

County of Albany

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



Meeting Agenda

Thursday, October 26, 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
4. PROVIDING A LIMITED REVOCATION OF THE RESIDENCY REQUIREMENT FOR EMPLOYEES OF ALBANY COUNTY WITHIN THE SHERIFF'S OFFICE

County of Albany

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



Meeting Minutes

Thursday, September 28, 2023

6:00 PM

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

Personnel Committee

PREVIOUS BUSINESS:

Present: Gilbert F. Ethier, Jeffrey D. Kuhn, Mark E. Grimm,
Raymond F. Joyce, Lynne Lekakis, Dustin M. Reidy,
Merton D. Simpson and Sean E. Ward

Excused: Todd A. Drake

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. AUTHORIZING A ONE-TIME RETENTION STIPEND FOR NON-UNION EMPLOYEES OF ALBANY COUNTY 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.

5. PROVIDING A LIMITED REVOCATION OF THE RESIDENCY REQUIREMENT FOR EMPLOYEES OF ALBANY COUNTY

This proposal was tabled at the request of the Sponsor.

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



ALBANY COUNTY SHERIFF'S OFFICE

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



MICHAEL S. MONTELEONE
EXECUTIVE UNDERSHERIFF

CRAIG D. APPLE, SR.
SHERIFF

WILLIAM M. RICE
UNDERSHERIFF

September 13, 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.

As you are aware Resolution No. 37 of 2022 authorized our office to consider out-of-county applicants for various positions due to the shortage of qualified candidates to fill the Deputy, Correction Officer and support staff positions. This resolution is due to expire on December 31, 2023. I am requesting the Albany County residency requirement to be permanently removed at this time as the shortage of qualified candidates has greatly worsened and this problem does not show signs of improving in the future. The examination for Deputy Sheriff was held on Sept. 9th and had less than 100 applicants show to participate in this exam. These positions are necessary for the safety and welfare of the residents of Albany County.

Should there be any questions, please contact me. Thank you.

Sincerely,

Craig D. Apple, Sr.
Sheriff

Att.

- Cc: Hon. Daniel McCoy, County Executive
- Hon. William Clay, Public Safety Chairman
- Hon. Wanda Willingham, Audit and Finance

RESOLUTION NO. 87

AUTHORIZING THE SHERIFF'S OFFICE TO CONSIDER OUT-OF-COUNTY APPLICANTS FOR VARIOUS POSITIONS

Introduced: 2/14/22

By Personnel Committee:

WHEREAS, The Albany County Sheriff's Office has diligently sought out qualified applicants for the positions of Deputy, Corrections Officer and support staff, and

WHEREAS, The Sheriff has indicated he has not been able to locate sufficient numbers of qualified applicants who are residents of Albany County and willing to accept the positions, and

WHEREAS, Resolution No. 245-C for 1995 requires the approval of this Honorable Body for the consideration and hiring of out-of-county applicants in instances where there are insufficient qualified Albany County residents who have applied for such positions, and

WHEREAS, The Personnel Committee of the Albany County Legislature has been satisfied that there exists a shortage of qualified Albany County residents to fill Deputy, Corrections Officer and support staff positions and has recommended that approval in accordance with the requirements of Resolution No. 245-C for 1995 be given to fill the above-mentioned positions for a 24-month period with qualified out-of-county applicants, now, therefore, be it...

RESOLVED, By the Albany County Legislature that the consideration of out-of-county applicants to fill Deputy, Corrections Officer and support staff positions within the Albany County Sheriff's Office is approved in accordance with the requirements of Resolution No. 245-C for 1995, and, be it further

RESOLVED, That the aforementioned approval to consider out-of-county applicants for these positions shall expire December 31, 2023, 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 - 2/14/22

State of New York
County of Albany

This is to certify that I, the undersigned, Clerk of the Albany County Legislature, have compared the foregoing copy of the resolution and/or local law with the original resolution and/or local law now on file in the office, and which was passed by the Legislature of said County on the 14th day of February, 2022, a majority of all members elected to the Legislature voting in favor thereof, and that the same is a correct and true transcript of such original resolution and/or local law and the whole thereof.



IN WITNESS THEREOF, I have hereunto set my hand and the official seal of the County Legislature this 15th day of February, 2022.

Debra Chambers

Clerk, Albany County Legislature