

## **RESOLUTION NO. 448**

### **AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES REGARDING HEALTH INSURANCE BENEFITS FOR RETIREES TO ALLOW FOR UTILIZATION OF QUALIFYING YEARS OF VETERAN SERVICE TO APPLY TO THE QUALIFYING YEARS NECESSARY TO BECOME ELIGIBLE FOR HEALTH INSURANCE BENEFITS**

Introduced: 11/08/2021

By Messrs. A. Joyce, Feeney, Bruschi, Ms. Chapman, Messrs. Domalewicz, Miller, Simpson, Grimm, Ms. Lockart, Messrs. Beston, Clay, Cleary, Commisso, Ms. Cunningham, Messrs. Ethier, Fein, Kuhn, Ms. Lekakis, Mr. Mayo, Ms. Plotsky, Messrs. Reidy, Reinhardt, Ricard, Touchette and Ward:

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

WHEREAS, By Resolution 217 for 2019, this Honorable Body adopted amendments to the aforementioned employee rules and regulations which instituted a threshold of fifteen (15) years of qualifying service before certain Albany County employees become eligible for health insurance benefits at their retirement from County service, and

WHEREAS, This Honorable Body recognizes that progressive amendments to the employee rules and regulations are necessary to keep the Albany County at a competitive advantage and attract the most qualified segments of the workforce who, in turn, will provide the highest levels of services to our residents, and

WHEREAS, this Honorable Body recognizes that it has a moral duty to ensure that the sacrifices made by veterans within our workforce are recognized and compensated through the development of favorable additional benefits in recognition of their service, and

WHEREAS, Albany County has a strong history of supporting the veteran population that exists within its employee base and believes an amendment to the rules and regulations which recognizes the significant sacrifices they have made is

desirable and shall be effective and apply to all current employees of Albany County, 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 further by Resolution 217 for 2019, are hereby amended to add a new section to Article IX which reads as follows:

Article IX, Section A(1)(a)(1)(f) shall read: “For the purposes of Article IX, Section A(1)(a), an employee who qualifies as a veteran may apply up to three (3) years of their military service to be credited towards reaching the fifteen (15) years of full time equivalent service with Albany County required to be eligible for health insurance benefits in retirement”

and, be it further

RESOLVED, For the purposes of defining which employees qualify for this benefit, this Honorable Body defines “military service” as any veteran who served in the active or reserve armed forces of the United States and was honorably discharged or released under honorable circumstances, except this benefit shall apply to veterans who were discharged less than honorably due to their sexual orientation or gender identity, 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 Committee – 11/8/21*

*Favorable Recommendation Personnel Committee – 11/18/21*