

**Amending And Revising The Ulster County Personnel Policy Manual Applicable To Unrepresented Department Heads, Managerial Staff, Legislative Employees And Board Of Election Employees Hired After April 1, 2012**

The Health and Personnel Committee (Chairman Aiello and Legislators Belfiglio, Ronk, Robert Parete and Provenzano) offers the following:

WHEREAS, this resolution has been submitted by the County Executive, and

WHEREAS, Ulster County desires to continue to deliver services in the most cost effective way possible, and

WHEREAS, the costs associated with employee benefits continue to rise, and

WHEREAS, the accrual of leave time for County managerial employees is one such employee benefit which the County is required to account for in its financial filings as a liability and these leave time accrual payouts are increasingly becoming a financial burden on the County, and

WHEREAS, unrepresented managerial employees, as covered by the Ulster County Personnel Policy Manual, are currently eligible to be paid out for current and accrued vacation time and a maximum of 135 days of sick time upon separation from County employment, and

WHEREAS, the Ulster County Executive has reviewed the leave time policies of other municipalities, including New York State, and has determined the current Ulster County policy is no longer fiscally prudent, and

WHEREAS, the County Executive proposes that the leave time and buy out policy for unrepresented managerial employees be amended to more closely resemble the policy adopted by New York State, and

WHEREAS, these reforms will affect unrepresented managerial employees hired on or after April 1, 2012 and will not and does not, affect those employees currently serving in managerial positions or other positions within the County, and

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

WHEREAS, Ways and Means Committee has met and reviewed said request with a majority of members voting approval, now, therefore, be it

**Resolution No. 34A February 21, 2012**

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RESOLVED, the Ulster County Personnel Policy Manual applicable to Department Heads, Managerial Staff, Legislative Employees and Board of Election Employees is hereby amended as follows:

Section D (1) Leave Time

Effective for employees hired on or after April 1, 2012, upon retirement or other type of separation from County employment, the employee or beneficiary will be paid for unused and accrued vacation earned prior to one of these aforementioned events occurring at the current rate of pay of the employee according to the following table of service time, and with payment being allowed, at the discretion of the employee, over a period of three years:

Number of Years Of Credited Service	Number of Vacation Days Eligible For Payment Upon Separation
10 Years or Less	15 Days
More Than 10 Years But Less Than 21 Years	30 Days
21 Years or More	45 Days

In the event of death while an employee of the County, an employees' legal representative shall be paid for all accrued vacation time, regardless of years of service.

Section D (3) Vacation Buy Back

Effective for employees hired on or after April 1, 2012, an eligible participant may buy back up to 15 days of accrued vacation time to be allowed in June and December of each year i.e. not to exceed fifteen days for the year. Accrued vacation time is paid upon separation from County employment pursuant to the number of years of credited service.

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Section D (4) Sick Leave

Effective for employees hired on or after April 1, 2012, a covered employee may accrue up to 165 sick days. Accrued sick time is not paid upon separation from County employment. However, accrued sick time may be used as additional service credit for the purposes of the New York State Retirement System.

Section D (5) Sick Time Buy Back

Effective for employees hired on or after April 1, 2012, there is no provision for sick time buy back. Accrued sick time may be used as additional service credit for the purposes of the New York State Retirement System upon separation from County employment.

and moves its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

FINANCIAL IMPACT:  
TO BE DETERMINED

0220A