

## RESOLUTION NO. 494

### AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES REGARDING LONGEVITY PAYMENTS WHICH ARE MADE TO THE ALBANY COUNTY WORKFORCE

Introduced: 12/6/21

By Audit and Finance Committee and Mr. Miller:

WHEREAS, By Resolution No. 136-b for 1999, this Honorable Body adopted employee rules and regulations which are applicable to certain employees of Albany County, and

WHEREAS, Article IV, Section H, of the Albany County employee rules and regulations titled "Longevity Pay" contains a schedule regarding longevity payments to county employees who have reached certain milestones with regard to their years of service with the County of Albany, and

WHEREAS, This Honorable Body recognizes the need to amend the schedule of longevity payments so that payments made to recognize long tenured employees' commitment to our County may be compensated adequately and in line with the increases in cost of living and/or inflation that have occurred in the more than twenty (20) years since the current payment schedule was implemented, and

WHEREAS, The Albany County Executive and the Commissioner of Management and Budget have calculated the increased longevity payment schedule and have incorporated it into the fiscal year 2022 proposed Executive Budget to ensure that the amended employee rules and regulations benefit our workforce and reward them for enduring one of the most challenging years for government in modern history, and

WHEREAS, The Albany County Executive has indicated that the increase in longevity payments can be accomplished while still providing for a fiscally responsible budget that is in line with generally accepted budgeting strategies which will allow Albany County to maintain a responsible and sound budget, and

WHEREAS, This Honorable Body recognizes that, initially, the effect of this amended longevity payment schedule will apply only to non-union employees, and, should the same benefit be desired by union employees who are employed under a collective bargaining agreement, the issue of longevity payments be negotiated through their appointed union representatives, pursuant to the applicable provision of New York State law, 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 delete the current longevity payment schedule, and in its place, add a new longevity payment schedule under Article IV, Section H which reads as follows:

| <b>Years of Completed Service</b> | <b>Longevity Payment Amount</b> |
|-----------------------------------|---------------------------------|
| 3 - 4                             | \$150.00                        |
| 5 - 6                             | \$500.00                        |
| 7 - 9                             | \$1,000.00                      |
| 10 - 14                           | \$1,500.00                      |
| 15 - 19                           | \$2,000.00                      |
| 20 +                              | \$5,000.00                      |

and, be it further

RESOLVED, That this Honorable Body authorizes the County Executive and Commissioner of Management and Budget to initially apply the amended longevity payment schedule to non-union employees only, and,

RESOLVED, That this Honorable Body recognizes that with regard to employees who are members of labor unions who are employed under a collective bargaining agreement shall, pursuant to relevant provisions of New York State law, be required to address the issue of longevity pay during the course of the negotiation of an applicable collective bargaining agreement, negotiated through their appointed union representatives, and, be it further

RESOLVED, That this Honorable Body shall adopt and implement this amended schedule for longevity payments parallel to its adoption of the Albany County budget for the 2022 fiscal year and ensure that this amended schedule becomes effective as of January 1, 2022, 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.

*On long roll call vote the following members voted in favor: Messrs. Beston, Bruschi, Ms. Chapman, Messrs. Clay, Cleary, Commisso, Ms. Cunningham, Messrs. Domalewicz, Efekoro, Ethier, Feeney, Fein, A. Joyce, Kuhn, Ms. Lockart, Mr. Mayo, Mss. McLaughlin, McLean Lane, Messrs. Miller, O'Brien, Peter, Ms. Plotsky, Messrs. Reidy, Reinhardt, Ricard, Simpson, Smith, Touchette, Ward and Ms. Willingham –*

*Those opposed – Messrs. Burgdorf, Drake, Grimm, Ms. Lekakis, Messrs.  
Mauriello, Perlee, Tunny and Ms. Whalen – 8  
Resolution was adopted – 12/6/21*