

County of Albany

Harold L. Joyce
Albany County Office Building
112 State Street - Albany, NY 12207



Meeting Agenda

Thursday, September 30, 2021

6:00 PM

Held Remotely

Personnel Committee

PREVIOUS BUSINESS:

1. APPROVING PREVIOUS MEETING MINUTES

CURRENT BUSINESS:

2. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "I" FOR 2021: A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"
3. LOCAL LAW NO. "I" FOR 2021: A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY"
4. AUTHORIZING A MEMORANDUM OF UNDERSTANDING WITH TEAMSTERS LOCAL 294 DISTRICT ATTORNEY INVESTIGATORS UNIT AND AMENDING THE 2021 DISTRICT ATTORNEY'S OFFICE BUDGET

County of Albany

*Harold L. Joyce
Albany County Office Building
112 State Street - Albany, NY 12207*



Meeting Minutes

Thursday, August 26, 2021

6:00 PM

**Harold L. Joyce Albany County Office Building
Cahill Room, 1st Floor**

Personnel Committee

PREVIOUS BUSINESS:

- Present:** Legislator Gilbert F. Ethier, Raymond F. Joyce, Sean E. Ward, Lynne Lekakis, Mark E. Grimm and Todd A. Drake
- Excused:** Legislator Jeffrey D. Kuhn, Dustin M. Reidy and Merton D. Simpson

1. APPROVING PREVIOUS MEETING MINUTES

A motion was made that the previous meeting minutes be approved. The motion carried by a unanimous vote.

CURRENT BUSINESS:**2. AUTHORIZING A CONTRACT AND CONFIRMING THE APPOINTMENT OF THE DIRECTOR OF THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES**

A motion was made to move the proposal forward with a positive recommendation. The motion carried by a unanimous vote.

RESOLUTION NO. 320

PUBLIC HEARING ON PROPOSED LOCAL LAW NO. “I” FOR 2021: A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY”

Introduced: 9/13/21

By Ms. Chapman, Messrs. Feeney, A. Joyce, Beston, Bruschi, Ms. Chapman, Messrs. Clay, Cleary, Commisso, Domalewicz, Efekoro, Ethier, Fein, R. Joyce, Kuhn, Ms. Lekakis, Mr. Mayo, Mss. McLaughlin, Mclean Lane, Messrs. Miller, Reidy, Reinhardt, Ricard, Simpson and Smith:

RESOLVED, By the County Legislature of the County of Albany that a public hearing on proposed Local Law No. “I” for 2021: A Local Law of the County of Albany Amending Local Law No. 1 for 2013, Entitled "An Omnibus Human Rights Law for Albany County” will be held by the County Legislature in the William J. Conboy II Legislative Chambers, Albany County Courthouse, Albany, New York, at 7:15 p.m. on Tuesday, October 26, 2021, and the Clerk of the County Legislature is directed to cause notice of such hearing to be published containing the necessary information in accordance with the applicable provisions of law.

Referred to Law and Personnel Committees – 9/13/21

LOCAL LAW “I” FOR 2021

A LOCAL LAW OF THE COUNTY OF ALBANY AMENDING LOCAL LAW NO. 1 FOR 2013, ENTITLED "AN OMNIBUS HUMAN RIGHTS LAW FOR ALBANY COUNTY”

Introduced: 9/13/21

By Ms. Chapman, Messrs. Feeney and A. Joyce:

BE IT ENACTED BY THE LEGISLATURE OF THE COUNTY OF ALBANY AS FOLLOWS:

SECTION 1. Title

This Local Law shall be known as the “CROWN (Creating a Respectful and Open Workplace for Natural Hair) Amendment” for Albany County.

SECTION 2. Legislative Intent

The purpose of this Local Law is to prevent employment discrimination based on natural hair texture and/or the use of protective hairstyles in Albany County.

Albany County is dedicated to protecting the rights of its residents and eliminating discrimination and bias in the workplace.

This Legislature hereby finds and determines that the history of our nation is riddled with laws and societal norms that subject those with certain visible characteristics, including natural hair texture and/or the use of protective hairstyles, to separate and unequal treatment in professional settings.

This Legislature further finds that, despite the efforts to reverse racist ideologies, natural hairstyles including braids, locs, cornrows, twists, Bantu knots, poufs, and Afros continue to be a source of prejudice that have serious professional and economic consequences for individuals in Albany County.

Therefore, the purpose of this law is to amend the Albany County Omnibus Human Rights Law (Local Law No. 1 for 2013, as amended) to ban discrimination against the use of protective hairstyles and the wearing of natural hair textures.

SECTION 3. Prohibitions

Section 7, subsection 1. of Local Law No. 1 for 2013, “An Omnibus Human Rights Law for Albany County,” as amended, is further amended by the addition of a new subdivision (j) as follows:

(j) It shall be an unlawful discriminatory practice for an employer, employment agency, or licensing agency to deny any license, employment, or promotion to any individual by reason of the person's natural hair texture or use of protective hairstyles. The term "protective hairstyles" shall include styles such as braids, locs, cornrows, twists, Bantu knots, poufs, and similar styles meant to protect natural hair.

SECTION 4. Severability

If any clause, sentence, paragraph, subdivision, or part of this Local Law or the application thereof to any person, firm, or corporation, or circumstance, shall be adjusted by any court of competent jurisdiction to be invalid or unconstitutional, such order or judgement shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, or part of this Local Law or in its application to the person, individual, firm, or corporation or circumstance, directly involved in the controversy in which such judgment or order shall be rendered.

SECTION 5. Effective Date

This law shall take effect immediately upon its filing with the Secretary of State.



P. DAVID SOARES
DISTRICT ATTORNEY

COUNTY OF ALBANY
OFFICE OF THE DISTRICT ATTORNEY
COUNTY COURT HOUSE
ALBANY, NEW YORK 12207
(518) 487-5460
(518) 487-5093 - FAX

DAVID M. ROSSI
CHIEF ASSISTANT DISTRICT ATTORNEY

CHERYL K. FOWLER
DEPUTY CHIEF ASSISTANT DISTRICT
ATTORNEY

September 14, 2021

Brandon Russell, Majority Counsel
Albany County Legislature
112 State Street, Rm. 700
Albany, N.Y. 12207

Arnis Zilgme, Minority Counsel
Albany County Legislature
112 State Street, Rm. 1360
Albany, N.Y. 12207

Dear Sirs:

I am requesting legislative action to further the mission of the Office of the Albany County District Attorney. The attached resolution seeks permission to:

- Accept funding from NYS OVS for the Crime Victim Assistance Grant and
- Amend our budget to account for an Union Contract Agreement.

Attached is the request for legislative action and supporting documents. If you have any questions, please feel free to contact me at 275-4706.

Thank you for your assistance.

Sincerely,

P. David Soares
Albany County District Attorney

FOR COUNSEL USE ONLY	
Date Received:	_____
Received By:	_____
Method: Hand:	_____
Courier:	_____
Mail:	_____

REQUEST FOR LEGISLATIVE ACTION

DATE: September 14, 2021
DEPARTMENT: Office of the District Attorney
 Contact Person: Heather Orth
 Telephone: 275 4704
 Dept. Representative Attending
 Committee Meeting: Heather Orth and/or David Soares, District Attorney

PURPOSE OF REQUEST:

- Adoption of Local Law _____
- Amendment of Prior Legislation _____
- Approval/Adoption of Plan/Procedure _____
- Bond Approval _____
- Budget Amendment (See below) X
- Contract Authorization (See below) _____
- Environmental Impact _____
- Home Rule Request _____
- Property Conveyance _____
- Other: (State briefly if not listed above) _____

CONCERNING CONTRACT AUTHORIZATION (Cont'd)

STATE THE FOLLOWING:

Contract Terms/Conditions:

Party (Name/Address):

Amount/Rate Schedule/Fee:

Term: _____

Scope of Services: _____

Contract Funding:

Anticipated in Current Budget: Yes X No _____

Funding Source: _____

County Budget Accounts:

Revenue:

Appropriation: _____

CONCERNING ALL REQUESTS:

Mandated Program/Service: Yes _____ No X

If Mandated Cite: Authority _____

Anticipated in Current Adopted Budget: Yes _____ No X

If yes, indicate Revenue/Appropriation Accounts:

Revenue:

Memorandum of Understanding

Made by and between Albany County (Employer) and Teamsters Local 294 District Attorney Investigators Unit (Employee Collective Bargaining Unit) (collectively, the "parties") this 6th day of August, 2021, subject to approval of the County Legislature and ratification by the Employee Collective Bargaining Unit.

WHEREAS, the parties entered into a collective bargaining agreement that expired on December 31, 2016 and;

WHEREAS the parties were subject to a binding arbitration decision regarding the fiscal years of 2017 and 2018 and;

WHEREAS, the Parties negotiated in good faith and continue to negotiate in good faith; and

WHEREAS, the parties have reached an agreement relating to the terms of a collective bargaining agreement between the parties and;

NOW THEREFORE, in consideration for the mutual undertakings and covenants herein contained, the parties stipulate and agree as follows:

1. The term of the collective bargaining agreement shall be from January 1, 2019 through December 31, 2021.
2. All other Articles, terms and conditions and provisions of the Collective Bargaining Agreement not mentioned herein shall remain and be the same as set forth in the January 1, 2010 Collective Bargaining Agreement and shall have full force and effect for the term of the agreement between the parties from January 1, 2019 through December 31, 2021.
3. Appendix A Section 1 - Amend the existing language in Section 1 to include the following:

Increase all District Attorney Criminal and Senior Criminal Investigators base pay by the following rates:

- Effective January 1, 2019, a 2% increase to all salaries – retroactive to 1/1/2019;
 - Effective January 1, 2020, a 2% increase to all salaries – retroactive to 1/1/2020;
 - Effective January 1, 2021, a 2% increase to all salaries – retroactive to 1/1/2021;
4. All retroactive pay shall be calculated and paid out as soon as practicable after the date of signature of this MOU.

APPROPRIATIONS						
ACCOUNT	RESOLUTION DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME	
A9 1165	1 4020 001 CRIMINAL FORENSIC AUDITOR	4,337		75,196	District Attorney	
A9 1165	1 4021 001 CRIMINAL INVESTIGATOR	4,337		75,196	District Attorney	
A9 1165	1 4021 002 CRIMINAL INVESTIGATOR	4,337		75,196	District Attorney	
A9 1165	1 4021 003 CRIMINAL INVESTIGATOR	4,337		75,196	District Attorney	
A9 1165	1 4021 004 CRIMINAL INVESTIGATOR	4,337		75,196	District Attorney	
A9 1165	1 4021 005 CRIMINAL INVESTIGATOR	4,337		75,196	District Attorney	
A9 1165	1 4021 006 CRIMINAL INVESTIGATOR	4,337		75,196	District Attorney	
A9 1165	1 4021 007 CRIMINAL INVESTIGATOR	4,337		75,196	District Attorney	
A9 1165	1 4021 008 CRIMINAL INVESTIGATOR	4,337		75,196	District Attorney	
A9 1165	1 4032 001 SENIOR CRIMINAL INVESTIGATOR	4,539		78,701	District Attorney	
A9 1165	1 5025 010 LEGAL SECRETARY		21,786			
A9 1165	1 5025 011 LEGAL SECRETARY		\$ 21,786			
	TOTAL APPROPRIATIONS	43,572.00	43,572.00	526,372.00		

ESTIMATED REVENUES						
ACCOUNT	RESOLUTION DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME	
	TOTAL ESTIMATED REVENUES	0.00	0.00			
	GRAND TOTALS	43,572.00	43,572.00			