AGENDA

PERSONNEL COMMITTEE

JUNE 26, 2019

PREVIOUS BUSINESS:

APPROVING PREVIOUS MEETING MINUTES

1. **RESOLUTION NO. 231 FOR 2018: REQUIRING DEPARTMENT OF HUMAN RESOURCES TO INITIATE A PAY EQUITY STUDY FOR ALL EMPLOYEES OF ALBANY COUNTY TO ENSURE EQUITY AMONG GENDER, RACE, AND ETHNICITY**

2. **RESOLUTION NO. 283 FOR 2018: PROMOTING ALBANY COUNTY EMPLOYMENT AND PROMOTING A DIVERSE WORKFORCE BY REQUIRING DEPARTMENT OF CIVIL SERVICE TO CONDUCT OUTREACH AND TRAINING ABOUT AVAILABLE CIVIL SERVICE JOB OPPORTUNITIES**

3. **RESOLUTION NO. 217: AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES REGARDING HEALTH INSURANCE BENEFITS FOR RETIREES**
CURRENT BUSINESS:

4. AUTHORIZING THE SHERIFFS' OFFICE TO CONSIDER OUT-OF-COUNTY APPLICANTS FOR THE POSITIONS OF PARAMEDIC, PART-TIME PARAMEDIC, EMT AND PART-TIME EMT

5. AUTHORIZING THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES TO CONSIDER OUT-OF-COUNTY APPLICANTS FOR THE POSITIONS OF REGISTERED NURSE, LICENSED PRACTICAL NURSE AND CERTIFIED NURSING ASSISTANT
Honorable Andrew Joyce and Members of the Albany County Legislature:

LADIES AND GENTLEMEN:

The Personnel Committee of the Albany County Legislature met on May 29, 2019. Chairperson Grimm, Mr. R. Joyce, Mss. McKnight, McLean Lane, Messrs. Touchette and Ward were present. Ms. Lekakis, Messrs. O’Brien, and Stevens were excused. The following items were discussed and/or acted upon:

Approving Previous Meeting Minutes: Unanimously approved.

1. **Resolution No. 231 for 2018**: Requiring the Department of Human Resources to Initiate a Pay Equity Study for All Employees of Albany County to Ensure Equity Among Gender, Race and Ethnicity: Tabled at Request of Sponsor.

2. **Resolution No. 283 for 2018**: Promoting Albany County Employment and Promoting a Diverse Workforce by Requiring the Department of Civil Service to Conduct Outreach and Training About Available Civil Service Job Opportunities: Tabled at the Request of Sponsor.

3. **Resolution No. 497 for 2018**: Adopting a Policy Regarding the Legislative Summer Internship Program: After brief discussion, the Committee voted 5-1, with R. Joyce opposed, to move the proposal forward for legislative action without recommendation.

4. **Resolution No. 208**: Appointment of Members to the Community Services Board Mental Health and Alcohol and Substance Abuse Subcommittees: After brief discussion, the Committee voted unanimously to move the proposal forward for legislative action with a favorable recommendation.

5. **Resolution No. 217**: Amending the Rules and Regulations for Albany County Employees Regarding Health Insurance Benefits for Retirees: After brief discussion, the Committee voted unanimously to table the proposal.

6. **Resolution No. 218**: Requesting That the Albany County Executive, and Commissioners of the Department of Human Resources, and Office of Management and Budget Complete a Feasibility Study Regarding the Incorporation of Certain Health Insurance Benefits for Retirees into the Proposed Regional Health Care Consortium: After brief discussion, the Committee voted unanimously to move the proposal forward for legislative action with a favorable recommendation.

7. Authorizing the Department for Children, Youth and Families to Consider Out-Of-County Applicants for the Positions of Caseworker, Staff Social Worker and Special Education Evaluator: The Commissioner of the Albany County
Department for Children, Youth and Families requested approval to consider out-of-county applicants for the positions of Caseworker, Staff Social Worker and Special Education Evaluator for a twelve-month period on the condition that any out-of-county hires for these positions must move into Albany County within one year of their start date. After brief discussion, the Committee voted unanimously to move the proposal forward for legislative action with a favorable recommendation.

8. Authorizing the Department of Mental Health to Consider Out-Of-County Applicants for the Positions of Psychologist, Staff Social Worker and Psychiatric Nurse: The Director of the Albany County Department of Mental Health requested approval to consider out-of-county applicants for the positions of Psychologist, Staff Social Worker and Psychiatric Nurse for a twelve-month period on the condition that any out-of-county hires for these positions must move into Albany County within one year of their start date. After brief discussion, the Committee voted unanimously to move the proposal forward for legislative action with a favorable recommendation.

9. Authorizing the Department of Social Services to Consider Out-Of-County Applicants for the Position of Registered Nurse: Albany County Department of Social Services Deputy Commissioner Erin Stachewicz requested approval to consider out-of-county applicants for the position of Registered Nurse for a twelve-month period on the condition that any out-of-county hires for the position must move into Albany County within one year of their start date. After brief discussion, the Committee voted unanimously to move the proposal forward for legislative action with a favorable recommendation.

Respectfully Submitted,
THE PERSONNEL COMMITTEE

MARK E. GRIMM, Chairperson           LUCILLE M. McKNIGHT
SEAN E. WARD                           LYNNE LEKAKIS
RICHARD N. TOUCHETTE                   JOSEPH E. O'BRIEN
RAYMOND F. JOYCE                       TRAVIS D. STEVENS
ALISON MCLEAN LANE
RESOLUTION NO. 231

REQUIRING DEPARTMENT OF HUMAN RESOURCES TO INITIATE A PAY EQUITY STUDY FOR ALL EMPLOYEES OF ALBANY COUNTY TO ENSURE EQUITY AMONG GENDER, RACE, AND ETHNICITY

Introduced: 5/14/18
By Messrs. Fein, A. Joyce, Ms. Cunningham, Messrs. Higgins and Signoracci:

WHEREAS, The Albany County Legislature unanimously passed Local Law P for 2016 on October 10, 2017, a Local Law aimed at closing the wage gap between women and men, and

WHEREAS, In passing Local Law P for 2016, the Albany County Legislature recognized the importance of all people being paid to their ability, regardless of gender, race, or ethnicity, and

WHEREAS, The Albany County Legislature strongly believes that all people should be treated equally regardless of gender, race, ethnicity, national origin, religion, sexual orientation, and

WHEREAS, The Albany County Legislature believes in leading by example and ensuring that we are paying our employees in an equitable manner, now, therefore be it

RESOLVED, By the Albany County Legislature that the Department of Human Resources is requested to conduct a study or seek proposals from outside agencies to analyze the salaries of all employees of Albany County and determine whether each employee is being paid equitably in relation to employees of other genders, races, and ethnicities, and, be it further

RESOLVED, That at the conclusion of the study, a final report shall be presented to the Albany County Legislature that includes suggestions on specific recommended salary adjustments that the Albany County Legislature shall consider enacting through resolution, and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.

Referred to Personnel Committee – 5/14/18
RESOLUTION NO. 283

PROMOTING ALBANY COUNTY EMPLOYMENT AND PROMOTING A DIVERSE WORKFORCE BY REQUIRING DEPARTMENT OF CIVIL SERVICE TO CONDUCT OUTREACH AND TRAINING ABOUT AVAILABLE CIVIL SERVICE JOB OPPORTUNITIES

Introduced: 6/11/18
By Mr. Fein:

WHEREAS, The Albany County Legislature finds that it is in the best interest of the County to attract the most qualified candidates for employment with the County and to have a diverse and highly skilled workforce, and

WHEREAS, The Albany County Legislature finds that it is in the best interest of the County to promote opportunities with the County to a geographically, racially, and culturally diverse groups of potential applicants, and

WHEREAS, According to the 2010 census, 21.8% of the population of Albany County is nonwhite and according to the 3rd Quarter 2017 Albany County EEO Report, 18.31% of the employees of Albany County are nonwhite, and

WHEREAS, Employment with local and state government have traditionally been a path to the middle class for many families, and

WHEREAS, The Albany County Legislature recognizes that County has made progress in diversifying its workforce and expanding opportunities to traditionally underrepresented groups, as 33.06% of new hires in the 3rd Quarter 2017 were nonwhite and 32.20% of new hires in the 2nd Quarter 2017 were nonwhite, and

WHEREAS, The Albany County Legislature recognizes that the County should strive to improve upon past progress and ensure that it is actively recruiting individuals that have traditionally been underrepresented in the government workforce, and

WHEREAS, The Albany County Legislature believes that it would benefit the County to implement a focused recruitment effort to all communities, and especially to communities that have been traditionally underrepresented in the County workforce, therefore be it

RESOLVED, By the Albany County Legislature that the Department of Civil Service is required hold a minimum of five (5) employment opportunity outreach
events each year, of which three must be located in U.S. Census Tracts in which 50% of the residents are nonwhite, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is required to host a minimum of three (3) free civil service training courses each year, of which two (2) must be located in U.S. Census Tracts in which 50% of the residents are nonwhite, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is encouraged to partner with educational institutions and organizations to assist with implementing the civil service training courses, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is encouraged to partner with the New York State Department of Civil Service and human resources and civil service departments in municipalities within the County when planning civil service employment opportunity outreach events and civil service training courses, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is required to advertise and conduct outreach for all employment opportunity outreach events and civil service training courses on the Albany County website, on social media, and by notifying all County Legislators by email about the events and courses more than ten (10) days in advance of the outreach events and training courses, and, be it further

RESOLVED, By the Albany County Legislature that the Department of Civil Service is required to create a mechanism on the Albany County website for organizations and individuals to sign up for its distribution list where it sends information on employment opportunities and civil service test announcements, and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.

Referred to Personnel Committee – 6/11/18
RESOLUTION NO. 217

AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES REGARDING HEALTH INSURANCE BENEFITS FOR RETIREES

Introduced: 5/13/19
By Messrs. Comisso and A. Joyce:

WHEREAS, By Resolution No. 136-b for 1999, this Honorable Body adopted employee rules and regulations which are applicable to all non-union employees of Albany County, and

WHEREAS, Employees hired prior to the adoption of these rules were eligible for health insurance benefits for retirees after ten (10) years of qualifying County service, and those employees hired after the adoption of these rules were eligible for health insurance benefits for retirees after twenty (20) years of qualifying County service, and

WHEREAS, Various municipalities within the County and throughout New York State have set a lower threshold regarding the number of years of eligible service that is required before their employees become eligible for health insurance benefits during their retirement, and

WHEREAS, Instituting a lower threshold of fifteen (15) years of eligible service for health insurance benefits for retirees, rather than twenty (20) years, would serve as an incentive for current employees to continue their work in the County and may attract new employees to come to work for Albany County as well, and

WHEREAS, The Albany County Legislature has a strong history of supporting the employees of Albany County, and therefore such a reduction in years of service required in order to become eligible for health insurance benefits in retirement shall be effective and applied retroactively for all current employees of Albany County hired after the adoption of Resolution No. 136-b for 1999, now, therefore, be it

RESOLVED, By the Albany County Legislature that the Albany County Employee Rules and Regulations, adopted pursuant to Resolution No. 136-b for 1999, as amended, are hereby amended to read as follows:

Article IX, Section A(1)(a)(1)(a) shall read: “The employees with an employment date after the adoption of these rules must have at least fifteen (15) years of full time equivalent service with Albany County.”
Article IX Retiring Part Time Employees, Group “F” part (b) shall read:

“(b) Eligibility Criteria:
   • Employees must have completed fifteen (15) years of equivalent full-time County service. Calculation of full time service uses a standard work week of not less than thirty five (35) hours per week.
   • Age 55 or older.
   • Enrolled in County health insurance”

and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.

Referred to Personnel Committee - 5/13/19
MEMORANDUM

TO: Kevin M. Cannizzaro, Esq.
Majority Counsel, Albany County Legislature

FROM: Jennifer Clement

CC: Mike McLaughlin, Director of Policy and Research
Shawn Thelen, Commissioner of Management and Budget

DATE: 04/12/2019

RE: Albany County Retiree Health Insurance Benefits

I write in response to your email requesting further information regarding the Health Insurance Benefits for Albany County retirees. Please let me know if you need further information or clarification about any information presented here. Thank you.

A. Please provide a summary of the County of Albany's medical insurance expenses (including the total yearly budgeted expenditure) related to paying for medical insurance benefits for retirees: Please provide the proposed, budgeted and actual amount expended in the 2018, 2017, and 2016 fiscal years;

The table below is the Original, Revised and actual Budgets for 2013-2019. The Actual consists of the net cost to the County. The calculation for the total healthcare cost would consist of adding the Actual cost to the Employee Contribution.

<table>
<thead>
<tr>
<th>FISCAL YEAR</th>
<th>Original Budget</th>
<th>Transfers In</th>
<th>Transfers Out</th>
<th>Revised Budget</th>
<th>Actual (Memo)</th>
<th>EE Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>$51,772,555</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>$49,945,375</td>
<td>$1,686,614</td>
<td>$1,712,388</td>
<td>$48,919,001</td>
<td>$47,858,386</td>
<td>$1,936,185</td>
</tr>
<tr>
<td>2017</td>
<td>$48,903,194</td>
<td>$3,316,703</td>
<td>$2,579,040</td>
<td>$51,640,857</td>
<td>$52,458,384</td>
<td>$3,541,837</td>
</tr>
<tr>
<td>2016</td>
<td>$47,666,890</td>
<td>$4,398,619</td>
<td>$4,821,857</td>
<td>$47,243,652</td>
<td>$45,931,328</td>
<td>$2,327,748</td>
</tr>
<tr>
<td>2015</td>
<td>$47,200,972</td>
<td>$4,405,961</td>
<td>$3,063,375</td>
<td>$48,543,558</td>
<td>$48,454,301</td>
<td>$3,083,941</td>
</tr>
<tr>
<td>2014</td>
<td>$44,369,325</td>
<td>$3,001,571</td>
<td>$1,707,587</td>
<td>$45,663,329</td>
<td>$43,199,487</td>
<td>$2,882,570</td>
</tr>
<tr>
<td>2013</td>
<td>$41,610,265</td>
<td>$3,448,809</td>
<td>$3,248,384</td>
<td>$41,819,490</td>
<td>$38,757,726</td>
<td>$2,326,880</td>
</tr>
</tbody>
</table>
B. Please provide the total number of employees who are currently retired and receiving their medical insurance through the county of Albany retiree plan:

   (a) Total = 1745
      (i) Retirees Over 65 on Medicare Advantage offered by Empire - Individual (Includes spouses of retirees) - 1223
      (ii) Retirees Under 65 Years of Age on Empire Enrollment - 522
           1. Individual - 269
           2. Two Person - 161
           3. Family - 92

C. Please provide the current number of active employees who are above the age of 55 years old, and who have over 15 years of credited County service;

   There are currently 315 full time active employees who are/will be over 55 and have/will have 15 or more years of service at the conclusion of 2019.

D. Please provide the current number of active employees who are above the age of 62 years old, and who have over 15 years of credited County service;

   There are currently 135 full time active employees who are/will be over 62 and have/will have 15 or more years of service at the conclusion of 2019.

E. Please provide the number of active employees who currently have more than 20 years of credited active service and who are above the age of 55 years old;

   There are currently 213 full time active employees who are/will be over 55 and have/will have 20 or more years of service at the conclusion of 2019.

F. Please provide the yearly number of employees who retire each year who also decide to opt in to the retiree medical insurance benefits through the County of Albany, in other words, on average, how many employees are added to the retiree medical benefits plan each year?

   Below are the approximate number of employees who retire each year. Their particular enrollment will vary depending on Medicare Eligibility and dependent plan needs.
   
<table>
<thead>
<tr>
<th>Year</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>64</td>
</tr>
<tr>
<td>2016</td>
<td>73</td>
</tr>
<tr>
<td>2017</td>
<td>75</td>
</tr>
<tr>
<td>2018</td>
<td>71</td>
</tr>
<tr>
<td>2019</td>
<td>24</td>
</tr>
</tbody>
</table>

G. A breakdown of the various amounts (if any) that the several groups of retiree's are required to contribute towards their County medical insurance benefits. We discussed that there are differences in the amounts which are contributed by retirees based on the date of their retirement. Please provide a summary of the differences between contribution levels;

   First, I am attaching the contribution rules from Rules and Regulations that require a general contribution rule of 10% for all those employees hired after 1989. Prior to that they may have no contribution. However, there are many other eligibility rules for part time employees and also contribution levels for some employees hired between the years of 1989 and passage of the Rules and Regulations effective October 1, 1999. Below is a summary chart of the unions, however, please keep in mind that employees may transfer between groups and/or change status between part time and full time throughout their career.
Teamsters Pre 2009
Employees contribute 10%
Starting in 2015 those at 0 contribution pay 2% per year until 10% in 2019

Albany County Plan -
2% per year in 2015 until 10% in 2019
premium of 10% for employee hired 1-1-1989 and beyond

10% employee prior to 12/31/2017
After 12/31/2017 employee pays 15%

10% Employee
Employees after 1-1-2014 15%

pre'89 2% until 10% reached
Post '89 pay 10%
New Hires after 3-8-2013 15%
pre '89 retirees revert to $0 contribution upon retirement

8-31-2015 and prior 10%
9-1-2015 and after 15%
Pre 1989 2% per year begins in 2014
10% hired 1-1-1989
15% hired after 9-1-2015

SPS/FT/NURS
SPS/FT/NURS
12-31-1988 and earlier - 0%
1-1-1990 and after - 10%

CPA/NURS/FP/FT/NURS
12-31-1988 and earlier - 0%
1-1-1990 and after - 10%

CPA/Telecommunications
Pre 1989 - 2% per year begins 7-1-14
10% hired 1-1-1989
hired after 7-1-2014 - 15%

CPA/Office
Pre 1989 - 2% per year begins 7-1-14
10% hired after 1-1-1989
hired after 7-1-2018 - 15%

Non-FT
10% for FT Employees hired after '89
See Rules and Regulations for Part Time Eligibility
0% Pre '89
H. Please provide the cost (per employee) of providing medical insurance benefits to each individual retiree (on average). In other words, what is the cost for providing medical insurance to retiree’s on a single plan vs. family plan?; and.

Medicare Advantage Plan Rates - Total Premium $272 per month or $3264 annually. 10% contribution would be $27.20 per month. Additionally, Medicare Advantage Plans are broken down into two individual plans for each enrollee. So a two person Medicare Advantage 10% contribution rate is $54.40 per month or $652.8 annually.

For standard Empire enrollment we are self-insured, so keep in mind that the numbers provided reflect premium equivalency rates.

Also, we have various plan rates based on co-pay structures. Co-pay structures and premium equivalency rates vary by bargaining unit. I will provide a general number for non-union co-pay structures.

<table>
<thead>
<tr>
<th>Plan Design Information</th>
<th>Individual</th>
<th>Two Person</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular Visit Co-pay</td>
<td>$15.00</td>
<td>$15.00</td>
<td>$15.00</td>
</tr>
<tr>
<td>Prescription Drug Co-pay</td>
<td>$20/$25/$30</td>
<td>$20/$25/$30</td>
<td>$20/$25/$30</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Annual Premium Rates</th>
<th>Annual</th>
<th>Monthly</th>
<th>Annual</th>
<th>Monthly</th>
<th>Annual</th>
<th>Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Annual Premium</td>
<td>$111,170.56</td>
<td>$930.88</td>
<td>$22,795.49</td>
<td>$1,982.95</td>
<td>$31,723.68</td>
<td>$2,643.64</td>
</tr>
<tr>
<td>Annual Employee Contribution - 10%</td>
<td>$11,170.56</td>
<td>$930.88</td>
<td>$2,279.54</td>
<td>$198.30</td>
<td>$3,172.37</td>
<td>$264.36</td>
</tr>
<tr>
<td>Annual Employee Contribution - 15%</td>
<td>$16,755.88</td>
<td>$139.63</td>
<td>$3,569.31</td>
<td>$297.44</td>
<td>$4,758.55</td>
<td>$396.55</td>
</tr>
<tr>
<td>Annual Employee Contribution - 50%</td>
<td>$5,585.28</td>
<td>$465.44</td>
<td>$11,897.70</td>
<td>$991.48</td>
<td>$15,861.84</td>
<td>$1,321.82</td>
</tr>
</tbody>
</table>

I. The number of collective bargaining agreements and/or unions which have incorporated the County of Albany's retirement benefits eligibility framework by reference. In other words, do all employees under a union contract gain retiree medical insurance benefits in the same way under the same conditions as non-union employees? See chart above. The general rule is that employees pay into retirement at the same rate as they were while they were employed. The exceptions are noted above.
June 7, 2019

Honorable Andrew Joyce  
Legislative Clerk’s Office  
112 State Street, Room 710  
Albany, New York 12207

Dear Mr. Joyce:

The attached correspondence is forwarded for presentation to the Albany County Legislature.

As you are aware our office is responsible for the operation and administration of the Albany County Advanced Life Support Program, which provides paramedic & EMT response in the Towns of Bethlehem, Coeymans, New Scotland, Berne, Rensselaerville and Westerlo. We also operate an EMT program for the Bethlehem Volunteer Ambulance Service, Delmar Fire District and the Town of New Scotland.

We continue to experience problems with filling full and part-time Paramedic and EMT positions with Albany County residents. There is a lack of available emergency personnel residing in Albany County, which creates a major issue. Additionally, the higher hourly rate paid by other municipalities in Albany County has proven to be a hindrance in getting available applicants.

The situation continues to be an issue with fulfilling our staffing requirements and I request legislative approval to fill full & part-time Paramedic & EMT positions with out of county residents. At all times, a qualified resident of Albany County would receive preference over a non-resident.

Should there be any questions, do not hesitate to call.

Sincerely,

Craig D. Apple Sr.
Sheriff

Att.
Cc: Hon. Daniel P. McCoy, County Executive  
Hon. Paul Miller, Public Safety Chairman  
Hon. Dr. Charles Dawson, Audit & Finance Committee  
Kevin Cannizzaro, Esq., Majority Counsel  
Arnis Zilgs, Esq., Minority Counsel
REQUEST FOR LEGISLATIVE ACTION

DATE: MAY 15, 2019

DEPARTMENT: ALBANY COUNTY SHERIFF'S DEPT

CONTACT PERSON: SHERIFF CRAIG D APPLE SR
TELEPHONE: 518-447-5440

PURPOSE OF REQUEST:
- AMENDMENT OF PRIOR LEGISLATION
- APPROVAL/ADOPTION OF PLAN/PROCEDURE
- BOND APPROVAL
- BUDGET AMENDMENT (SEE BELOW)
- CONTRACT AUTHORIZATION (SEE BELOW)
- ENVIRONMENTAL IMPACT
- HOME RULE REQUEST
- PROPERTY CONVEYANCE
- OTHER (STATE BRIEFLY IF NOT LISTED ABOVE)

FOR FULL TIME AND PART TIME PARAMEDICS AND ALSO FULL TIME AND PART TIME EMT POSITIONS.

CONCERNING BUDGET AMENDMENTS

STATE THE FOLLOWING:
- INCREASE ACCOUNT/LINE NO.
- SOURCE OF FUNDS:
- TITLE CHANGE:

CONCERNING CONTRACT AUTHORIZATION,

STATE THE FOLLOWING:
- TYPE OF CONTRACT
  - CHANGE ORDER/CONTRACT AMENDMENT
  - PURCHASE (EQUIPMENT/SUPPLIES)
  - LEASE (EQUIPMENT/SUPPLIES)
  - REQUIREMENTS
  - PROFESSIONAL SERVICES
  - EDUCATIONAL/TRAINING
  - GRANT: NEW
  - RENEWAL
  - SUBMISSION DEADLINE DATE
- SETTLEMENT OF A CLAIM
- RELEASE OF LIABILITY
- OTHER: (STATE BRIEFLY)
CONCERNING CONTRACT AUTHORIZATION (CONT'D)

STATE THE FOLLOWING:

CONTRACT TERMS/CONDITIONS: PARTY (NAME/ADDRESS):

AMOUNT/RATE SCHEDULE/FEES:

TERM:
SCOPE OF SERVICES:

CONTRACT FUNDING:
ANTICIPATED IN CURRENT BUDGET: YES __________ NO __________
FUNDING SOURCE:
COUNTY BUDGET ACCOUNTS:
REVENUE:
APPROPRIATION:
BOND (RES. NO. & DATE OF ADOPTION):

CONCERNING ALL REQUESTS:
MANDATED PROGRAM/SERVICE: YES __________ NO __________ X
IF MANDATED CITE: AUTHORITY
ANTICIPATED IN CURRENT ADOPTED BUDGET: YES __________ NO __________ X
IF YES, INDICATE REVENUE APPROPRIATION ACCOUNTS:

FISCAL IMPACT - FUNDING: (DOLLARS OR PERCENTAGES)
FEDERAL
STATE
COUNTY
TERM/LENGTH OF FUNDING

PREVIOUS REQUESTS FOR IDENTICAL OR SIMILAR ACTION:
RESOLUTION/LAW NUMBER: RES 18-103
DATE OF ADOPTION: 3/12/2018

JUSTIFICATION: (STATE BRIEFLY WHY LEGISLATIVE ACTION IS REQUESTED)
DUE TO THE UNAVAILABILITY OF EMT'S AND PARAMEDICS WITHIN
ALBANY COUNTY, WE REQUEST LEGISLATURE APPROVAL TO RECRUIT AND
HIRE OUTSIDE OF ALBANY COUNTY FOR BOTH FULL TIME AND PART TIME PARAMEDICS
AND EMT'S. ALSO, WE REQUEST THIS RESOLUTION NOT HAVE AN EXPIRATION DATE.

BACK-UP MATERIAL SUBMITTED (I.E. APPLICATION/APPROVAL NOTICES FROM FUNDING SOURCE,
BID TABULATION SHEET, CIVIL SERVICE APPROVAL NOTICE, PROGRAM ANNOUNCEMENT, CONTRACTS
AND/OR ANY MATERIALS WHICH EXPLAIN OR SUPPORT THE REQUEST FOR LEGISLATIVE ACTION.)

SUBMITTED BY: CRAIG D APPLE SR
TITLE: SHERIFF
May 29, 2019

The Honorable Andrew Joyce  
Chairman, Albany County Legislature  
Legislative Clerk’s Office  
112 State Street, Suite 710  
Albany, New York 12207

Dear Chairman Joyce:

The Albany County Nursing Home respectfully requests Legislative approval to hire out-of-county staff members for the following positions: Registered Nurse; Licensed Practical Nurse; Certified Nursing Assistant; including full time, part time and per diem in all nursing department titles.

Since September of 2014, we have been recruiting nursing titles and the results have not been sufficient to meet the void created by the revised schedules and the total number of open positions. The supply of qualified applicants is not meeting the demand and we must continue to look outside of our county to fill nursing titles. In addition, our collective bargaining agreement, as well as existing mandates of the contract, require us to provide 26 weekends off per year and rotating holidays off. With the current staffing levels, this cannot be accomplished. At this time, we have three (3) Licensed Practical Nurse, six (6) Registered Nurses, and thirty-one (31) Certified Nursing Assistant budgeted positions vacant, both full and part-time. All of which we have been unable to fill.

Since the facility is open 24 hours a day, 7 days per week providing care to our residents, it is imperative that we maintain minimum staffing levels. Every one of these vacant positions is mandated by NYS Department of Health Regulations and must be filled. Without soliciting perspective staff members from outside of Albany County, we will not be able to recruit enough healthcare professionals to meet the needs of our residents.

In accordance with the requirements of Resolution number 245-C for 1995, the facility requests to be given approval to fill the above mentioned positions. At the current time it is impossible to determine how long this staffing drought will exist, so we leave the
term of the approval with the Legislature, but at a minimum we need the approval to hire out-of-county for a 12 month period.

Thank you for your consideration.

Sincerely,

Larry I. Slatky
Executive Director

c: Dennis Feeney, Majority Leader
   Frank Mauriello, Minority Leader
   Kevin Cannizzaro, Majority Counsel
   Arnis Zilzme, Minority Counsel
REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):
Albany County Nursing Home To Be Permitted to Hire Registered and Licensed Nurses and Certified Nursing Assistants Who Reside Outside of Albany County

Date: May 29, 2019
Submitted By: Larry I. Slatky
Department: Albany County Nursing Home
Title: Executive Director
Phone: 518-869-2231
Department Rep.
Attending Meeting: Larry I. Slatky

Purpose of Request:

☐ Adopting of Local Law
☐ Amendment of Prior Legislation
☒ Approval/Adoption of Plan/Procedure
☐ Bond Approval
☐ Budget Amendment
☐ Contract Authorization
☐ Countywide Services
☐ Environmental Impact/SEQR
☐ Home Rule Request
☐ Property Conveyance
☐ Other: (state if not listed) Click or tap here to enter text.

CONCERNING BUDGET AMENDMENTS

Increase/decrease category (choose all that apply):

☐ Contractual
☐ Equipment
☐ Fringe
☐ Personnel
CONCERNING CONTRACT AUTHORIZATIONS

Type of Contract:
- ☐ Change Order/Contract Amendment
- ☐ Purchase (Equipment/Supplies)
- ☐ Lease (Equipment/Supplies)
- ☐ Requirements
- ☐ Professional Services
- ☐ Education/Training
- ☐ Grant
  Choose an item.
  Submission Date Deadline Click or tap to enter a date.
- ☐ Settlement of a Claim
- ☐ Release of Liability
- ☐ Other: (state if not listed) Click or tap here to enter text.

Contract Terms/Conditions:

Party (Name/address): Click or tap here to enter text.

Additional Parties (Names/addresses): Click or tap here to enter text.

Amount/Raise Schedule/Fee: Click or tap here to enter text.
Scope of Services: Click or tap here to enter text.

Bond Res. No.: Click or tap here to enter text.
Date of Adoption: Click or tap here to enter text.

CONCERNING ALL REQUESTS

Mandated Program/Service: Yes ☒ No ☐
If Mandated Cite Authority: New York State Department of Health

Is there a Fiscal Impact: Yes ☐ No ☒
Anticipated in Current Budget: Yes ☒ No ☐
Justification: (state briefly why legislative action is requested)
The Albany County Region has a shortage of Registered and Licensed Nurses and Certified Nursing Assistants to fill its budgeted positions and therefore must seek qualified nursing staff members outside of the County to properly care for the residents who reside at the nursing home. It should be noted that throughout the year we have advertised with the Times Union, posted positions with Indeed, Civil Service, Unemployment and Certified Nursing Assistant schools and have not been able to fill vacant Certified Nursing Assistant positions.