

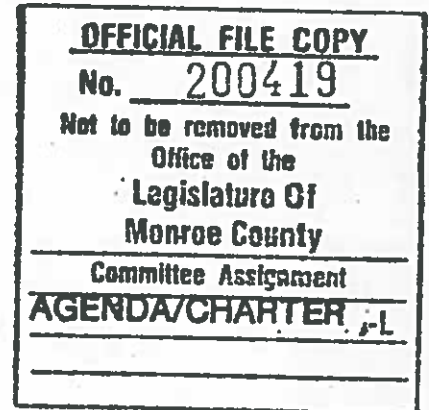


# Office of the County Executive

Monroe County, New York

Adam J. Bello  
County Executive

November 20, 2020



To The Honorable  
Monroe County Legislature  
407 County Office Building  
Rochester, New York 14614

Subject: Confirmation of Appointments to the Monroe County Board of Ethics

Honorable Legislators:

In accordance with Section 45-24 of the Code of Ethics of the County of Monroe and Article 18, Section 808 of the General Municipal Law of the State of New York, I recommend that Your Honorable Body confirm the appointments of the following individuals to serve on the Monroe County Board of Ethics:

- Ms. Hilda Rosario Escher, residing at 708 Beach Avenue, Rochester, New York 14612
- Mr. Clayton Osborne, residing at 30 Stonebury Crossing, Pittsford, New York 14534
- Ms. Andrea Guzzetta, residing at 5 Summit Crest Circle, Penfield, New York 14526

The terms of Ms. Rosario Escher, Mr. Osborne, and Ms. Guzzetta will begin immediately. Copies of their resumes are attached.

**The specific legislative action required is to confirm the appointments of Ms. Hilda Rosario Escher, Mr. Clayton Osborne, and Ms. Andrea Guzzetta to the Monroe County Board of Ethics, pursuant to Section 45-24 of the Code of Ethics of the County of Monroe and Article 18, Section 808 of the General Municipal Law of the State of New York, for terms beginning immediately.**

This action is a Type II Action pursuant to 6 NYCRR § 617.5(c) and is not subject to review under the State Environmental Quality Review Act.

This proposed Local Law will require no additional net County support in the current Monroe County budget.

I recommend that this matter be referred to the appropriate committee(s) for favorable action by Your Honorable Body.

Sincerely,

Adam J. Bello  
Monroe County Executive

AJB:db

## Hilda Rosario Escher

For the past 30+ years, Hilda Rosario Escher has dedicated both her personal and professional life to helping others. Her work at Ibero has changed the lives of children, youth, families, and individuals with developmental disabilities. Children can start school on time and at the appropriate level, teens build their self-esteem through Ibero programs, parents are able to go back to school and strengthen their family unit, all because of Hilda's work at Ibero and in the community through various organizations. At the end of this year, which happens to be Ibero's 50th anniversary, Hilda will retire. She can never be replaced, but she has taught her staff through by example and served as an inspirational leader.

### PROFESSIONAL LEADERSHIP

As the President and CEO of the Ibero-American Action League (Ibero) for the past 13 years, Hilda Rosario Escher has transformed the only dual-language human services agency in the Rochester region. Ibero provides programs and services to children, youth, families, and individuals with developmental disabilities. Ibero also offers a program for entrepreneurs in Buffalo and Waverly, an affordable housing program for residents in the City of Rochester, and oversees its own radio station WEPL-El Poder in Rochester. In addition to all these programs and initiatives, Ibero oversees a recently acquired subsidiary, Centro Civico, in Amsterdam and Albany. The above-mentioned programs are either new or have grown tremendously under the leadership of Hilda Rosario Escher. The results from this growth and new partnerships has resulted in the following:

- An increase in the number of individuals and families Ibero serves (from approximately 10,000 at the start of Hilda's term as president/CEO to more than 20,000 in 2018).
- An increase in staff, consequently providing additional jobs for individuals in the Rochester community (from 165 employees to 300 current employees).
- An award-winning Early Childhood Center that is recognized both locally and nationally for its successful program and results that include a parent engagement and student attendance rate of 95 percent. The Center has also received awards for the early reading initiative. Kids that attend the center are able to read by the time they reach first grade.
- The establishment of the first and only dual-language radio station in 2015. WEPL (El Poder Latino/Latino Power) 97.1FM is a community station that offers educational programming for both Latinos and non-Latinos in Rochester. Topics focus on education, health, advocacy, law, financial management, civic engagement, and other areas. This is the first 24-hour Latino radio station in Upstate NY.
- An increase in consumer reach in New York State through Ibero's subsidiary Centro Civico in Amsterdam, New York. Centro Civico is the only Latino human services agency in Amsterdam, an area with a high number of Latinos who live in extreme poverty. The agency was on the brink of financial collapse until Hilda put together a team of board members to analyze their finances, programs, and structure. Once Ibero acquired Centro Civico as a subsidiary, Ibero implemented its proposed changes and Centro Civico is now starting to make a profit. Had this new relationship not been formed at the urging of Hilda, Centro Civico would have closed, leaving approximately 6,000 Latinos with nowhere to go for direct support.
- An expansion of Ibero's youth program into additional schools in the Rochester City School District and the Eugenio Maria de Hostos Charter School.
- When Hilda started at Ibero the Latino Scholarship Program gave scholarships to 8 students for a total of \$16,000. By partnering with colleges, businesses, philanthropists and community leaders, Ibero was able to increase the number of scholarships to 86 for a total of \$1 million.
- Increased services for individuals with disabilities from \$350,000 to \$7 million.
- Created new affordable housing opportunities in a distressed neighborhood.

The results listed above were made possible under Hilda's leadership and in collaboration with new managerial staff she handpicked to help in Ibero's transformation. These new leaders were in the roles of Chief Operations Officer, Chief Financial Officer, and Director of Development and Communications. With this new team in place, Ibero reduced its line of credit from \$300,000 to \$150,000; increased unrestricted funding by three percent; increased event attendance by three percent; secured its largest sponsorship in history (5-year agreement/\$15,000 per year) with Vision

Auto; and increased media coverage of the agency by 500 percent. The communications efforts resulted in two awards from both the American Marketing Association of Rochester and the Public Relations Society of America Rochester Chapter in 2016.

Under Hilda's leadership, Ibero has several programs that continue to be recognized for their results. These include the children's programs at the Early Childhood Center, youth programs in the division of Youth Services, and programs in the Family Services Division. The quality of Ibero's programs and services are well-known in the Latino community in Rochester and throughout Monroe County and among nonprofits that must also work with consumers in similar roles. Additionally, Ibero is now well-known in Puerto Rico because of the number of families that have relocated to Rochester due to Hurricane Maria. Individuals in Puerto Rico contacted Ibero through social media and email before they even arrived because they had been referred to the agency by a relative or friend. Ibero's ability to reach so many more individuals and families today is because of the work that Hilda has done and the team she has brought on staff to fulfill the agency's mission.

## **II. Community Leadership**

- Latino Health Coalition Chair, 2007 - 2015
- Catholic Courier Board Member, 2006 - 2009
- Coordinated Care Services Board Chair, 1997 - 2005
- Center for Dispute Settlement Police Community Relations Advisory Council, 2007 - Present
- Long Term Care Advisory Council, 2007 - 2010
- Major's Literacy Commission, 2007 - 2008
- Rochester Institute of Technology Urban Studies Advisory Council, 2007 - 2010
- Rochester Rotary Club Member 2007 to Present
- United Way Campaign, Member, 2007 - 2008
- Center for Community Health Advisory Council, Member, 2006 - 2011
- Children Zone Design Team, Member, 2006 - 2007
- Eugenio Maria de Hostos Charter School Board of Trustees, Member
- Executive Committee of Council of Agency Executives, Member, 2006 - 2012
- National Puerto Rican Coalition, Board Member, 2006 - 2010
- Public Defender Advisory Council, Member, 2006 - 2012
- Rochester Psychiatric Center Board of Visitors, Chair of Board ,1994 - 2012
- Association of Board of Visitors 1992 - 2012
- Huther Doyle, Board Member, 2008 - 2017
- School 8 Reading, Volunteer, 2007 - 2014
- American Red Cross, Member of the Disaster Team, 1996 - 2014
- American Red Cross, Board Member, 2010 - 2012
- Rochester Housing Authority Board, Vice-Chair, 2009 to 2012 (Appointed)
- Lifetime Care, Board Member, 2010 - 2014

### **Governor Appointed Positions**

- Regional Economic Development Council, 2012 - Present
- Empire State Development Board, 2015 - Present
- MWBE Council, 2017 - Present
- Women and Girls Council, 2017 - Present
- Puerto Rico Reconstruction and Recovery, 2017- Present
- Child Care Taskforce, 2017 - Present

### **Awards and Recognitions**

- NY State Senate Women of Distinction - 2012
- Soy Unica Soy Latina Heart Award - 2015

- NY Hispanic in Real Estate and Construction Achievement Award - 2010
- Community Champion Award (Catholic Charities) - 2018
- Grand Marshall PR Parade - 2016
- Latinas Unidas Professional Achievement Award - 2016
- Athena Nominee - 2008
- National Council of La Raza, Northeast Affiliate of the Year Award - 2018
- Greater Rochester Association of Women Attorneys Directors Award - 2018
- Priceless Vessels Women of Power Award - 2014
- Rochester City School Restorative Justice Award - 2018
- Federation Of Social Workers Social Worker of the Year - 2015
- Federation of Social Workers Lifetime Achievement Award - 2018
- Rochester Business Journal Circle of Excellence Award - 2018
- RBJ ICON Award (Success And leadership) - 2017
- Anthony Jordan Outstanding Service Award- .2017
- Outstanding Community Partner Award PR Parade - 2018

### III. PERSONAL LEADERSHIP

Hilda's own personal mission has always been to help other people. She puts the needs of others first, never hesitating to assist them with their needs. Hilda has undoubtedly stood behind the advancement of female staff as evidenced by those in leadership roles. An example is the year 2017: women were in the roles of Chief Operations Officer, Director of Development and Communications, Director of Family Services, Director of Early Childhood Services, and Director of Centro Civico in Amsterdam. Hilda supports every Latino organization in Rochester, which are all run by women with the exception of approximately two out of 20. She donates to their causes, she attends their events and fundraisers, and she encourages Ibero staff to offer support and/or in-kind services to the other Latino organizations. She took an idea of a radio station to connect the Latino community and made it happen.

The disaster of Hurricane Maria tested Hilda's view on the world. She was proud to work with the Red Cross to raise \$100,000 during a telethon immediately after the hurricane hit her island. She then traveled to Puerto Rico because she had not heard from her family and wanted answers. Her visit to her crippled island was traumatizing and rocked her core. After seeing the devastation, she felt helpless, but knew she could impact those searching for a place to call home in Rochester. She started a partnership with over 40 agencies to create a multi-agency welcoming center where families could come and receive services in one place. A family could enroll kids in school as well as find primary care doctors, mental health services, health insurance, employment, housing and English classes. This was all under one roof. Hilda took on the role of case manager for the families and helped them navigate the system. This was a new model of service provision that is still working today and has successfully helped 3,300 families settle in the Rochester area, the largest number of Puerto Ricans who relocated to NY state. The center is still operational and servicing families who are still coming to the area. Hilda sees what needs to happen and creates the solution through her passion, relationships and grit.

As a mother, Escher and her husband drilled community leadership into their children. Hilda would bring them to community events, foster care visits to kids on her caseload, community residences that she oversaw and clothing drives. She exposed them to the realities of society, and that is true leadership. When Melisza was born, she made the decision to take a "career timeout" to raise her two children, Melisza Campos and Herb Escher, until they were school-aged. Melisza attributes her drive, leadership and community involvement to her mom. She conveyed her gratefulness in having an exemplary female role model in her mother. Melisza discussed that she served in political office because of the inspiration instilled in her by her mother. "My mom always challenged me to bring my mind and heart wherever I served. That high standard is engrained in me and now I am paying it forward to my three beautiful children." We see that not only does she lead professionally, but she has led her family personally. She has given the Rochester community a gift of family community involvement. Her husband and children are all active in the community, and the grandchildren have already collected used books for the Ibero daycare center, supplies for the victims of Hurricane Maria and food for the homeless at Center for Youth. This is all based on her example.

# CLAYTON H. OSBORNE

30 Stonebury Crossing  
Pittsford, NY 14534

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## PROFESSIONAL EXPERIENCE

### BAUSCH & LOMB, INC., Rochester, NY

1992 - 2010

*A publicly traded, global healthcare company, and a leading manufacturer of products for the eye, including contact lens, lens care products, pharmaceutical, cataract/ vitreoretinal and refractive surgery. Bausch & Lomb maintains manufacturing, marketing and sales operations in more than fifty countries.*

#### **Vice President Human Resources, R&D, Learning & Talent Management (2008 - 2010)**

Responsible for the strategy and execution of the corporate talent management and learning programs including oversight of the B&L University which offers a range of leadership and management development program including sales training. In addition to the leadership of the talent review, succession planning, talent acquisition, diversity & inclusion and health and wellness programs. In addition to the top HR leadership role for the global research & development division.

#### **Vice President, Human Resources & Diversity (1999 - 2008)**

Responsible for the development and execution of strategic human resource plan for Bausch & Lomb's worldwide organization in the areas of diversity & inclusion, organizational effectiveness and learning, staffing and recruiting, occupational health service, ethics communications line, employee relations, work- life and EEO compliance.

#### **Global Director, Strategic Staffing and Diversity (1997 - 1999)**

Responsible for development and execution of the sourcing and staffing strategy for positions within Bausch & Lomb's US. Organization.

- Role included leading the company's talent review, succession management process, college relations and recruiting, corporate diversity initiatives, and worldwide employee survey and measurement process.

#### **Corporate Director, Employee Relations (1992 - 1997)**

Responsible for employee relations, policies and practices, in addition to implementing programs to increase employee morale, satisfaction and productivity.

- Programs included management of employee assistance programs, reward and recognition initiative and equal employment/affirmative action compliance program.

### ROCHESTER INSTITUTE OF TECHNOLOGY, Rochester, NY

#### **Minnett Professor Emeritus**

Appointed to the RIT faculty to lead and participate in a variety of initiatives as directed by the Office of the President. Duties include teaching, leading seminars, in addition to participating in RIT's Community/University Collaborative Initiative

### MONROE COUNTY EXECUTIVE OFFICE, Rochester, NY

1988 - 1992

*The Monroe County Executive Office is a policy and administrative office supporting the administration of the elected County Executive for Monroe County.*

#### **Director of Operations**

Responsible /Accountable for the operations of Monroe County's various departments including the supervision and oversight of key county commissioners and managers including engineering, mental health, social services, parks and recreation, health, county Hospital, human resources and public safety. In addition:

- Served as the primary liaison and contact between the County Executive Office and the independently elected Monroe County Sheriff's Office.
- Department budgets totaled more than \$600 million and 3000 employees.

NEW YORK STATE DIVISION FOR YOUTH, WESTERN N.Y., Rochester, NY 1976 - 1988

*The New York State Executive Department agency responsible for the rehabilitation and detention of youth adjudicated as juvenile delinquents and persons in need of supervision by the New York State Family Courts.*

**Regional Director** (1979 - 1988)

Responsible for upstate N.Y policy development, leading and managing the operation of the juvenile justice residential and aftercare program for the NYS Division for Youth, Western N.Y.

**District Supervisor** (1976 - 1979)

Reported to the Regional Director of Western New York, supervised residential and non-residential programs in Monroe County.

- Responsibilities included the direct day-to-day supervision of juvenile justice programs for youth placed with NYS Division for Youth for acts of criminal delinquency throughout the state.

ROCHESTER INSTITUTE OF TECHNOLOGY, Rochester, NY

1974 - 1975

**Assistant Professor Social Work**

Courses included: Group work, counseling methodologies, law and social work, community development, juvenile justice interventions.

## EDUCATION

UNIVERSITY OF MASSACHUSETTS AT AMHERST, Amherst, MA - Doctoral Candidate (ABD)

STATE UNIVERSITY OF NEW YORK AT ALBANY, Albany, NY - Master of Social Work & Counseling

STATE UNIVERSITY OF NEW YORK AT ALBANY, Albany, NY - Bachelor of Art

## CURRENT AFFILIATIONS

- Home Care of Rochester- (HCR) Chair, Compensation Committee
- National Diversity Network – Board Chair
- Parent Leadership Training Institute- Advisory Board
- PathStone Foundation Board
- Sigma Pi Phi (Boule) Foundation}
- AA Giving Circle RACF
- United Way Services Corp
- Children's Agenda Governance Committee

11-19-2020

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**ANDREA M. GUZZETTA**

**5 Summit Crest Circle – Penfield, New York 14526**

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**Objective:** A challenging position, professional or volunteer, utilizing my education and extensive experience in municipal government and community outreach.

**Education:** **State University of New York at Brockport**  
Master's, Public Administration  
**State University of New York at Brockport**  
Bachelor of Arts, Major in History  
**State University of New York at Cortland**  
Major: History, Concentration: American History

**Employment:** **County of Monroe (February 2020 – Present)**  
39 W. Main Street, Rochester, New York 14614

**Director of Human Resources and Executive Director of Civil Service Commission (January 2010-present)**

- Chief human resource officer for municipality with over 4,500 employees. Responsible for human resources divisions, including but not limited to onboarding, recruitment and retention, civil service administration, payroll, benefits (active and retiree) and labor management.
- Develop and review Human Resources policies for the County, ensuring they reflect best practices in an innovative and creative way that benefits both the employee and County.
- Serve as the Executive Director of the Monroe County Civil Service Commission, overseeing 68 municipal jurisdictions within the County.
- Serves as part of the core emergency management team during a state of emergency within the County.
- Provide detailed analysis on a variety of projects, programs and services within the County making recommendations to the County Executive for improvement.
- Develop, oversee and manage the department budget of \$2.2m annually.

**City of Rochester (September 2004 – February 2020)**  
30 Church Street, Rochester, New York 14614

**Chief of Staff to City Council (January 2010-February 2020)**

- Supervise the Council's central office staff, including but not limited to onboarding, performance evaluations, succession planning and any other matters relating to personnel.
- Provide Council with detailed analysis on a variety of projects, programs and services administered or received by the city.
- Coordinate all press activities in the Council Office and serve as a Press Secretary for all Council Members.
- Responsible for the annual analysis of the Administration's Operating Budget in preparation for departmental hearings and passage of the annual budget.
- Represent Council Members at community functions and official meetings, and provide or assign follow up needed.
- Research, develop and author legislation as requested by Council Members.
- Oversee all day-to-day operations of the Council Office.

**Confidential Aide to the Mayor / Executive Staff Assistant, Mayor's Office (January 2009-January 2010)**

- Serve as a trusted/confidential aide to the Mayor.
- Travel with the Mayor to all outside engagements and meetings, and coordinate all follow up.
- Coordinate and facilitate community wide outreach meetings and Mayoral special events – City Hall on the Road, Community Budget Meetings, etc.
- Travel with Mayor and key members of Senior Management Team to Albany for lobbying purposes with members of the State Delegation, senior legislative staff members and members of the Governor's cabinet.
- Responsible for correspondence from the Mayor's Office to citizens, the business community and elected officials.
- Plan and coordinate all logistical elements of the annual State of the City Address.
- Research and author Mayoral briefings and provide the necessary background information and talking points for the Mayor.
- Research and execute special projects as assigned.
- Oversaw Deputy Mayor's administrative staff during the Johnson Administration.

**Monroe County Democratic Committee (September 2000-September 2004)**

121 East Avenue, Rochester, New York 14604

**Executive Director**

- Oversaw all paid staff, interns and volunteers to ensure that the necessary goals and operations of the office were met.
- Lead role for all special events and fundraisers for the Monroe County Democratic Committee. Responsible for all decision making throughout entire planning process, as well as the onsite contact at all events.
- Responsible for administering payroll, accounts payable, accounts receivable, and all procurement services for the office.
- Lead staff person on various campaigns, responsible for authoring campaign plans and developing strategy and message.
- Coordinated then U.S. Senator Hillary Rodham Clinton's political engagements through her Senate Office and the United States Secret Service.

**Special Training:**

- Certified in Non Profit Management, SUNY Brockport, Department of Public Administration
- Rochester Leadership Academy, City of Rochester
- Faultless Facilitation Training, Dr. Lois B. Hart
- Effective Supervisory Practices Training, City of Rochester

**Community Involvement:**

- Monroe County Deferred Compensation Committee Member, 2020-present
- SUNY Brockport, College Council Member, 2014 - present
- Founding Board Member, Rochester Land Bank, 2013 - 2020
- Alternate Board Member, Genesee Transportation Council, 2010 - 2020
- Alternate Planning Board Member, Genesee/Finger Lakes Regional Planning Council, 2010-2020
- SUNY Brockport, Public Administration Advisory Board, 2009-present
- Coordinated the citywide United Way campaign, 2008 and 2009