

RESOLUTION NO. 417

**APPROVING THE PROBATION DEPARTMENT COLLECTIVE
BARGAINING AGREEMENT WITH THE PUBLIC EMPLOYEES
FEDERATION, AFL-CIO**

Introduced: 10/13/15

By Personnel Committee and Mr. Bullock:

WHEREAS, The County of Albany and the Public Employees Federation, AFL-CIO have been negotiating a contract for the employees of the County Probation Department represented by said unit and the terms and conditions of employment have been agreed upon for the period January 1, 2014 through December 31, 2016, and

WHEREAS, Under terms of the agreement, employees of the bargaining unit will receive a 2% raise for the year 2014, retroactive to January 1, 2014, a 0.5% raise on July 1, 2014 retroactive to July 1, 2014; a 0% salary increase for 2015 and a 2% salary increase for 2016, and

WHEREAS, Under terms of the agreement, employees who are appointed to the Warrant Squad, shall receive two thousand dollars (\$2,000) stipend per year, if no volunteers apply for appointment to the squad, assignment will be by reverse order of seniority, and

WHEREAS, The agreement provides for modifications to the Prescription Drug Plan that are effective 30 days after legislative approval or as soon as practicable thereafter, co-payments for both retail and domestic non-formulary brand drugs shall increase to \$60, and

WHEREAS, The agreement provides for full time employees hired after September 1, 2015 to have 85% of their health care plan premiums paid for by the County, and

WHEREAS, Under terms of the agreement employees hired prior to January 1, 1989 who were previously contributing 0% towards their premium until January 1, 2013 will revert to 0% percent upon retirement, employees who have a hire date after January 1, 1989 must contribute toward his or her retiree coverage a percentage rate commensurate to that required when he or she was an active employee, and

WHEREAS, Employees with a hire date of September 1, 2015 or after shall be entitled to a maximum of thirty (30) days of unused vacation leave that may be liquidated upon separation, now, therefore be it

WHEREAS, The agreement also provides five paid bereavement days in the event of a death in the immediate family, revised longevity accruals, union activities changes, grievance and disciplinary changes, parenting leave and family medical leave changes, working hours, overtime and compensatory time changes, now, therefore be it

RESOLVED, By the Albany County Legislature that the portions of said agreement setting forth salary and benefit provisions for members of the bargaining unit in the Albany County Probation Department are ratified and confirmed, and, be it further

RESOLVED, That the 2015 Probation Department Budget is amended to accommodate said agreement per the spreadsheet filed with the Clerk of the Legislature, and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.

*Adopted by unanimous vote. 10/13/15
Mr. Nichols abstained.*