

County of Albany

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



Meeting Agenda

Thursday, May 26, 2022

6:00 PM

Held Remotely

Personnel Committee

PREVIOUS BUSINESS:

1. APPROVING PREVIOUS MEETING MINUTES

CURRENT BUSINESS:

2. AUTHORIZING THE DEPARTMENT OF MANAGEMENT AND BUDGET TO CONSIDER OUT-OF-COUNTY APPLICANTS FOR THE POSITIONS OF FORECLOSURE CLERK, FORECLOSURE INSPECTOR, ABTRACTOR, TITLE SEARCHER, AND FINANCE CLERK
3. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "E" FOR 2022 A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"
4. LOCAL LAW NO. "E" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"

County of Albany

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



Meeting Minutes

Thursday, April 28, 2022

6:00 PM

Held Remotely

Personnel Committee

PREVIOUS BUSINESS:

Present: Gilbert F. Ethier, Jeffrey D. Kuhn, Todd A. Drake, Mark E. Grimm, Raymond F. Joyce, Lynne Lekakis, Merton D. Simpson and Sean E. Ward

Excused: Dustin M. Reidy

1. APPROVING PREVIOUS MEETING MINUTES

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

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

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 MANAGEMENT AND BUDGET
112 STATE STREET, ROOM 1200
ALBANY, NEW YORK 12207
PHONE: (518) 447-5525 FAX: (518) 447-5589
www.albanycounty.com

M. DAVID REILLY, JR.
COMMISSIONER

May 3, 2022

Hon. Andrew Joyce
Chair, Albany County Legislature
112 State Street, Room 710
Albany, NY 12209

RE: Request for Legislative Action

Chairman Joyce,

The Division of Finance within the Department of Management and Budget respectfully requests legislative approval for enacting a two (2) year pause of the residency requirement for the positions related to Article 11 Title 3 Tax Enforcement duties. Since the pandemic, the Division of Finance experienced ongoing difficulty finding applicants for these positions: Foreclosure Clerk, Foreclosure Inspector, Abstractor, Title Searcher and Finance Clerk.

Seven individuals took the July 2021 Finance Clerk test. None accepted appointment when canvassed. The last Foreclosure Clerk test in 2018 resulted in four (4) reachable candidates, two of which were already working in the Division. One declined to interview. In 2021 and 2022 the County has used INDEED to solicit resumes for these titles. None of the qualified candidates agreed to interview as of May 2022.

You are no doubt aware that adjacent municipalities, such as Rensselaer and Schenectady Counties, waive their residency requirement. Non-local (Non-Albany County) applicants can apply to these municipalities as well as to New York State and not be burdened with a residency requirement, putting Albany County at a serious disadvantage as an applicant makes their employment choice.

Approving a two year pause on the residency requirement for these positions within the Division of Finance would allow for hiring, on-boarding, training, and career advancement of applicants who do choose Albany County. I thank you and the County Legislature for the continued support of this critical work and ask that you approve this request.

If you have any questions or need further information, please feel free to contact me at your convenience.

Sincerely,

M. David Reilly, Jr.
Commissioner, Albany County Department of Management and Budget



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NY 12207

Legislation Text

File #: TMP-3327, Version: 1

REQUEST FOR LEGISLATIVE ACTION

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

Residency Requirement Waiver Request for the Division of Finance

Date:	5/3/2022
Submitted By:	Christopher Herbert
Department:	Management and Budget
Title:	Budget Analyst
Phone:	518-447-5525
Department Rep.	
Attending Meeting:	M. David Reilly, Commissioner

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)

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) 6/1/2022-5/31/2024
Length of Contract: 2 years

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: Click or tap here to enter text.
Date of Adoption: Click or tap here to enter text.

Justification: (state briefly why legislative action is requested)

Since the pandemic, the Division of Finance has had ongoing difficulty finding applicants for positions related to Article 11 Title 3 Tax Enforcement duties specifically, Foreclosure Clerk, Foreclosure Inspector, Abstractor, Title Searcher, and Finance Clerk. In 2021 and 2022 the County has used Indeed.com to solicit resumes for these titles. None of the qualified candidates agreed to interview as of May 2022. Several have stated they have accepted employment elsewhere.

You are no doubt aware that adjacent municipalities have waived their residency requirements. That fact, coupled with the competition for staff from New York State, puts Albany County at a serious disadvantage as applicants make their employment decisions.

Approving a two year pause on this residency requirement for these positions will allow for hiring, on-boarding, training, and career advancement of those applicants who do choose Albany County.

RESOLUTION NO. 184

PUBLIC HEARING ON PROPOSED LOCAL LAW NO. “E” FOR 2022 A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY”

Introduced: 5/9/22

By Ms. McLaughlin:

RESOLVED, By the County Legislature of the County of Albany that a public hearing on proposed Local Law No. “E” for 2022, “A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY”” to be held by the Albany County Legislature at 7:15 p.m. on Tuesday, June 28, 2022, with participation information to be made available on the Albany County website, and the Clerk of the County Legislature is directed to cause notice of such hearing to be published containing the necessary information in accordance with the applicable provisions of law.

LOCAL LAW “E” FOR 2022

A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"

Introduced: 5/9/22

By Mss. McLaughlin, Plotsky and Mr. A. Joyce:

BE IT ENACTED BY THE LEGISLATURE OF THE COUNTY OF ALBANY AS FOLLOWS:

SECTION 1. Legislative Intent

The purpose of this Local Law is to prevent discrimination in employment by requiring the disclosure of the minimum and maximum salary or wage at the time any position for hire in Albany County is solicited.

In 2017, this honorable body adopted rules prohibiting employers from requiring job applicants to provide prior or current salary information before an offer of employment is made.

The County of Albany continues to be dedicated to protecting the rights of its residents and eliminating discrimination and bias in the workplace.

This Legislature hereby finds and determines that withholding salary information during the employment solicitation process places employees at a disadvantage and can lead to discriminatory pay inequality.

Therefore, the purpose of this law is to amend the Albany County Omnibus Human Rights Law (Local Law No. 1 for 2013, as amended) to require employers to provide the minimum and maximum salary or hourly wage for any position being solicited for employment.

SECTION 2. Prohibitions

Section 7, subsection 1 (i) of Local Law No. 1 for 2013, “An Omnibus Human Rights Law for Albany County,” as amended, is further amended by the addition of a new subdivision (4) as follows:

(4) Advertise a job, promotion, or transfer opportunity without stating the minimum and maximum salary or hourly wage for such position in such advertisement. In stating the minimum and maximum salary or hourly wage for a position, the range may extend from the lowest to the highest salary the employer in good faith believes at the time of the posting it

would pay for the advertised job, promotion, or transfer opportunity. This subdivision does not apply to a job advertisement for temporary employment at a temporary help firm as such term is defined by subdivision 5 of section 916 of article 31 of the New York State Labor Law.

SECTION 3. Severability

If any clause, sentence, paragraph, subdivision, or part of this Local Law or the application thereof to any person, firm, or corporation, or circumstance, shall be adjusted by any court of competent jurisdiction to be invalid or unconstitutional, such order or judgement shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, or part of this Local Law or in its application to the person, individual, firm, or corporation or circumstance, directly involved in the controversy in which such judgment or order shall be rendered.

SECTION 4. Effective Date

This Local Law shall take effect 90 days after enactment.