

**Reclassifying Encumbered Position From Health Insurance Specialist To Employee Benefits Specialist – Amending The 2007 Ulster County Budget – Personnel**

The Personnel Committee (Chairman Loughran and Legislators Alfonso, Dart, Harris, Kraft, Shapiro, Terpening) offers the following:

WHEREAS, the Employee Benefits Administrator position will be vacant as of April 13, 2007 which allows the opportunity for the Personnel Department to review the duties and responsibilities of the Benefits Unit, and given such the Personnel Department proposes redefining duties within the Benefits Unit and reclassifying an encumbered position and subsequently save County dollars, and

WHEREAS, currently the Benefits Unit is comprised of an Employee Benefits Administrator (Management) position and a Health Insurance Specialist (Grade 11) position who have the responsibility of administering health insurance benefits and all other employee benefits for County employees and retirees, and

WHEREAS, the Personnel Department proposes the position of Health Insurance Specialist (Grade 11) be reclassified to Employee Benefits Specialist (Grade 12) to encompass a greater responsibility and complexity of process and review of employee benefits as well as health insurance benefits allowing the Employee Benefits Administrator position to encompass greater responsibility in preparing health care analysis and financial reconciliation, and

WHEREAS, the Employee Benefits Administrator position will save \$3,376.00 in 20 year longevity, the entry rate is \$48,635.00 and the upgrade cost for the specialist position will cost the County \$2,393.00, offering a savings of \$983.00, and

WHEREAS, the Personnel Committee has met and reviewed said request with a majority of the members voting approval, and

WHEREAS, the Ways and Means Committee has met and reviewed said request with a majority of the members voting approval.

RESOLVED, that the 2007 Ulster County Budget is hereby amended as follows:

Resolution No. 116 April 11, 2007

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**RECLASSIFY**

<b><u>FROM</u></b>		<b><u>AMOUNT</u></b>
9060-1104 (PC#)	Health Insurance Specialist *Annual Salary (Grade 11) (Full Time) (Effective April 12, 2007) (Year to end salary \$26,899.00)	\$37,344.00*
<b><u>TO</u></b>		<b><u>AMOUNT</u></b>
9060-1104 (PC #)	Employee Benefits Specialist *Annual Salary (Grade 12) (Full Time) (Effective April 12, 2007) (Year to end salary \$28,623.00)	\$38,737.00*

and moves its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES: 29                      NOES: 2  
(NOES: Legislators Bartels and Gerentine)  
(Absent: Legislators Every and Felicello)

FINANCIAL IMPACT:  
TOTAL COUNTY SAVINGS \$983.00

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