

SARATOGA SPRINGS

Five Questions with Complexions Spa

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SARATOGA SPRINGS, N.Y. »

According to the American Med Spa Association, medical spas are becoming increasingly popular, with more than 11,000 of them in the US. Complexions Spa has been a Saratoga business for many years.

Owner Denise Debois was featured in a Five Questions With article a decade ago. Karen Carrington is a registered nurse who leads the Complexions medical aesthetics team. Visit <https://www.complexions.com/> for more information.

1. How is Complexions Spa doing since we checked in 10 years ago?

Denise: “Complexions continues to thrive and evolve. Over the years, we’ve placed an emphasis on treating the person holistically, focusing not only on external beauty but also on overall well-being. We’ve expanded our offerings to include advanced med spa treatments like IV nutrition therapy, weight loss programs, dermal fillers, biostimulators such as Sculptra, Platelet-Rich Fibrin (PRF) therapy and injectables like Botox and Dysport. These treatments, alongside our traditional spa services, allow us to offer a comprehensive range of solutions that support total body wellness and healthy aging.”

2. What should people look for in a quality med spa treatment?

Denise: “Experience is key. When people choose a med spa, they should prioritize the expertise of the providers. A good med spa should also offer a variety of treatments tailored to individual concerns, ensuring there are solutions for everyone’s unique needs.”

Karen: “It’s important the



PHOTO PROVIDED

Denise Debois and Karen Carrington of Complexions Spa.

spa adheres to strict safety protocols to protect the patients. A quality med spa treatment will start with a detailed consultation discussing your concerns and needs. Licensed professionals will recommend appropriate treatments and discuss any possible risks, complications, alternative treatments and needed aftercare.”

3. Why is it so important to get a customized med spa service?

Denise: “Personalized treatments are essential because no two people have the same skin type, lifestyle or aesthetic goals. For example, someone who spends a lot of time outdoors may need extra protection against sun damage, while someone dealing with hormonal changes may need targeted treatments for acne or hyperpigmentation. In addition, a customized approach allows us to combine treatments that work synergistically to create even more effective and natural-looking results.”

“Long-term success isn’t just about what happens

during the treatment—it’s also about how individuals care for their skin between visits. This includes using the right skincare products at home, maintaining a balanced diet, staying hydrated, avoiding smoking and limiting alcohol consumption. Lifestyle choices play a significant role in achieving and maintaining long-lasting results, and a personalized treatment plan helps align professional services with these daily habits.”

Karen: “Customized services will lead to the best results, which is why med spa treatments are not one size fits all. Having a med spa professional assess your needs, goals and health history will help create a plan that is very individualized to you. If your specific needs change, so will your treatment plan. Customized services can evolve to treat specific needs as they develop, which will ensure more effective long-term results.”

4. How do med spa treatments differ from traditional spa services?

Denise: “At Complexions, we find the best results occur

when our clients use a combination of med spa and more traditional spa services. Med spa treatments often involve controlled micro-injuries to the skin that trigger the body’s natural wound-healing process, leading to rejuvenation. These treatments, which can include injectables, laser treatments and microneedling, typically require downtime and must be administered by trained medical professionals.

“In contrast, traditional spa services focus more on relaxation, stress reduction and improving skin quality and overall well-being, with no downtime required.”

Karen: “Med spas are operated under the supervision of a licensed medical doctor or nurse practitioner because the services will include medical procedures, whereas traditional spa services are designed to pamper and rejuvenate the body and mind. We establish a holistic plan to improve our clients’ overall wellness and “pamper with a purpose” by using both med spa and traditional spa services.”

5. What is your favorite med spa treatment to get?

Denise: “My current favorites are microneedling and Laser Genesis. I often alternate between these treatments to smooth the skin’s surface and stimulate collagen production, which helps maintain a youthful appearance.”

Karen: “Botox and Dysport are my favorites because typically, they are the first things a patient will do. They’ll dip their toes in the water with some Botox and it’s amazing to see the reaction after just two weeks. Almost every patient will say it has improved their confidence, and they look refreshed. Usually, no one will realize they have been injected because I always try to achieve the most natural look for the patient.”

NEW YORK

Pay increases for state employees to recruit and retain talent

By Guest

NEW YORK » Gov. Kathy Hochul recently announced a series of pay increases for about 2,100 New York State employees working in professional traineeships across 46 state agencies to help attract and retain talent.

According to a press release from the governor’s office, employees in these positions will receive either a 5.7 percent increase in salary or an 11.6 percent increase in salary, depending on their title. The increases reflect Hochul’s commitment to affordability for New York’s employees and families, while ensuring the Empire State provides the best services and protections for all New Yorkers for generations to come.

“Every New Yorker deserves a strong, stable and equitable state government. We count on our state workers to deliver the vital services we rely on every day,” Hochul said in the release. “These pay increases will allow us to retain and attract our state agency and government employees, so that we can continue our mission to bring the highest quality support New Yorkers expect and deserve, now and into the future.”

The increases will raise the salary for those in a Trainee 1 title from Grade 13 (\$49,363 annually) to Grade 14 (\$52,198). Salaries will also increase for those in a Trainee 2 title, from Grade 14 (\$52,198) to Grade 16 (\$58,247).

Traineeships are used by various state agencies for entry-level professional positions to provide on-the-job training and hands-on experience while individuals acquire necessary baseline skills. Professional traineeships typically last two years and trainees receive salary increases based on performance and achieving milestones.

Most professional two-year traineeships require a college degree or equivalent work experience. At the successful completion of a two-year traineeship, employees are promoted into entry-level positions with salaries in the range of \$65,000 to \$83,000 annually.

Most of the trainee positions are in the Professional Technical & Scientific Unit, which is represented by the Public Employees Federation (PEF).

The salary increase is expected to have the greatest impact at the following agencies, which currently have the largest number of eligible positions: Department of Environmental Conservation, Department of Health, State Insurance Fund, Department of Transportation, Office for People With Developmental Disabilities, Office of Mental Health, Department of Civil Service, Office of Medicaid Inspector General, Department of Motor Vehicles and Office of General Services.

More than 280 trainee titles will be impacted, including specialty and language-related titles. Job titles that utilize traineeship paths include Human Resources Specialist, Administrative Specialist, Contract Management Specialist, Health Program Administrator and Business Systems Analyst.

The salary increases are just one of the many initiatives Governor Hochul has championed since taking office to strengthen and support New York’s public workforce.

Earlier this year, the Department of Civil Service launched an expanded New York Hiring for Emergency Limited Placement Statewide (NY HELPS) program to assist state and local agencies in better filling vacancies open to the public. The NY HELPS program temporarily waives the civil service exam requirements for thousands of vacant State job openings open to the general public.

For those remaining positions that require exams, all State exam application fees are waived through December 2025 following an agreement secured by Hochul in the FY 2024 Budget.

As of Sept. 30, more than 18,500 appointments have been made by state agencies through the NY HELPS program.

Also, the Department of Civil Service partnered with the New York State Department of Labor in establishing Centers for Careers in Government within specific Department of Labor Career Centers.

At these joint-agency centers, located throughout the Empire State, professional staff from both agencies collaborate to provide comprehensive support to assist jobseekers in their job searches by helping them to learn about the State’s civil service merit and job classification systems, as well as the NY HELPS program, easing the pathway for those interested in a rewarding career in public service while growing and strengthening the Empire State’s economy.

To promote the thousands of open jobs and the breadth of career opportunities available to all, the Department of Civil Service also deployed a multi-faceted marketing and public awareness campaign this year. The campaign was featured across digital and out-of-home channels in both English and Spanish and highlighted the value of public service and the benefits and diverse opportunities available across State government.

Hochul has also taken additional steps to support and bolster the State workforce, such as lifting the yearslong State hiring freeze, expanding opportunities via the Governor’s Program to Hire Individuals and Veterans with Disabilities (55/b/c), and providing funding for new testing centers across the state.



FILE PHOTO

TROY

New exhibit open in HVCC Teaching Gallery



FILE PHOTO

A look at part of the campus at HVCC.

Staff report

TROY, N.Y. » Once More, an exhibit of installation, video and sculpture by multidisciplinary artist Megan Suttles, the founder of Hot Wood Arts in Brooklyn is open in The Teaching Gallery at Hudson Valley Community College, the college announced in a press release.

The exhibit closes on Saturday, Dec. 7.

This exhibit takes its title from Once More, an evolving series of images that show Suttles contorting her body in order to occupy smaller and smaller open cubes, the release said. The confinement of the 2020 mandated, COVID-19 quarantine prompted the artist to re-

visit the 2017 series that ultimately totaled 1,000 still images — 200 per 6’, 5’, 4’, 3’ and 2’ cube.

These cubes with video plus other works are part of the current exhibit. The release said Suttles considers her site-specific installations combining images, video and 3-D elements to be “spatial drawings,” in which she often utilizes her own body to explore her physical existence, self-preservation and healing.

She is the founder, proprietor and curator of Hot Wood Arts which provides studio space for 17 artists working in a variety of disciplines, including fine art, stage set design, music and writing, the release said. Housed since 2012 in a converted wa-

terfront warehouse in the Red Hook neighborhood of Brooklyn, Hot Wood Arts also offers community gallery and performance spaces.

The artist and educator earned MFA and BFA degrees at the Pratt Institute in Brooklyn which included study in Italy and South Africa. Suttles also has an Associate’s degree from the Fashion Institute of Technology in New York City, and studied sculpture and drawing at The Art Students League of New York and the New York Academy of Art.

Her exhibition credits span 12-plus years, including frequent shows of her “spatial drawings” throughout Brooklyn and New York City, as well as exhibits in Asbury Park, New Jersey; North

Adams, Massachusetts; Philadelphia, and Seattle, Washington.

Hours in The Teaching Gallery are 10 a.m. — 4 p.m. Tuesday, Thursday and Friday; 1 — 7 p.m. Wednesday; noon — 4 p.m. Saturday and closed Sunday and Monday. Admission is free. The exhibit closes Dec. 7. Visit hvcc.edu/teachinggallery for more information.

Exhibitions in The Teaching Gallery are installed and assisted by students enrolled in Gallery Management courses and supported by the Department of Fine Arts, Theatre Arts and Digital Media, the Cultural Affairs Program and the HVCC Foundation. Associate Professor Tara Fracalossi is gallery director.