

Salary Adjustments For Department Heads, Management Staff, Legislative Employees And Board Of Elections Employees And Modifying The Ulster County Personnel Policy Manual

The Labor Relations and Negotiation Committee (Chairman Gregorius and Legislators Provenzano, Noonan, Berardi, Gerentine and Terpening) offers the following:

WHEREAS, the Labor Relations and Negotiation Committee having the responsibility for negotiating salary and benefits for all County employees has unanimously approved salary and benefits for non-union management employees, and

WHEREAS, the Labor Relations and Negotiation Committee proposes effective and retroactive to January 1, 2006, a 3.25 percent wage adjustment payable to employees on the payroll of the date of approval by the Legislature salary increase for 2006 and a 3.25 percent salary increase for 2007 (*as demonstrated in Attachment A*, and

WHEREAS, the Labor Relations and Negotiation Committee proposes modification to the Personnel Policy Manual for Managers to read as follows:

Section III Leave Time A. Vacation

Maximum number of vacation days that may be earned after 25 years shall be 30 days. Managers who are currently earning more than 30 days (on the date of approval by Legislature) will be held harmless at their current earning. (*Employees held harmless are listed in Attachment B*)

Maximum number of vacation carry-over days on an anniversary date shall be 45 days. If an employee currently has in excess of 45 days the employee must reach 45 days by May 1, 2008. Twenty-five (25) year plus employees (on the date of approval by Legislature) are held harmless; these employees will be allowed to accrue to 60 days. (*Employees held harmless are listed in Attachment C*)

Section III Leave Time C. Vacation Buy Back

Effective January 1, 2008, an eligible participant may sell back up to a total of 15 days of accrued time to be allowed in June and December of each year, i.e., any combination of sick/vacation days not to exceed 15.

Resolution No. 155 May 9, 2007

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Section III Leave Time E. Sick Time Buy Back

Effective January 1, 2008, an eligible participant may sell back up to a total of 15 days of accrued time to be allowed in June and December of each year, i.e., any combination of sick/vacation days not to exceed 15.

Section IV Other Employee Benefits D. Retiree Health Insurance

Effective 60 days after the approval of the Legislature ... a presently covered employee or elected officer at the time of accepting retirement benefits, which requires at least **ten (10)** years of county service, will be eligible for ...

<u>Years of Employment</u>	<u>County Contribution</u>
10 – 15 years	60%
16 – 20 years	75%
21 – 24 years	85%
25 + years	90%

Section IV Other Employee Benefits E. Longevity Payment

Effective January 1, 2006

<u>Period of Employment</u>	<u>Longevity Increment</u>
1 year	\$750
2 – 4 years	\$1,000
5 – 7 years	\$2,500
8 – 11 years	\$3,000
12 – 15 years	\$4,000
16 – 19 years	\$5,000
20 – 23 years	\$6,000
24 – 27 years	\$7,500
28 – 31 years	\$8,500
32 – 35 years	\$9,500
36+ years	\$10,500

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Section IV Other Employee Benefits H. Elected Official Payment

For the remainder of the current terms of the elected officials, the following payment is afforded to the elected offices of County Clerk, County Treasurer, District Attorney and Sheriff. An elected official who has served as an elected official less than 15 years will receive a yearly payment of \$2,000, an elected official who has served as an elected official more than 15 years will receive a yearly payment of \$4,000. Effective May 10, 2007, this benefit is only afforded to the current term of the present full-time elected officials and will not be afforded to newly elected officials or for reelected terms.

WHEREAS, the Labor Relations and Negotiation Committee proposes that managers covered by the policy manual shall contribute 10% of the health insurance premium effective 60 days after the approval of the Legislature, and

WHEREAS, the Labor Relations and Negotiation Committee proposes that the cash (taxable) component of the flexible spending benefit be eliminated as of January 1, 2007 and the reimbursement (non-taxable) component of the flexible spending benefit be capped at \$600 payable with receipt for expenses incurred between January 1, 2007 and December 31, 2007. Effective January 1, 2008, the reimbursement (non-taxable) component of the flexible spending benefit will be eliminated, and

WHEREAS, the applicability of benefits is amended, more specifically the Personnel Policy for Managers applies to employees of Ulster County classified as Department Heads, Managerial Staff, Legislative Employees and Board of Elections (*as set forth in Attachment D*). Managers covered by other bargaining agreements are not covered, and

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

RESOLVED, that effective May 10, 2007, that the Personnel Policy Manual for Ulster County Department Heads, non-union Managerial Staff, Legislative Employees and Board of Elections is hereby modified as proposed, and

FURTHER RESOLVED, that effective July 10, 2007 health insurance contribution is hereby modified as proposed, and

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FURTHER RESOLVED, that effective May 10, 2007 the flexible spending benefit is hereby modified as proposed, and

FURTHER RESOLVED, that the salary adjustments, modifications to the Personnel Policy for Managers and modifications to health care contributions and flexible spending benefits are hereby adopted and the Ulster County Treasurer is hereby authorized to amend the 2007 Ulster County Budget and to transfer the necessary funds from the Contingent Account and applicable Employee Benefit Accounts to the appropriate budgetary line items with the departmental budget as required,

and moves its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES: 27 NOES: 5
(NOES: Legislators Bartels, Distel, R.A. Parete,
Sheeley and Stoeckeler)
(Absent: Legislator Loughran)

Legislator Rodriguez motioned, seconded by Legislator R.S. Parete to amend the following section of the resolution:

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Change the first yearly payment from **\$2,000** to \$3,000 and the second yearly payment from **\$4,000** to \$6,000.

MOTION DEFEATED BY THE FOLLOWING VOTE:

AYES: 4 NOES: 28
(AYES: Legislators Dart, Donaldson, R.S. Parete and
Rodriguez)
(Absent: Legislator Loughran)

FINANCIAL IMPACT

\$593,664.00 – 2007 NET COUNTY BUDGETED DOLLARS (SEE ATTACHED)

0534