

# **County of Albany**

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



## **Meeting Agenda**

**Thursday, April 28, 2022**

**6:00 PM**

**Held Remotely**

**Personnel Committee**

**PREVIOUS BUSINESS:**

1. APPROVING PREVIOUS MEETING MINUTES

**CURRENT BUSINESS:**

2. AUTHORIZING THE DEPARTMENT OF SOCIAL SERVICES TO CONSIDER OUT-OF-COUNTY APPLICANTS FOR THE POSITIONS OF ELIGIBILITY EXAMINER I AND CASEWORKER

# **County of Albany**

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



## **Meeting Minutes**

**Thursday, March 31, 2022**

**6:00 PM**

**Held Remotely**

**Personnel Committee**

**PREVIOUS BUSINESS:**

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

**Excused:** 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**

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

**CURRENT BUSINESS:**

**3. CONFIRMING THE APPOINTMENT OF THE DIRECTOR OF AFFIRMATIVE ACTION WITHIN THE DEPARTMENT OF HUMAN RESOURCES**

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



DANIEL P. MCCOY  
COUNTY EXECUTIVE

COUNTY OF ALBANY  
DEPARTMENT OF SOCIAL SERVICES  
162 WASHINGTON AVENUE  
ALBANY, NEW YORK 12210-2304  
(518) 447-7300  
WWW.ALBANYCOUNTY.COM

MICHELE G. MCCLAVE  
COMMISSIONER

ERIN M. STACHEWICZ  
EXECUTIVE DEPUTY  
COMMISSIONER

VALERIE SACKS  
DEPUTY COMMISSIONER

April 6, 2022

Hon. Andrew Joyce, Chairman  
Legislative Clerk's Office  
112 State St., Room 710  
Albany, NY 12207

Dear Chairman Joyce,

The Department of Social Services respectfully requests legislative approval for the following:

The Albany County Department of Social Services has found the current policy of requiring applicants to reside within the County to be severely limiting in our recruitment efforts and has restricted our ability to hire qualified candidates for Eligibility Examiner I and Caseworker positions. Since the pandemic, the Department has had ongoing difficulty in recruiting, hiring and training for our entry-level Caseworker, and Eligibility Examiner I positions because of a significant decline in non-remote work labor force participation and competition from adjacent municipal and state agencies.

Adjacent municipalities, including Rensselaer and Schenectady Counties, both waive a residency requirement. Non-local applicants can apply to these municipalities to seek employment. Albany County is also at a disadvantage because positions at NYS as well as some of our contiguous counties often offer higher rates of pay and applicants have a choice of residency.

Albany County DSS has diligently sought out qualified applicants by posting these position openings both internally and externally through Indeed and the Albany County Civil Service Employment web page to encourage applicants for these positions. Of the 1,405 that viewed our post for Eligibility Examiners on Indeed, 148 persons submitted resumes. After providing notice of the minimum qualifications and residency requirements, 19 completed the required County application. Of those 19, seven did not meet minimum qualifications and 3 withdrew. Of the 1,236 views of the Caseworker post, 109 candidates submitted resumes and we received a total of 5 applications.

Due to our unsuccessful attempts to secure enough qualified applicants for our multiple vacant entry level positions we are requesting a waiver to seek potential applicants residing outside of Albany County so we can immediately perform our vital functions and services to meet the needs of our most vulnerable populations and get into compliance with our regulatory requirements.

Sincerely,

Michele G. McClave  
Commissioner

cc: Dennis A. Feeney, Majority Leader  
Frank A. Mauriello, Minority Leader  
Rebekah Kennedy, Majority Counsel  
Minority Counsel



# County of Albany

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

## Legislation Text

**File #:** TMP-3244, **Version:** 1

### REQUEST FOR LEGISLATIVE ACTION

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

Residency Waiver Request for Social Services

Date:	3/30/2022
Submitted By:	Joseph DeAngelis
Department:	Social Services
Title:	Contract Administrator
Phone:	518-447-7583
Department Rep.	
Attending Meeting:	Michele G. McClave

**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)

We are requesting the ability to recruit and hire qualified Eligibility Examiner I's and Caseworkers who do not reside in Albany County as we have been unsuccessful in recruiting and hiring a sufficient pool of candidates within the County which are imperative for the essential function of DSS operations.

**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: -  
Revenue Amount: -

Appropriation Account and Line: -  
Appropriation Amount: -

Source of Funding - (Percentages)

Federal: -  
State: -  
County: -

Term

Term: (Start and end date) 5/1/2022-4/30/2023  
Length of Contract: One year

Impact on Pending Litigation

Yes  No   
If yes, explain: [Click or tap here to enter text.](#)

Previous requests for Identical or Similar Action:

Resolution/Law Number: -  
Date of Adoption: -

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

The Albany County Department of Social Services has found the current policy of requiring applicants to reside within the County to be severely limiting in our recruitment efforts and has restricted our ability to hire qualified candidates for Eligibility Examiner I and Caseworker positions. Since the pandemic, the Department has had ongoing difficulty in recruiting, hiring and training for our entry-level Caseworker, and Eligibility Examiner I positions because of a significant decline in non-remote work labor force participation and competition from adjacent municipal and state agencies.

Adjacent municipalities, including Rensselaer and Schenectady Counties, both waive a residency requirement. Non-local applicants can apply to these municipalities to seek employment. Albany County is also at a disadvantage because positions at NYS as well as some of our contiguous counties often offer higher rates of pay and applicants have a choice of residency.

Albany County DSS has diligently sought out qualified applicants by posting these position openings both internally and externally through Indeed and the Albany County Civil Service Employment web page to encourage applicants for these positions. Of the 1,405 that viewed our post for Eligibility Examiners on Indeed, 148 persons submitted resumes. After providing notice of the minimum qualifications and residency requirements, 19 completed the required County application. Of those 19, seven did not meet minimum qualifications and 3 withdrew. Of the 1,236 views of the Caseworker post, 109 candidates submitted resumes and we received a total of 5 applications.

Due to our unsuccessful attempts to secure enough qualified applicants for our multiple vacant entry level positions we are requesting a waiver to seek potential applicants residing outside of Albany County so we can immediately perform our vital functions and services to meet the needs of our most vulnerable populations and get into compliance with our regulatory

requirements.

The budget lines associated with this request are 6010.2128.001 and 6010.2128.004.