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Employment Benefit Summary (Union)

Thank you for your interest in potential employment with Albany County. This is a summary of the robust benefit package available to prospective union new hires. Please note that information contained in this flyer is for estimate purposes only and different rules may apply.

Health Insurance

A generous health benefits package is available to employees. Eligibility is outlined in Rules and Regulations for Albany County Employees and may be dependent on employment status and schedule of work hours. Employees can choose to enroll in Individual, Two Person, or Family coverage. Deduction amounts are taken weekly and are outlined below:

	<u>Individual</u>		<u>Two Person</u>		<u>Family</u>
Regular Visit Co-pay	\$ 15.00		\$ 15.00		\$ 15.00
Prescription Drug Co-pay for generic/preferred/non-formulary	\$5/\$15/\$30-60		\$5/\$15/\$30-60		\$5/\$15/\$30-60
Payroll Deduction Amounts (rates vary depending on contract)					
10% Weekly for full-time (per contract)	\$24.64		\$52.30		\$69.97
15% Weekly for full-time (per contract)	\$36.95		\$78.45		\$104.95
50% Weekly for part-time (per contract)	\$123.18		\$261.49		\$349.83

Dental Insurance

Both individual and family dental plans are offered through Delta Dental. CSEA union members are able to enroll in a CSEA Dental, Hearing & Vision plan. Eligibility is outlined in Rules and Regulations for Albany County Employees and may be dependent on employment status and schedule of work hours. Deduction amounts are taken weekly and are outlined below:

	<u>Individual</u>		<u>Family</u>
Payroll Deduction Amounts			
0% Weekly for full-time	\$0.00		\$0.00
50% Weekly for part-time	\$3.06		\$7.37
100% Weekly for part-time less than 17 hours per week	\$6.12		\$14.75

Accruals of Paid Time Off

Both full-time and part-time employees are eligible to accrue paid leave in the following categories:

- Personal Time: 5 days per calendar year; can be used in hourly increments (no rollover year to year)
- Sick Time: 13 days accrued per year; can be used in hourly increments and rolled over each year
- Vacation Time: 10 days accrued during first year of employment
- Wellness Screening Time: allotted up to 4 hours annually for cancer screening
- Paid holidays: 13 paid holidays each year
- EAP hours: 4 hours each year to attend free and confidential counseling through Capital EAP

New York State Retirement System

Full-time employees are enrolled in the New York State Retirement System. Employees working part-time have the option to join if not currently enrolled. A New York State Voluntary Defined Contribution (VDC) option is available for those not already enrolled in the New York State Retirement system. Questions? Please visit:

www.osc.state.ny.us/retire

Weekly pay periods

The pay week runs from Friday to Thursday, with Thursday being the regular weekly payday for most Albany County employees. Direct deposit is available.

Other optional benefits include

- Tuition reimbursement program for employees
- Direct Deposit
- MetLife - Life Insurance
- AFLAC short-term disability insurance and/or cancer protection plan
- Pre-tax Flexible Spending Account for out-of-pocket medical expenses
- New York State Deferred Compensation Plan (403b)
- Discounted CDTA bus swiper cards
- New York's 529 College Savings Program
- Employee Assistance Program - access to 4-hours of paid leave each year for free and completely confidential counseling assistance through Capital EAP. Help is available in areas ranging from financial to personal to professional.

**Have a question?
Reach out!**



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