

# **County of Albany**

112 State Street  
Albany, NY 12207



## **Meeting Agenda**

**Thursday, May 28, 2020**

**5:30 PM**

**Held Remotely**

## **Personnel Committee**

**CURRENT BUSINESS:**

1. APPROVING PREVIOUS MEETING MINUTES
2. A RESOLUTION AMENDING RESOLUTION 283 FOR 1992, AS SUBSEQUENTLY AMENDED, TO RESTORE THE COMMITTEE TO FILL VACANCIES IN RESPONSE TO THE COVID-19 RELATED HEALTH EMERGENCY AND UNCERTAINTY IN THE BUDGETARY REALITIES CAUSED BY CURRENT THE GLOBAL PANDEMIC.

**Sponsors:** Joyce, Peter and Ricard

3. AMENDING RESOLUTION NO 279 FOR 2000 REGARDING THE MODIFICATION TO THE FEE STRUCTURE FOR PARTICIPATION IN CIVIL SERVICE EXAMINATIONS AND WAIVING THE FEES FOR VETERANS TAKING OPEN COMPETITIVE OR PROMOTION EXAMS
4. AUTHORIZING SHAKER PLACE REHABILITATION AND NURSING CENTER TO CONSIDER OUT-OF-COUNTY APPLICANTS FOR THE POSITIONS OF REGISTERED NURSE, LICENSED PRACTICAL NURSE AND CERTIFIED NURSING ASSISTANT

# County of Albany

112 State Street  
Albany, NY 12207



## Meeting Minutes

Thursday, February 27, 2020

5:30 PM

Harold L. Joyce Albany County Office Building  
Room 730

## Personnel Committee

**PREVIOUS BUSINESS:**

**Present:** Legislator Gilbert F. Ethier, Legislator Jeffrey D. Kuhn, Dustin M. Reidy, Raymond F. Joyce, Sean E. Ward, Lynne Lekakis, Mark E. Grimm and Todd A. Drake

**Excused:** Merton D. Simpson

**APPROVING PREVIOUS MEETING MINUTES**

A motion was made that the previous meeting minutes be approved. The motion carried by a unanimous vote.

**CURRENT BUSINESS:**

1. CONFIRMING THE APPOINTMENT OF THE COMMISSIONER OF THE DEPARTMENT FOR CHILDREN, YOUTH AND FAMILIES

A motion was made that this proposal be moved forward positive recommendation. The motion carried by a unanimous vote.

**RESOLUTION NO. 194**

**A RESOLUTION AMENDING RESOLUTION 283 FOR 1992, AS SUBSEQUENTLY AMENDED, TO RESTORE THE COMMITTEE TO FILL VACANCIES IN RESPONSE TO THE COVID-19 RELATED HEALTH EMERGENCY AND UNCERTAINTY IN THE BUDGETARY REALITIES CAUSED BY CURRENT THE GLOBAL PANDEMIC.**

Introduced: 5/11/20

By Mr. A. Joyce:

WHEREAS, By Resolution No. 283 for 1992, the Albany County Legislature created a Committee to Fill Vacancies, consisting of a representative from the County Executive's Office, County Comptroller's Office and Office of Employee Relations to determine whether vacant positions then existing or coming into existence should be filled while the County faced a substantial shortfall in revenues generated from local sales taxes due to a national recession, and

WHEREAS, Those same harrowing economic realities exist today as a result of the COVID-19 related global pandemic, and

WHEREAS, As recently as last year, the County and nation were on better economic footing, which caused the previous review of the Committee to Fill Vacancies to lapse, and

WHEREAS, At this critical time, this Honorable Body believes it necessary to take into consideration potential revenue shortfalls prior to the filling of any vacant County positions, and

WHEREAS, This Honorable Body recognizes the need to hire employees to fill critical and necessary positions, however, before a position is available to be filled, the decision to hire needs to be reviewed and approved by the Committee to Fill Vacancies for its approval, and

WHEREAS, Meaningful review of salary lines can occur without the need to place an official freeze on hiring within the County, and

WHEREAS, To sensibly effect such a review and approval process, the Committee to Fill Vacancies, as originally envisioned and set forth, needs to be expanded to include oversight so that the Legislature might perform its budgetary responsibilities to determine whether continued funding of vacant positions is appropriate, now, therefore, be it

RESOLVED, By the Albany County Legislature that the Committee to Fill Vacancies as established in Resolution No. 283 for 1992, and as subsequently amended, is

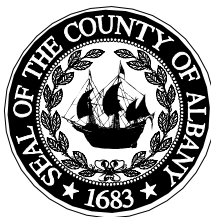
hereby reestablished to include a representative from the County Executive's Office, County Comptroller's Office and Office of Employee Relations, as voting members, in addition to the Chair of the Legislature and Chairs of the Personnel and Audit & Finance Committees of the Legislature (or their designees) as ex officio non-voting members, so that they may report to their respective bodies the fiscal impact of any vacant positions being filled within the County, and be it further

RESOLVED, That the Committee to Fill Vacancies shall be charged with the review all County Employee line items, except those of the office(s) of elected official(s), regardless of departmental budget location, and be it further

RESOLVED, That the Committee to Fill Vacancies shall take into consideration the fiscal consequences of filling any vacant position until the realities of this economic restlessness are able to be realized, and be it further

RESOLVED, That within sixty days of the adoption of this resolution, the Committee to Fill Vacancies be and hereby is requested to report to the County Legislature the steps taken to reduce the fiscal impact associated with filling vacant positions, 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.



DANIEL P. MCCOY  
COUNTY EXECUTIVE

COUNTY OF ALBANY  
DEPARTMENT OF CIVIL SERVICE  
112 STATE STREET, ROOM 900  
ALBANY, NEW YORK 12207-2021  
(518) 447-7770 - FAX (518) 447-5586  
WWW.ALBANYCOUNTY.COM

MICHAEL LALLI  
DIRECTOR

DAVID WALKER  
DEPUTY PERSONNEL OFFICER

February 12, 2020

Honorable Andrew Joyce  
Chair, Albany County Legislature  
112 State St., Rm. 710  
Albany, NY 12207

Dear Chairman Joyce,

The Department of Civil Service requests permission to amend the current fee structure for Civil Service exams by allowing military veterans to sit for exams at no cost. Currently military veterans pay \$20.00 for exam fees. Military veterans possess unique skills and experience that are valuable to the county and it would benefit both the county and veteran applicants to reduce barriers to entering the county workforce. This request also recognizes the valuable service veterans have provided to our county.

My office is available to provide further information if needed.

Sincerely Yours,

Michael Lalli  
Director  
Albany County Department of Civil Service

cc:

Hon. Dennis Feeney, Majority Leader  
Hon. Frank Mauriello, Minority Leader  
Kevin Cannizzaro, Majority Counsel  
Arnis Zilgma, Minority Counsel



Legislation Text

File #: TMP-1528, Version: 1

**REQUEST FOR LEGISLATIVE ACTION**

**Description (e.g., Contract Authorization for Information Services):**

Authorizing a modification to the Civil Service fee structure regarding military veteran applicants

Date: 2/12/2020  
 Submitted By: Michael Lalli  
 Department: Civil Service  
 Title: Director  
 Phone: 518-447-5642  
 Department Rep.  
 Attending Meeting: Michael Lalli

**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
- Personnel Non-Individual



Revenue

Increase Account/Line No.: Click or tap here to enter text.  
Source of Funds: Click or tap here to enter text.  
Title Change: Click or tap here to enter text.

**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: Click or tap here to enter text.

Is there a Fiscal Impact: Yes  No   
Anticipated in Current Budget: Yes  No

**County Budget Accounts:**

Revenue Account and Line: Click or tap here to enter text.  
Revenue Amount: Click or tap here to enter text.

Appropriation Account and Line: Click or tap here to enter text.  
Appropriation Amount: Click or tap here to enter text.

Source of Funding - (Percentages)

Federal: Click or tap here to enter text.  
State: Click or tap here to enter text.  
County: Click or tap here to enter text.  
Local: Click or tap here to enter text.

Term

Term: (Start and end date) Click or tap here to enter text.  
Length of Contract: Click or tap here to enter text.

Impact on Pending Litigation

If yes, explain: Yes  No   
Click or tap here to enter text.

Previous requests for Identical or Similar Action:

Resolution/Law Number: 490 of 2010  
Date of Adoption: 2010

**Justification:** (state briefly why legislative action is requested)

The Department of Civil Service requests permission to amend the current fee structure for Civil Service exams by allowing military veterans to sit for exams at no cost. Currently military veterans pay \$20.00 for exam fees. Military veterans possess unique skills and experience that are valuable to the county and it would benefit both the county and veteran applicants to reduce barriers to entering the county workforce. This request also recognizes the valuable service veterans have provided to our county.

## **IX. VETERANS' RIGHTS**

### **A. Definition of a Veteran**

The term *veteran* is defined as a United States citizen or an alien lawfully admitted for permanent residence who served in the armed forces of the United States during a designated time of war and was honorably discharged or released under honorable circumstances. Also, for additional examination credit, a candidate must be a New York State resident at the time of application.

*Armed forces* are defined as the Army, Navy, Marine Corps, Air Force, Coast Guard and the National Guard when in service for the United States. Such service must be or have been on a full-time active duty basis, other than for training purposes.

*Time of war* is defined as follows:

All service in the United States armed forces during:

World War I	April 6, 1917 - November 11, 1918
World War II	December 7, 1941 - December 31, 1946
Korean Conflict	June 27, 1950 - January 31, 1955
Viet Nam Conflict	February 28, 1961 - May 7, 1975
Persian Gulf Conflict	August 2, 1990 - the date upon which such hostilities end

Service for which a veteran received the Armed Forces Expeditionary Medal, the Navy Expeditionary Medal, or the Marine Corps Expeditionary Medal for:

Hostilities in Lebanon	June 1, 1983 - December 1, 1987
Hostilities in Grenada	October 23, 1983 - November 21, 1983
Hostilities in Panama	December 20, 1989 - January 31, 1990

Service in the commissioned corps of the United States Public Health Service during the following dates:

July 29, 1945 - December 31, 1946
June 27, 1950 - July 3, 1952

A *disabled veteran* is defined as someone who meets the above service criteria and is certified by the United States Veterans' Affairs as having a disability rated at 10 percent or more which was

incurred while serving in the United States armed forces during time of war. The disability must be in effect and the disabled veteran must be receiving payment for such disability at the time of application or retention.

## **B. Examination Credits**

Certain veterans are entitled to receive additional credit in competitive civil service examinations. Article V, Section 6 of the State Constitution provides that to receive additional credit a veteran:

- must have served in a time of war;
  - must have received an honorable discharge or been released under honorable circumstances;
  - must be a resident of New York State at time of application for examination.
- 
- A candidate claiming veterans' credits may apply for such credit at any time between the date of application for examination and the establishment of the resulting eligible list. Required is a copy of the candidate's DD-214 (separation papers). A candidate cannot be granted veterans' credit after an eligible list has been established.
  - A veteran must first obtain a minimum passing score on the examination in order to be granted additional credit.
    - *Disabled veterans* are entitled to receive an additional ten points on an open-competitive examination or an additional five points on a promotion examination. In order to be eligible for credits as a disabled veteran, the candidate must be certified by the Department of Veterans' Affairs as being entitled to and currently receiving payment for a service connected disability rated at 10 percent or more, which was incurred during a time of war. A copy of said certification must be provided to Civil Service in order to receive credits as a disabled veteran.
    - *Non-disabled veterans* are entitled to five points on an open-competitive examination or two and one-half points on a promotion examination.
  - Veterans' credits may be used only once, with one exception (*see paragraph below*). When a veteran receives a permanent appointment (either original appointment or promotion) from

an eligible list using his or her veterans' credits, no additional veterans' credit may be awarded on any subsequent examination. This would apply to *any* appointment in the civil service of New York State or *any* of its civil divisions. A veteran is deemed to have used credit if such credit changes the veteran's position relative to other candidates on the eligible list from which his/her permanent appointment results. If the position of a veteran on an eligible list is not changed by the addition of veterans' credits, the credits are not deemed to have been used.

*An amendment to Article V, Section 6 of the State Constitution (effective January 1, 2014) creates an **exception** to the one-time-only use of veteran credits. It permits veterans who are certified as disabled after having already received credits as a non-disabled veteran for either an original appointment or a promotion to receive additional credits after the certification of their disability. After being certified disabled, such veteran would be entitled to an additional grant of credits equal to the difference between 10 credits and the number of credits received at the initial appointment or promotion (while non-disabled). This would bring the total additional points of credit such veterans can receive to 10 for either an appointment or a promotion.*

- A veteran may withdraw his/her veterans' credit at any time up to appointment. Such withdrawal may require revision of the eligible list to reflect the veteran's final examination rating after the credit has been deducted. A request to withdraw credits may not be reversed during the life of the affected eligible list. A veteran may apply for, be awarded and subsequently withdraw use of veterans' credits on an unlimited number of examinations until the credit is used in gaining a permanent appointment.
- A veteran who receives a permanent appointment from an eligible list using veterans' credit and subsequently either is terminated during or at the end of the probationary term or resigns during or at the end of the probationary period shall be deemed to have not used his/her veterans' credit.

### **C. Military Make-Up Examinations**

Members of the organized militia or reserves who, because of active military duty other than for training purposes, are unable to file an application by the appropriate deadline, or who are able to

file but are unable to participate in the scheduled examination due to a military commitment, may be eligible for participation in examination. In order for a military make-up examination to be administered, the eligible list resulting from the original examination holding must still be in existence. A candidate eligible for a military make-up exam does not have to wait until discharge from active duty to take the test. Completing the examination at the earliest possible opportunity is advisable, since candidates who pass a military make-up examination can only have their scores added to the existing eligible list for the examination in which the individual was originally unable to participate.

**NOTE:** A military make-up examination is not limited to written tests. If an applicant was unable to appear for a medical, physical agility, performance, psychological or any other type of examination, then he/she would be entitled to a make-up examination.

Special rights fall into the following categories:

**1. Filed application prior to last filing date – Unavailable to attend exam on scheduled date.**

- Any member of the Armed Forces who, because of active military duty, other than for training purposes, is unable to participate on the scheduled examination date, but filed an application prior to the application deadline *and was determined to be qualified*, shall be given a special military make-up exam.

**2. Missed the application deadline – Able to take exam on scheduled date.**

- Any member of the Armed Forces who, because of active military duty, other than for training purposes, misses the application deadline for a scheduled examination and who returns from such duty prior to the scheduled examination date shall be granted a waiver of the application deadline requirement. The application will be reviewed in the normal manner. The candidate will be allowed to take the exam if the application is determined to meet the minimum qualifications as stated in the exam announcement.

**3. Missed the application deadline and exam date, or did not file an application for the exam.**

- **Veterans** may apply for any Albany County Civil Service exam that was administered during their active duty tour as long as the eligible list is still active.

In order to be eligible for a make-up examination or to participate in the scheduled examination after the application deadline has passed, candidates serving in eligible military duty must submit copies of the following information:

- An application for examination and filing fee;
- An Alternate Test Date application (if they are unable to participate in the originally scheduled examination date due to an eligible military commitment);
- A copy of military orders, a DD-214 or other official military documentation that substantiates his or her military service during the application filing period or on the date of the scheduled examination.

Veteran applicants are not entitled to veterans' or disabled veterans' credit on a make-up or comparable examination, unless they qualified for such credit as of the last filing date for the original examination.

\*Written exam materials from the originally scheduled exam should not be retained for use in military make-up examinations. Requests for military make-up and comparable exams should be made through the MSD web application.

#### **D. Veterans' Layoff Rights**

##### **Competitive Class Positions**

Whenever competitive class positions are abolished resulting in the suspension, demotion or displacement of permanent employees, veterans will have additional time added to their retention dates as follows:

- *Disabled* veterans will have their retention date deemed to be 60 months earlier than their date of original permanent appointment to the classified service.
- *Non-disabled* veterans will have their retention date deemed to be 30 months earlier than their date of original permanent appointment to the classified service.
- *The spouse of a veteran with a one-hundred percent service connected disability* will have his or her retention date deemed to be 60 months earlier than the spouse's date of original appointment to the classified service. The spouse must be a head of household and reside with the veteran-spouse at the date of layoff.

A veteran **automatically** has his/her retention date adjusted; it does not need to be applied for, and does not depend on whether a veteran received, or even applied for, veterans' credits at time

of examination. However, Civil Service should verify veterans' and disabled veterans' status for all employees potentially affected by layoff.

### **Non-Competitive or Labor Class Positions**

Whenever a non-competitive or labor class position occupied by a veteran is abolished, the veteran shall have a right to transfer to a similar vacant position and shall receive the same compensation in the new position. It is the responsibility of all persons with the power to appoint to make such transfers effective. When a vacancy exists in a similar position to which the veteran could be transferred, it is the responsibility of the appointing authority and Civil Service to effect an appropriate transfer happen before any other appointment can be made to the position.

For further information regarding the rights of veterans, such as special military lists and age deductions for exams with maximum age requirements, refer to the manual available on MSD titled, "Veterans' Rights Manual for Municipalities."



**RESOLUTION NO. 490**

**AMENDING RESOLUTION NO. 279 FOR 2000 REGARDING COUNTY  
EMPLOYEE CIVIL SERVICE EXAM FEES**

Introduced: 12/6/10

By Audit and Finance Committee:

WHEREAS, By Resolution No. 279 for 2000, this Honorable Body established a policy that both the State and County fee charged by Albany County for Civil Service promotional exams taken by Albany County employees for Albany County positions and open competitive exams taken by Albany County employees for Albany County positions was waived, and

WHEREAS, As part of the 2011 Executive Budget proposal, the County Executive has requested that the policy be changed to require employees to pay for exam booklets if the employee takes more than two exams per year, now, therefore be it

RESOLVED, By the Albany County Legislature that Resolution No. 279 for 2000 is amended as requested by the County Executive to require employees to pay for exam booklets if an employee takes more than two exams per year, 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.

*Adopted by unanimous vote. 12/6/10*



Daniel P. McCoy  
County Executive

Larry I. Slatky  
Executive Director

May 5, 2020

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

Dear Chairman Joyce:

Shaker Place Rehabilitation and Nursing Center 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 forty (40) Certified Nursing Assistant budgeted positions vacant, both full and part-time. All of which we have been unable to fill. To complicate matters, the COVID-19 Pandemic will make it that much more difficult to fill vacant positions and/or cover for those staff members who are out on sick leave, that is why we are requesting that this approval be for a two (2) year period.

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.

We thank you for your consideration.

Sincerely,

Larry I. Slatky  
Executive Director

cc: Dennis Feeney, Majority Leader  
Frank Mauriello, Minority Leader  
Kevin Cannizzaro, Majority Counsel  
Arnis Zilgme, Minority Counsel





Legislation Text

File #: TMP-1665, Version: 1

**REQUEST FOR LEGISLATIVE ACTION**

**Description (e.g., Contract Authorization for Information Services):**

Shaker Place Rehabilitation and Nursing Center to be Permitted to Hire Registered and Licensed Nurses and Certified Nursing Assistants Who Reside Outside of Albany County

Date: May 5, 2020  
 Submitted By: Larry I. Slatky  
 Department: Shaker Place Rehabilitation and Nursing Center  
 Title: Executive Director  
 Phone: 518-213-8940  
 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

- Personnel Non-Individual
- Revenue

Increase Account/Line No.: Click or tap here to enter text.  
Source of Funds: Click or tap here to enter text.  
Title Change: Click or tap here to enter text.

**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: CMS and NYSDOH

Is there a Fiscal Impact: Yes  No   
Anticipated in Current Budget: Yes  No

County Budget Accounts:

Revenue Account and Line: Click or tap here to enter text.  
Revenue Amount: Click or tap here to enter text.

Appropriation Account and Line: Click or tap here to enter text.  
Appropriation Amount: Click or tap here to enter text.

Source of Funding - (Percentages)

Federal: Click or tap here to enter text.  
State: Click or tap here to enter text.  
County: 100%  
Local: Click or tap here to enter text.

Term

Term: (Start and end date) 8/1/2020 - 7/31/2022  
Length of Contract: 24 months

Impact on Pending Litigation

If yes, explain: Yes  No   
Click or tap here to enter text.

Previous requests for Identical or Similar Action:

Resolution/Law Number: 277  
Date of Adoption: 7/8/2019

**Justification:** (state briefly why legislative action is requested)

Shaker Place Rehabilitation and Nursing Center requires Registered Nurses, Licensed Practical Nurses and Certified Nursing Assistants on a full time, part time and per-diem basis to carry out the care needs of our resident population and to manage the clinical workforce. We have diligent sought out qualified applicants for vacant positions and they are not available in the Albany County Region, even though we have utilized social media, attending job fairs and worked with clinical schools of learning. It is apparent that due to the COVID-19 pandemic that our recruitment efforts must be expanded outside our County and all data is showing that this landscape will not change for a minimum of two years, therefore, we are respectfully requesting that this Resolution to hire nursing staff outside of Albany County be approved for a two year period.

RESOLUTION NO. 277

**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**

Introduced: 7/8/19

By Personnel Committee:

WHEREAS, The Executive Director of the Department of Residential Health Care Facilities has diligently sought out qualified applicants for the positions of Registered Nurse, Licensed Practical Nurse and Certified Nursing Assistant, including full time, part time and per diem, and

WHEREAS, The Executive Director has indicated he has not been able to locate sufficient numbers of qualified applicants who are residents of Albany County and willing to accept the positions, and

WHEREAS, Resolution No. 245-C for 1995 requires the approval of this Honorable Body for the consideration and hiring of out-of-county applicants in instances where there are not sufficiently qualified Albany County residents who have applied for such positions, and

WHEREAS, The Personnel Committee of the Albany County Legislature has been satisfied that there exists a shortage of qualified Albany County residents to fill Registered Nurse, Licensed Practical Nurse and Certified Nursing Assistant positions and has recommended that approval in accordance with the requirements of Resolution No. 245-C for 1995 be given to filling the above-mentioned nursing positions at the Department of Residential Health Care Facilities for a 12-month period with qualified out-of-county applicants, now, therefore be it

RESOLVED, By the Albany County Legislature that the consideration of out-of-county applicants to fill Registered Nurse, Licensed Practical Nurse and Certified Nursing Assistant positions at the Department of Residential Health Care Facilities is approved in accordance with the requirements of Resolution No. 245-C for 1995, and, be it further

RESOLVED, That the aforementioned approval to consider out-of-county applicants for these positions shall expire July 1, 2020, 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.

*Adopted by unanimous vote - 7/8/19*

RESOLUTION NO. 277

**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**

Introduced: 7/8/19  
By Personnel Committee:

WHEREAS, The Executive Director of the Department of Residential Health Care Facilities has diligently sought out qualified applicants for the positions of Registered Nurse, Licensed Practical Nurse and Certified Nursing Assistant, including full time, part time and per diem, and

WHEREAS, The Executive Director has indicated he has not been able to locate sufficient numbers of qualified applicants who are residents of Albany County and willing to accept the positions, and

WHEREAS, Resolution No. 245-C for 1995 requires the approval of this Honorable Body for the consideration and hiring of out-of-county applicants in instances where there are not sufficiently qualified Albany County residents who have applied for such positions, and

WHEREAS, The Personnel Committee of the Albany County Legislature has been satisfied that there exists a shortage of qualified Albany County residents to fill Registered Nurse, Licensed Practical Nurse and Certified Nursing Assistant positions and has recommended that approval in accordance with the requirements of Resolution No. 245-C for 1995 be given to filling the above-mentioned nursing positions at the Department of Residential Health Care Facilities for a 12-month period with qualified out-of-county applicants, now, therefore be it

RESOLVED, By the Albany County Legislature that the consideration of out-of-county applicants to fill Registered Nurse, Licensed Practical Nurse and Certified Nursing Assistant positions at the Department of Residential Health Care Facilities is approved in accordance with the requirements of Resolution No. 245-C for 1995, and, be it further

RESOLVED, That the aforementioned approval to consider out-of-county applicants for these positions shall expire July 1, 2020, 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.

*Adopted by unanimous vote - 7/8/19*