AGENDA

PERSONNEL COMMITTEE

OCTOBER 30, 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. 356: RESCINDING RESOLUTION NO. 217 FOR 2019**
Honorable Andrew Joyce and Members of the Albany County Legislature:

LADIES AND GENTLEMEN:

The Personnel Committee of the Albany County Legislature met on October 15, 2019. Chairman Grimm, Ms. Lekakis, Messrs. Touchette, R. Joyce, O'Brien, Ward and Mss. McLean Lane were present. Ms. McKnight and Mr. Stevens were excused. The following items were discussed and/or acted upon:

Approving Previous Meeting Minutes: Unanimously approved.

1. Confirming an Appointment to the Albany County Airport Authority Board: Ms. Sari M. O'Connor appeared before the committee regarding her nomination. Ms. O'Connor addressed that her experience on various boards and committees gave her some insights and familiarity with governmental structures such as at the Airport Authority, and was looking forward to working with the Board on their upcoming projects. 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
Honorable Andrew Joyce and Members of the Albany County Legislature:

LADIES AND GENTLEMEN:

The Personnel Committee of the Albany County Legislature met on September 25, 2019. Chairman Grimm, Ms. Lekakis, Messrs. Touchette, R. Joyce, O'Brien, Ward, Mss. McLean Lane, McKnight and Mr. Stevens were present. 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: The Committee voted unanimously to table the proposal.

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 the sponsor.


4. Confirming an Appointment to the Albany County Airport Authority Board: After brief discussion, the Committee voted unanimously to table the motion by Committee.

Respectfully Submitted,
THE PERSONNEL COMMITTEE

MARK E. GRIMM, Chairperson
SEAN E. WARD
RICHARD N. TOUCHETTE
RAYMOND F. JOYCE
ALISON MCLEAN LANE

LUCILLE M. McKnight
LYNNE LEKAKIS
JOSEPH E. OBRIEN
TRAVIS D. STEVENS
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 REQUIREING 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 encouraged to invite and coordinate with the Department of Human Resources, Division of Affirmative Action, and other County Departments when holding employment opportunity outreach events, 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. 356

RESCINDING RESOLUTION NO. 217 FOR 2019

Introduced: 8/12/19
By: Messrs. Mauriello, Burgdorf, Drake, Mendick, Grimm and Ms. McLean Lane

WHEREAS, Resolution 217 for 2019 was passed without its required Fiscal Impact Statement in contradiction to Rule 10 of our Legislative Rules of Order, and

WHEREAS, In addition to the numerous unanswered fiscal and actuarial implications rendered by Resolution 217 for 2019, additional legal and drafting ambiguities exist in the legislation, and

WHEREAS, The County Attorney states in a July 19th memorandum to the legislature that “The Resolution as written improperly indicates that the health insurance retirement benefit set forth in the Rules and Regulations applies to non-union employees only”, and

WHEREAS, The County Attorney also stated in said memorandum that “The Resolution as written reduces the years of service required for health insurance benefits in retirement, but is not specifically limited to active employees”, and

WHEREAS, The County Executive took no action allowing the Resolution to take effect in accordance to our Charter, and

WHEREAS, The citizens and employees of Albany County are ill-served by a policy that neither knows its own cost nor to whom it may be applied to, now, therefore be it

RESOLVED, That Resolution No. 217 for 2019 is hereby rescinded, 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 and Audit and Finance Committees – 8/12/19