County of Albany

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



Meeting Agenda

Thursday, July 27, 2023 6:00 PM

Harold L. Joyce Albany County Office Building
Cahill Room - First Floor

Personnel Committee

PREVIOUS BUSINESS:

- 1. APPROVING PREVIOUS MEETING MINUTES
- 2. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "P" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES
- 3. LOCAL LAW NO. "P" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

CURRENT BUSINESS:

- 4. AUTHORIZING Α COLLECTIVE BARGAINING **AGREEMENT** SHERIFF'S OFFICE, BETWEEN THE THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AND LAW **ENFORCEMENT** LOCAL 294; AND AMENDING THE 2023 SHERIFF'S **OFFICE BUDGET**
- 5. CONFIRMING THE APPOINTMENT OF THE ALBANY COUNTY HISTORIAN AND AMENDING THE 2023 EXECUTIVE BUDGET

County of Albany

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



Meeting Minutes

Thursday, June 29, 2023 6:30 PM

Harold L. Joyce Albany County Office Building
Cahill Room - First Floor

Personnel Committee

PREVIOUS BUSINESS:

Present: Gilbert F. Ethier, Todd A. Drake, Mark E. Grimm, Lynne

Lekakis and Sean E. Ward

Excused: Jeffrey D. Kuhn, Raymond F. Joyce, Dustin M. Reidy and

Merton D. Simpson

1. APPROVING PREVIOUS MEETING MINUTES

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

2. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "P" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

This proposal was tabled at the request of the Sponsor.

3. LOCAL LAW NO. "P" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

This Local Law was tabled at the request of the Sponsor.

CURRENT BUSINESS:

4. CONFIRMING THE APPOINTMENT OF THE DIRECTOR OF THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES

A motion was made to move the proposal forward with a positive recommendation. The motion carried by a unanimous vote.

5. APPROVING THE DEPARTMENTS OF SOCIAL SERVICES, CHILDREN YOUTH AND FAMILIES, AND AGING COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 - DEPARTMENTS OF SOCIAL SERVICES, CHILDREN YOUTH AND FAMILIES, AND AGING LOCAL 801 AND AMENDING THE 2023 ALBANY COUNTY BUDGET

A motion was made to move the proposal forward with a positive recommendation. The motion carried by a unanimous vote.

- 6. APPROVING THE DEPARTMENT OF AGING COLLECTIVE
 BARGAINING AGREEMENT WITH CSEA LOCAL 1000 –
 DEPARTMENTS OF SOCIAL SERVICES, CHILDREN YOUTH AND
 FAMILIES, AND AGING LOCAL 801 AND AMENDING THE 2023 ALBANY
 COUNTY BUDGET
 - A motion was made to move the proposal forward with a positive recommendation. The motion carried by a unanimous vote.
- 7. APPROVING THE DEPARTMENT OF CHILDREN YOUTH AND FAMILIES COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 DEPARTMENTS OF SOCIAL SERVICES, CHILDREN YOUTH AND FAMILIES, AND AGING LOCAL 801 AND AMENDING THE 2023 ALBANY COUNTY BUDGET

A motion was made to move the proposal forward with a positive recommendation. The motion carried by a unanimous vote.

LOCAL LAW "P" FOR 2022

A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

Introduced: 11/14/22 By Mr. Efekoro:

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

Section 1. Title.

This Local Law shall be known as the "Albany County Employees Teleworking Law".

Section 2. Purpose.

The Albany County Legislature has a long history of supporting our County workforce, and it will continue to do so while adjusting to the changing nature of work. This Local Law provides teleworking options for County employees and has numerous benefits for both the County and its employees. First, allowing employees to telework reduces greenhouse gases by both reducing the number of cars on the road and allows opportunities for the County to substantially reduces its carbon footprint. Second, it promotes work/life balance for County employees, allowing more time for leisure activities or the ability to stay at home with family. These benefits will positively affect not just the County workforce, but their families, communities, and the environment as well.

Section 3. Teleworking Programs.

The Albany County Department of Human Resources shall establish written policies which allow Albany County employees, where reasonable and not detrimental to work performance, to perform all or a portion of their duties through remote teleworking, with periodic evaluations and reconsideration. Each County agency shall designate a telework coordinator responsible for overseeing the implementation of its teleworking program.

Section 4. Definitions.

Whenever used in this Local Law, the following terms shall have the following meanings:

- (a) "Telework" shall mean the performance of regular work functions at a remote location rather than at the county agency's principal office location; and
- (b) "County Agency" shall mean any Albany County department, division, public authority, public benefit corporation, office, or other governmental entity which performs a governmental or proprietary function for the county.
- (c) "Telework coordinator" shall mean the person designated for each County agency who is responsible for overseeing that agencies' teleworking program.

Section 5. Eligibility; Decisions on Applications.

- (1) Employees may request to telework by completing a teleworking application provided by the telework coordinator.
- (2) Eligibility for teleworking shall be determined by the Human Resources Department in conjunction with the County agency's telework coordinator, following an assessment of the regular work duties required by each title or title category, with such employee input as may be necessary. These determinations shall be applied similarly across the employees within each title or category in each Department.
- (3) Decisions on teleworking applications shall be made within 30 business days from the date the application is received and must be written and include an approval, approval in part, denial, or denial in part.
- (4) If an application for telework is denied in full or in part, reasons for the denial must be listed in the denial document.
- (5) Prior to starting remote work pursuant to a teleworking program, all employee performance standards for each title or title category shall be reduced to writing.

Section 6. Supersession.

Nothing in this Local Law shall supersede existing laws, regulations, or personnel policies applicable to employees with injuries, illnesses, environmental health conditions, or disabilities, or with the reasonable application of employee-earned leave time including, but not limited to, sick, compensatory, paid or unpaid family leave, Federal or State guaranteed leave time, or vacation time.

This Local Law shall not supersede any existing telework policies and/or programs which resulted from any collective bargaining agreement with Albany County.

Section 7. Severability.

If any clause, sentence, paragraph, subdivision, or part of this Local Law or the application thereof to any person, firm, corporation or circumstance, shall be adjudged by any court of competent jurisdiction to be invalid or unconstitutional, such

order or judgment shall not affect, impair, or invalidate the remainder of the Local Law, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, or part of the Local Law or in its application to the person, individual, firm, corporation or circumstance directly involved in the controversy in which such judgment or order may be rendered.

Section 8. Effective Date.

This local law shall take effect 90 days after its filing with the Secretary of State.

Referred to Law and Personnel Committees – 11/14/22

RESOLUTION NO. 478

PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "P" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

Introduced: 11/14/22 By Mr. Efekoro:

RESOLVED, By the County Legislature of the County of Albany that a public hearing on proposed Local Law No. "P" for 2022, "A Local Law of the County of Albany, New York Regarding A Teleworking Program for Employees" to be held by the Albany County Legislature at 7:15 p.m. on Tuesday, November 22, 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.

Referred to Law and Personnel Committees – 11/14/22

LOCAL LAW "P" FOR 2022

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Section 8. Effective Date.

This local law shall take effect 90 days after its filing with the Secretary of State.

Referred to Law and Personnel Committees – 11/14/22



ALBANY COUNTY SHERIFF'S OFFICE

County Court House Albany, New York 12207 (518) 487-5400 <u>WWW.ALBANYCOUNTYSHERIFF.COM</u>



UNDERSHERIFF

MICHAEL S. MONTELEONE EXECUTIVE UNDERSHERIFF

CRAIG D. APPLE, SR. SHERIFF

July 6, 2023

Honorable Andrew Joyce, Chairman Albany County Legislature Legislative Clerk's Office 112 State Street, Room 710 Albany, New York 12207

Dear Chairman Joyce:

The attached correspondence is forwarded for presentation to the Albany County Legislature.

Legislative approval is required to authorize Albany County to enter into a Memorandum of Understanding with the Brotherhood of Teamsters Local 294, Albany County Sheriff's Office Law Enforcement Officer's Supervisor's Unit.

The signed Memorandum of Understanding term is from January 1, 2022 through December 31, 2027. This agreement provides for a 2% salary increase for years 2022 and 2023 and 3% salary increase for years 2024-2027. Also, included is a one-time retention bonus in the amount of \$2,500.00 as well as a hazardous duty stipend.

Should there be any questions, do not hesitate to call.

 $\mathcal{M}_{\mathcal{N}}$

Sheriff

Cc: Hon. Daniel P. McCoy, County Executive

Hon. William Clay, Public Safety Chairman

Hon. Wanda Willingham, Audit & Finance Committee

FOR COUNSEL USE ONLY DATE: RECEIVED: RECEIVED BY: REQUEST FOR LEGISLATIVE ACTION METHOD: **HAND** COURIER MAIL DATE: July 6, 2023 **DEPARTMENT: ALBANY COUNTY SHERIFF'S OFFICE** CONTACT PERSON: SHERIFF CRAIG D. APPLE SR. TELEPHONE: 518-447-5440 DEPT. REPRESENTATIVE ATTENDING SHERIFF CRAIG D. APPLE SR. COMMITTEE MEETING: **PURPOSE OF REQUEST:** ADOPTION OF LOCAL LAW AMENDMENT OF PRIOR LEGISLATION APPROVAL/ADOPTION OF PLAN/PROCEDURE BOND APPROVAL BUDGET AMENDMENT (SEE BELOW) CONTRACT AUTHORIZATION (SEE BELOW) **ENVIRONMENTAL IMPACT** HOME RULE REQUEST PROPERTY CONVEYANCE OTHER: (STATE BRIEFLY IF NOT LISTED ABOVE) **CONCERNING BUDGET AMENDMENTS** STATE, THE FOLLOWING **Forthcoming** INCREASE ACCOUNT/LINE NO. SOURCE OF FUNDS: TITLE CHANGE: CONCERNING CONTRACT AUTHORIZATION, STATE THE FOLLOWING: TYPE OF CONTRACT CHANGE ORDER/CONTRACT AMENDMENT PURCHASE (EQUIPMENT/ SUPPLIES) LEASE (EQUIPMENT/SUPPLIES) REQUIREMENTS PROFESSIONAL SERVICES EDUCATIONAL/TRAINING GRANT: **NEW** RENEWAL SUBMISSION DEADLINE DATE SETTLEMENT OF A CLAIM RELEASE OF LIABILITY OTHER: (STATE BRIEFLY)

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	TERM:	01/01/22-12/31/27		1.000.0000.0	
	SCOPE OF SERVICES:	Labor Contract	· · · · · · · · · · · · · · · · · · ·		
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	APPROPRIATION:			***************************************	
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	RIALS WHICH EXPLAIN C				
SUBMITTED BY:	CRAIG D. APPLE SR.				
TITLE:	SHERIFF				

Memorandum of Understanding

The parties agree, subject to approval by the Albany County Legislature and ratification by the bargaining unit, that all terms of the agreement that expired December 31, 2021 will continue forward except as modified below.

1. TERM OF THE AGREEMENT:

The term of the collective bargaining agreement shall be January 1, 2022 through December 31, 2027.

2. Article VI - work hours and schedules

Amend section 1 to reflect that Line up pay shall be paid at one and half times the regular pay rate.

3. Article VII -

Amend section 12 to Modify the amounts as follows: Any Employee in the bargaining unit which are required to be on call shall be compensated \$1200 per year. Said \$1200 will be paid in bi-annual payments of \$600.00 in the first pay period of June and the first pay period of December. All other language will remain the same.

Add: Any Employee who is assigned to Investigator attached to CIU which are required to be on-call shall be compensated \$1600.00 per year. Said \$1600 will be paid in bi-annual payments of \$800.00 in the first pay period in June and the first pay period in December.

Add: Any Employee who is not considered to be on call as described in Article VII Section 12 shall be compensated for pay in fifteen (15) minutes increments at the regular rate of pay for any work related phone calls taken during non-work hours. The regular rate of pay for these calls shall apply until the employee reaches the overtime rate during their work week. Upon reaching the overtime threshold, Employees will be paid at their overtime rate.

4. Article IX - Special Emoluments

Amend: Hazardous Duty Stipend rates to be amended as follows:

2022: \$1,000.00

2023: \$1,000.00

2024: \$1250.00

2025: \$1250.00

2026: \$1500.00

2027: \$1500.00

5. Article X - Holidays

Add: Section 1 to be amended as follows: Any employee who is required to work on any of the recognized holidays set forth in this section shall be [aid one and half (1.5) times the hourly rate of pay for all hours worked on the Holiday.

Add: Juneteenth shall be recognized as a floating holiday.

Appendix A -

Amend Section 1 as follows:

Effective January 1, 2022, a 2% increase to all salaries

Effective January 1, 2023, \$1500.00 to all titles shall be added and then a 2% increase to all salaries.

Effective January 1, 2024, an additional \$1,000.00 to all titles and then a 3% increase to all salaries.

Effective January 1, 2025, a 3% increase to all salaries.

Effective January 1, 2026, a 3% increase to all salaries.

Effective January 1, 2027, a 3% increase to all salaries.

Add New Section – A one-time Retention Bonus shall be paid to all members of the bargaining unit on payroll at the time of the contract execution payable as soon as practicable thereafter in the amount of \$2500.00

Appendix C -

Amend the Longevity Schedule to reflect the following:

The 10-14 years shall be amended to \$1500.

The 15-19 years shall be amended to \$2,000.

The 20-24 years of full time service and the 25+ years of full time service to read as twenty plus "20 plus" or "20+" years of full time service shall receive the amount of \$5,000 in Longevity payments.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be signed by their respective representatives on this 3 day of 700 2023.

THE COUNTY OF ALBANY

INTERNATIONAL BRTOHTERHOOD OF TEAMSTER

LOCAL 294

Rocco Losavio, Teamsters

MAN

William Rice, Albany County Undersheriff

M. "HALL S. M. JELLONE.

Christopher Kopec,



DANIEL P. MCCOY
COUNTY EXECUTIVE

COUNTY OF ALBANY
OFFICE OF THE EXECUTIVE
112 STATE STREET, ROOM 1200
ALBANY, NEW YORK 12207-2021
(518) 447-7040 - FAX (518) 447-5589
WWW.ALBANYCOUNTY.COM

DANIEL C. LYNCH, ESQ. DEPUTY COUNTY EXECUTIVE

June 29, 2023

Honorable Andrew Joyce, Chairman Albany County Legislature 112 State Street, Room 710 Albany, New York 12207

Dear Chairman Joyce:

I respectfully request the County Legislature's confirmation of my appointment of John J. "Jack' McEneny to the position of Albany County Historian, in accordance with section 1605 of the County Charter. Mr. McEneny has an accomplished career as a public servant, author and historian. He served as a Member of the New York State Assembly representing Albany County for an impressive two decades. Prior to that, he served in a number of notable leadership position in government, and more about his background can be found in the attached résumé.

I am also requesting that the County Legislature authorize the creation of a \$15,000 annual stipend to be attached to the position of County Historian. The responsibilities of this appointee are extensive and they come with inherent costs associated with membership fees, travel, conferences, and other related activities. Additionally, due to the importance of this job and the need to find a qualified candidate, a modest pay is justified.

Thank you for your time and consideration. If you should have any questions or concerns, please do not hesitate to reach out to me.

Sincerely,

Daniel P. McCoy Albany County Executive

cc: Hon. Dennis A. Feeney, Majority Leader Hon. Frank A. Mauriello, Minority Leader Rebekah Kennedy, Majority Counsel Arnis Zilgme, Minority Counsel



□ Personnel

County of Albany

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

Legislation Text

File #: TMP-4393, Version: 1 REQUEST FOR LEGISLATIVE ACTION					
Date:	June 29, 2023				
Submitted By:	Cameron Sagan				
Department:	County Executive's Office				
Title:	Policy Analyst				
Phone:	518-447-7040				
Department Rep.					
Attending Meeting:	Cameron Sagan				
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) 	<u>Confirmation</u>				
CONCERNING BUDGET AMENDMENTS					
Increase/decrease category (choose ☐ Contractual ☐ Equipment ☐ Fringe	all that apply):				

File #: TMP-4393, Version: 1					
☐ Personnel Non-Individual ☐ Revenue					
Increase Account/Line No.: 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					
☐ 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: Scope of Services:	Click or tap here to enter text.				
Bond Res. No.: Date of Adoption:	Click or tap here to enter text. Click or tap here to enter text.				
CONCERNING ALL REQUESTS					
Mandated Program/Service: If Mandated Cite Authority:	Yes □ No ☒ Click or tap here to enter text.				
Is there a Fiscal Impact: Anticipated in Current Budget:	Yes ⊠ No □ Yes ⊠ No □				

File #: TMP-4393, Version: 1

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: A8020.12624
Appropriation Amount: \$15,000

Source of Funding - (Percentages)

Federal: 0
State: 0
County: 100%
Local: 0

Term

Term: (Start and end date)

Click or tap here to enter text.

Click or tap here to enter text.

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)

Per County Charter, the County Legislature is asked to confirm the appointment of former NYS Assembly Member John J. "Jack" McEneny to the position of Albany County Historian. Mr. McEneny is the ideal candidate, having an educational degree and work experience in history, a long career working in government, and a wealth of knowledge when it comes to local history. Additionally, this legislative action would provide the newly appointed County Historian with a modest annual stipend of \$15,000 to assist with the job requirements.

John J. McEneny

CAREER SUMMARY

Accomplished Public Servant, Author, and historian with five decades of experience, serving in key positions in state and government. Highlights include author of the book, *Albany, Capitol City on the Hudson*, successful independent write-in campaign, redistricting, legislative author of 100+ laws. Recipient of many awards and acknowledgement from various organizations, former teacher and adjunct at local universities. Peace Corps Volunteer in Colombia, South America. Frequent speaker and commentator for media and documentaries. Presently serving on appointed state and local boards in areas of historic preservation, sustainability, parks, municipal finance, historic and cultural resources.

STATE of NEW YORK

Member of the Assembly, 104th New York State Assembly District (20 years)

Committee Chair, Steering and Ethics, Co-Chair, Redistricting Commission, Senior Member of the Tourism Committee, Chair of the Speakers' Work Group on the restoration of the Assembly Chamber. Irish Legislators Society. New York State Archives Trust and the Albany Convention Center. Presently serving as Historian for the New York State Assembly

Chief of Staff for Richard J. Conners, Member of Assembly, 104th AD.

Director, New York State Urban Cultural Parks (OPRHP)

Present Member, Saratoga-Capitol Region Parks Commission, New York State Park's Commission on the Restoration of the Capitol and formally New York State Archives Trust, and the coordinator of the Governor's Job Training Partnership Trust.

CITY of ALBANY

Commissioner

Established a new, award-winning department funded by Federal CETA funds, 13-year Commissioner of Human Resources, highest payroll employed over 3,200 employees at over 200 government and community agencies. Also appointed District Manager for the **1980 US Census** which enumerated 742,000 residents of the region.

Current Boards: Water Finance Authority, Chair. Historic Resources Commission.

COUNTY of ALBANY

Deputy County Executive

Deployed to run the Albany County Airport during a crisis, appointed as the **Albany County Historian** Elected in 1991 as an **Albany County Legislator**. Also previously served as the Director of Neighborhood Youth Corps and Social Services Caseworker.

EDUCATION

Bachelor of Arts, history, Siena College '65

33 Graduate Credits in history, College of Saint Rose, several post- graduate certifications on public administration and community and workforce development from New Mexico State University, Las Cruces (Peace Corps), Harvard University's JFK School of Government and the State University at Cortland (GOER).

PUBLICATIONS, etc.

Author, Albany Capitol City on the Hudson.

Advisor, contributor, and subject matter expert on several PBS documentaries (WMHT), various print articles, frequent speaker on local and state history, immigration and ethnicity, politics and genealogy.

Contact information: @gmail.com, 518 Avenue, Albany, NY 12208

Rev.2/2022

HISTORIAN

<u>DISTINGUISHING FEATURES OF THE CLASS</u>: This is specialized work in the maintenance of records relating to events of historical significance and the performance of research work on such records. Work activities develop from requests for information relating to events of historical significance or the maintenance of files of clippings or the recording of such items. The position may be located in a village, town, or county government. Work is performed with considerable independence subject only to established policies relating to the maintenance of such records. Work includes contact with historians or other persons seeking information from such records. Work will assist with organizing the commemoration events for historical anniversaries, participate in other civic or patriotic observations, and support the efforts of tourism promotion and historical agencies through their work. Work is subject to general evaluation and review and through comments of persons utilizing such records.

TYPICAL WORK ACTIVITIES:

- Maintains specific records taken from newspapers, magazines, books, pamphlets, and other sources of information relating to events of historical interest which happen throughout the county;
- Maintains reference cards relating to historical events for use in answering inquiries or finding information;
- Assists students, historians, and organizations interested in securing general or specialized information relating to events in the history of the municipality; searches for names of participants in events of historical interest, and maintains records relating to the history of local towns, villages, or cities;
- Ascertains which current activities or events have historical significance and records such events within the files of the
 office;
- Assists with organizing the commemoration events for historical anniversaries and participates in other civic or patriotic observations;
- Serves as a resource to local tourism, historical and economic development agencies for general promotion of historical events and places in order to boost tourism and recreational activities;
- Performs related work as required.

FULL PERFORMANCE KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS:

- Knowledge of the principles and practices involving the maintenance of records relating to historical events;
- Some knowledge of the basic principles of library science, particularly relating to classification of historical events;
- Some knowledge of the resources and reference materials which are available in this field;
- Ability to evaluate happenings and events for their probable future historical significance;
- Ability to perform research activities relating to library or related materials;
- Ability to establish and maintain effective working relationships with students, historians, and local organizations.

MINIMUM QUALIFICATIONS:

Graduation from high school or completion of a general equivalency diploma and one year of paid or volunteer experience as a library assistant, researcher or in public information work.

Juris. Class: Exempt (In County Service, Towns, and Villages if PT) ACCS Adopted: Reviewed and readopted by ACCS resolution on 2/10/11

Revised: 03/06, 06/10