

County of Albany

Harold L. Joyce
Albany County Office Building
112 State Street - Albany, NY 12207



Meeting Agenda

Thursday, April 29, 2021

6:00 PM

Held Remotely

Personnel Committee

PREVIOUS BUSINESS:

1. APPROVING PREVIOUS MEETING MINUTES
2. AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES TO RECOGNIZE JUNETEENTH AS A COUNTY HOLIDAY

CURRENT BUSINESS:

3. ESTABLISHING A LIVING WAGE FOR EMPLOYEES OF THE COUNTY OF ALBANY AND AMENDING THE 2021 ALBANY COUNTY BUDGET

County of Albany

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Albany County Office Building
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Meeting Minutes

Thursday, March 25, 2021

6:00 PM

Held Remotely

Personnel Committee

PREVIOUS BUSINESS:

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

Excused: Merton D. Simpson and Todd A. Drake

1. APPROVING PREVIOUS MEETING MINUTES

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

2. AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES TO RECOGNIZE JUNETEENTH AS A COUNTY HOLIDAY

This proposal was tabled at the request of the Sponsor.

CURRENT BUSINESS:

3. AUTHORIZING AN AGREEMENT WITH PMA MANAGEMENT CORP., REGARDING THIRD-PARTY ADMINISTRATION OF WORKERS' COMPENSATION CLAIMS AND BENEFITS FOR ALBANY COUNTY

A motion was made to move the proposal forward with a positive recommendation. The motion carried by a unanimous vote.

RESOLUTION NO. 54

AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES TO RECOGNIZE JUNETEENTH AS A COUNTY HOLIDAY

Introduced: 2/8/21

By Mr. Clay, Ms. Chapman, Messrs. Efekoro, Fein, Ms. McLaughlin, Mr. Simpson, Ms. Willingham, Messrs. A. Joyce, Feeney, Beston, Bruschi, Cleary, Commisso, Ethier, R. Joyce, Ms. Lekakis, Mr. Mayo, Ms. McLean Lane, Messrs. Miller, O'Brien, Peter, Ms. Plotsky, Messrs. Reidy, Reinhardt, Ricard, Smith and Ward:

WHEREAS, The news of liberation of slaves came to Texas more than two years after President Abraham Lincoln's Emancipation Proclamation went into effect on January 1, 1863, and

WHEREAS, African-Americans across the state were made aware of their right to freedom on June 19, 1865, when Major General Gordon Granger arrived in Galveston with federal troops to read General Order No. 3 announcing the end of the Civil War and that all enslaved people were now free, as well as to maintain a presence in Texas for the purpose of enforcement of emancipation among slave-owners throughout the state, and

WHEREAS, Juneteenth Independence Day celebrations have been held to honor African-American freedom while encouraging self-development and respect for all cultures, and

WHEREAS, The faith and strength of character demonstrated by former slaves and the descendants of former slaves remain an example for all people of the United States, regardless of background, religion, or race, and

WHEREAS, Slavery was not officially abolished until the ratification of the 13th Amendment to the Constitution of the United States in December 1865, and

WHEREAS, Over the course of its history, the United States has grown into a symbol of democracy and freedom around the world, and

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, Contained within the employee rules and regulations are the holidays observed by county employees, and

WHEREAS, NYS Governor Andrew M. Cuomo issued an Executive Order recognizing June 19, 2020 as Juneteenth, and declared that June 19, 2020 to be a holiday for state employees, and

WHEREAS, the County of Albany, being the Capital of the Empire State, has a proud history of being at the forefront in supporting, honoring and celebrating civil rights and freedoms, now, therefore, be it

RESOLVED, By the Albany County Legislature that the County of Albany

(1) Designates June 19, 2021, as “Juneteenth”;

(2) Recognizes the historical significance of Juneteenth to the United States;

(3) Supports the continued nationwide celebration of Juneteenth to provide an opportunity for the people of the United States to learn more about the past and to better understand the experiences that have shaped the United States, and

(4) Recognizes that the observance of the end of slavery is part of the history and heritage of the United States, and be further

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 VI: PAID LEAVES OF ABSENCE

H. Paid Holidays. The following days are observed by the County as paid holidays: New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Election Day, Veterans' Day, Thanksgiving Day, and Christmas Day. If such a holiday falls on a Saturday, it will be observed on the preceding Friday and if such a holiday falls on a Sunday, it will be observed on the following Monday.”

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 – 2/8/21

RESOLUTION NO. 131

ESTABLISHING A LIVING WAGE FOR EMPLOYEES OF THE COUNTY OF ALBANY AND AMENDING THE 2021 ALBANY COUNTY BUDGET

Introduced: 4/12/21

By Lekakis, Willingham, Cunningham, McLean Lane, McLaughlin, Plotsky, Messrs. A. Joyce, Feeney, Bruschi, Clay, Cleary, Commisso, Efekoro, Ethier, Fein, Kuhn, Miller, Peter, Reidy, Reinhardt, Ricard and Simpson:

WHEREAS, The Albany County Legislature takes pride in its workforce and has a long and demonstrated history of supporting higher than minimum wages for its employees, and

WHEREAS, In 2018, this Honorable Body endeavored in studying the effect of raising the hourly wages of employees to \$15 per hour, to establish a living wage, and

WHEREAS, There has been a fight for economic justice which continues throughout the nation, and

WHEREAS, With the influence of the COVID-19 pandemic, the economy has been severely affected and economic recovery strategies should be implemented whenever possible, and

WHEREAS, Low wages, compounded by the growing wealth gap, contribute to a cycle of debt and poverty for women and minorities, and

WHEREAS, While increasing wages cannot alone close the wealth gap, it would increase the income of many County employees, especially minorities and women who have been disenfranchised from fair and equal wages since the beginning of time, and

WHEREAS, The Albany County Legislature has determined that the NY State minimum wage of \$12.50 per hour is insufficient to support a minimal and basic standard of living in Albany County, and that an adequate wage to support such a standard of living is \$15 per hour, and

WHEREAS, The Albany County Legislature does not have the legal authority to legislate a different minimum wage than the state minimum wage, but nevertheless it is the desire of this Honorable Body to take action within its power to provide a fair living wage to its employees, now, therefore be it

RESOLVED, By the Albany County Legislature, that a living wage of \$15 per hour shall apply to all non-elected employees of the County of Albany, and be it further

RESOLVED, By the Albany County Legislature that the 2021 Albany County Budget is hereby amended as follows:

Decrease Appropriation Account A 1990 by \$70,072 by decreasing Line Item A 1990 44999 Misc Contractual Expenses by \$70,072

Increase Line Item A 9901 99901 TRANSFER OTHER FUNDS by \$51,723

Increase Line Item NH 6020 05033 INTERFUND TRANSFERS by \$51,723

Increase Line Item NH 6020 15293 6400513 ACTIVITIES ASSISTANT by \$2,438

Increase Line Item A 1185 160005 CLERK I PT 20 by \$838

Increase Line Item A 1185 89030 SOCIAL SECURITY by \$64

Increase Line Item A 6772 5000020 COMMUNITY SERVICE ENROLL by \$866

Increase Line Item A 6772 89030 SOCIAL SECURITY by \$66

Increase Line Item NH 6020 640948 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 640920 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 640947 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 640946 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 640944 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 640940 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 640933 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 640941 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 640938 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 640935 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 640942 ENV SERVICE AIDE by \$2,438

Increase Line Item NH 6020 641013 ENV SERVICE PER DIEM by \$575

Increase Line Item NH 6020 640662 FOOD SERVICE HELPER by \$1,136

Increase Line Item NH 6020 640630 FOOD SERVICE HELPER by \$2,438

Increase Line Item NH 6020 640613 FOOD SERVICE HELPER by \$2,445

Increase Line Item NH 6020 640629 FOOD SERVICE HELPER by \$2,445

Increase Line Item NH 6020 640624 FOOD SERVICE HELPER by \$2,438

Increase Line Item NH 6020 640639 FOOD SERVICE HELPER by \$2,438

Increase Line Item NH 6020 640628 FOOD SERVICE HELPER by \$2,438

Increase Line Item NH 6020 640632 FOOD SERVICE HELPER by \$2,438

Increase Line Item NH 6020 89030 SOCIAL SECURITY by \$3,676

Increase Line Item A 1411 240014 MICROFILM AIDE 35 by \$171

Increase Line Item A 1411 89030 SOCIAL SECURITY by \$13

Increase Line Item A 1410 239999 TEMP COUNTY CLERK by \$298

Increase Line Item A 1410 89030 SOCIAL SECURITY by \$23

Increase Line Item A 3110 379996 TEMP COURT ATTENDANTS by \$6,405

Increase Line Item A 3110 89030 SOCIAL SECURITY by \$490

Increase Line Item A 3189 660004 TEMP HELP STOP DWI by \$290

Increase Line Item A 3189 89030 SOCIAL SECURITY by \$22

Increase Line Item A 4010 409999 TEMP HEALTH by \$179

Increase Line Item A 4010 89030 SOCIAL SECURITY by \$14

Increase Line Item A 7410 529998 TEMP HELP by \$7,854

Increase Line Item A 7410 89030 SOCIAL SECURITY by \$601

Increase Line Item A 4610 459999 TEMP RAPE CRISIS by \$144

Increase Line Item A 4610 89030 SOCIAL SECURITY by \$11
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.