

**RESOLUTION NO. 217**

**AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES REGARDING HEALTH INSURANCE BENEFITS FOR RETIREES**

Introduced: 5/13/19

By Messrs. Comisso, A. Joyce, Feeney, Clay, Beston, Ward, Miller, Smith, Ethier, Simpson, Ms. McKnight, Messrs. R. Joyce, O'Brien, Cahill, Frainier, Touchette, Mss. Lekakis, Willingham, Chapman, Messrs. Mayo and Domalewicz:

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, Employees hired prior to the adoption of these rules were eligible for health insurance benefits for retirees after ten (10) years of qualifying County service, and those employees hired after the adoption of these rules were eligible for health insurance benefits for retirees after twenty (20) years of qualifying County service, and

WHEREAS, Various municipalities within the County and throughout New York State have set a lower threshold regarding the number of years of eligible service that is required before their employees become eligible for health insurance benefits during their retirement, and

WHEREAS, Instituting a lower threshold of fifteen (15) years of eligible service for health insurance benefits for retirees, rather than twenty (20) years, would serve as an incentive for current employees to continue their work in the County and may attract new employees to come to work for Albany County as well, and

WHEREAS, The Albany County Legislature has a strong history of supporting the employees of Albany County, and therefore such a reduction in years of service required in order to become eligible for health insurance benefits in retirement shall be effective and applied retroactively for all current employees of Albany County hired after the adoption of Resolution No. 136-b for 1999, now, therefore, be it

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 IX, Section A(1)(a)(1)(a) shall read: “The employees with an employment date after the adoption of these rules must have at least fifteen (15) years of full time equivalent service with Albany County.”

Article IX Retiring Part Time Employees, Group “F” part (b) shall read:

“(b) Eligibility Criteria:

- Employees must have completed fifteen (15) years of equivalent full-time County service. Calculation of full time service uses a standard work week of not less than thirty five (35) hours per week.
- Age 55 or older.
- Enrolled in County health insurance”

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 – 6/26/19*

*Favorable Recommendation Audit and Finance Committee – 6/26/19*

*On long roll call vote the following members voted in favor: Messrs. Beston, Bullock, Cahill, Ms. Chapman, Messrs. Clay, Commisso, Ms. Cunningham, Messrs. Domalewicz, Ethier, Feeney, Fein, Frainier, A. Joyce, R. Joyce, Mss. Lekakis, Lockart, Mr. Mayo, Ms. McKnight, Messrs. Miller, O’Brien, Ms. Plotsky, Messrs. Simpson, Smith, Touchette, Tunny and Ward – 26*

*Those opposed – Messrs. Burgdorf, Crouse, Dawson, Grimm, Higgins, Hogan, Mauriello, Ms. McLean Lane, Messrs. Mendick, Reinhardt and Stevens – 11*

*Resolution was adopted – 7/8/19*