



NIAGARA COUNTY
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The Honorable Members
The Niagara County Legislature
175 Hawley Street
Lockport, N.Y. 14094

Dear Members:

I am writing to urge the Legislature to take the opportunity presented by significant changes in the elected leadership of your Chamber. After a lengthy discussion with Chairman-Designate McNall about the direction of this Government, and the specific challenges that we anticipate in the coming years, it is my belief that a full review of long-term policy goals and the personnel implementing said policy, is the best course for this Government. We have been fortunate to have many good and qualified department heads serve this government, but we must continue to identify individuals that can make a positive impact on government policy through expertise and management style, and be willing to make such changes as can best benefit our taxpayers.

Accordingly, I urge that we take up a full review of key administrative posts. I would offer my services to assist you in a full review of incumbent performance and to solicit applications for our Government's top posts. Additionally, I and my staff stand ready to help in structuring all phases of an interview and hiring process where staffing modifications may be in the county's best interests.

I undertake this task in the hopes of ensuring an optimally performing government for the individual that will succeed me in this office. I have, after very careful consideration, decided to tender my resignation effective March 31, 2016. The past year has included significant life changes for me, and after talking with my family, I wish to step away from the rigors of serving as chief administrator for a public corporation with a significant annual budget and a large workforce so I can focus a bit more of my attention on other aspects of my life. I will add the caveat that I am always prepared to assist this Government in any way going forward, as I believe fully in its mission and the governing priorities spelled out for me by the incoming Chairman.

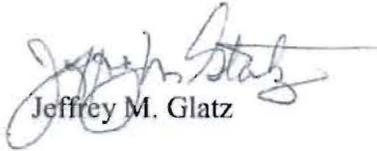
As I stated previously, this decision only comes after very careful consideration. I am proud of what we have accomplished during my tenure. In the past year alone, we

approved a contract with our second-largest union, resolved outstanding issues in our negotiations with the remaining unions, streamlined and modernized our Public Works department and the Legislative committee with oversight of the same, sold assets that had become costly liabilities (the Mount View facility, which has been reopened as a private nursing facility) purchased assets that were becoming cost-ineffective under existing lease agreements (111 Main Street and the William L. Ross County Office Building), and most importantly, produced a budget that maintained expenditure increases below the rate of inflation while cutting taxes.

Throughout it all, I have enjoyed a strong partnership with the Legislature. I have been privileged to have the support of the Majority, and I have likewise appreciated the Minority's earnest questions, and have endeavored to produce policy and practice that could endure the scrutiny of both Caucuses. For that reason, I urge the Legislature to undertake a full review of expectations for the management of County Government, tentatively titled "Vision 2016." I stand ready to assist such an effort fully, and to offer such services as both the new leadership of the Legislature and my eventual successor shall need to continue to serve the public with honor, integrity, and the results they have come to expect.

It remains my great honor to serve you and the citizens of Niagara County.

Very truly yours,



Jeffrey M. Glatz

JMG/jmm

CC: Mary Jo Tamburlin
Claude A. Joerg
Christian W. Peck
The Honorable Wayne F. Jagow