Personnel

TUESDAY, FEBRUARY 5, 2024

INDEX OF RESOLUTIONS:		
COMMITTEE	**RESOLUTION**	**TITLE**
Per/B/R	**G/14**	**RESOLUTION AUTHORIZING THE CREATION OF A POSITION OF PERSONNEL ANALYST AND AMENDING THE 2024 RENSSELAER COUNTY ADOPTED BUDGET – BUREAU OF HUMAN RESOURCES** **Motion Made By:** **Seconded By:** **Moved:** **Notes:**

RENSSELAER COUNTY LEGISLATURE

Introduced by Legislator(s) Wysocki, Patire, Zalewski

Sent To: Personnel **Committee** **Date** February 13, 2024

Resolution No. G/14

RESOLUTION AUTHORIZING THE CREATION OF A POSITION OF PERSONNEL ANALYST AND AMENDING THE 2024 RENSSELAER COUNTY ADOPTED BUDGET – BUREAU OF HUMAN RESOURCES

WHEREAS, This Resolution is filed with the Rensselaer County Legislature by the Rensselaer County Executive; and

WHEREAS, Due to an increase in the daily workload of Human Resources, Civil Service and Union related responsibilities within Van Rensselaer Manor, a permanent position is requested to complete the work rather than a collateral duty for another title; and

WHEREAS, The Personnel Analyst position will be overall in charge of all Human Resource policies and procedures occurring at the Van Rensselaer Manor, as well as conducting formal Human Resource investigations throughout Rensselaer County employment and report directly to the Bureau of Human Resources; and

WHEREAS, The Bureau of Human Resources recognizes the importance of 360 in-house Human Resources coverage within the Van Rensselaer Manor; and

WHEREAS, The Personnel Analyst and Bureau of Human Resources will maintain full-time support for Van Rensselaer Manor employees, resident care, union cooperation, and assist in recruiting and retainment efforts; and

WHEREAS, The Personnel Analyst position is a tested Civil Service position and the new hire will need to be approved by Civil Service; now, therefore, be it

RESOLVED, That the 2024 Rensselaer County Adopted Budget shall be and hereby is amended as follows:

2024 BUREAU OF HUMAN RESOURCES APPROPRIATIONS

CODE/DESCRIPTION	PRESENT	CHANGE	REVISED
Performance Improvement Specialist A.1431.01007	$56,100.00	$(56,000.00)	$ 0.00
A.1431.01007 Personnel Analyst	$ 0.00	$56,100.00	$56,100.00

Resolution ADOPTED by the following vote:
Ayes:
Nays:
Abstain:
February 13, 2024

Clerk of the Legislature

Sent to County Executive_____

Received from County Executive_____

Clerk of the Legislature

Executive Action

Approved_____ **Date**_____

Disapproved_____
Veto Message Attached and Returned to Clerk

County Executive

LEGISLATIVE FISCAL IMPACT STATEMENT

Type of Legislation: Local Law:_____G Resolution:__X____P Resolution:_____

Title of Legislation: RESOLUTION CREATING A POSITION OF PERSONNEL ANALYST AND AMENDING THE 2024 RENSSELAER COUNTY ADOPTED BUDGET – BUREAU OF HUMAN RESOURCES

Requested by: Human Resources

Sponsor(s):_____

FISCAL IMPACT

1) Projected cost of proposed legislation, if any:$0.00_____current year
$0.00_____ongoing expenses per year

2) Method of financing – note all that apply (federal funding, state funding, bonding, tax levy, etc.):_____

   a) For federal funding: amount $_____and length of time federal funding is available_____. Is it available for ongoing expenses? Yes_____or No _____

   b) For state funding: amount $_____and length of time state funding is available_____. Is it available for ongoing expenses? Yes_____or No _____

   c) If bonded, state amount of total indebtedness this legislation will create and projected interest cost over the course of borrowing:
   Principal $_____
   Total projected interest costs $_____

   d) Tax levy impact for current year $_____and ongoing $_____

   e) Other (please explain): removing performance improvement specialist position and replacing with Personnel Analyst

3) Is this expense or program mandated? Yes_____No _____

4) Length of expense or project (one time only, ongoing, etc.):_____

5) Justification for the appropriation/expenditure requested. Include any revenue this will produce or any expense that will be avoided:_____
No actual fiscal impact as we are requesting to remove the Performance Improvement Specialist position from the HR budget and replace it with the Personnel Analyst Position which will work full time out of the Van Rensselaer Manor and report directly to the Bureau of Human Resources.

Department Head

Erik F. Rabe