

RESOLUTION NO. 218

REQUESTING THAT THE ALBANY COUNTY EXECUTIVE, AND COMMISSIONERS OF THE DEPARTMENT OF HUMAN RESOURCES, AND OFFICE OF MANAGEMENT AND BUDGET COMPLETE A FEASIBILITY STUDY REGARDING THE INCORPORATION OF CERTAIN HEALTH INSURANCE BENEFITS FOR RETIREES INTO THE PROPOSED REGIONAL HEALTH CARE CONSORTIUM

Introduced: 5/13/19

By Messrs. Commisso, A. Joyce, Feeney, Clay, Beston, Miller, Smith, Ms. McKnight and Mr. Burgdorf:

WHEREAS, Albany County is currently involved in and is coordinating with partner municipalities in the region regarding the establishment of a municipal Health Care Consortium through which all municipalities involved (herein “participating municipalities”) may benefit financially, and

WHEREAS, The County Executive and the Albany County Legislature believe that upon the establishment of the aforementioned Health Care Consortium the County will benefit from the inter-municipal collaboration of various entities in order to obtain favorable health insurance benefits and plans for their employees at a lower cost, and

WHEREAS, The Albany County Legislature recognizes the importance of incorporating health insurance benefits for retirees as one of the significant goals that may be accomplished through the collective actions of those participating municipalities coordinating through the Health Care Consortium, and

WHEREAS, The Albany County Legislature seeks to incorporate health insurance benefits for retirees into the Health Care Consortium in a way which attracts experienced employees who have previously worked for participating municipalities who seek employment with the County, and

WHEREAS, Unlike the New York State Local Retirement System, which allows for employees to accrue credit for time served in various local and municipal entities into one central retirement plan, employees working for local municipalities have no ability to transfer or gain credit for work performed for another municipality towards a central health insurance plan in retirement, and

WHEREAS, In order to encourage the broadest group of applicants with significant experience in municipal government to seek County employment, this Honorable Body seeks to recognize time accrued by employees in service to

participating municipalities for the purpose for receiving health insurance benefits in retirement from Albany County, and

WHEREAS, The aforementioned recognition of time accrued will be contingent upon participating municipalities reciprocal recognition of time accruals from qualifying Albany County employees into their own respective health insurance retirement plans should such employees seek employment with that municipality, now, therefore, be it

RESOLVED, That the Albany County Legislature hereby requests the County Executive, in conjunction with the Commissioners of the Department of Human Resources and the Office of Management and Budget complete a study which considers the feasibility of allowing employees to transfer time accrued between participating municipalities for the limited purpose of receiving credit toward health insurance benefits in retirement, and, be it further

RESOLVED, That said feasibility study shall consider financial and personnel implications to Albany County, including potential impacts for transfer of part-time and full-time hours worked in participating municipalities, and, be it further

RESOLVED, That said feasibility study shall also consider the propriety of applying the aforementioned time transfer to all active Albany County employees with a history of employment with participating municipalities, and, be it further

RESOLVED, That this Honorable Body requests that said report and the related finding be returned by the County Executive within ninety (90) days of the date that this resolution is adopted, 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 - 5/13/19

Favorable Recommendation Personnel Committee - 5/29/19

Favorable Recommendation Audit and Finance Committee - 5/29/19

Adopted by unanimous vote - 6/10/19