

RESOLUTION NO. 409

AUTHORIZING A LIMITED EXCEPTION TO THE EMPLOYEE RULES AND REGULATIONS REGARDING AGE AND PART-TIME EMPLOYMENT FOR EMPLOYEES PARTICIPATING IN THE 2010 RETIREMENT INCENTIVE PROGRAM

Introduced: 10/12/10

By Messrs. Commisso, McCoy, Morse, Ward, Aylward, Beston, Bullock, Ms. Chapman, Messrs. Clay, Clenahan, Ms. Connolly, Messrs. Cotrofeld, Dawson, Domalewicz, Ethier, Gordon, Higgins, Horstmyer, Houghtaling, Infante, Joyce, Ms. Maffia-Tobler, Mr. Mayo, Ms. McKnight, Messrs. Nichols, Rahm, Reilly, Scavo, Steck, Timmins and Ms. Willingham:

WHEREAS, This Legislative Body adopted Local Law No. 7 for 2010 which authorized an early retirement incentive program for the benefit of qualified County employees, and

WHEREAS, The Commissioner of the Department of Human Resources has indicated that some employees have expressed an interest in participating in the early retirement program, however, they do not meet the minimum age requirement necessary to continue to receive health insurance benefits and some employees have expressed an interest in participating in the early retirement program, however, they would like to be employed in a part-time capacity after retirement, and

WHEREAS, It is the intention of this Honorable Body that every employee who is eligible get the opportunity to retire under the incentive and it would be beneficial to Albany County to be able to draw upon the experience and expertise of these valuable employees, and having them contribute on a part-time basis would save the County from losing a valuable resource completely, now, therefore be it

RESOLVED, By the Albany County Legislature that a limited exception to the Employee Rules and Regulations waiving the age requirement age fifty-five (55) pertaining to eligibility for health insurance benefits shall apply to employees who participate in the 2010 Special Retirement Incentive Program, and, be it further

RESOLVED, That all County employees who participate in the 2010 Special Retirement Incentive Program who are under the age fifty-five (55) but have the requisite years of service under the Employee Rules and Regulations shall receive the same health insurance benefits they would enjoy if they were age fifty-five (55) or older, and, be it further

RESOLVED, That all participating County employees of the 2010 Special Retirement Incentive Program who are re-hired by the County on a part-time basis

shall receive the same health insurance benefits they would enjoy if they remained retired, and, be it further

RESOLVED, That the limited exception authorized herein only applies to health insurance benefits and does not change the Employee Rules and Regulations regarding part-time employee contributions towards dental benefits, and, be it further

RESOLVED, That employees re-hired part-time after retiring under the 2010 Special Retirement Incentive Program shall not be eligible to participate in the Health Insurance Buy-Out as provided in the Employee Rules and Regulations, 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.

Adopted by unanimous vote. 10/12/10