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COUNTY OF ERIE

CHRIS COLLINS

COUNTY EXECUTIVE

June 27, 2011

The Honorable
Erie County Legislature
92 Franklin Street – Fourth Floor
Buffalo, New York 14202

RE: Parks Positions - Conversion of RPT to Full Time

Honorable Members:

Attached is a resolution and memorandum from the Department of Parks, Recreation & Forestry concerning the conversion of RPT staff to full time status.

Should your honorable body require further information, I encourage you to contact the Erie County Department of Parks, Recreation and Forestry. Thank you for your consideration on this matter.

Sincerely,

CHRIS COLLINS
Erie County Executive

14E-6

MEMORANDUM

To: Honorable Members of the Erie County Legislature
From: Erie County Department of Parks, Recreation and Forestry
Re: Parks Department - Conversion of RPT to Full Time
Date: June 27, 2011

SUMMARY

It is recommended that the Erie County Legislature approve the attached resolution prepared by the Erie County Department of Parks, Recreation & Forestry (EC Parks) authorizing the County Executive to convert 14 RPT positions to full time.

FISCAL IMPLICATIONS

By contract and MOU, RPT personnel receive ½ the meal day pay as a full time employee. Each employee will receive \$350 instead of the \$175 they currently receive. This will cost an additional \$2450 per year. Funds are available within the Parks Department 2011 Budget, Personal Services lines, to cover increased costs associated with the ½ meal day pay increase.

REASONS FOR RECOMMENDATION

Converting these positions to full time will increase departmental efficiency by allowing management to effectively schedule staff in accordance with the rules of the AFSCME contract. This change also allows for scheduling flexibility necessary to staff the Parks Department during peak times.

BACKGROUND INFORMATION

For several years the EC Parks department has scheduled the RPT staff the maximum amount of hours allowed under union/management agreements. The latest MOU signed early in 2011 grants the RPT full time benefits when working more than 60 hours per pay period and management the right to schedule RPT to 40 hours per week. In the Parks Department it is necessary to schedule all the RPT at 80 hours per pay period to effectively accomplish goals.

CONSEQUENCES OF NEGATIVE ACTION

Employees who perform the same work and work the same number of hours will be classified differently.

STEPS FOLLOWING APPROVAL

The B-100 will be processed and the Budget Department, along with the Departments of Parks and Personnel will convert the RPT positions to full time positions.

A RESOLUTION SUBMITTED BY:
ERIE COUNTY PARKS, RECREATION AND FORESTRY

RE: Parks Department - Conversion of
RPT to Full Time

WHEREAS, the Erie County Department of Parks, Recreation and Forestry operates and manages passive and active parks and forest lands throughout Erie County; and

WHEREAS, 14 of the Parks AFSCME staff who care for the parks and forest lands have job titles that are RPT status; and

WHEREAS, a 2011 MOU between the County of Erie and the AFSCME union have granted full time benefits to RPT staff working full time hours; and

WHEREAS, the Erie County Department of Parks, Recreation and Forestry schedules all RPT staff at 40 hours per week; and

WHEREAS, the work expected of RPT staff is the same as work expected of full time staff; and

WHEREAS, changing the 14 RPT positions to Full Time will increase departmental efficiency by allowing management to effectively schedule staff in accordance with the rules of the AFSCME contract and allow for scheduling flexibility necessary to staff the Parks Department during peak times; and

WHEREAS, the only increased cost will be \$2,450 annually to cover additional costs associated with meal day pay.

NOW, THEREFORE, BE IT

RESOLVED, that 14 AFSCME titles with the following position numbers currently classified as RPT be converted to full time status (B-100 #);

PMW 1 RPT	Position number	51002757
PMW 1 RPT	Position number	51002763
PMW 1 RPT	Position number	51002752
PMW 1 RPT	Position number	51002720
PMW 1 RPT	Position number	51002718
PMW 1 RPT	Position number	51002751
PMW 1 RPT	Position number	51002762
PMW 1 RPT	Position number	51007568
PMW 1 RPT	Position number	51002759
PMW 1 RPT	Position number	51002764
PMW 1 RPT	Position number	51002716
PMW 1 RPT	Position number	51007797

PMW 1 RPT Position number 51005989
Auto Mechanic RPT Position number 51007301;

and be it further

RESOLVED, that funds to cover the increased cost of meal day pay in the amount of \$2,450 are available within the Personal Services lines of the Parks Department 2011 Budget; and be it further

RESOLVED, that authorization is hereby provided to the Director of Budget and Management to transfer unexpended funds within the 2011 budget of the Department of Parks, Recreation and Forestry, Fund Center 16410, in Account 500020, Regular PT Wages to Account 500000, Full Time-Salaries, as necessary to cover the costs associated with this change; and be it further

RESOLVED, that the clerk of the legislature be instructed to forward certified copies of this resolution to the Department of Parks, Recreation and Forestry, the Erie County Executive, the Office of the Comptroller, the Division of Budget and Management and the Erie County Department of Law.