

HUMAN RESOURCES - 1432

MISSION

The mission of the Department of Human Resources is to serve Albany County government through the progressive and enlightened management of its most important asset—its employees.

ABOUT OUR DEPARTMENT

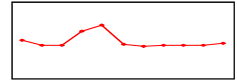
The department of Human Resources is organized into three divisions:

- **Personnel Services** administers payroll; employee benefits, including health and dental insurance, workers' compensation, and disability; employee rules and regulations; health and safety; the retirement system; and staff development and training functions.
- **Affirmative Action** administers the provision of all Federal, State, and local employment anti-discrimination policies, including the Equal Employment Opportunity Law, the County of Albany and New York State Human Rights Laws, the Civil Rights Act, the Americans with Disabilities Act, and the County Sexual Harassment policy.
- **Employee Relations** negotiates and administers all collective bargaining agreements. The Division also handles employee grievances for all County employees.

OUTCOME

All Albany County employees will be qualified, well-trained, compensated appropriately, work in a safe and healthy environment, be afforded equal opportunities for advancement, be motivated by the challenge of their work and achieve the highest level of performance.

APPROPRIATION HISTORY



1998:	\$2,112,840
1999:	\$1,666,201
2000:	\$1,654,682
2001:	\$2,972,030
2002:	\$3,507,328
2003:	\$1,738,494
2004:	\$1,613,009
2005:	\$1,712,734
2006:	\$1,667,360
2007:	\$1,725,803
2008:	\$1,873,329

CONTACT INFORMATION

Department of
Human Resources
County of Albany
112 State Street, Suite 660
Albany, New York 12207
Office: (518) 447-5510
Fax: (518) 447-5586

2008 ACCOMPLISHMENTS

- Successfully negotiated 3 collective bargaining agreements
- Enrolled 169 employees in tax free Section 125 plans worth \$252,522, saving Albany County \$19,318 in employer taxes
- Provided health, pharmaceutical and dental benefits for 2,266 of 2,917 employees and for 3,265 dependents
- Provided health benefits for 1,138 retirees and 527 dependents of retirees
- Produced 154,601 County employee paychecks
- Provided 636,582 training hours
- Hosted the Health and Safety Fair which boasted 20 vendors educating employees on a wide range of topics. Collaboration with Empire Blue Cross also brought the Health Fair mobile bus to County facilities for two days, resulting in 160 employee health screenings
- Founded the Albany County Work for Wellness Program to educate and motivate staff to make healthy lifestyle choices
- The creation of the Operations and Management unit increased the capacity of the Department to manage all self-funded benefit plans as well as participate effectively in the Inter-municipal Health Insurance Consortium and the Labor/Management Health Insurance Task Force
- Two positions were reclassified into the Personnel Administrator and Program Analyst, and the Director of Employee Relations was increased to full-time to accommodate increased capacity for labor management within the department.

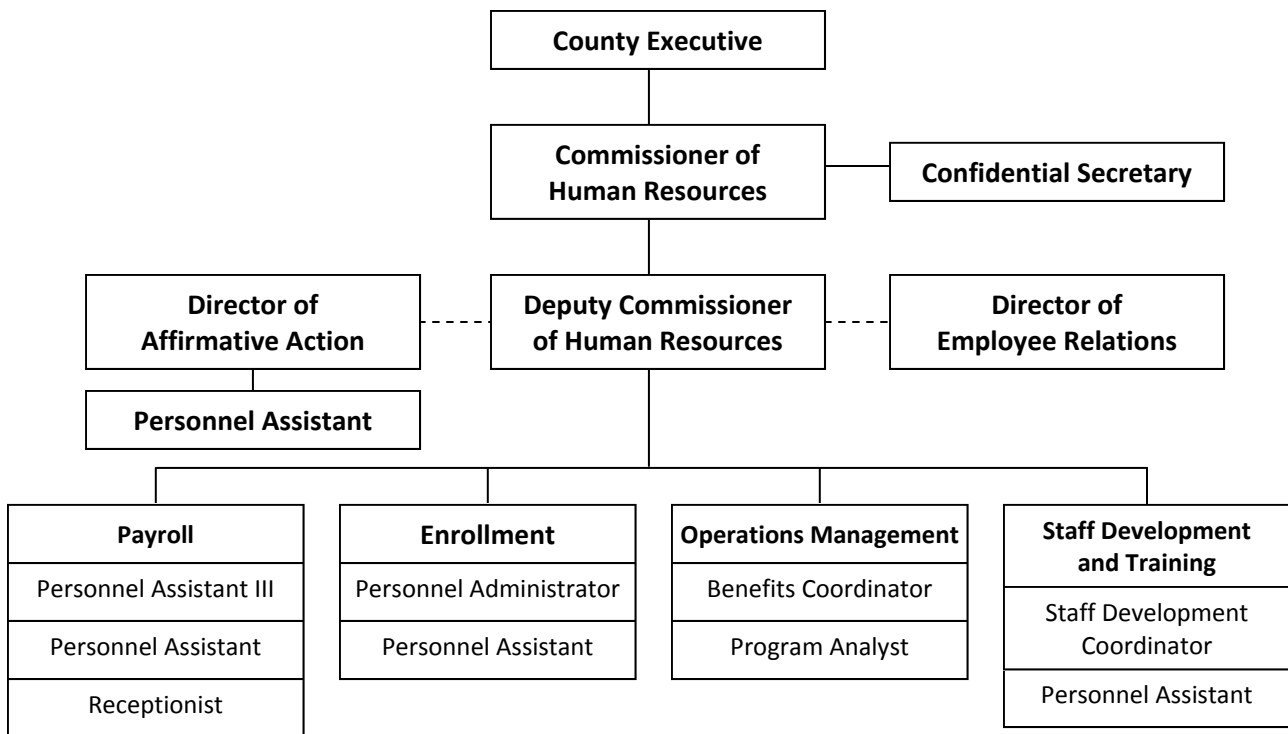
STRATEGIC INITIATIVES 2009

- Albany County's 2008 budget appropriated \$32.7 million dollars for current and former employees health insurance and dental benefits, the 2009 includes \$34.7 million. As this cost has become the fastest rising cost in the County it is appropriate to begin managing these costs and programs more effectively. The 2009 Budget

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includes the creation of a Benefits/Wellness Coordinator position to monitor and coordinate Albany County's pharmaceutical, dental, health and workers' compensation benefits. This position will ensure the most cost effective and efficient administration of all of Albany County's benefit plans in the short and long term.

- The Department will devote considerable time and attention to easing the transition of some non-direct care nursing home staff into positions in other County agencies.
- Succession plans will be co-authored for each department with their respective leadership to ensure seamless operation of the County in the future.



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Account	Description	2007 Expended	2008 Adjusted	2009 Proposed	2008-09 Change	2008-09 Percent Change												
Appropriations																		
Human Resources Department-(1432)																		
	Personnel Services	\$ 910,294	\$ 1,088,412	\$ 1,179,621	\$ 91,209	8.4%												
	Equipment	\$ 742	\$ 1,700	\$ 350	\$(1,350)	(79.4%)												
	Contractual Expenses	\$ 280,128	\$ 455,087	\$ 307,355	\$(147,732)	(32.5%)												
	Fringe Benefits	\$ 302,770	\$ 328,130	\$ 337,330	\$ 9,200	2.8%												
	Human Resources Department	\$ 1,493,934	\$ 1,873,329	\$ 1,824,656	\$(48,673)	(2.6%)												
	Appropriations	\$ 1,493,934	\$ 1,873,329	\$ 1,824,656	\$(48,673)	(2.6%)												
Revenue																		
	Human Resources Department	\$(370,892)	\$(2,500,624)	\$(2,475,765)	\$ 24,859	(1.0%)												
	Revenue	\$(370,892)	\$(2,500,624)	\$(2,475,765)	\$ 24,859	(1.0%)												
	County Share	\$ 1,123,042	\$(627,295)	\$(651,109)	\$(23,814)	3.8%												
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;"></th> <th style="text-align: center;">2008 Adjusted</th> <th style="text-align: center;">2009 Requested</th> <th style="text-align: center;">2009 Proposed</th> <th style="text-align: center;">2008-09 Changes</th> <th style="text-align: center;">2008-09 Percent Change</th> </tr> </thead> <tbody> <tr> <td>HUMAN RESOURCES</td> <td style="text-align: center;">23</td> <td style="text-align: center;">23</td> <td style="text-align: center;">24</td> <td style="text-align: center;">1</td> <td style="text-align: center;">4.3%</td> </tr> </tbody> </table>								2008 Adjusted	2009 Requested	2009 Proposed	2008-09 Changes	2008-09 Percent Change	HUMAN RESOURCES	23	23	24	1	4.3%
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