partner, forcing the subordinate to get permission for any activity, denying her permission to be seen publicly or to have contact with the public and officials, especially legislators. The resources she needs to do her job are withheld and her expertise is frequently dismissed. It's all top secret. Publicly, she was marginalized. For example, the Director of Public Health was rarely allowed to report in person here during the last two years. The Commissioner took it upon himself to speak as if he were the county's public health expert instead of Nancy.

The current Acting Director of Public Health and the Deputy Commissioner bonded over their mutual resentment of their boss at Public Health, to which one had recommended the other's hiring, first as QI Coordinator, then DPS. The DPS's promotion to Deputy Director recently was pushed through although the CHHA had had an unfavorable survey. This promotion put her in line to be a replacement for the Director, and she was promised all the resources and support that had been denied Nancy McGraw. Those positions are already appearing, for example the posting of a newly created position for Rehabilitation Therapy Supervisor which does not seem to have passed through the resolution process this year, which I used the search function for yesterday. This is what corruption

looks like in county government. Apparently, conspiring to take your boss's job is ok since it's not listed on the Code of Conduct.

I worked with Nancy McGraw for about 15 years, very closely at times. I'm not saying she's perfect, but nobody could have been more dedicated, hardworking, upright or responsible. The position carries grave responsibilities for the health and safety of county residents and the workload is unbelievably enormous, especially during times like the pandemic and other outbreaks of disease. Even so, Nancy was tirelessly seeking new projects to enrich public health infrastructure and to better serve the community. She has 3 Master's degrees, in social work, business and Public Health, numerous awards, 9 years as Director, and she's the elected President of the New York State Association of County Health Organizations, which is an extraordinary testament to her competence as a leader and manager. Do you think she would have been elected by her peers if she couldn't do the work? Where are you going to find another Director with that kind of stature and ability? It's a crying shame to throw away that expertise and dedication, and to reward her long years of service like this. It's worse than a shame.

Lise Kennedy