

County of Albany

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



Meeting Agenda

Thursday, April 27, 2023

6:00 PM

**Harold L. Joyce Albany County Office Building
Cahill Room - First Floor**

Personnel Committee

PREVIOUS BUSINESS:

1. APPROVING PREVIOUS MEETING MINUTES
2. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "P" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES
3. LOCAL LAW NO. "P" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

CURRENT BUSINESS:

4. APPROVING THE ALBANY COUNTY CLERK'S OFFICE COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 – ALBANY COUNTY CLERK'S OFFICE BARGAINING UNIT AND AMENDING THE 2023 ALBANY COUNTY BUDGET
5. APPROVING THE ALBANY COUNTY SHERIFF'S OFFICE COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 AFSCME, AFL-CIO TELECOMMUNICATORS UNIT LOCAL 801 AND AMENDING THE 2023 ALBANY COUNTY BUDGET
6. APPROVING THE ALBANY COUNTY SHERIFF'S OFFICE COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 AFSCME, AFL-CIO COUNTY JAIL NON-SECURITY PERSONNEL UNIT LOCAL 801 AND AMENDING THE 2023 ALBANY COUNTY BUDGET
7. APPROVING THE PROBATION DEPARTMENT COLLECTIVE BARGAINING AGREEMENT WITH THE PUBLIC EMPLOYEES FEDERATION, AFL-CIO, AND AMENDING THE 2023 ALBANY COUNTY BUDGET
8. APPROVING THE ALBANY COUNTY WATER PURIFICATION DISTRICT COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 – ALBANY COUNTY WATER PURIFICATION DISTRICT BARGAINING UNIT AND AMENDING THE 2023 ALBANY COUNTY BUDGET

County of Albany

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



Meeting Minutes

Thursday, March 30, 2023

6:00 PM

Harold L. Joyce Albany County Office Building
Cahill Room - First Floor

Personnel Committee

PREVIOUS BUSINESS:

Present: Gilbert F. Ethier, Jeffrey D. Kuhn, Mark E. Grimm,
Raymond F. Joyce, Lynne Lekakis, Dustin M. Reidy,
Merton D. Simpson and Sean E. Ward

Excused: Todd A. Drake

1. APPROVING PREVIOUS MEETING MINUTES

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

2. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "P" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

This proposal was tabled at the request of the Sponsor.

3. LOCAL LAW NO. "P" FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

This Local Law was tabled at the request of the Sponsor.

CURRENT BUSINESS:

4. APPROVING THE DEPARTMENT OF HEALTH COLLECTIVE BARGAINING AGREEMENT WITH CIVIL SERVICE EMPLOYEES ASSOCIATION - LOCAL 1000 DEPARTMENT OF HEALTH UNIT LOCAL 801 AND AMENDING THE 2023 DEPARTMENT OF HEALTH BUDGET

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

5. APPROVING THE DEPARTMENT OF HEALTH COLLECTIVE BARGAINING AGREEMENT WITH CIVIL SERVICE EMPLOYEES ASSOCIATION - LOCAL 1000 DEPARTMENT OF MENTAL HEALTH AND CRIMES VICTIM & SEXUAL VIOLENCE CENTER UNIT LOCAL 801 AND AMENDING THE 2023 DEPARTMENT OF MENTAL HEALTH BUDGET

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

- 6. APPROVING THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES COLLECTIVE BARGAINING AGREEMENT WITH NEW YORK STATE UNITED TEACHERS – PROFESSIONAL STAFF ASSOCIATION COLLECTIVE BARGAINING UNIT AND AMENDING THE 2023 DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES BUDGET

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

- 7. AUTHORIZING A MEMORANDUM OF UNDERSTANDING WITH THE NEW YORK STATE UNITED TEACHERS UNION REGARDING REGISTERED NURSE SUPERVISORS SALARY ADJUSTMENTS

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

- 8. AUTHORIZING A MEMORANDUM OF UNDERSTANDING BETWEEN SHAKER PLACE REHABILITATION AND NURSING CENTER AND 1199 SEIU UNITED HEALTHCARE WORKERS BARGAINING UNIT AND AMENDING THE 2023 ALBANY COUNTY BUDGET

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

- 9. AUTHORIZING A MEMORANDUM OF UNDERSTANDING BETWEEN SHAKER PLACE REHABILITATION AND NURSING CENTER AND 1199 SEIU UNITED HEALTHCARE WORKERS EAST SERVICE AND MAINTENANCE WORKERS BARGAINING UNIT AND AMENDING THE 2023 ALBANY COUNTY BUDGET

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

LOCAL LAW “P” FOR 2022

A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

Introduced: 11/14/22

By Mr. Efekoro:

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

Section 1. Title.

This Local Law shall be known as the "Albany County Employees Teleworking Law".

Section 2. Purpose.

The Albany County Legislature has a long history of supporting our County workforce, and it will continue to do so while adjusting to the changing nature of work. This Local Law provides teleworking options for County employees and has numerous benefits for both the County and its employees. First, allowing employees to telework reduces greenhouse gases by both reducing the number of cars on the road and allows opportunities for the County to substantially reduce its carbon footprint. Second, it promotes work/life balance for County employees, allowing more time for leisure activities or the ability to stay at home with family. These benefits will positively affect not just the County workforce, but their families, communities, and the environment as well.

Section 3. Teleworking Programs.

The Albany County Department of Human Resources shall establish written policies which allow Albany County employees, where reasonable and not detrimental to work performance, to perform all or a portion of their duties through remote teleworking, with periodic evaluations and reconsideration. Each County agency shall designate a telework coordinator responsible for overseeing the implementation of its teleworking program.

Section 4. Definitions.

Whenever used in this Local Law, the following terms shall have the following meanings:

(a) "Telework" shall mean the performance of regular work functions at a remote location rather than at the county agency's principal office location; and

(b) "County Agency" shall mean any Albany County department, division, public authority, public benefit corporation, office, or other governmental entity which performs a governmental or proprietary function for the county.

(c) "Telework coordinator" shall mean the person designated for each County agency who is responsible for overseeing that agencies' teleworking program.

Section 5. Eligibility; Decisions on Applications.

- (1) Employees may request to telework by completing a teleworking application provided by the telework coordinator.
- (2) Eligibility for teleworking shall be determined by the Human Resources Department in conjunction with the County agency's telework coordinator, following an assessment of the regular work duties required by each title or title category, with such employee input as may be necessary. These determinations shall be applied similarly across the employees within each title or category in each Department.
- (3) Decisions on teleworking applications shall be made within 30 business days from the date the application is received and must be written and include an approval, approval in part, denial, or denial in part.
- (4) If an application for telework is denied in full or in part, reasons for the denial must be listed in the denial document.
- (5) Prior to starting remote work pursuant to a teleworking program, all employee performance standards for each title or title category shall be reduced to writing.

Section 6. Supersession.

Nothing in this Local Law shall supersede existing laws, regulations, or personnel policies applicable to employees with injuries, illnesses, environmental health conditions, or disabilities, or with the reasonable application of employee-earned leave time including, but not limited to, sick, compensatory, paid or unpaid family leave, Federal or State guaranteed leave time, or vacation time.

This Local Law shall not supersede any existing telework policies and/or programs which resulted from any collective bargaining agreement with Albany County.

Section 7. Severability.

If any clause, sentence, paragraph, subdivision, or part of this Local Law or the application thereof to any person, firm, corporation or circumstance, shall be adjudged by any court of competent jurisdiction to be invalid or unconstitutional, such

order or judgment shall not affect, impair, or invalidate the remainder of the Local Law, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, or part of the Local Law or in its application to the person, individual, firm, corporation or circumstance directly involved in the controversy in which such judgment or order may be rendered.

Section 8. Effective Date.

This local law shall take effect 90 days after its filing with the Secretary of State.

Referred to Law and Personnel Committees – 11/14/22

RESOLUTION NO. 478

PUBLIC HEARING ON PROPOSED LOCAL LAW NO. “P” FOR 2022: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

Introduced: 11/14/22

By Mr. Efekoro:

RESOLVED, By the County Legislature of the County of Albany that a public hearing on proposed Local Law No. “P” for 2022, “A Local Law of the County of Albany, New York Regarding A Teleworking Program for Employees” to be held by the Albany County Legislature at 7:15 p.m. on Tuesday, November 22, 2022, with participation information to be made available on the Albany County website, 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 – 11/14/22

LOCAL LAW “P” FOR 2022

A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK REGARDING A TELEWORKING PROGRAM FOR EMPLOYEES

Introduced: 11/14/22

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order or judgment shall not affect, impair, or invalidate the remainder of the Local Law, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, or part of the Local Law or in its application to the person, individual, firm, corporation or circumstance directly involved in the controversy in which such judgment or order may be rendered.

Section 8. Effective Date.

This local law shall take effect 90 days after its filing with the Secretary of State.

Referred to Law and Personnel Committees – 11/14/22

OFFICE OF THE ALBANY COUNTY CLERK

CLERK OF SUPREME AND COUNTY COURTS
16 EAGLE ST. ROOM 128 ALBANY, NY 12207-1077

BRUCE A. HIDLEY
ALBANY COUNTY CLERK



GERALDINE M. GOULD
EXEC DEPUTY COUNTY CLERK

JULIE GUDZ
JENNIFER BOTTIERI
DEPUTY COUNTY CLERKS

April 5, 2023

Honorable Andrew Joyce, Chairman
Albany County Legislature
112 State Street Room 710
Albany, NY 12207

Dear Chairman Joyce:

I respectfully request the County Legislature to approve the Memorandum of Understanding (MOU) between the County of Albany and CSEA Local 1000 AFSCME, AFL-CIO Albany County Local 801, Albany County Clerk's Department Unit #6000-07, and the 2023 Budget Amendment which addresses the raises to the employees' salaries in the Albany County Clerk's Office and the Hall of Records.

The parties have agreed to a five year term with a 2% raise for the first year followed by a 3% raise for each of the remaining four years of the contract, and a \$2,500 signing bonus to each member of the bargaining unit. The parties have also agreed to increase the mandated starting salaries allowing the office to be more competitive in the hiring process and fill many current vacancies.

Thank you for your attention to this matter, and please feel free to contact me if I can provide any further information.

Sincerely,

Bruce A. Hidley
Albany County Clerk

Cc: Hon. Dennis A. Feeney, Majority Leader
Hon. Frank A. Mauriello, Minority Leader
Rebekah Kennedy, Majority Counsel
Arnis Zilgme, Minority Counsel



County of Albany

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

Legislation Text

File #: TMP-4182, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):

Seeking contract approval for the MOU between the Albany County Clerk's Office/Hall of Records employees with CSEA Local 1000 AFSCME, AFL-CIO, Albany County Local 801

Date: April 4, 2023
Submitted By: Geraldine M Gould
Department: Albany County Clerk
Title: Executive Deputy Clerk
Phone: 518-487-5111
Department Rep.
Attending Meeting: Bruce Hidley/Geraldine M Gould /Craig Carlson

Purpose of Request:

- Adopting of Local Law
- Amendment of Prior Legislation
- Approval/Adoption of Plan/Procedure
- Bond Approval
- Budget Amendment
- Contract Authorization
- Countywide Services
- Environmental Impact/SEQR
- Home Rule Request
- Property Conveyance
- Other: (state if not listed) Click or tap here to enter text.

CONCERNING BUDGET AMENDMENTS

Increase/decrease category (choose all that apply):

- Contractual
- Equipment
- Fringe
- Personnel

File #: TMP-4182, Version: 1

- Personnel Non-Individual
- Revenue

Increase Account/Line No.: Click or tap here to enter text.
Source of Funds: A1410/A1411
Title Change: Click or tap here to enter text.

CONCERNING CONTRACT AUTHORIZATIONS

Type of Contract:

- Change Order/Contract Amendment
- Purchase (Equipment/Supplies)
- Lease (Equipment/Supplies)
- Requirements
- Professional Services
- Education/Training
- Grant

Choose an item.

Submission Date Deadline Click or tap to enter a date.

- Settlement of a Claim
- Release of Liability
- Other: (state if not listed) Union contract agreement

Contract Terms/Conditions:

Party (Name/address):

CSEA, Local 1000 AFSCME, AFL-CIO Albany County Local 801, Albany County Clerk's Department Unit #6000-07

Additional Parties (Names/addresses):

Click or tap here to enter text.

Amount/Raise Schedule/Fee: Click or tap here to enter text.

Scope of Services: Memorandum of Understanding/contract approval between CSEA and Albany County Clerk's Office/Hall of Records employees

Bond Res. No.: Click or tap here to enter text.

Date of Adoption: Click or tap here to enter text.

CONCERNING ALL REQUESTS

Mandated Program/Service: Yes No
If Mandated Cite Authority: Click or tap here to enter text.

Is there a Fiscal Impact: Yes No
Anticipated in Current Budget: Yes No

County Budget Accounts:

Revenue Account and Line: Click or tap here to enter text.
Revenue Amount: Click or tap here to enter text.

Appropriation Account and Line: A96100.44252
Appropriation Amount: \$101,083

Source of Funding - (Percentages)

Federal: Click or tap here to enter text.
State: Click or tap here to enter text.
County: 100%
Local: Click or tap here to enter text.

Term

Term: (Start and end date) January 1, 2022 through December 31, 2027
Length of Contract: 5 years

Impact on Pending Litigation

If yes, explain: Yes No
Click or tap here to enter text.

Previous requests for Identical or Similar Action:

Resolution/Law Number: Resoultuion No 45
Date of Adoption: 2/2/18

Justification: (state briefly why legislative action is requested)

The Albany County Clerk's Office and the Hall of Records seek legislative approval of the negotiated contract between the employees of the County Clerk's Office and the Hall of Records and the Civil Service Employees Association. Seeking approval of the Budget Amendments for 2023 related to salaries for the County Clerk's Office and the Hall of Records.



CAPITAL REGION OFFICE
1 Lear Jet Lane, Suite 2
Latham, New York 12110
Office: 518-782-4400 • Fax: 518-785-4595

Stay Union ★ Stay Strong

RONALD BRIGGS **SHANA DAVIS** **SCOTT GARTLAND** **DANIELLE KILMER** **MICHAEL GARFOLO** **CYNTHIA STILES** **STACEY DEYO** **DENISE WARREN**
Capital Region President Executive Vice President 1st Vice President 2nd Vice President 3rd Vice President Secretary Treasurer Capital Region Director

February 9, 2023

VIA EMAIL AND FIRST-CLASS MAIL

Email: Peter.Apostol@albanycounty.ny.gov

Peter Apostol, Esq.
Director of Employee Relations
Albany County
112 State Street, 9th Floor
Albany, New York 12207

Dear Director Apostol:

Please be advised the CSEA membership of our Albany County Clerk's Department Unit, #6000-07, voted to ratify the attached Memorandum of Understanding for the January 1, 2022 – December 31, 2027, successor Collective Bargaining Agreement.

Please notify me upon approval of same by the Albany County Legislature. Should you have any questions, please do not hesitate to contact me.

Thank you in advance for your attention to this matter.

Sincerely,

Virginia M. O'Brien
Labor Relations Specialist

VO/va

Enclosures

cc: D. Warren, Region Director (*Via Email Only w/o Encl.*)
T. Edwards, Local President (*Via Email Only w/o Encl.*)
J. Backes, Unit President (*Via Email Only w/Encl.*)
G. Gould, Executive-Deputy Director (*Via Email Only w/Encl.*)



MEMORANDUM OF UNDERSTANDING

**MADE BY AND BETWEEN
THE COUNTY OF ALBANY AND CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY LOCAL 801
ALBANY COUNTY CLERK'S DEPARTMENT UNIT #6000-07
January 23, 2023**

The parties agree, subject to the approval by the Albany County Legislature and ratification by the bargaining unit, that all terms of the agreement that expired December 31, 2021 will continue forward except as modified below:

1. DUES DEDUCTIONS AND UNION RIGHTS:

Amend; see ATTACHMENT "1".

2. TERM OF AGREEMENT:

The term of the collective bargaining agreement shall be January 1, 2022 through December 31, 2027.

3. COMPENSATION:

Amend Article VII Salary Section 1. Salary Increases, p. 7, to read as follows, see ATTACHMENT "2" (to be added):

A. Prior to salary increases 1/1/2022, all salaries shall be corrected retroactively for those employees hired between 1/1/2017 and 12/31/2021 with annual 2% increases to starting salaries. Starting salary 2021 shall be adjusted to the following (See ATTACHMENT "2") and increase each year per (B) below:

<u>ARCHIVIST</u>	<u>\$46,693</u>
<u>ASSISTANT ARCHIVIST</u>	<u>\$36,307</u>
<u>CLERK I</u>	<u>\$29,259</u>
<u>CLERK II</u>	<u>\$36,811</u>
<u>LABORER</u>	<u>\$28,707</u>
<u>MICROFILM AIDE</u>	<u>\$28,122</u>
<u>RECORDS MANAGER II</u>	<u>\$46,693</u>

B. All salaries, including starting salaries, shall be increased as follows:

1/1/2022 2%; retroactive to 1/1/2022 and \$2,500 signing bonus to each member of the bargaining unit. Any retroactive salary increase shall be paid after ratification and signing of the final agreement. \$2,500 signing bonus will

~~be paid in separate check from payroll no more than two pay periods after ratification and signing of the final agreement.~~

1/1/2023 2%, retroactive to 1/1/2023
 1/1/2024 3%
 1/1/2025 3%
 1/1/2026 3%
 1/1/2027 3%

Amend Appendix A Longevity, p. 58, to read as follows:

Effective 1/1/2023:

<u>Years of Continuous Service</u>	<u>Amount per Year</u>
<u>3-4</u>	<u>\$150</u>
<u>5-6</u>	<u>\$350</u>
<u>7-9</u>	<u>\$600</u>
<u>10-14</u>	<u>\$1000</u>
<u>15-19</u>	<u>\$1500</u>
<u>20+</u>	<u>\$3200</u>

Effective 1/1/2024:

<u>Years of Continuous Service</u>	<u>Amount per Year</u>
<u>3-4</u>	<u>\$150</u>
<u>5-6</u>	<u>\$350</u>
<u>7-9</u>	<u>\$600</u>
<u>10-14</u>	<u>\$1000</u>
<u>15-19</u>	<u>\$1500</u>
<u>20+</u>	<u>\$5000</u>

All increases applied under this section shall apply to those employees on the payroll on or after the signing of this agreement and/or any employees who have transferred within Albany County or separated service due to retirement or disability since January 1, 2022.

4. LEAVE WITH PAY:

Amend Article VIII Absence with Pay Section 1. Holidays, p. 8, to read as follows:

- | | |
|----------------------------|-----------------------|
| 1 – New Year's Day | 7 – Labor Day |
| 2 – Martin Luther King Day | 8 – Columbus Day |
| 3 – Presidents' Day | 9 – Election Day |
| 4 – Memorial Day | 10 – Veteran's Day |
| 5 – <u>Juneteenth</u> | 11 – Thanksgiving Day |
| 6 – Independence Day | 12 – Christmas Day |

The foregoing shall be observed as holidays except when any such day falls on Saturday or Sunday, in which case the closest day shall be observed as the holiday.

In addition, an employee may take a floating holiday during each calendar year provided the employee is on the payroll on February 12th of the calendar year and the employee receives prior approval from the employee's supervisor. Such approval shall not be unreasonably withheld, provided that minimum staffing levels as designated by the County Clerk or his/her designee are available.

Amend Article VIII Absence with Pay Section 7. (F) Leave for Bereavement, p. 18, to read as follows:

~~Strike 3. In the event an employee's own client dies, leave may be taken with permission of the Department, and replace with: In addition to the above bereavement leave, employees shall be allowed one (1) day of paid leave for the purpose of attending to the estate or probate matters relating to the death of an immediate family member, as defined above, providing the employee demonstrates the need for such leave. The one-day leave shall be taken within one year of the death of the immediate family member and may not be cashed out.~~

5. RETIREMENT HEALTH INSURANCE BENEFIT:

Amend Article XIII Health Insurance Section 11, p. 27, to read as follows:

Retirement: The County shall continue the New York State Retirement Plan 75-i. Effective on or before April 1, 1997, the County shall provide benefits pursuant to Section 41-j of the Retirement and Social Security Law. Employees must have completed fifteen (15) years of service with the County to be eligible for continuation of health insurance in retirement.

6. MISCELLANEOUS:

Amend Article XXVI Miscellaneous Section 1, p. 42; Clarify all titles in Unit and any/all new titles.

Amend Article XXVI Miscellaneous by adding a new Section 21, Labor Management Safety and Health Committee, to read as follows:

Albany County Clerk's Department and CSEA shall establish a Labor/Management Health and Safety Committee. The committee shall be composed of an equal number of representatives appointed by each party and shall be co-chaired by a CSEA and an Employer representative. The general responsibility of the committee will be to promote a safe and healthful workplace by recognizing hazards and recommending abatement of hazards and education programs. To fulfill this responsibility, the committee shall:
a. Meet at least quarterly.

- b. Conduct inspections to find and evaluate hazards, and to offer recommendations for control of potential health and safety hazards.
- c. Appoint members, as needed, from the area of concern from CSEA to participate in inspections.
- d. Receive copies of all injury and illness reports, lists of toxic materials and exposure records.
- e. Promote health and safety education.
- f. Maintain and review minutes of Health and Safety Committee meetings.

Members of the Health and Safety Committee shall be allowed paid time off from their regular work while performing committee duties and shall also be allowed paid time off for training relating to health and safety.

7. LABOR MANAGEMENT:

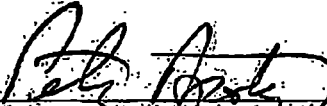

Within six (6) months of the ratification of this Memorandum, the parties agree to discuss in Labor-Management meeting/s: an agreement to subsidize or offset parking and public transportation costs for members of the bargaining unit.

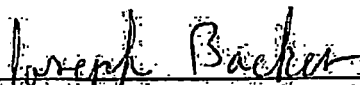
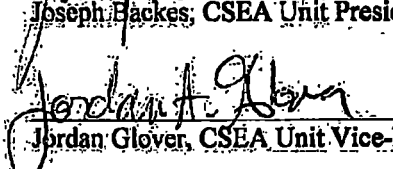
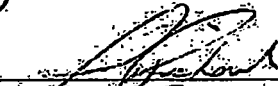
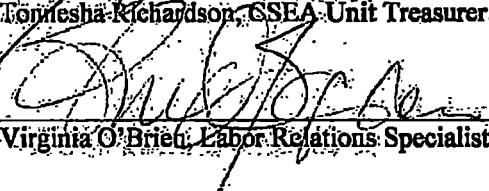
8. OTHER:

IN WITNESS WHEREOF, the parties hereto have caused this MOA to be signed by their respective representatives on this 24th day of January 2023.

THE COUNTY OF ALBANY

CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY CLERK'S UNIT #6000-07


Peter Apostol, Esq., Director Labor Relations

Geraldine Gould, Executive Deputy County Clerk


Joseph Backes, CSEA Unit President

Jordan Glover, CSEA Unit Vice-President

Tommesha Richardson, CSEA Unit Treasurer

Virginia O'Brien, Labor Relations Specialist

ATTACHMENT "1"

1. Amend Article III Dues Deduction Section 1. Dues Deductions, p. 5, to read as follows:

The Employer shall deduct from the wages of employees and remit at the end of each month, to CSEA, Inc., 143 Washington Avenue, Albany, New York 12210, regular membership dues and other authorized deductions for those employees who have signed the authorized payroll deductions. All deductions shall be identified by the employee's name and social security number. Such deductions shall be made in accordance with the authorization signed by the member and shall not be revocable unless CSEA notifies the Employer that they are no longer members.

2. ~~Strike Article III Dues Deduction Section 5. Agency Shop: The Employer agrees to comply with the New York State Civil Service Law, [as amended], in regard to agency shop deductions, p. 5~~

3. Amend Article IV Union Rights, p. 6, to read as follows:

Upon the hiring of a new employee, the Employer shall provide the Unit President and the CSEA Labor Relations Specialist the following information:

Employee's Name

Address

Job Title

Department and work location

Within thirty (30) days of providing the above referenced notice, the Albany County Clerk's Department shall allow CSEA to meet with a new employee for a reasonable amount of time not to exceed forty-five (45) minutes, during his or her work time. There shall be no charge to the leave credits of both the new employee and/or the CSEA representative and the Employer's representative shall not be present unless specifically requested by CSEA.

The Union shall be entitled to receive all personnel information pertaining to the bargaining unit upon request. The Department shall have a reasonable period to comply with the request.

ATTACHMENT "2" Salary Schedule with Adjustments

Title	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
STARTING SALARY SCHEDULE w/ ADJUSTMENTS										
ARCHIVIST	\$ 44,000	\$ 44,980	\$ 45,778	\$ 46,693	\$ 47,627	\$ 48,580	\$ 49,552	\$ 50,543	\$ 51,553	\$ 52,584
ASSISTANT ARCHIVIST	\$ 34,213	\$ 34,897	\$ 35,595	\$ 36,307	\$ 37,033	\$ 37,774	\$ 38,531	\$ 39,304	\$ 40,094	\$ 40,901
CLERK I	\$ 27,571	\$ 28,121	\$ 28,685	\$ 29,259	\$ 29,844	\$ 30,441	\$ 31,051	\$ 31,674	\$ 32,311	\$ 32,961
CLERK II	\$ 34,888	\$ 35,382	\$ 35,889	\$ 36,411	\$ 36,947	\$ 37,498	\$ 38,063	\$ 38,643	\$ 39,237	\$ 39,845
ELECTRONIC RECORDS TECH	\$ 27,051	\$ 27,592	\$ 28,144	\$ 28,707	\$ 29,281	\$ 29,866	\$ 30,463	\$ 31,074	\$ 31,700	\$ 32,340
LABORER	\$ 26,500	\$ 27,030	\$ 27,571	\$ 28,122	\$ 28,684	\$ 29,258	\$ 29,843	\$ 30,440	\$ 31,049	\$ 31,670
MICROFILM/AIDE	\$ 44,000	\$ 44,980	\$ 45,778	\$ 46,693	\$ 47,627	\$ 48,580	\$ 49,552	\$ 50,543	\$ 51,553	\$ 52,584
RECORDS MANAGER II										

APPROPRIATIONS										
BUDGET LINE				DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME		
FUND	ORG	OBJ	FOR POSITIONS ONLY							
			STATE POS. CODE	POSITION CONTROL						
A91410	16206	001	230009	CLERK I		\$1,726	\$30,441.00	County Clerk		
A91410	16206	002	230010	CLERK I	\$1,487		\$38,293.00	County Clerk		
A91410	16206	003	230011	CLERK I 35	\$1,380		\$35,546.00	County Clerk		
A91410	16206	004	230012	CLERK I		\$412	\$30,441.00	County Clerk		
A91410	16206	005	230032	CLERK I		\$2,988	\$30,441.00	County Clerk		
A91410	16206	006	230033	CLERK I 35	\$1,208		\$31,051.00	County Clerk		
A91410	16206	007	230038	CLERK I		\$448	\$30,441.00	County Clerk		
A91410	16206	008	230039	CLERK I		\$1,538	\$30,441.00	County Clerk		
A91410	16206	009	230040	CLERK I		\$96	\$30,441.00	County Clerk		
A91410	16206	010	230041	CLERK I	\$598		\$30,441.00	County Clerk		
A91410	16206	011	230042	CLERK I	\$598		\$30,441.00	County Clerk		
A91410	16206	012	230043	CLERK I		\$504	\$30,441.00	County Clerk		
A91410	16206	013	230044	CLERK I		\$1,160	\$30,441.00	County Clerk		
A91410	16206	014	230045	CLERK I	\$1,552		\$39,983.00	County Clerk		
A91410	16206	015	230046	CLERK I	\$598		\$30,441.00	County Clerk		
A91410	16206	016	230047	CLERK I		\$1,102	\$30,441.00	County Clerk		
A91410	16206	017	230048	CLERK I	\$598		\$30,441.00	County Clerk		
A91410	16206	018	230049	CLERK I	\$1,416		\$30,441.00	County Clerk		
A91410	16206	020	230051	CLERK I	\$598		\$30,441.00	County Clerk		
A91410	16726	003	230017	MICRO FILM AIDE		\$1,026	\$29,258.00	County Clerk		
A91410	18403	003	230054	LABORER	\$994		\$29,867.00	County Clerk		
A91410	19954			Enhanced Pay	\$40,000		\$40,000.00	County Clerk		
A91410	19950			Longevity	\$2,250		\$28,500.00	County Clerk		
A91410	89030			Social Security		\$8,496	\$91,898.00	County Clerk		
A0599				Appropriated Fund Balance		\$12,803				
A96100	44252			Medical Services Therapy		\$20,978				
TOTAL APPROPRIATIONS						\$53,277	\$53,277			

ESTIMATED REVENUES										
BUDGET LINE				DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME		
FUND	ORG	OBJ	FOR POSITIONS ONLY							
			STATE POS. CODE	POSITION CONTROL						
A	0000	00000	000	000000						
TOTAL REVENUES						\$0	\$0			
GRAND TOTAL						\$53,277	\$53,277			

BUDGET LINE					APPROPRIATIONS				
FUND	ORG	OBJ	FOR POSITIONS ONLY		DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
			STATE POS. CODE	POSITION CONTROL					
A91411	11900	001	001	240008	RECORDS MANAGER II	\$2,248.00		\$57,805.00	Hall of Records
A91411	11913	001	001	240039	ELECTRONIC RECORD TE		\$3,321.00	\$39,795.00	Hall of Records
A91411	12915	001	001	240004	ARCHIVIST	\$3,700.00		\$48,580.00	Hall of Records
A91411	12916	001	001	240019	ASSISTANT ARCHIVIST	\$1,467.00		\$37,774.00	Hall of Records
A91411	12916	002	002	240032	ASSISTANT ARCHIVIST	\$2,877.00		\$37,774.00	Hall of Records
A91411	16204	001	001	240023	CLERK II		\$4,893.00	\$38,298.00	Hall of Records
A91411	16206	004	004	240028	CLERK I		\$2,994.00	\$30,441.00	Hall of Records
A91411	16726	001	001	240010	MICRO FILM AIDE	\$1,356.00		\$34,903.00	Hall of Records
A91411	16726	002	002	240011	MICRO FILM AIDE	\$2,758.00		\$29,258.00	Hall of Records
A91411	16726	003	003	240012	MICRO FILM AIDE	\$574.00		\$29,258.00	Hall of Records
A91411	16726	005	005	240014	MICROFILM AIDE	\$2,228.00		\$29,258.00	Hall of Records
A91411	18403	001	001	240022	LABORER	\$598.00		\$29,867.00	Hall of Records
A91411	18403	003	003	240024	LABORER		\$3,853.00	\$29,866.00	Hall of Records
A91411	18403	004	004	240031	LABORER		\$3,101.00	\$29,866.00	Hall of Records
A91411	18403	002	002	240037	LABORER		\$1,838.00	\$29,866.00	Hall of Records
A91411	19954				Enhanced Pay	\$30,000.00		\$30,000.00	Hall of Records
A91411	19950				Longevity		\$1,150.00	\$14,350.00	Hall of Records
A91411	89030				Social Security		\$122.00	\$57,270.00	Hall of Records
A0599					Appropriated Fund Balance			\$8,040.00	
A96100	44252				Medical Services Therapy			\$18,494.00	
TOTAL APPROPRIATIONS						\$47,806.00	\$47,806.00		

BUDGET LINE					ESTIMATED REVENUES				
FUND	ORG	OBJ	FOR POSITIONS ONLY		DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
			STATE POS. CODE	POSITION CONTROL					
A	0000	00000	000	000000					
TOTAL REVENUES						\$0	\$0		
GRAND TOTAL						\$47,806	\$47,806		



ALBANY COUNTY SHERIFF'S OFFICE

County Court House Albany, New York 12207 (518) 487-5400
WWW.ALBANYCOUNTYSHERIFF.COM



MICHAEL S. MONTELEONE
EXECUTIVE UNDERSHERIFF

CRAIG D. APPLE, SR.
SHERIFF

WILLIAM M. RICE
UNDERSHERIFF

April 4, 2023

Honorable Andrew Joyce
Legislative Clerk's Office
112 State Street, Room 710
Albany, New York 12207

Andrew
Dear Chairman Joyce:

Legislative approval is required to authorize the collective bargaining agreement between the County of Albany and the Albany County Sheriff's Local 1000 Non-Security Unit, CSEA, AFSCME, AFL-CIO. The recently negotiated six (6) year agreement is for years 2022 thru 2027. This agreement calls for an increase of (\$2,500) to the title of Senior Telecommunicator and in addition to said increase a 2% raise for all members in 2022 and a retroactive one-time (\$500) signing bonus for all titles in bargaining unit. There will be a 2 % raise in 2023, 3% in 2024, 2025, 2026, and 2027.

Please present the enclosed at the next available Legislative Meeting for consideration and action. Thank you and if you have any questions, please feel free to contact me.

Sincerely,

Craig D. Apple, Sr.
Sheriff

Cc: Hon. Daniel P. McCoy, County Executive
Hon. William Clay, Public Safety Chairman
Hon. Wanda Willingham, Audit & Finance Committee

REQUEST FOR LEGISLATIVE ACTION

FOR COUNSEL USE ONLY	
DATE:	_____
RECEIVED:	_____
RECEIVED BY:	_____
METHOD:	<u>HAND</u> _____
	<u>COURIER</u> _____
	<u>MAIL</u> _____

DATE : April 4, 2023

DEPARTMENT: ALBANY COUNTY SHERIFF'S OFFICE

CONTACT PERSON: SHERIFF CRAIG D. APPLE SR.
 TELEPHONE: 518-447-5440
 DEPT. REPRESENTATIVE ATTENDING SHERIFF CRAIG D. APPLE SR.
 COMMITTEE MEETING: _____

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) X
- ENVIRONMENTAL IMPACT _____
- HOME RULE REQUEST _____
- PROPERTY CONVEYANCE _____
- OTHER: (STATE BRIEFLY IF NOT LISTED ABOVE) _____

CONCERNING BUDGET AMENDMENTS

STATE THE FOLLOWING

INCREASE ACCOUNT/LINE NO. Forthcoming
 SOURCE OF FUNDS: _____
 TITLE CHANGE: _____

CONCERNING CONTRACT AUTHORIZATION,

STATE THE FOLLOWING:

TYPE OF CONTRACT

- CHANGE ORDER/CONTRACT AMENDMENT _____
- PURCHASE (EQUIPMENT/ SUPPLIES) _____
- LEASE (EQUIPMENT/SUPPLIES) _____
- REQUIREMENTS _____
- PROFESSIONAL SERVICES _____
- EDUCATIONAL/TRAINING _____
- GRANT: NEW _____
- RENEWAL _____
- SUBMISSION DEADLINE DATE _____
- SETTLEMENT OF A CLAIM _____
- RELEASE OF LIABILITY _____
- OTHER: (STATE BRIEFLY) _____

CONCERNING CONTRACT AUTHORIZATION (CONT'D)

STATE THE FOLLOWING:

CONTRACT TERMS/CONDITIONS: _____ **PARTY (NAME/ADDRESS):**

CSEA Albany County Sheriff's
Albany County Telecommunicators Unit #6000-06
Albany County Local #801

AMOUNT/RATE SCHEDULE/FEE: _____

TERM: 01/01/22-12/31/27

SCOPE OF SERVICES: Labor Contract

CONTRACT FUNDING:

ANTICIPATED IN CURRENT BUDGET: YES _____ NO X
FUNDING SOURCE: _____

COUNTY BUDGET ACCOUNTS:

REVENUE: _____

APPROPRIATION: _____

BOND(RES. NO. & DATE OF ADOPTION) _____

CONCERNING ALL REQUESTS:

MANDATED PROGRAM/SERVICE: _____ YES _____ NO _____

IF MANDATED CITE: AUTHORITY _____

ANTICIPATED IN CURRENT ADOPTED BUDGET: YES _____ NO X

IF YES, INDICATE REVENUE APPROPRIATION ACCOUNTS: _____

FISCAL IMPACT - FUNDING: _____ (DOLLARS OR PERCENTAGES)

FEDERAL _____

STATE _____

COUNTY 100%

TERM/LENGTH OF FUNDING _____

PREVIOUS REQUESTS FOR IDENTICAL OR SIMILAR ACTION:

RESOLUTION/LAW NUMBER: _____

DATE OF ADOPTION: _____

JUSTIFICATION: _____ (STATE BRIEFLY WHY LEGISLATIVE ACTION IS REQUESTED)

Per MOU & Agreement signed 02/15/23 between the County of Albany and the Albany County

Sheriff's CSEA Local 1000-AFSCME, AFL-CIO Albany County Telecommunicators Unit #6000-06

Albany County Local #801

BACK-UP MATERIAL SUBMITTED _____ (I.E. APPLICATION/APPROVAL NOTICES FROM FUNDING SOURCE, BID TABULATION SHEET, CIVIL SERVICE APPROVAL NOTICE, PROGRAM ANNOUNCEMENT, CONTRACTS AND/OR ANY MATERIALS WHICH EXPLAIN OR SUPPORT THE REQUEST FOR LEGISLATIVE ACTION.)

SUBMITTED BY: CRAIG D. APPLE SR.

TITLE: SHERIFF



Local 1000 AFSCME, AFL-CIO

CAPITAL REGION OFFICE
1 Lear Jet Lane, Suite 2
Latham, New York 12110
Office: 518-782-4400 • Fax: 518-785-4595

Stay Union ★ Stay Strong

RONALD BRIGGS SHANA DAVIS SCOTT GARTLAND DANIELLE KILMER MICHAEL GARFOLO CYNTHIA STILES STACEY DEYO DENISE WARREN
Capital Region President Executive Vice President 1st Vice President 2nd Vice President 3rd Vice President Secretary Treasurer Capital Region Director

March 3, 2023

VIA EMAIL AND FIRST-CLASS MAIL
Email: Peter.Apostol@albanycounty.ny.gov

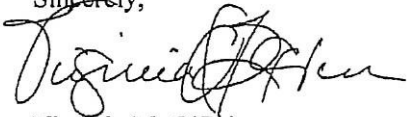
Peter Apostol, Esq.
Director of Employee Relations
Albany County
112 State Street, 9th Floor
Albany, New York 12207

Dear Director Apostol:

Please be advised the CSEA membership of our Albany County Telecommunicators Unit, #6000-06, voted to ratify the attached Memorandum of Understanding for the January 1, 2022 – December 31, 2027, successor Collective Bargaining Agreement.

Please notify me upon approval of same by the Albany County Legislature. Should you have any questions, please do not hesitate to contact me.

Thank you in advance for your attention to this matter.

Sincerely,

Virginia M. O'Brien
Labor Relations Specialist

VO/ad

Enclosures

- cc: D. Warren, CSEA Capital Region Director *(Via Email Only w/o Encl.)*
- T. Edwards, CSEA Local 801 President *(Via Email Only w/o Encl.)*
- C. Heath, CSEA Unit 6000-06 President *(Via Email Only w/Encl.)*
- C. Apple, Albany County Sheriff *(Via First-Class Mail Only w/Encl.)*
- K. Demarest, Communications Director *(Via Email Only w/Encl.)*



MEMORANDUM OF UNDERSTANDING

**MADE BY AND BETWEEN
THE COUNTY OF ALBANY AND CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY TELECOMMUNICATORS UNIT #6000-06,
ALBANY COUNTY LOCAL #801
February 15, 2023**

The parties agree, subject to the approval by the Albany County Legislature and ratification by CSEA members of the bargaining unit, that all terms of the agreement that expired December 31, 2021 will continue forward except as modified below:

1. DUES DEDUCTIONS AND UNION RIGHTS

Amend; see ATTACHMENT "1".

2. TERM OF AGREEMENT:

The term of the collective bargaining agreement shall be January 1, 2022 through December 31, 2027.

3. COMPENSATION:

Amend **Article XIV Salaries**, p. 23, to read as follows:

1/1/2022 - 2% salary increase, retroactive to 1/1/2022, for all members of the bargaining unit on payroll on 1/1/2022. 2% salary increase shall be applied after \$2500 increase applied to Senior Telecommunicator salaries.*

One-time signing bonus payment of \$500 to all titles in the bargaining unit.

Any retroactive salary increase shall be paid after ratification by both parties and signing of the final agreement. \$500 signing bonus will be paid ~~in separate check from payroll~~ no more than two pay periods after ratification and signing of the final agreement by both parties.

1/1/2023 - 2% salary increase, retroactive to 1/1/2023 and applied after holidays are rolled to starting and base salaries of all members of the bargaining unit.**

1/1/2024 - 3% salary increase

1/1/2025 - 3% salary increase

1/1/2026 - 3% salary increase

1/1/2027 - 3% salary increase

Longevity: Amend **Appendix A Longevity**, p. 58 to read as follows:

Effective January 31, 2008:

Years of Continuous Service	Amount per Year
After 10 years	\$1000
After 15 years	\$1250
After 20 years	\$1500
After 25 years of service	\$1750

Effective January 1, 2023:

Years of Continuous Service	Amount per Year
<u>5-9 years</u>	<u>\$750</u>
<u>10-14 years</u>	<u>\$1250</u>
<u>15-19 years</u>	<u>\$1850</u>
<u>20+ years of service</u>	<u>\$3850</u>

To be paid on last payroll of the month of the employee's anniversary date.

All increases applied under this section shall apply to those employees on the payroll on or after the signing of this agreement and/or any employees who have transferred employment within Albany County or separated service due to retirement or disability since January 1, 2022.

Starting Salary and Step Schedules with increases to be added as Attachment "2".

Shift Differential: Amend **Article X Section 6, Work Hours and Schedules/Shift Differential** on page 17 to read as follows:

"Effective January 1, 2023, employees who work the "A" shift will receive a (\$1.00) per hour shift differential. Employees who work the "C" shift will receive a (\$.80) per hour shift differential.

The "A" shift hours are 11:00 p.m. to 7:00 a.m.

The "C" shift hours are 3:00 p.m. to 11:00 p.m."

***Senior Telecommunicator:** Amend the CSEA Telecommunicators Salary Schedule as follows: Increase the Senior Telecommunicator salaries at each step by \$2,500 beginning on and paid retroactive to January 1, 2022. Include the increase prior to 2022 2% salary increase.

Acting Senior Telecommunicator: Amend Article XV Section 4, Special Emoluments on page 24, to read as follows:

Effective January 1, 2023, Telecommunicators who are assigned to and are acting in the role of Senior Telecommunicator while no Senior Telecommunicator is on duty shall be paid a \$2.25 per hour premium pay, which will escalate annually each remaining year of this agreement as follows:

2024: \$2.50

2025: \$2.75

2026: \$3.00

2027: \$3.25

A telecommunicator acting in the role of Senior Telecommunicator who receives the aforementioned premium pay per hour shall not also receive additional premium pay for training, per below.

Training: Amend Article XV Section 4, Special Emoluments on page 24, to read as follows:

Effective January 1, 2023, an employee required to train another employee shall be compensated an additional \$2.25 per hour for the hours spent training the other employee, which will escalate annually each remaining year of this agreement as follows:

2024: \$2.50

2025: \$2.75

2026: \$3.00

2027: \$3.25

****Holiday Pay:** Amend Article XVI Section 1, Holidays on page 24 to create a new subsection C and read as follows:

Effective January 1, 2023, pay for holidays listed in Article XVI Section 1(A), shall be added to the base pay and included on the salary schedule on page 60 of this agreement. Each holiday consists of twelve (12) hours per holiday. (Article XVI to be amended as needed.)

Amend Article XVI Section 3, Holidays on page 25 to read as follows:

"The twelve (12) hour schedule will not change or effect the way holidays are paid. Telecommunicators and Senior Telecommunicators shall receive holiday pay on the base (as per Article XVI, Section 1(C), above) and time and one half (1½) regular rate of pay for time worked on Thanksgiving Day, Christmas Day and Independence Day. There shall be no pyramiding of overtime rates."

4. LEAVE WITH PAY:

Juneteenth: Amend Article XVI Section 1(A), Holidays on page 24 to include Juneteenth as paid holiday.

Personal Leave: Amend Article XVIII Section 1 and Section 2, Personal Leave on page 27 to read as follows:

"Personal leave is leave with pay for personal business including religious observance without charge against any other accumulated leave credits. All employees shall be credited with ~~forty (40)~~ sixty (60) personal leave of absence hours during each calendar year on January 1. Personal leave may be taken in two (2) hour increments with prior approval. Personal leave may not be accumulated. Any personal leave credit remaining unused by an employee in a given calendar year, will be paid by the Employer, during the following January, and will be paid at the rate earned.

Those employees who are hired after January 1 of each year shall receive personal leave on a pro-rated basis as follows:

<u>January 1 to March 15</u>	<u>60 Hours</u>
<u>March 16 to May 31</u>	<u>48 Hours</u>
<u>June 1 to August 15</u>	<u>36 Hours</u>
<u>August 16 to October 31</u>	<u>24 Hours</u>
<u>November 1 to November 30</u>	<u>12 Hours</u>
<u>December 1 to December 31</u>	<u>0 Hours</u>

Sick Leave Incentive: Amend Article XIX Section 8, Sick Leave/Sick Leave Incentive on page 30 to read as follows:

"Effective January 1, 2023, any employee who does not use any sick leave for six (6) month period: January 1 through June 30 and/or July 1 through December 31 shall

receive ~~\$750.00~~ \$1250.00 for each half year. The maximum amount for each year is ~~\$1500.00~~ \$2,500.00.

There will be no substitution of personal, vacation or other leaves (except when absent in any quarter on worker's compensation leave the incentive herein shall be pro-rated) in reference to this incentive payment. (Dock Days also cancel quarterly payments).

5. MISCELLANEOUS:

Retirement Health Insurance: Amend Article XXIII, Health Insurance on page 40, to create a new Section 3 to read as follows: Employees must have completed fifteen (15) years of continuous service with the County to be eligible for continuation of health insurance in retirement.

Labor/Management Health & Safety: Amend Article XXVII, General Provision on page 49, to create a new section 18 and read as follows:

"Section 18. Labor Management Safety and Health Committee: Albany County and CSEA Telecommunicators Unit #6000-06 shall establish a Labor/Management Health and Safety Committee. The committee shall be composed of an equal number of representatives appointed by each party and shall be co-chaired by a CSEA and an Employer representative. The general responsibility of the committee will be to promote a safe and healthful workplace by recognizing hazards and recommending abatement of hazards and education programs. To fulfill this responsibility, the committee shall:

a. Meet at least quarterly.

b. Conduct inspections to find and evaluate hazards, and to offer recommendations for control of potential health and safety hazards.

c. Appoint members, as needed, from the area of concern from CSEA to go on inspections.

d. Receive copies of all injury and illness reports, lists of toxic materials and exposure records.

e. Promote health and safety education.

f. Maintain and review minutes of Health and Safety Committee meetings. Members of the Health and Safety Committee shall be allowed paid time off from their regular work while performing committee duties and shall also be allowed paid time off for training relating to health and safety".

6. **OTHER:**

Labor Management: The parties agree to discuss in Labor-Management meetings issues related to transfer of function; and First Responder in Communications "wellness pay", ongoing training and mental health support for all bargaining unit members.

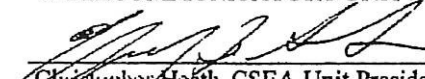
IN WITNESS WHEREOF, the parties hereto have caused this MOA to be signed by their respective representatives on this 17 day of February 2023.

THE COUNTY OF ALBANY

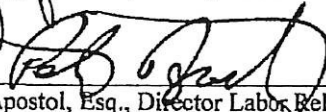
CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY
TELECOMMUNICATORS UNIT #6000-06



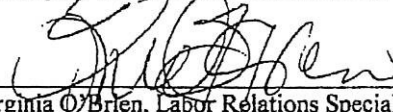
Craig Apple, Albany County Sheriff



Christopher Heath, CSEA Unit President



Peter Apostol, Esq., Director Labor Relations



Virginia O'Brien, Labor Relations Specialist

ATTACHMENT "1"

1. **Amend Article III Dues Deduction Section 1. Dues Deductions, p. 5, to read as follows:**
The Employer shall deduct from the wages of employees and remit, at the end of each month, to CSEA, Inc., 143 Washington Avenue, Albany, New York 12210, regular membership dues and other authorized deductions for those employees who have signed the authorized payroll deductions. All deductions shall be identified by the employee's name and social security number. Such deductions shall be made in accordance with the authorization signed by the member and shall not be revocable unless CSEA notifies the Employer that they are no longer members.

2. **Strike Article III Dues Deduction Section 5. Agency Shop:** ~~The Employer agrees to comply with the New York State Civil Service Law, [as amended], in regard to agency shop deductions., p. 5~~

3. **Amend Article IV Union Rights, p. 6, to read as follows:**
Upon the hiring of a new employee, the Employer shall provide the Unit President and the CSEA Labor Relations Specialist the following information:

Employee's Name

Address

Job Title

Department and work location

Within thirty (30) days of providing the above-referenced notice, the Albany County Sheriff's Office shall allow CSEA to meet with a new employee for a reasonable amount of time, not to exceed forty-five (45) minutes, during his or her work time. There shall be no charge to the leave credits of both the new employee and/or the CSEA representative and the Employer's representative shall not be present unless specifically requested by CSEA.

The Union shall be entitled to receive all personnel information pertaining to the bargaining unit upon request. The Sheriff's Office shall have a reasonable period to comply with the request.

ATTACHMENT "2" SALARY SCHEDULE

2022 + 2% Telecomm.	Base \$40,499	Step 1 \$41,785	Step 2 \$43,044	Step 3 \$44,377	Step 4 \$45,672	Step 5 \$50,080	Step 6 \$51,571
2022 + \$2500 + 2% Sr. Telecomm.	Base \$45,019	Step 1 \$46,308	Step 2 \$47,563	Step 3 \$48,902	Step 4 \$50,197	Step 5 \$54,603	Step 6 \$56,095
2023 New Base + 2% Telecomm.	Base \$44,407	Step 1 \$45,817	Step 2 \$47,198	Step 3 \$48,659	Step 4 \$50,079	Step 5 \$54,913	Step 6 \$56,548
Sr. Telecomm.	\$49,363	\$50,777	\$52,153	\$53,621	\$55,041	\$59,872	\$61,508
2024 + 3% Telecomm.	Base \$45,739.37	Step 1 \$47,191.77	Step 2 \$48,613.68	Step 3 \$50,119.16	Step 4 \$51,581.73	Step 5 \$56,560.10	Step 6 \$58,244.03
Sr. Telecomm.	\$50,844.23	\$52,300.02	\$53,717.41	\$55,229.67	\$56,692.24	\$61,668.36	\$63,353.41
2025 + 3% Telecomm.	Base \$47,111.55	Step 1 \$48,607.52	Step 2 \$50,072.09	Step 3 \$51,622.74	Step 4 \$53,129.18	Step 5 \$58,256.90	Step 6 \$59,991.35
Sr. Telecomm.	\$52,369.56	\$53,869.02	\$55,328.94	\$56,886.56	\$58,393.01	\$63,518.41	\$65,254.01
2026 + 3% Telecomm.	Base \$48,524.90	Step 1 \$50,065.75	Step 2 \$51,574.25	Step 3 \$53,171.42	Step 4 \$54,723.06	Step 5 \$60,004.61	Step 6 \$61,791.09
Sr. Telecomm.	\$53,940.65	\$55,485.10	\$56,988.80	\$58,593.16	\$60,144.80	\$65,423.96	\$67,211.64
2027 + 3% Telecomm.	Base \$49,980.64	Step 1 \$51,567.72	Step 2 \$53,121.48	Step 3 \$54,766.56	Step 4 \$56,364.75	Step 5 \$61,804.75	Step 6 \$63,644.82
Sr. Telecomm.	\$55,558.87	\$57,149.65	\$58,698.47	\$60,350.96	\$61,949.14	\$67,386.68	\$69,227.98

2023 BUDGET AMENDMENT
CSEA, LOCAL 10000 AFSCME, AFL-CIO MOU SIGNED 01/26/23
JAIL NON-SECURITY PERSONNEL UNIT #6000-03

FUND DEPT	OBJECT LINE #	POS	DESCRIPTION	2023 ADOPTED	2022 INCREASE	2023 INCREASE	2023 DECREASE	2023 ADJUSTED
A	3110 1	4512 1	Court Matron	42,036	841	858		43,735
A	3110 1	4512 2	Court Matron	42,036	841	858		43,735
A	3110 1	4512 3	Court Matron	42,036	841	858		43,735
A	3110 1	6102 1	Account Clerk I	37,648	753	768		39,169
A	3110 1	6104 1	Account Clerk II	49,638	993	1,013		51,644
A	3110 1	6104 2	Account Clerk II	49,638	993	1,013		51,644
A	3110 1	6192 1	Keyboard Specialist	34,769	695	709		36,173
A	3110 1	6192 2	Keyboard Specialist	42,936	859	876		44,671
A	3110 1	6206 2	Clerk I	42,036	841	858		43,735
A	3110 1	6236 2	Clerk Typist I	42,936	859	876		44,671
A	3110 8	9030 10000	SOCIAL SECURITY		8,516	8,687		665
A	3110 1	9850 10000	SICK LEAVE INCENTIVE			2,500		
A	3110 1	9954 10000	Enhanced Pay (signing bonus 2,500)		15,000			
A	3110 1	9950 10000	LONGEVITY			2,350		
A	3110 1	9980 10000	CLOTHING ALLOWANCE			270		
SEE DAVE REILLY								37,988
TOTAL APPROPRIATIONS					23,516	14,472		37,988

FUND DEPT	OBJECT LINE #	POS	DESCRIPTION	2023 ADOPTED	2022 INCREASE	2023 INCREASE	2023 DECREASE	2023 ADJUSTED
A	3020 1	6236 3	Clerk Typist I	42,936	859	876		44,671
A	3020 8	9030 10000	SOCIAL SECURITY			670		
SEE DAVE REILLY								2,405
TOTAL APPROPRIATIONS					859	1,546		2,405



ALBANY COUNTY SHERIFF'S OFFICE
County Court House Albany, New York 12207 (518) 487-5400
WWW.ALBANYCOUNTYSHERIFF.COM



MICHAEL S. MONTELEONE
EXECUTIVE UNDERSHERIFF

CRAIG D. APPLE, SR.
SHERIFF

WILLIAM M. RICE
UNDERSHERIFF

April 4, 2023

Honorable Andrew Joyce
Legislative Clerk's Office
112 State Street, Room 710
Albany, New York 12207

ANDREW
Dear Chairman Joyce:

Legislative approval is required to authorize the collective bargaining agreement between the County of Albany and the Albany County Sheriff's Local 1000 Non-Security Unit, CSEA, AFSCME, AFL-CIO. The recently negotiated six (6) year agreement is for the years 2022 thru 2027. The agreement calls for a 2% raise in 2022 and 2023 with a twenty-five hundred (\$2,500) retroactive signing bonus for 2022, 3% in 2024, 2025, 2026, and 2027.

Please present the enclosed at the next available Legislative Meeting for consideration and action. Thank you and if you have any questions, please feel free to contact me.

Sincerely,

[Handwritten signature of Craig D. Apple, Sr.]
Craig D. Apple, Sr.
Sheriff

Cc: Hon. Daniel P. McCoy, County Executive
Hon. William Clay, Public Safety Chairman
Hon. Wanda Willingham, Audit & Finance Committee

REQUEST FOR LEGISLATIVE ACTION

FOR COUNSEL USE ONLY	
DATE:	_____
RECEIVED:	_____
RECEIVED BY:	_____
METHOD:	<u>HAND</u> _____
	<u>COURIER</u> _____
	<u>MAIL</u> _____

DATE : April 4, 2023

DEPARTMENT: ALBANY COUNTY SHERIFF'S OFFICE/CORRECTIONAL FACILITY

CONTACT PERSON: SHERIFF CRAIG D. APPLE SR.
 TELEPHONE: 518-447-5440
 DEPT. REPRESENTATIVE ATTENDING SHERIFF CRAIG D. APPLE SR.
 COMMITTEE MEETING: _____

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) X
- ENVIRONMENTAL IMPACT _____
- HOME RULE REQUEST _____
- PROPERTY CONVEYANCE _____
- OTHER: (STATE BRIEFLY IF NOT LISTED ABOVE) _____

CONCERNING BUDGET AMENDMENTS

STATE THE FOLLOWING

INCREASE ACCOUNT/LINE NO. Forthcoming
 SOURCE OF FUNDS: _____
 TITLE CHANGE: _____

CONCERNING CONTRACT AUTHORIZATION,

STATE THE FOLLOWING:

TYPE OF CONTRACT

- CHANGE ORDER/CONTRACT AMENDMENT _____
- PURCHASE (EQUIPMENT/ SUPPLIES) _____
- LEASE (EQUIPMENT/SUPPLIES) _____
- REQUIREMENTS _____
- PROFESSIONAL SERVICES _____
- EDUCATIONAL/TRAINING _____
- GRANT: NEW _____
- RENEWAL _____
- SUBMISSION DEADLINE DATE _____
- SETTLEMENT OF A CLAIM _____
- RELEASE OF LIABILITY _____
- OTHER: (STATE BRIEFLY) _____

CONCERNING CONTRACT AUTHORIZATION (CONT'D)

STATE THE FOLLOWING:

CONTRACT TERMS/CONDITIONS: _____ **PARTY (NAME/ADDRESS):** _____
CSEA Albany County Sheriff's _____
Non Security Unit _____
AFSCME, AFL-CIO _____
AMOUNT/RATE SCHEDULE/FEE: _____

TERM: _____ **01/01/22-12/31/27** _____
SCOPE OF SERVICES: **Labor Contract** _____

CONTRACT FUNDING: _____
ANTICIPATED IN CURRENT BUDGET: YES _____ NO **X** _____
FUNDING SOURCE: _____

COUNTY BUDGET ACCOUNTS: _____
REVENUE: _____

APPROPRIATION: _____
BOND(RES. NO. & DATE OF ADOPTION) _____

CONCERNING ALL REQUESTS:

MANDATED PROGRAM/SERVICE: _____ **YES** _____ **NO** _____
IF MANDATED CITE: AUTHORITY _____
ANTICIPATED IN CURRENT ADOPTED BUDGET: YES _____ NO **X** _____
IF YES, INDICATE REVENUE APPROPRIATION ACCOUNTS: _____

FISCAL IMPACT - FUNDING: _____ **(DOLLARS OR PERCENTAGES)**
FEDERAL _____
STATE _____
COUNTY _____ **100%** _____
TERM/LENGTH OF FUNDING _____

PREVIOUS REQUESTS FOR IDENTICAL OR SIMILAR ACTION: _____
RESOLUTION/LAW NUMBER: _____
DATE OF ADOPTION: _____

JUSTIFICATION: _____ **(STATE BRIEFLY WHY LEGISLATIVE ACTION IS REQUESTED)**
Per MOU & Agreement signed 01/26/23 between the County of Albany and the Albany County Sheriff's CSEA Local 1000-Non-Security Employees, CSEA AFSCME, AFL-CIO, (Attached) _____

BACK-UP MATERIAL SUBMITTED _____ **(I.E. APPLICATION/APPROVAL NOTICES FROM FUNDING SOURCE, BID TABULATION SHEET, CIVIL SERVICE APPROVAL NOTICE, PROGRAM ANNOUNCEMENT, CONTRACTS AND/OR ANY MATERIALS WHICH EXPLAIN OR SUPPORT THE REQUEST FOR LEGISLATIVE ACTION.)**

SUBMITTED BY: **CRAIG D. APPLE SR.** _____
TITLE: **SHERIFF** _____



Local 1000 AFSCME, AFL-CIO

CAPITAL REGION OFFICE

1 Lear Jet Lane, Suite 2

Latham, New York 12110

Office: 518-782-4400 • Fax: 518-785-4595

Stay Union ★ Stay Strong

RONALD BRIGGS Capital Region President	SHANA DAVIS Executive Vice President	SCOTT GARTLAND 1st Vice President	DANIELLE KILMER 2nd Vice President	MICHAEL GARFOLO 3rd Vice President	CYNTHIA STILES Secretary	STACEY DEYO Treasurer	DENISE WARREN Capital Region Director
--	--	---	--	--	------------------------------------	---------------------------------	---

January 26, 2023

VIA EMAIL AND FIRST-CLASS MAIL

Email: Peter.Apostol@albanycounty.ny.gov

Peter Apostol, Esq.
Director of Employee Relations
Albany County
112 State Street, 9th Floor
Albany, New York 12207

Dear Director Apostol:

Please be advised the CSEA membership of our Albany County Jail Non-Security Personnel Unit, #6000-03, voted to ratify the attached Memorandum of Understanding for the January 1, 2022 – December 31, 2027, successor Collective Bargaining Agreement.

Please notify me upon approval of same by the Albany County Legislature. Should you have any questions, please do not hesitate to contact me.

Thank you in advance for your attention to this matter.

Sincerely,

Virginia M. O'Brien
Labor Relations Specialist

Encl.

- cc: D. Warren, Region Director *(Via Email Only w/o Encl.)*
- T. Edwards, Local President *(Via Email Only w/o Encl.)*
- J. Monaghan, Unit President *(Via Email Only w/ Encl.)*
- C. Apple, Sheriff *(Via First-Class Mail Only w/ Encl.)*
- M. Lyons, Superintendent *(Via Email Only w/ Encl.)*



MEMORANDUM OF UNDERSTANDING

**MADE BY AND BETWEEN
THE COUNTY OF ALBANY AND CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY JAIL NON-SECURITY PERSONNEL UNIT #6000-03
ALBANY COUNTY LOCAL 801**

December 20, 2022

The parties agree, subject to the approval by the Albany County Legislature and ratification by the bargaining unit, that all terms of the agreement that expired December 31, 2021 will continue forward except as modified below:

1. DUES DEDUCTIONS AND UNION RIGHTS:

Amend; see ATTACHMENT "1". *(Agreed 11/2/2022)*

2. TERM OF AGREEMENT:

The term of the collective bargaining agreement shall be January 1, 2022 through December 31, 2027. *(Agreed 11/2/2022)*

3. COMPENSATION:

Amend **Article X Work Hours and Schedules Section 5. Shift Differential**, p. 18, to include: Employees who work the "A" shift will receive a one dollar (\$1.00) per hour shift differential. Employees who work the "C" shift will receive a ninety cents (\$.90) per hour shift differential. The shift differential shall be paid for all hours worked during the A Shift and/or the C Shift, regardless of whether the employee works the entirety of the A Shift and/or the C Shift.

The A Shift hours are 11:00 p.m. – 7 a.m.

The C Shift hours are 3:00 p.m. – 11:00 p.m. *(Agreed 6/24/2022;11/2/2022)*

Amend Article XIV Salaries, p. 22, to read as follows: "The salary schedule shall be increased as follows (ATTACHMENT "2", to be added):

- 1/1/2022 2%, retroactive to 1/1/2022 and \$2,500 signing bonus to each member of the bargaining unit. Any retroactive salary increase shall be paid after ratification and signing of the final agreement. \$2,500 signing bonus will be paid in separate check from payroll no more than two pay periods after ratification and signing of the final agreement. (Agreed 12/6/22)
- 1/1/2023 2%, retroactive to 1/1/2023
- 1/1/2024 3%
- 1/1/2025 3%
- 1/1/2026 3%
- 1/1/2027 3%

Amend Appendix A Longevity, p. 58, to read as follows:

Effective 1/1/2023:

<u>Years of Continuous Service</u>	<u>Amount per Year</u>
<u>5-7</u>	<u>600</u>
<u>8-9</u>	<u>800</u>
<u>10-14</u>	<u>1200</u>
<u>15-19</u>	<u>1500</u>
<u>20+</u>	<u>3200</u>

Effective 1/1/2024:

<u>Years of Continuous Service</u>	<u>Amount per Year</u>
<u>5-7</u>	<u>600</u>
<u>8-9</u>	<u>800</u>
<u>10-14</u>	<u>1200</u>
<u>15-19</u>	<u>1500</u>
<u>20+</u>	<u>5000</u>

To be paid on the last payroll of the month of the employee's anniversary date. (Agreed 12/6/22)

Amend Article XXVII General Provisions by adding a new Section 19 as follows:

Effective 1/1/2022 the County agrees to provide a Hazardous Duty Pay stipend of \$750 per calendar year to all members of the bargaining unit employed at the Albany County Correctional Facility. (Agreed 12/6/22)

All increases applied under this section shall apply to those employees on the payroll on or after the signing of this agreement and/or any employees who have transferred employment within Albany County or separated service due to retirement or disability since January 1, 2022.

4. LEAVE WITH PAY:

Amend Article XI Overtime Section 4., pp. 18-19, to read as follows: Compensatory time may be used only under the following conditions:

1. All approvals are contingent upon manpower
2. Will not create any overtime cost or undue hardship on the County
3. Cannot be used in less than quarter (1/4) hour increments (Agreed 3/24/2022)

Amend Article XVI Holidays, Section 1. A. Recognized and Observed Holidays, p. 23, to: include Juneteenth for a total of thirteen (13) days recognized and observed as paid holidays. (Agreed 2/17/2022; 11/2/2022)

Amend Article XVII Vacations Section 1.2 Vacation Allowance and Eligibility, p. 25, to: Vacation credits may be accumulated up to a maximum of ~~sixty-five (65)~~ seventy-five (75) days; however, accumulated vacation days may not be used to displace a less senior member in rank on any vacation scheduled until all members have exercised their seniority rights in scheduling vacation days earned in the previous vacation year. (Agreed 3/24/2022; 11/2/2022)

~~Amend Article XVII Vacations Section 3.2, Transfer Rights and Separation, p. 26, by deleting the last sentence. (Withdrawn 12/6/22)~~

Amend Article XIX Sick Leave, Section 1.1 Allowance and Eligibility, p. 27, to read as follows: "...Sick leave may be taken in ~~one (1)~~ quarter (1/4) hour increments with prior approval." (Agreed 3/24/2022; 11/2/2022)

Amend Article XIX Sick Leave Section 8. Sick Leave Incentive, p. 30, to: Effective 1/1/2022 any employee who does not use any sick leave for six (6) month period, January 1 through June 30th or July 1st through December 31st shall receive \$1000 for each period. The maximum total amount for each year is \$2000. ~~three (3) month period January 1 through March 31 and/or October 1 through December 31, shall receive \$500 for each quarter year; any employee who does not use any sick leave for three (3) month period April 1 through June 30 and/or July 1 through September 30 shall receive \$1000 for each quarter year. The maximum total amount for each year is \$3000.~~

There will be no substitute of personal, vacation or other leaves (except when absent in any quarter on workers' compensation leave the incentive herein shall be pro-rated) in reference to this incentive payment. (Dock Days also cancel quarterly payments.) (Agreed 3/24/2022; rescinded 11/2/2022; CSEA Counter proposal 11/2/22; Agreed 11/21/22)

5. RETIREMENT HEALTH INSURANCE BENEFIT:

Amend Article XXII Section 1.C.6, p. 38, to read as follows: Upon retirement, those employees who have a hire date prior to January 1, 1989 and previous to July 1, 2014 contributed 0% towards their premium will revert to a 0% contribution. Those employees who have a hire date after January 1, 1989 must contribute toward his or her retiree continuation coverage at a percentage rate commensurate to that required when he or she was an active employee. Employees must have completed fifteen (15) years of service with the County to be eligible for continuation of health insurance in retirement. All other eligibility criteria for health insurance continuation for retirees must be met. (Agreed 3/4/2022; 11/2/2022)

6. GENERAL PROVISIONS:

Amend Article XXVII General Provisions Section 6. Uniforms and Uniform Allowance, p. 41, to: The County agrees to provide uniforms for Food Service Helpers, Maintenance, Storeroom Personnel, Cooks and Nurses, Matrons, and Clinical Assistants only. Uniforms for nurses will be provided on an as needed bases. Effective 1/1/2023 the uniform allowance will be increased to \$490.00. ~~Effective in 2018 the uniform allowance will be increased to \$400.00 each year.~~ Said allowance shall be paid on the first payroll period of December of each year to all employees on the payroll November 1st of said year. The County further agrees to provide dry cleaning for the Matrons and non-skid shoes for the Kitchen Workers, Maintenance, Nursing and Clinical Assistant. (Agreed 3/24/2022; 11/2/2022)

Amend Article XXVII General Provisions by adding a new Section 20 Labor Management Safety and Health Committee as follows: Albany County Health Department and CSEA shall establish a Labor/Management Health and Safety Committee. The committee shall be composed of an equal number of representatives appointed by each party and shall be co-chaired by a CSEA and an Employer representative. The general responsibility of the committee will be to promote a safe and healthful workplace by recognizing hazards and recommending abatement of hazards and education programs. To fulfill this responsibility, the committee shall:

- a. Meet at least quarterly.
- b. Conduct inspections to find and evaluate hazards, and to offer recommendations for control of potential health and safety hazards.
- c. Appoint members, as needed, from the area of concern from CSEA to participate in inspections.
- d. Receive copies of all injury and illness reports, lists of toxic materials and exposure records.
- e. Promote health and safety education.
- f. Maintain and review minutes of Health and Safety Committee meetings.

Members of the Health and Safety Committee shall be allowed paid time off from their regular work while performing committee duties and shall also be allowed paid time off for training relating to health and safety. (Agreed 3/24/2022; 11/2/2022)

7. OTHER:

Parties agree to review salary schedule for Account Clerk at Steps 5 & 6.
Review titles in bargaining unit.

IN WITNESS WHEREOF, the parties hereto have caused this MOA to be signed by their respective representatives on this 5th day of January 2023

THE COUNTY OF ALBANY

CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY JAIL NON-SECURITY
PERSONNEL UNIT #6000-03

Craig Apple 01/05/2023
Craig Apple, Albany County Sheriff

Peter Apostol
Peter Apostol, Esq., Director Labor Relations

Joseph Monaghan
Joseph Monaghan, CSEA Unit President

Anne Thompson
Anne Thompson, CSEA Unit Vice-President

Renee Taylor 1/26/23
Renee Taylor, Member Negotiating Team

Virginia O'Brien 1/24/23
Virginia O'Brien, Labor Relations Specialist

ATTACHMENT "1"

1. Amend **Article III Dues Deduction Section 1. Dues Deductions**, p. 5, to read as follows:
The Employer shall deduct from the wages of employees and remit, at the end of each month, to CSEA, Inc., 143 Washington Avenue, Albany, New York 12210, regular membership dues and other authorized deductions for those employees who have signed the authorized payroll deductions. All deductions shall be identified by the employee's name and social security number. Such deductions shall be made in accordance with the authorization signed by the member and shall not be revocable unless CSEA notifies the Employer that they are no longer members.
2. Strike **Article III Dues Deduction Section 5. Agency Shop**: ~~The Employer agrees to comply with the New York State Civil Service Law, [as amended], in regard to agency shop deductions~~, p. 5
3. Amend **Article IV Union Rights**, p. 6, to read as follows:
Upon the hiring of a new employee, the Employer shall provide the Unit President and the CSEA Labor Relations Specialist the following information:

Employee's Name
Address
Job Title
Department and work location

Within thirty (30) days of providing the above-referenced notice, the Albany County Sheriff's Office/Correctional Facility shall allow CSEA to meet with a new employee for a reasonable amount of time, not to exceed forty-five (45) minutes, during his or her work time. There shall be no charge to the leave credits of both the new employee and/or the CSEA representative and the Employer's representative shall not be present unless specifically requested by CSEA.

The Union shall be entitled to receive all personnel information pertaining to the bargaining unit upon request. The Albany County Sheriff's Office/Correctional Facility shall have a reasonable period to comply with the request.

ATTACHMENT "2"

JAIL NON-SECURITY PERSONNEL STARTING SALARY & STEP SCHEDULE 2022									
Title	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
Registered Nurse	\$ 54,085	\$ 55,358	\$ 56,631	\$ 57,895	\$ 59,163	\$ 60,443	\$ 61,716	\$ 62,991	\$ 64,266
Inmate Service Specialist	\$ 55,167	\$ 56,465	\$ 57,764	\$ 59,053	\$ 60,346	\$ 61,642	\$ 62,938	\$ 64,234	\$ 65,530
CASAC	\$ 50,275	\$ 51,547	\$ 52,818	\$ 54,091	\$ 55,363	\$ 56,634	\$ 57,907	\$ 59,179	\$ 60,451
LFN	\$ 51,281	\$ 52,578	\$ 53,874	\$ 55,173	\$ 56,470	\$ 57,767	\$ 59,065	\$ 60,362	\$ 61,660
Building Maintenance Mechanic	\$ 49,170	\$ 50,443	\$ 51,710	\$ 52,981	\$ 54,249	\$ 55,517	\$ 56,785	\$ 58,053	\$ 59,321
Library Clerk I	\$ 50,153	\$ 51,452	\$ 52,744	\$ 54,041	\$ 55,334	\$ 56,626	\$ 57,918	\$ 59,210	\$ 60,502
Correction Counselor	\$ 39,708	\$ 40,969	\$ 42,203	\$ 43,510	\$ 44,778	\$ 46,046	\$ 47,314	\$ 48,582	\$ 49,850
Cook	\$ 40,502	\$ 41,788	\$ 43,047	\$ 44,380	\$ 45,674	\$ 46,968	\$ 48,262	\$ 49,556	\$ 50,850
Account Clerk II	\$ 38,838	\$ 40,102	\$ 41,377	\$ 42,643	\$ 43,914	\$ 45,185	\$ 46,456	\$ 47,727	\$ 48,998
Clerk-Steno I	\$ 39,615	\$ 40,904	\$ 42,205	\$ 43,496	\$ 44,792	\$ 46,083	\$ 47,374	\$ 48,665	\$ 49,956
Senior Store Clerk	\$ 37,105	\$ 38,367	\$ 39,639	\$ 40,910	\$ 42,182	\$ 43,453	\$ 44,724	\$ 46,005	\$ 47,276
Building Maintenance Helper	\$ 37,847	\$ 39,134	\$ 40,432	\$ 41,728	\$ 43,026	\$ 44,324	\$ 45,622	\$ 46,920	\$ 48,218
Account Clerk	\$ 36,374	\$ 37,648	\$ 38,920	\$ 40,187	\$ 41,453	\$ 42,724	\$ 43,995	\$ 45,266	\$ 46,537
Clerk/Typist I/Keyboard Specialist	\$ 37,101	\$ 38,401	\$ 39,698	\$ 40,991	\$ 42,282	\$ 43,574	\$ 44,865	\$ 46,156	\$ 47,447
Data Entry Operator	\$ 32,576	\$ 33,842	\$ 35,108	\$ 36,374	\$ 37,648	\$ 38,921	\$ 40,195	\$ 41,468	\$ 42,742
Clerk I	\$ 32,235	\$ 33,496	\$ 34,769	\$ 36,157	\$ 37,313	\$ 38,569	\$ 39,825	\$ 41,081	\$ 42,337
Matron	\$ 32,880	\$ 34,166	\$ 35,464	\$ 36,880	\$ 38,059	\$ 39,432	\$ 40,805	\$ 42,178	\$ 43,551
Switchboard Operator	\$ 31,725	\$ 32,996	\$ 34,265	\$ 35,536	\$ 36,800	\$ 38,069	\$ 39,338	\$ 40,607	\$ 41,876
Food Service Helper	\$ 32,360	\$ 33,656	\$ 34,950	\$ 36,247	\$ 37,536	\$ 38,825	\$ 40,114	\$ 41,403	\$ 42,692
Store Clerk									
User Specialist									
Clinic Assistant	\$ 40,059	\$ 41,288	\$ 42,523	\$ 43,748	\$ 44,975	\$ 46,202	\$ 47,429	\$ 48,656	\$ 49,883
	\$ 40,860	\$ 42,114	\$ 43,373	\$ 44,623	\$ 45,875	\$ 47,126	\$ 48,377	\$ 49,628	\$ 50,879

JAIL NON-SECURITY PERSONNEL STARTING SALARY & STEP SCHEDULE 2023

Title	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Registered Nurse	\$ 55,167	\$ 56,465	\$ 57,764	\$ 59,063	\$ 60,366	\$ 65,426	\$ 66,928
Inmate Service Specialist	\$ 56,270	\$ 57,584	\$ 58,919	\$ 60,234	\$ 61,553	\$ 66,734	\$ 68,267
CASAC	\$ 51,281	\$ 52,578	\$ 53,874	\$ 55,173	\$ 56,470	\$ 57,767	\$ 59,065
	\$ 52,306	\$ 53,629	\$ 54,952	\$ 56,276	\$ 57,600	\$ 58,922	\$ 60,246
PN	\$ 50,153	\$ 51,452	\$ 52,744	\$ 54,041	\$ 55,334	\$ 60,411	\$ 61,912
	\$ 51,156	\$ 52,481	\$ 53,799	\$ 55,121	\$ 56,441	\$ 61,619	\$ 63,150
Building Maintenance Mechanic	\$ 40,560	\$ 41,854	\$ 43,146	\$ 44,444	\$ 45,733	\$ 50,142	\$ 51,636
Urinary Clerk I	\$ 41,372	\$ 42,691	\$ 44,009	\$ 45,333	\$ 46,647	\$ 51,145	\$ 52,669
Correction Counselor	\$ 40,502	\$ 41,788	\$ 43,047	\$ 44,380	\$ 45,674	\$ 50,083	\$ 51,573
	\$ 41,312	\$ 42,624	\$ 43,908	\$ 45,268	\$ 46,587	\$ 51,085	\$ 52,605
Cook	\$ 39,615	\$ 40,904	\$ 42,205	\$ 43,496	\$ 44,792	\$ 49,130	\$ 50,631
Account Clerk II	\$ 40,407	\$ 41,722	\$ 43,049	\$ 44,366	\$ 45,688	\$ 50,113	\$ 51,643
Clerk-Steno I	\$ 37,847	\$ 39,134	\$ 40,432	\$ 41,728	\$ 43,026	\$ 47,242	\$ 48,736
Senior Store Clerk	\$ 38,658	\$ 39,971	\$ 41,295	\$ 42,617	\$ 43,940	\$ 48,245	\$ 49,768
Building Maintenance Helper	\$ 37,101	\$ 38,401	\$ 39,698	\$ 40,991	\$ 42,282	\$ 46,450	\$ 47,948
	\$ 37,844	\$ 39,169	\$ 40,492	\$ 41,811	\$ 43,128	\$ 47,379	\$ 48,907
Account Clerk	\$ 33,228	\$ 34,519	\$ 35,810	\$ 37,101	\$ 38,401	\$ 42,682	\$ 44,187
	\$ 33,892	\$ 35,209	\$ 36,526	\$ 37,844	\$ 39,169	\$ 43,536	\$ 45,071
Clerk/Typist I/Keyboard Specialist	\$ 32,880	\$ 34,166	\$ 35,464	\$ 36,880	\$ 38,059	\$ 42,302	\$ 43,795
Data Entry Operator	\$ 33,537	\$ 34,849	\$ 36,174	\$ 37,618	\$ 38,820	\$ 43,149	\$ 44,671
Clerk I	\$ 32,360	\$ 33,656	\$ 34,950	\$ 36,247	\$ 37,536	\$ 41,374	\$ 42,877
Matron	\$ 33,007	\$ 34,329	\$ 35,649	\$ 36,972	\$ 38,287	\$ 42,202	\$ 43,734
Switchboard Operator							
Food Service Helper							
Store Clerk							
User Specialist							
Clinic Assistant	\$ 40,860	\$ 42,114	\$ 43,373	\$ 44,623	\$ 45,875	\$ 49,842	\$ 51,297
	\$ 41,677	\$ 42,956	\$ 44,241	\$ 45,515	\$ 46,792	\$ 50,839	\$ 52,323

JAIL NON-SECURITY PERSONNEL STARTING SALARY & STEP SCHEDULE 2024

Title	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Registered Nurse	\$ 56,270	\$ 57,594	\$ 58,919	\$ 60,234	\$ 61,553	\$ 62,734	\$ 63,267
Inmate Service Specialist	\$ 57,958	\$ 59,322	\$ 60,686	\$ 62,041	\$ 63,400	\$ 64,736	\$ 70,315
CASAC	\$ 52,306	\$ 53,629	\$ 54,952	\$ 56,276	\$ 57,600	\$ 58,922	\$ 60,246
	\$ 53,875	\$ 55,238	\$ 56,600	\$ 57,965	\$ 59,328	\$ 60,690	\$ 62,054
LPN	\$ 51,156	\$ 52,481	\$ 53,799	\$ 55,121	\$ 56,441	\$ 61,619	\$ 63,150
	\$ 52,691	\$ 54,055	\$ 55,413	\$ 56,775	\$ 58,134	\$ 63,467	\$ 65,045
Building Maintenance Mechanic	\$ 41,372	\$ 42,691	\$ 44,009	\$ 45,333	\$ 46,647	\$ 51,145	\$ 52,669
Library Clerk I	\$ 42,613	\$ 43,971	\$ 45,329	\$ 46,693	\$ 48,047	\$ 52,679	\$ 54,249
Correction Counselor	\$ 41,312	\$ 42,624	\$ 43,908	\$ 45,225	\$ 46,587	\$ 51,085	\$ 52,605
	\$ 42,552	\$ 43,903	\$ 45,225	\$ 46,626	\$ 47,985	\$ 52,617	\$ 54,183
Cook	\$ 40,407	\$ 41,722	\$ 43,049	\$ 44,366	\$ 45,688	\$ 50,113	\$ 51,643
Account Clerk II	\$ 41,619	\$ 42,974	\$ 44,340	\$ 45,697	\$ 47,059	\$ 51,616	\$ 53,193
Clerk-Steno I	\$ 38,658	\$ 39,971	\$ 41,285	\$ 42,617	\$ 43,940	\$ 48,245	\$ 49,768
Senior Store Clerk	\$ 39,818	\$ 41,171	\$ 42,524	\$ 43,896	\$ 45,259	\$ 49,693	\$ 51,261
Building Maintenance Helper	\$ 37,844	\$ 39,169	\$ 40,492	\$ 41,811	\$ 43,128	\$ 47,379	\$ 48,907
	\$ 38,979	\$ 40,344	\$ 41,707	\$ 43,065	\$ 44,422	\$ 48,800	\$ 50,374
Account Clerk	\$ 33,892	\$ 35,209	\$ 36,526	\$ 37,844	\$ 39,169	\$ 43,536	\$ 45,071
	\$ 34,909	\$ 36,265	\$ 37,622	\$ 38,979	\$ 40,344	\$ 44,842	\$ 46,423
Clerk/Typist /Keyboard Specialist	\$ 33,537	\$ 34,849	\$ 36,174	\$ 37,618	\$ 38,820	\$ 43,149	\$ 44,671
Data Entry Operator	\$ 34,543	\$ 35,895	\$ 37,259	\$ 38,746	\$ 39,985	\$ 44,443	\$ 46,011
Clerk I	\$ 33,007	\$ 34,329	\$ 35,649	\$ 36,972	\$ 38,287	\$ 42,202	\$ 43,734
Matron	\$ 33,997	\$ 35,359	\$ 36,719	\$ 38,081	\$ 39,435	\$ 43,468	\$ 45,046
Switchboard Operator							
Food Service Helper							
Store Clerk							
User Specialist							
Clinic Assistant	\$ 41,677	\$ 42,956	\$ 44,241	\$ 45,515	\$ 46,792	\$ 50,839	\$ 52,323
	\$ 42,928	\$ 44,245	\$ 45,568	\$ 46,881	\$ 48,196	\$ 52,364	\$ 53,892

JAIL NON-SECURITY PERSONNEL STARTING SALARY & STEP SCHEDULE 2025

Title	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Registered Nurse	\$ 57,958	\$ 59,322	\$ 60,686	\$ 62,041	\$ 63,400	\$ 64,736	\$ 70,315
Inmate Service Specialist	\$ 59,697	\$ 61,102	\$ 62,507	\$ 63,902	\$ 65,302	\$ 70,799	\$ 72,424
CASAC	\$ 53,875	\$ 55,238	\$ 56,600	\$ 57,965	\$ 59,328	\$ 60,690	\$ 62,054
	\$ 55,492	\$ 56,896	\$ 58,298	\$ 59,704	\$ 61,107	\$ 62,510	\$ 63,915
LPN	\$ 52,691	\$ 54,055	\$ 55,413	\$ 56,775	\$ 58,134	\$ 59,497	\$ 60,845
	\$ 54,272	\$ 55,677	\$ 57,075	\$ 58,478	\$ 59,878	\$ 61,271	\$ 62,666
Building Maintenance Mechanic	\$ 42,613	\$ 43,971	\$ 45,329	\$ 46,693	\$ 48,047	\$ 49,407	\$ 50,749
Library Clerk I	\$ 43,891	\$ 45,291	\$ 46,689	\$ 48,094	\$ 49,488	\$ 50,879	\$ 52,249
Correction Counselor	\$ 42,552	\$ 43,903	\$ 45,225	\$ 46,526	\$ 47,825	\$ 49,124	\$ 50,418
	\$ 43,828	\$ 45,220	\$ 46,582	\$ 48,025	\$ 49,424	\$ 50,816	\$ 52,208
Cook	\$ 41,619	\$ 42,974	\$ 44,340	\$ 45,697	\$ 47,059	\$ 48,416	\$ 49,768
Account Clerk II	\$ 42,868	\$ 44,263	\$ 45,670	\$ 47,068	\$ 48,471	\$ 49,871	\$ 51,261
Clerk-Steno I	\$ 39,818	\$ 41,171	\$ 42,534	\$ 43,896	\$ 45,259	\$ 46,616	\$ 47,968
Senior Store Clerk	\$ 41,013	\$ 42,406	\$ 43,810	\$ 45,212	\$ 46,616	\$ 48,016	\$ 49,418
Building Maintenance Helper	\$ 38,979	\$ 40,344	\$ 41,707	\$ 43,065	\$ 44,422	\$ 45,774	\$ 47,126
	\$ 40,148	\$ 41,554	\$ 42,958	\$ 44,357	\$ 45,754	\$ 47,146	\$ 48,536
Account Clerk	\$ 34,909	\$ 36,265	\$ 37,622	\$ 38,979	\$ 40,344	\$ 41,707	\$ 43,065
	\$ 35,956	\$ 37,353	\$ 38,751	\$ 40,148	\$ 41,554	\$ 42,958	\$ 44,366
Clerk/Typist /Keyboard Specialist	\$ 34,543	\$ 35,895	\$ 37,259	\$ 38,746	\$ 39,985	\$ 41,443	\$ 42,891
Data Entry Operator	\$ 35,580	\$ 36,972	\$ 38,377	\$ 39,909	\$ 41,185	\$ 42,776	\$ 43,647
Clerk I	\$ 33,997	\$ 35,359	\$ 36,719	\$ 38,081	\$ 39,435	\$ 40,788	\$ 42,140
Matron	\$ 35,017	\$ 36,420	\$ 37,820	\$ 39,223	\$ 40,618	\$ 42,012	\$ 43,406
Switchboard Operator							
Food Service Helper							
Store Clerk							
User Specialist							
Clinic Assistant	\$ 42,928	\$ 44,245	\$ 45,568	\$ 46,881	\$ 48,196	\$ 49,509	\$ 50,822
	\$ 44,216	\$ 45,572	\$ 46,935	\$ 48,287	\$ 49,642	\$ 50,995	\$ 52,347

JAIL NON-SECURITY PERSONNEL STARTING SALARY & STEP SCHEDULE 2026

Title	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Registered Nurse	\$ 59,697	\$ 61,102	\$ 62,507	\$ 63,902	\$ 65,302	\$ 70,799	\$ 72,424
Inmate Service Specialist	\$ 61,488	\$ 62,935	\$ 64,382	\$ 65,819	\$ 67,261	\$ 72,922	\$ 74,597
CASAC	\$ 55,492	\$ 56,896	\$ 58,298	\$ 59,704	\$ 61,107	\$ 62,510	\$ 63,915
	\$ 57,156	\$ 58,602	\$ 60,047	\$ 61,495	\$ 62,941	\$ 64,386	\$ 65,833
LPN	\$ 54,272	\$ 55,677	\$ 57,075	\$ 58,478	\$ 59,878	\$ 65,371	\$ 66,996
	\$ 55,900	\$ 57,347	\$ 58,788	\$ 60,233	\$ 61,674	\$ 67,332	\$ 69,006
Building Maintenance Mechanic	\$ 43,891	\$ 45,291	\$ 46,689	\$ 48,094	\$ 49,488	\$ 54,260	\$ 55,877
Library Clerk I	\$ 45,208	\$ 46,649	\$ 48,090	\$ 49,537	\$ 50,973	\$ 55,888	\$ 57,553
Correction Counselor	\$ 43,828	\$ 45,220	\$ 46,582	\$ 48,025	\$ 49,424	\$ 54,196	\$ 55,808
	\$ 45,143	\$ 46,577	\$ 47,979	\$ 49,465	\$ 50,907	\$ 55,822	\$ 57,483
Cook	\$ 42,868	\$ 44,263	\$ 45,670	\$ 47,068	\$ 48,471	\$ 53,165	\$ 54,788
Account Clerk II	\$ 44,154	\$ 45,591	\$ 47,040	\$ 48,480	\$ 49,925	\$ 54,760	\$ 56,432
Clark-Steno I	\$ 41,013	\$ 42,406	\$ 43,810	\$ 45,212	\$ 46,616	\$ 51,183	\$ 52,799
Senior Store Clerk	\$ 42,329	\$ 43,764	\$ 45,210	\$ 46,655	\$ 48,101	\$ 52,811	\$ 54,476
Building Maintenance Helper	\$ 40,148	\$ 41,554	\$ 42,958	\$ 44,357	\$ 45,754	\$ 50,264	\$ 51,886
	\$ 41,353	\$ 42,801	\$ 44,247	\$ 45,688	\$ 47,127	\$ 51,772	\$ 53,442
Account Clerk	\$ 35,956	\$ 37,353	\$ 38,751	\$ 40,148	\$ 41,554	\$ 46,187	\$ 47,816
	\$ 37,035	\$ 38,474	\$ 39,913	\$ 41,353	\$ 42,801	\$ 47,572	\$ 49,250
Clerk/Typist I/Keyboard Specialist	\$ 35,580	\$ 36,972	\$ 38,377	\$ 39,909	\$ 41,185	\$ 45,776	\$ 47,391
Data Entry Operator	\$ 36,647	\$ 38,081	\$ 39,528	\$ 41,106	\$ 42,420	\$ 47,150	\$ 48,813
Clerk I	\$ 35,017	\$ 36,420	\$ 37,820	\$ 39,223	\$ 40,618	\$ 44,772	\$ 46,398
Matron	\$ 36,067	\$ 37,512	\$ 38,955	\$ 40,400	\$ 41,837	\$ 46,115	\$ 47,790
Switchboard Operator							
Food Service Helper							
Store Clerk							
User Specialist							
Clinic Assistant	\$ 44,216	\$ 45,572	\$ 46,935	\$ 48,287	\$ 49,642	\$ 53,935	\$ 55,509
	\$ 45,542	\$ 46,939	\$ 48,343	\$ 49,736	\$ 51,131	\$ 55,553	\$ 57,174

JAIL NON-SECURITY PERSONNEL STARTING SALARY & STEP SCHEDULE 2027

Title	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Registered Nurse	\$ 61,488	\$ 62,935	\$ 64,382	\$ 65,819	\$ 67,261	\$ 72,922	\$ 74,597
Inmate Service Specialist	\$ 63,332	\$ 64,823	\$ 66,314	\$ 67,794	\$ 69,279	\$ 75,110	\$ 76,835
CASAC	\$ 57,156	\$ 58,602	\$ 60,047	\$ 61,495	\$ 62,941	\$ 64,386	\$ 65,833
	\$ 58,871	\$ 60,360	\$ 61,849	\$ 63,339	\$ 64,829	\$ 66,317	\$ 67,808
LPN	\$ 55,900	\$ 57,347	\$ 58,788	\$ 60,233	\$ 61,674	\$ 63,117	\$ 64,564
	\$ 57,577	\$ 59,068	\$ 60,551	\$ 62,040	\$ 63,524	\$ 65,006	\$ 66,493
Building Maintenance Mechanic	\$ 45,208	\$ 46,649	\$ 48,090	\$ 49,532	\$ 50,973	\$ 52,414	\$ 53,855
Library Clerk I	\$ 46,564	\$ 48,049	\$ 49,532	\$ 51,023	\$ 52,502	\$ 53,981	\$ 55,460
Correction Counselor	\$ 45,143	\$ 46,577	\$ 47,979	\$ 49,465	\$ 50,907	\$ 52,348	\$ 53,789
	\$ 46,497	\$ 47,974	\$ 49,419	\$ 50,949	\$ 52,434	\$ 53,919	\$ 55,404
Cook	\$ 44,154	\$ 45,591	\$ 47,040	\$ 48,480	\$ 49,925	\$ 51,370	\$ 52,815
Account Clerk II	\$ 45,478	\$ 46,959	\$ 48,452	\$ 49,934	\$ 51,422	\$ 52,910	\$ 54,398
Clerk-Steno I	\$ 42,329	\$ 43,764	\$ 45,210	\$ 46,655	\$ 48,101	\$ 49,544	\$ 50,987
Senior Store Clerk	\$ 43,599	\$ 45,077	\$ 46,567	\$ 48,055	\$ 49,544	\$ 51,033	\$ 52,522
Building Maintenance Helper	\$ 41,353	\$ 42,801	\$ 44,247	\$ 45,688	\$ 47,127	\$ 48,564	\$ 50,000
	\$ 42,593	\$ 44,085	\$ 45,575	\$ 47,058	\$ 48,541	\$ 50,025	\$ 51,508
Account Clerk	\$ 37,035	\$ 38,474	\$ 39,913	\$ 41,353	\$ 42,801	\$ 44,247	\$ 45,688
	\$ 38,146	\$ 39,628	\$ 41,111	\$ 42,593	\$ 44,085	\$ 45,564	\$ 47,047
Clerk/Typist I/Keyboard Specialist	\$ 36,647	\$ 38,081	\$ 39,528	\$ 41,106	\$ 42,420	\$ 43,859	\$ 45,298
Data Entry Operator	\$ 37,747	\$ 39,223	\$ 40,714	\$ 42,339	\$ 43,693	\$ 45,150	\$ 46,604
Clerk I	\$ 36,067	\$ 37,512	\$ 38,955	\$ 40,400	\$ 41,837	\$ 43,274	\$ 44,711
Matron	\$ 37,149	\$ 38,638	\$ 40,124	\$ 41,612	\$ 43,092	\$ 44,577	\$ 46,062
Switchboard Operator							
Food Service Helper							
Store Clerk							
User Specialist							
Clinic Assistant	\$ 45,542	\$ 46,939	\$ 48,343	\$ 49,736	\$ 51,131	\$ 52,522	\$ 53,917
	\$ 46,908	\$ 48,347	\$ 49,794	\$ 51,228	\$ 52,665	\$ 54,102	\$ 55,539

2023 BUDGET AMENDMENT
CSEA, LOCAL 10000 AFSCME, AFL-CIO MOU SIGNED 01/26/23
JAIL NON-SECURITY PERSONNEL UNIT #6000-03

FUND DEPT	OBJECT LINE #	POS	DESCRIPTION	2023 ADOPTED	2022 INCREASE	2023 INCREASE	2023 DECREASE	2023 ADJUSTED
A	3110 1	4512 1	Court Matron	42,036	841	858		43,735
A	3110 1	4512 2	Court Matron	42,036	841	858		43,735
A	3110 1	4512 3	Court Matron	42,036	841	858		43,735
A	3110 1	6102 1	Account Clerk I	37,648	753	768		39,169
A	3110 1	6104 1	Account Clerk II	49,638	993	1,013		51,644
A	3110 1	6104 2	Account Clerk II	49,638	993	1,013		51,644
A	3110 1	6192 1	Keyboard Specialist	34,769	695	709		36,173
A	3110 1	6192 2	Keyboard Specialist	42,936	859	876		44,671
A	3110 1	6206 2	Clerk I	42,036	841	858		43,735
A	3110 1	6236 2	Clerk Typist I	42,936	859	876		44,671
A	3110 8	9030 10000	SOCIAL SECURITY		8,516	8,687		8,687
A	3110 1	9850 10000	SICK LEAVE INCENTIVE			665		665
A	3110 1	9954 10000	Enhanced Pay (signing bonus 2,500)		15,000	2,500		2,500
A	3110 1	9950 10000	LONGEVITY			2,350		2,350
A	3110 1	9980 10000	CLOTHING ALLOWANCE			270		270
SEE DAVE REILLY						37,988		37,988
TOTAL APPROPRIATIONS				23,516	14,472	37,988		

FUND DEPT	OBJECT LINE #	POS	DESCRIPTION	2023 ADOPTED	2022 INCREASE	2023 INCREASE	2023 DECREASE	2023 ADJUSTED
A	3020 1	6236 3	Clerk Typist I	42,936	859	876		44,671
SOCIAL SECURITY						670		670
SEE DAVE REILLY						2,405		2,405
TOTAL APPROPRIATIONS				859	1,546	2,405		

2023 BUDGET AMENDMENT
CSEA, LOCAL 10000 AFSCME AFL-CIO MOU SIGNED 01/26/23
JAIL NON-SECURITY PERSONNEL UNIT #6000-03

FUND	DEPT	OBJECT	LINE #	CONT	DESCRIPTION	2023		2022		2023		ADJUSTED
						ADOPTED	INCREASE	INCREASE	DECREASE			
A	3150	2322	001	390034	Inmate Services Specialist	65,616	1,312	1,312	1,339		68,267	
A	3150	2322	002	390035	Inmate Services Specialist	65,616	1,312	1,312	1,339		68,267	
A	3150	2322	003	390036	Inmate Services Specialist	65,616	1,312	1,312	1,339		68,267	
A	3150	2322	004	390461	Inmate Services Specialist	57,896	1,158	1,158			60,235	
A	3150	2325	001	390037	Corrections Counselor	50,562	1,011	1,011	1,031		52,604	
A	3150	5120	001	390388	Clinical Assistant	1	0	0	0		1	
A	3150	6052	001	390390	User Specialist Clerk	42,036	841	841	858		43,735	
A	3150	6102	004	390391	Account Clerk I	42,936	1,359	1,359	876		45,171	
A	3150	6102	005	390392	Account Clerk I	42,936	1,359	1,359	876		45,171	
A	3150	6192	001	390463	Keyboard Specialist	41,473	829	829	846		43,148	
A	3150	6192	002	390482	Keyboard Specialist	42,936	859	859	876		44,671	
A	3150	6192	003	390483	Keyboard Specialist	42,936	859	859	876		44,671	
A	3150	6206	003	390397	Clerk I	42,036	841	841	858		43,735	
A	3150	6206	005	390399	Clerk I	42,036	841	841	858		43,735	
A	3150	6236	003	390407	Clerk Typist I	36,157	723	723	738		37,618	
A	3150	6396	001	390408	Library Clerk	50,624	1,012	1,012	1,033		52,669	
A	3150	6512	001	390411	Senior Stores Clerk	38,367	767	767	10,634		49,769	
A	3150	6512	002	390412	Senior Stores Clerk	47,780	1,014	1,014	975		49,769	
A	3150	6514	001	390413	Stores Clerk	42,036	841	841	858		43,735	
A	3150	6514	002	390414	Stores Clerk	32,996	660	660	673		34,329	
A	3150	6514	003	390415	Stores Clerk	32,996	660	660	673		34,329	
A	3150	8006	001	390420	Cook	49,638	993	993	1,013		51,644	
A	3150	8006	003	390422	Cook	49,638	993	993	1,013		51,644	
A	3150	8006	004	390423	Cook	49,638	993	993	1,013		51,644	
A	3150	8006	005	390424	Cook	49,638	993	993	1,013		51,644	
A	3150	8006	006	390425	Cook	49,638	993	993	1,013		51,644	
A	3150	8016	001	390427	Food Service Helper	42,036	841	841	858		43,735	
A	3150	8016	002	390428	Food Service Helper	42,036	841	841	858		43,735	
A	3150	8016	003	390429	Food Service Helper	32,996	660	660	673		34,329	
A	3150	8016	005	390430	Food Service Helper	32,996	660	660	673		34,329	
A	3150	8016	006	390431	Food Service Helper	32,996	660	660	673		34,329	
A	3150	8114	001	390433	Building Maintenance Mechanic	50,624	1,012	1,012	1,033		52,669	
A	3150	8114	003	390435	Building Maintenance Mechanic	50,624	1,012	1,012	1,033		52,669	
A	3150	8114	004	390436	Building Maintenance Mechanic	50,624	1,012	1,012	1,033		52,669	
A	3150	8114	005	390437	Building Maintenance Mechanic	50,624	1,012	1,012	1,033		52,669	
A	3150	8114	007	390439	Building Maintenance Mechanic	50,624	1,012	1,012	1,033		52,669	
A	3150	8124	001	390455	Building Maintenance Helper	37,648	753	753	768		39,169	
A	3150	8124	002	390440	Building Maintenance Helper	47,008	940	940	959		48,907	
A	3150	8124	003	390441	Building Maintenance Helper	47,008	940	940	959		48,907	
A	3150	8124	004	390442	Building Maintenance Helper	37,648	753	753	768		39,169	
TOTAL APPROPRIATIONS						137,393	106,697	244,090				



**COUNTY OF ALBANY
PROBATION DEPARTMENT
60 SOUTH PEARL STREET
ALBANY, NEW YORK 12207**

PHONE: (518) 487-5200
FAX: (518) 487-5204
www.albanycounty.com

WILLIAM CONNORS
Director

Lori Haggerty
Deputy Director

Michael OConnor
Principal Probation Officer

DANIEL P. MCCOY
County Executive

April 10, 2023

Honorable Andrew Joyce, Chairman
Albany County Legislature
112 State Street, Room 710
Albany, NY 12207

Dear Chairman Joyce:

Probation members of PEF Division 502, has recently ratified an agreement. It is requested Legislative approval be granted to enter into a collective bargaining agreement with the Public Employees Federation, AFL-CIO. This is a six year agreement beginning January 1, 2022 thru January 1, 2027.

If you have any questions or need additional information, please do not hesitate to contact me.

Sincerely,

William Connors
Probation Director

WC/km
Enc.

cc: Honorable Dennis Feeney, Majority Leader
Honorable Frank Mauriello, Minority Leader
Rebekah Kennedy, Esq., Majority Counsel
Arnis Zilgme, Esq., Minority Counsel



County of Albany

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

Legislation Text

File #: TMP-4199, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):
PEF-Probation Contract Ratification

Date:	April 10, 2023
Submitted By:	William Connors
Department:	Probation Department
Title:	Probation Director
Phone:	518-487-5194
Department Rep.	
Attending Meeting:	William Connors

Purpose of Request:

- Adopting of Local Law
- Amendment of Prior Legislation
- Approval/Adoption of Plan/Procedure
- Bond Approval
- Budget Amendment
- Contract Authorization
- Countywide Services
- Environmental Impact/SEQR
- Home Rule Request
- Property Conveyance
- Other: (state if not listed) Collective Bargaining Agreement

CONCERNING BUDGET AMENDMENTS

Increase/decrease category (choose all that apply):

- Contractual
- Equipment
- Fringe
- Personnel
- Personnel Non-Individual

Revenue

Increase Account/Line No.: Click or tap here to enter text.
Source of Funds: Click or tap here to enter text.
Title Change: Click or tap here to enter text.

CONCERNING CONTRACT AUTHORIZATIONS

Type of Contract:

- Change Order/Contract Amendment
- Purchase (Equipment/Supplies)
- Lease (Equipment/Supplies)
- Requirements
- Professional Services
- Education/Training
- Grant

Choose an item.

Submission Date Deadline Click or tap to enter a date.

- Settlement of a Claim
- Release of Liability
- Other: (state if not listed) Collective Bargaining Agreement

Contract Terms/Conditions:

Party (Name/address):
Click or tap here to enter text.

Additional Parties (Names/addresses):
Click or tap here to enter text.

Amount/Raise Schedule/Fee: Click or tap here to enter text.
Scope of Services: Click or tap here to enter text.

Bond Res. No.: Click or tap here to enter text.
Date of Adoption: Click or tap here to enter text.

CONCERNING ALL REQUESTS

Mandated Program/Service: Yes No
If Mandated Cite Authority: Click or tap here to enter text.

Is there a Fiscal Impact: Yes No
Anticipated in Current Budget: Yes No

County Budget Accounts:

Revenue Account and Line: Various Lines
Revenue Amount: See Attached

Appropriation Account and Line: Attached-All PEF Probation Staff
Appropriation Amount: See Attached

Source of Funding - (Percentages)

Federal: Click or tap here to enter text.
State: Click or tap here to enter text.
County: 100
Local: Click or tap here to enter text.

Term

Term: (Start and end date) 1.1.2022
Length of Contract: 1.1.2027

Impact on Pending Litigation Yes No
If yes, explain: Click or tap here to enter text.

Previous requests for Identical or Similar Action:

Resolution/Law Number: Click or tap here to enter text.
Date of Adoption: Click or tap here to enter text.

Justification: (state briefly why legislative action is requested)

Memorandum of agreement, was entered on December 16, 2022 by the County of Albany New York and The Public Employees Federation, Division 502, for all Probation PEF employees. This is a six year agreement from January 1, 2022 thru January 1, 2027. On April 6, 2023, PEF members ratified the tentative agreement.

MEMORANDUM OF AGREEMENT

This MEMORANDUM OF AGREEMENT ("MOA") entered into this 16th day of DECEMBER, 2022, by and between the County of Albany New York (the "Employer") and the Public Employees Federation, Division 502, concerning the PEF-represented employees of the Albany County Department of Probation (the "Union" or "PEF"), modifies the Collective Bargaining Agreement ("CBA") between the Employer and the Union that expired on December 31, 2021, as set forth below.

IN WITNESS THEREOF NOW, THEREFORE, it is mutually agreed as follows:

The Albany County Probation bargaining unit contract that expired on December 31, 2021, shall be replaced by a successor agreement that shall continue all terms and conditions except as modified or amended below.

1. TERM OF AGREEMENT (Referenced in various locations throughout the Agreement)

The term of the successor agreement covering Probation Department employees between the Employer and PEF shall be a six-year agreement effective January 1, 2022, through and including December 31, 2027.

2. Article 8, General Wage Increase, Promotions, and Retired Part Time Employees

Article 8 Shall be amended as follows:

**ARTICLE 8
SALARY**

A. Salary effective dates and amounts

1.	January 1, 2017 22	2% increase to existing salaries
2.	January 1, 2018 23	1 2 %
3.	January 1, 2019 24	2 3 %
4.	January 1, 2020 25	2 3 %
5.	January 1, 2021 26	2 3 %
6.	<u>January 1, 2027</u>	<u>3%</u>

(SEE ATTACHED SALARY SCHEDULE IN APPENDIX "A")

All salary increases shall be retroactive to their effective dates. Retroactive compensation shall be paid out as soon as practicable after ratification by the membership and approval by the Albany County Legislature. Retroactive compensation shall only apply to those employees on the payroll on the date of the signing of the Total Agreement (contract).

B. Other Salary Provisions

1. (No change to current contract language in #1)
2. (No change to current contract language in #2)

3. Employees promoted from one job classification to another, within the titles of Probation Officer Trainee, Probation Officer P/T, Probation Assistant, and Probation Officer, shall be paid the minimum rate of pay (Step 0) for the job classification into which they are promoted, and will proceed to the next step upon completion of one year of service in the new job classification, except that Probation Assistants at Step 20 who are promoted to Probation Officer shall be placed at Step 3 of the Probation Officer chart, and will proceed to the next step upon completion of one year of service in the new job classification.

4. Any Probation Officer at ~~Step 5 of the Probation Officer Salary schedule~~ who is promoted to Senior Probation Officer shall be placed at ~~Step 1~~ the appropriate step of the Senior Probation Officer schedule based on their current total years of service with the County and, thereafter, will advance to future steps, if any, based on their total years of service with the County. ~~Effective 1/1/07 a Probation Officer, when promoted will move to the Step 0 of the Senior Probation Officer salary schedule.~~ Any Senior Probation Officer who is promoted to Probation Supervisor shall remain at the appropriate step of the Probation Supervisor schedule based on their current years of service with the County and, thereafter, will advance to future steps, if any, based on their total years of service with the County.

5. Salary steps and movement between steps shall be based on the employee's anniversary date within job classification, with the exception of subsections ~~(B)(3) and (B)(4)~~ above, and will be paid on the last pay period of the anniversary month.

6. Any Part Time Probation Officer who is retired from previous public employment and collecting a pension simultaneously while working for the Employer in a part time position subject to the provisions of Chapter 51-A, Article 7, Section 212 of the Laws of the State of New York (and any other relevant Local, State, or Federal law, rule, or regulation as may be enacted or amended) shall earn the same wages as all other Part Time Probation Officers as reflected in this Section and in Appendix A, except that, such officers' salaries may, with the consent of the Officer, be capped when they reach the maximum allowable earnings as set forth in the relevant statute. Any such restricted Officers who are on track to earn additional income from the Employer above and beyond base salary, such as, but not limited to Warrant Squad Stipend, shall coordinate with the Employer to adjust working hours, schedules, and assignments in such a way as is mutually beneficial to the Employer and the employee while ensuring the employee does not exceed income caps set by law.

7. Upon ratification of this Agreement, any existing Senior Probation Officers or Probation Supervisors who are currently at a step on the salary chart that is less than their current years of service with the County shall be advanced to the appropriate step of their title salary chart based on their total years of service with the County.

C. Warrant Squad Stipend

(No change to current contract language in Section C)

3. RATIFICATION BONUS (Article 8, New Section D)

A one-time ratification bonus of \$3,000 shall be paid to all bargaining unit employees who are on payroll status as of the date of ratification of this Agreement and execution of the final CBA. Such bonus shall not be added to base and is a one-time lump-sum bonus payment. Such bonus payment shall be paid to all

eligible employees immediately as soon as is practicable following the ratification and implementation of the Agreement. Any employee eligible for this bonus who is on payroll as of the date of ratification, who subsequently retires or otherwise separates from service with the County, shall receive this ratification bonus payment in full.

4. LONGEVITY (Article 9)

The proposal to alter the Article 9 longevity chart, made during collective bargaining by the Employer, that was accepted by the Union and initialed as "TA'd" (Tentatively Agreed) by the parties' Chief Negotiators on March 16, 2022, is hereby rescinded. Instead, the parties agree that the longevity chart in the existing contract will initially remain unchanged. Then, effective January 1, 2023, the longevity chart will be amended as follows:

Effective January 1, 2023

<u>Years of Continuous Full Time Service</u>	<u>Amount</u>
7-9	\$500.00
10-14	\$650.00
15-19	\$1,150.00
20-24 <u>20+</u>	\$1,400 <u>\$5,000.00</u>
25+	\$1,900

5. TWENTIETH YEAR STEP ON SALARY CHART (Appendix A)

Effective January 1, 2022, all general wage charts shall add an additional wage step for employees reaching their 20th year of service. Such wages listed in the newly added 20th year steps with effective dates preceding the date of implementation of this agreement shall be fully retroactive and paid immediately as soon as practicable following the implementation of this Agreement. (A copy of the new salary charts which include this additional 20th step as well as the general wages increases listed in item #2 above is attached to this MOA)

6. BEREAVEMENT LEAVE (Article 20)

The existing language in the current agreement in Article 20 concerning Bereavement Leave shall be amended as follows:

ARTICLE 20 BEREAVEMENT LEAVE

Each employee shall be granted up to five (5) days bereavement leave per death for death in the employee's immediate family. The immediate family is defined as an employee's spouse, domestic partner, parents, stepparents, guardian, children, stepchildren, ~~brother or sister~~ siblings, and stepsiblings.

Each employee shall be granted one (1) day bereavement leave per death for family members not defined in immediate family, to include: Grandparents, grandchildren, parents-in-law, ~~brother or sisters~~ siblings-in-law, sons, daughterchildren-in-law, parent's siblings, and nieces and nephews sibling's children.

7. JUNETEENTH (Article 29)

The Juneteenth holiday shall be added as a twelfth (12th) holiday in Article 29 of the agreement.

8. PERSONNEL RECORDS (Article 32)

Article 32 of the Agreement shall be amended as per the bargaining proposal made by the Union on September 17, 2021 at 10:16 am, and initialed as "TA'd" (Tentatively Agreed) by the parties' Chief Negotiators on June 17, 2022. (A copy of this proposed new language is attached to this MOA)

9. HEALTH INSURANCE IMPROVEMENTS

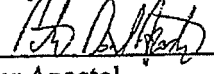
The County will implement improvements to the hearing, vision, and dental insurance, at no additional cost to the employees, as outlined in the proposal presented to the Union by the Employer, and which was initialed as "TA'd" by the Chief Negotiators on March 16, 2022. (A copy of the insurance improvements is attached to this MOA) Such insurance improvements, to the extent they are not already in effect, will go into effect immediately as soon as practicable following the implementation of this agreement.


10. RATIFICATION AND LEGISLATIVE ACTION

It is understood by the parties that the amended agreement as set forth in the provisions above is subject to ratification by the membership of PEF Division 502 as well as ratification and acceptance by the Executive Board of PEF. Further, certain provisions of this agreement must be implemented through legislative action by the Legislature of the County of Albany New York. Both parties mutually agree to make every effort to positively affect the ratification and legislative actions referenced above as quickly as possible. If such ratification and legislative steps fail to approve the modified agreement as described herein, the parties mutually agree to resume collective bargaining for a successor agreement in good faith.

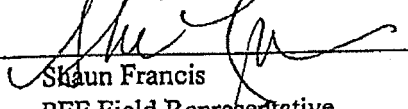
WHEREFORE, we have hereunto set our hands and agree on this 16 day of DECEMBER, 2022

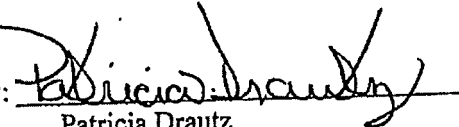
For the County of Albany New York:

By: 
Peter Apostol
Director of Labor Relations

By: 
William Connors
Director, Department of Probation

For the Public Employees Federation, Division 502

By: 
Shaun Francis
PEF Field Representative

By: 
Patricia Drautz
PEF Division 502 Council Leader

Connors, William (Probation Dept)

From: Francis, Shaun <Shaun.Francis@pef.org>
Sent: Thursday, April 6, 2023 3:41 PM
To: Connors, William (Probation Dept); Haggerty, Lori; Apostol, Peter; Clement, Jennifer; jeffrey.jamison@albanycountyny.gov
Cc: Drautz, Patricia
Subject: Probation - Contract ratification

Hello and good afternoon, everyone.

I wanted to let you all know that the members of PEF Division 502, Albany County Probation, ratified the tentative agreement today. I wanted to let you know to note today's date of 4/6/2023 as the date of ratification, and ask the County to take the affirmative steps needed to get Legislative approval and implementation as soon as possible. I understand that this process does take some time, but if the County would please keep me abreast of the process as it plays out and keep me updated on expected timelines, that would be very much appreciated.

Thank you all for working together on this to get this contract done.

Best,
Shaun



Shaun Francis, SHRM-SCP
Field Representative

New York State Public Employees Federation, AFL-CIO
 1168-70 Troy-Schenectady Road
 P.O. Box 12414
 Albany, NY 12212-2414
 Ph: 518-785-1900 ext. 220
 Fax: 518-785-1814
shaun.francis@pef.org

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RESOLUTION NO. 30

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

Introduced: 2/13/12

By Public Safety and Personnel Committees, Messrs. Beston, Bullock, Ms. Chapman, Messrs. Clay, Clenahan, Commisso, Ms. Connolly, Messrs. Corcoran, Cotrofeld, Dawson, Domalewicz, Ethier, Feeney, Higgins, Jacobson, Joyce, Ms. Kinsch, Mr. Mackey, Ms. Maffia-Tobler, Mr. Mayo, Ms. McKnight, Messrs. Morse, Nichols, O'Brien, Rahm, Reilly, Simpson, Steck and Ward:

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, and

WHEREAS, Under terms of the agreement, employees of the bargaining unit will receive a 3% raise for the year 2009 effective November 1, 2011, retroactivity for the year 2009 shall begin November 1, 2011; a 0% raise effective January 1, 2010; a \$1,200 stipend to be paid out as soon as practicable after ratification by the membership and approval by the Albany County Legislature not to be added to salary base for the year 2011, followed by 0% raise effective January 1, 2012 and a 2% raise effective January 1, 2013, 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 2011 and 2012 Probation Department Budgets are 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. 2/13/12
Mr. Stevens abstained.*

APPROPRIATIONS

		ACCOUNT NO.				RESOLUTION DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
A	3140	1	4203	001	380005	PROBATION SUPERVISOR	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203	002	380006	PROBATION SUPERVISOR	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203	004	380008	PROBATION SUPERVISOR	\$6,923.00		\$81,782.00	PROBATION
A	3140	1	4203	005	380009	PROBATION SUPERVISOR	\$6,923.00		\$81,782.00	PROBATION
A	3140	1	4203	006	380010	PROBATION SUPERVISOR	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203	007	380011	PROBATION SUPERVISOR	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203	009	380158	PROBATION SUPERVISOR	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203	010	380014	PROBATION SUPERVISOR	\$3,176.00		\$81,782.00	PROBATION
A	3140	1	4203	011	380015	PROBATION SUPERVISOR	\$3,176.00		\$81,782.00	PROBATION
A	3140	1	4203	012	380130	PROBATION SUPERVISOR	\$3,176.00		\$81,782.00	PROBATION
A	3140	1	4203	013	380160	PROBATION SUPERVISOR	\$3,176.00		\$81,782.00	PROBATION
A	3140	1	4203R	001	380171	PROBATION SUPERVISOR RTA	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203R	002	380172	PROBATION SUPERVISOR RTA	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4213	001	380016	SENIOR PROBATION OFFICER	\$5,055.00		\$70,501.00	PROBATION
A	3140	1	4213	002	380017	SENIOR PROBATION OFFICER	\$5,055.00		\$70,501.00	PROBATION
A	3140	1	4213	004	380019	SENIOR PROBATION OFFICER		\$11,000.00	\$74,401.00	PROBATION
A	3140	1	4213	005	380020	SENIOR PROBATION OFFICER	\$8,955.00		\$74,401.00	PROBATION
A	3140	1	4213	006	380021	SENIOR PROBATION OFFICER	\$8,955.00		\$74,401.00	PROBATION
A	3140	1	4213	007	380022	SENIOR PROBATION OFFICER	\$6,638.00		\$74,401.00	PROBATION
A	3140	1	4213	008	380023	SENIOR PROBATION OFFICER		\$9,000.00	\$74,401.00	PROBATION
A	3140	1	4213	009	380165	SENIOR PROBATION OFFICER	\$5,055.00		\$70,501.00	PROBATION
A	3140	1	4213	010	380166	SENIOR PROBATION OFFICER	\$8,955.00		\$74,401.00	PROBATION
A	3140	1	4213	001	380196	SENIOR PROBATION OFFICER RTA	\$8,955.00		\$74,401.00	PROBATION
A	3140	1	4213	002	380197	SENIOR PROBATION OFFICER RTA	\$8,955.00		\$74,401.00	PROBATION
A	3140	1	4223	001	380024	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION
A	3140	1	4223	002	380025	PROBATION OFFICER	\$5,717.00		\$69,964.00	PROBATION
A	3140	1	4223	003	380026	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	005	380028	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	006	380029	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	007	380030	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	008	380031	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	010	380033	PROBATION OFFICER	\$6,031.00		\$61,345.00	PROBATION
A	3140	1	4223	011	380034	PROBATION OFFICER	\$2,095.00		\$53,953.00	PROBATION
A	3140	1	4223	012	380035	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	013	380036	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	014	380037	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	016	380039	PROBATION OFFICER		\$26,000.00	\$47,657.00	PROBATION
A	3140	1	4223	018	380041	PROBATION OFFICER	\$5,095.00		\$66,843.00	PROBATION
A	3140	1	4223	019	380042	PROBATION OFFICER	\$6,031.00		\$61,345.00	PROBATION
A	3140	1	4223	020	380043	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	021	380044	PROBATION OFFICER	\$5,095.00		\$66,843.00	PROBATION
A	3140	1	4223	023	380046	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	024	380047	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	025	380048	PROBATION OFFICER		\$19,000.00	\$53,953.00	PROBATION
A	3140	1	4223	026	380049	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	028	380051	PROBATION OFFICER	\$5,717.00		\$69,964.00	PROBATION
A	3140	1	4223	030	380053	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	032	380055	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	033	380056	PROBATION OFFICER	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223	038	380061	PROBATION OFFICER	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223	039	380062	PROBATION OFFICER	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223	042	380065	PROBATION OFFICER	\$6,031.00		\$61,345.00	PROBATION
A	3140	1	4223	043	380066	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	044	380067	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION
A	3140	1	4223	045	380068	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	046	380069	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	047	380070	PROBATION OFFICER	\$2,495.00		\$64,243.00	PROBATION
A	3140	1	4223	048	380071	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	049	380072	PROBATION OFFICER	\$3,098.00		\$57,549.00	PROBATION
A	3140	1	4223	050	380073	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	051	380074	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION
A	3140	1	4223	052	380075	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	053	380076	PROBATION OFFICER		\$13,000.00	\$66,843.00	PROBATION
A	3140	1	4223	054	380077	PROBATION OFFICER	\$5,717.00		\$69,964.00	PROBATION
A	3140	1	4223	055	380126	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION
A	3140	1	4223	057	380128	PROBATION OFFICER		\$10,294.00	\$53,953.00	PROBATION
A	3140	1	4223	058	380129	PROBATION OFFICER	\$2,095.00		\$53,953.00	PROBATION
A	3140	1	4223	059	380135	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	063	380057	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	065	380154	PROBATION OFFICER	\$3,098.00		\$57,549.00	PROBATION
A	3140	1	4223	066	380155	PROBATION OFFICER	\$2,495.00		\$64,243.00	PROBATION
A	3140	1	4223	067	380156	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION
A	3140	1	4223	068	380157	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	069	380163	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION

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A	3140	1	4223R	002	380187	PROBATION OFFICER RTA	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223R	003	380188	PROBATION OFFICER RTA	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223R	004	380189	PROBATION OFFICER RTA	\$2,992.00		\$54,850.00	PROBATION
A	3140	1	4223R	005	380190	PROBATION OFFICER RTA	\$2,992.00		\$54,850.00	PROBATION
A	3140	1	4223R	006	380191	PROBATION OFFICER RTA	\$2,992.00		\$54,850.00	PROBATION
A	3140	1	4223R	007	380192	PROBATION OFFICER RTA		\$10,000.00	\$53,953.00	PROBATION
A	3140	1	4223R	008	380193	PROBATION OFFICER RTA	\$2,992.00		\$54,850.00	PROBATION
A	3140	1	4223R	009	380194	PROBATION OFFICER RTA	\$2,992.00		\$54,850.00	PROBATION
A	3140	1	4224	001	380078	PROBATION OFFICER - P.T.	\$1,298.00		\$33,421.00	PROBATION
A	3140	1	4224	002	380079	PROBATION OFFICER - P.T.	\$4,419.00		\$36,542.00	PROBATION
A	3140	1	4224	003	380080	PROBATION OFFICER - P.T.	\$4,419.00		\$36,542.00	PROBATION
A	3140	1	4224	004	380081	PROBATION OFFICER - P.T.	\$4,419.00		\$36,542.00	PROBATION
A	3140	1	5311	002	380084	PROBATION ASSISTANT	\$1,771.00		\$45,609.00	PROBATION
A	3140	1	5311	003	380085	PROBATION ASSISTANT		\$19,000.00	\$38,618.00	PROBATION
A	3140	1	5311	004	380086	PROBATION ASSISTANT		\$8,000.00	\$38,618.00	PROBATION
A	3140	1	5311	006	380088	PROBATION ASSISTANT	\$4,268.00		\$48,106.00	PROBATION
A	3140	1	5311	009	380090	PROBATION ASSISTANT	\$5,141.00		\$55,128.00	PROBATION
A	3140	1	5311	010	380091	PROBATION ASSISTANT	\$1,771.00		\$45,609.00	PROBATION
A	3140	1	5311	011	380092	PROBATION ASSISTANT	\$5,141.00		\$55,128.00	PROBATION
A	3140	1	5311	012	380093	PROBATION ASSISTANT	\$5,141.00		\$55,128.00	PROBATION
A	3140	1	5311R	001	380195	PROBATION ASSISTANT RTA	\$2,436.00		\$40,413.00	PROBATION
A	3140	8	9030			Social Security	\$10,600.00		\$544,493.00	
A9	3140	1	9954			Enhanced Pay	\$264,000.00		\$264,000.00	PROBATION
A9	3140	1	9911			Holiday Pay	\$723.00		\$723.00	PROBATION
A9	3140	1	9950			Longevity	\$63,650.00		\$166,200.00	PROBATION
A		0	0599			Appropriated Fund Balance		\$198,741.00		
A9	6100	4	4252			Medical Service Therapy		\$278,789.00		
						TOTAL APPROPRIATIONS	\$692,824.00	\$ 692,824.00		
						RESOLUTION DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
						TOTAL ESTIMATED REVENUES	\$ -	\$ -		
						GRAND TOTALS	\$ 692,824.00	\$ 692,824.00		



**COUNTY OF ALBANY
PROBATION DEPARTMENT
60 SOUTH PEARL STREET
ALBANY, NEW YORK 12207**

PHONE: (518) 487-5200

FAX: (518) 487-5204

www.albanycounty.com

WILLIAM CONNORS
Director

Lori Haggerty
Deputy Director

Michael OConnor
Principal Probation Officer

DANIEL P. MCCOY
County Executive

April 10, 2023

Honorable Andrew Joyce, Chairman
Albany County Legislature
112 State Street, Room 710
Albany, NY 12207

Dear Chairman Joyce:

Probation members of PEF Division 502, has recently ratified an agreement. It is requested Legislative approval be granted to enter into a collective bargaining agreement with the Public Employees Federation, AFL-CIO. This is a six year agreement beginning January 1, 2022 thru January 1, 2027.

If you have any questions or need additional information, please do not hesitate to contact me.

Sincerely,

William Connors
Probation Director

WC/km
Enc.

cc: Honorable Dennis Feeney, Majority Leader
Honorable Frank Mauriello, Minority Leader
Rebekah Kennedy, Esq., Majority Counsel
Arnis Zilgme, Esq., Minority Counsel



County of Albany

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

Legislation Text

File #: TMP-4199, Version: 1

REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):
PEF-Probation Contract Ratification

Date: April 10, 2023
Submitted By: William Connors
Department: Probation Department
Title: Probation Director
Phone: 518-487-5194
Department Rep.
Attending Meeting: William Connors

Purpose of Request:

- Adopting of Local Law
- Amendment of Prior Legislation
- Approval/Adoption of Plan/Procedure
- Bond Approval
- Budget Amendment
- Contract Authorization
- Countywide Services
- Environmental Impact/SEQR
- Home Rule Request
- Property Conveyance
- Other: (state if not listed) Collective Bargaining Agreement

CONCERNING BUDGET AMENDMENTS

Increase/decrease category (choose all that apply):

- Contractual
- Equipment
- Fringe
- Personnel
- Personnel Non-Individual

File #: TMP-4199, **Version:** 1

Revenue

Increase Account/Line No.: Click or tap here to enter text.

Source of Funds: Click or tap here to enter text.

Title Change: Click or tap here to enter text.

CONCERNING CONTRACT AUTHORIZATIONS

Type of Contract:

Change Order/Contract Amendment

Purchase (Equipment/Supplies)

Lease (Equipment/Supplies)

Requirements

Professional Services

Education/Training

Grant

Choose an item.

Submission Date Deadline Click or tap to enter a date.

Settlement of a Claim

Release of Liability

Other: (state if not listed)

Collective Bargaining Agreement

Contract Terms/Conditions:

Party (Name/address):

Click or tap here to enter text.

Additional Parties (Names/addresses):

Click or tap here to enter text.

Amount/Raise Schedule/Fee:

Click or tap here to enter text.

Scope of Services:

Click or tap here to enter text.

Bond Res. No.:

Click or tap here to enter text.

Date of Adoption:

Click or tap here to enter text.

CONCERNING ALL REQUESTS

Mandated Program/Service:

Yes No

If Mandated Cite Authority:

Click or tap here to enter text.

Is there a Fiscal Impact:

Yes No

Anticipated in Current Budget:

Yes No

County Budget Accounts:

File #: TMP-4199, **Version:** 1

Revenue Account and Line: Various Lines
 Revenue Amount: See Attached

Appropriation Account and Line: Attached-All PEF Probation Staff
 Appropriation Amount: See Attached

Source of Funding - (Percentages)

Federal: Click or tap here to enter text.
 State: Click or tap here to enter text.
 County: 100
 Local: Click or tap here to enter text.

Term

Term: (Start and end date) 1.1.2022
 Length of Contract: 1.1.2027

Impact on Pending Litigation

If yes, explain: Yes No
 Click or tap here to enter text.

Previous requests for Identical or Similar Action:

Resolution/Law Number: Click or tap here to enter text.
 Date of Adoption: Click or tap here to enter text.

Justification: (state briefly why legislative action is requested)

Memorandum of agreement, was entered on December 16, 2022 by the County of Albany New York and The Public Employees Federation, Division 502, for all Probation PEF employees. This is a six year agreement from January 1, 2022 thru January 1, 2027. On April 6, 2023, PEF members ratified the tentative agreement.

APPROPRIATIONS

		ACCOUNT NO.				RESOLUTION DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
A	3140	1	4203	001	380005	PROBATION SUPERVISOR	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203	002	380006	PROBATION SUPERVISOR	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203	004	380008	PROBATION SUPERVISOR	\$6,923.00		\$81,782.00	PROBATION
A	3140	1	4203	005	380009	PROBATION SUPERVISOR	\$6,923.00		\$81,782.00	PROBATION
A	3140	1	4203	006	380010	PROBATION SUPERVISOR	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203	007	380011	PROBATION SUPERVISOR	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203	009	380158	PROBATION SUPERVISOR	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203	010	380014	PROBATION SUPERVISOR	\$3,176.00		\$81,782.00	PROBATION
A	3140	1	4203	011	380015	PROBATION SUPERVISOR	\$3,176.00		\$81,782.00	PROBATION
A	3140	1	4203	012	380130	PROBATION SUPERVISOR	\$3,176.00		\$81,782.00	PROBATION
A	3140	1	4203	013	380160	PROBATION SUPERVISOR	\$3,176.00		\$81,782.00	PROBATION
A	3140	1	4203R	001	380171	PROBATION SUPERVISOR RTA	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4203R	002	380172	PROBATION SUPERVISOR RTA	\$9,421.00		\$81,782.00	PROBATION
A	3140	1	4213	001	380016	SENIOR PROBATION OFFICER	\$5,055.00		\$70,501.00	PROBATION
A	3140	1	4213	002	380017	SENIOR PROBATION OFFICER	\$5,055.00		\$70,501.00	PROBATION
A	3140	1	4213	004	380019	SENIOR PROBATION OFFICER		\$11,000.00	\$74,401.00	PROBATION
A	3140	1	4213	005	380020	SENIOR PROBATION OFFICER	\$8,955.00		\$74,401.00	PROBATION
A	3140	1	4213	006	380021	SENIOR PROBATION OFFICER	\$8,955.00		\$74,401.00	PROBATION
A	3140	1	4213	007	380022	SENIOR PROBATION OFFICER	\$6,638.00		\$74,401.00	PROBATION
A	3140	1	4213	008	380023	SENIOR PROBATION OFFICER		\$9,000.00	\$74,401.00	PROBATION
A	3140	1	4213	009	380165	SENIOR PROBATION OFFICER	\$5,055.00		\$70,501.00	PROBATION
A	3140	1	4213	010	380166	SENIOR PROBATION OFFICER	\$8,955.00		\$74,401.00	PROBATION
A	3140	1	4213	001	380196	SENIOR PROBATION OFFICER RTA	\$8,955.00		\$74,401.00	PROBATION
A	3140	1	4213	002	380197	SENIOR PROBATION OFFICER RTA	\$8,955.00		\$74,401.00	PROBATION
A	3140	1	4223	001	380024	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION
A	3140	1	4223	002	380025	PROBATION OFFICER	\$5,717.00		\$69,964.00	PROBATION
A	3140	1	4223	003	380026	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	005	380028	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	006	380029	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	007	380030	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	008	380031	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	010	380033	PROBATION OFFICER	\$6,031.00		\$61,345.00	PROBATION
A	3140	1	4223	011	380034	PROBATION OFFICER	\$2,095.00		\$53,953.00	PROBATION
A	3140	1	4223	012	380035	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	013	380036	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	014	380037	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	016	380039	PROBATION OFFICER		\$26,000.00	\$47,657.00	PROBATION
A	3140	1	4223	018	380041	PROBATION OFFICER	\$5,095.00		\$66,843.00	PROBATION
A	3140	1	4223	019	380042	PROBATION OFFICER	\$6,031.00		\$61,345.00	PROBATION
A	3140	1	4223	020	380043	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	021	380044	PROBATION OFFICER	\$5,095.00		\$66,843.00	PROBATION
A	3140	1	4223	023	380046	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	024	380047	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	025	380048	PROBATION OFFICER		\$19,000.00	\$53,953.00	PROBATION
A	3140	1	4223	026	380049	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	028	380051	PROBATION OFFICER	\$5,717.00		\$69,964.00	PROBATION
A	3140	1	4223	030	380053	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	032	380055	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	033	380056	PROBATION OFFICER	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223	038	380061	PROBATION OFFICER	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223	039	380062	PROBATION OFFICER	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223	042	380065	PROBATION OFFICER	\$6,031.00		\$61,345.00	PROBATION
A	3140	1	4223	043	380066	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	044	380067	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION
A	3140	1	4223	045	380068	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	046	380069	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	047	380070	PROBATION OFFICER	\$2,495.00		\$64,243.00	PROBATION
A	3140	1	4223	048	380071	PROBATION OFFICER	\$3,064.00		\$56,651.00	PROBATION
A	3140	1	4223	049	380072	PROBATION OFFICER	\$3,098.00		\$57,549.00	PROBATION
A	3140	1	4223	050	380073	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	051	380074	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION
A	3140	1	4223	052	380075	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	053	380076	PROBATION OFFICER		\$13,000.00	\$66,843.00	PROBATION
A	3140	1	4223	054	380077	PROBATION OFFICER	\$5,717.00		\$69,964.00	PROBATION
A	3140	1	4223	055	380126	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION
A	3140	1	4223	057	380128	PROBATION OFFICER		\$10,294.00	\$53,953.00	PROBATION
A	3140	1	4223	058	380129	PROBATION OFFICER	\$2,095.00		\$53,953.00	PROBATION
A	3140	1	4223	059	380135	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	063	380057	PROBATION OFFICER	\$2,596.00		\$66,843.00	PROBATION
A	3140	1	4223	065	380154	PROBATION OFFICER	\$3,098.00		\$57,549.00	PROBATION
A	3140	1	4223	066	380155	PROBATION OFFICER	\$2,495.00		\$64,243.00	PROBATION
A	3140	1	4223	067	380156	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION
A	3140	1	4223	068	380157	PROBATION OFFICER	\$2,382.00		\$61,345.00	PROBATION
A	3140	1	4223	069	380163	PROBATION OFFICER		\$15,000.00	\$47,657.00	PROBATION

A	3140	1	4223R	001	380186	PROBATION OFFICER RTA	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223R	002	380187	PROBATION OFFICER RTA	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223R	003	380188	PROBATION OFFICER RTA	\$3,032.00		\$55,752.00	PROBATION
A	3140	1	4223R	004	380189	PROBATION OFFICER RTA	\$2,992.00		\$54,850.00	PROBATION
A	3140	1	4223R	005	380190	PROBATION OFFICER RTA	\$2,992.00		\$54,850.00	PROBATION
A	3140	1	4223R	006	380191	PROBATION OFFICER RTA	\$2,992.00		\$54,850.00	PROBATION
A	3140	1	4223R	007	380192	PROBATION OFFICER RTA		\$10,000.00	\$53,953.00	PROBATION
A	3140	1	4223R	008	380193	PROBATION OFFICER RTA	\$2,992.00		\$54,850.00	PROBATION
A	3140	1	4223R	009	380194	PROBATION OFFICER RTA	\$2,992.00		\$54,850.00	PROBATION
A	3140	1	4224	001	380078	PROBATION OFFICER - P.T.	\$1,298.00		\$33,421.00	PROBATION
A	3140	1	4224	002	380079	PROBATION OFFICER - P.T.	\$4,419.00		\$36,542.00	PROBATION
A	3140	1	4224	003	380080	PROBATION OFFICER - P.T.	\$4,419.00		\$36,542.00	PROBATION
A	3140	1	4224	004	380081	PROBATION OFFICER - P.T.	\$4,419.00		\$36,542.00	PROBATION
A	3140	1	5311	002	380084	PROBATION ASSISTANT	\$1,771.00		\$45,609.00	PROBATION
A	3140	1	5311	003	380085	PROBATION ASSISTANT		\$19,000.00	\$38,618.00	PROBATION
A	3140	1	5311	004	380086	PROBATION ASSISTANT		\$8,000.00	\$38,618.00	PROBATION
A	3140	1	5311	006	380088	PROBATION ASSISTANT	\$4,268.00		\$48,106.00	PROBATION
A	3140	1	5311	009	380090	PROBATION ASSISTANT	\$5,141.00		\$55,128.00	PROBATION
A	3140	1	5311	010	380091	PROBATION ASSISTANT	\$1,771.00		\$45,609.00	PROBATION
A	3140	1	5311	011	380092	PROBATION ASSISTANT	\$5,141.00		\$55,128.00	PROBATION
A	3140	1	5311	012	380093	PROBATION ASSISTANT	\$5,141.00		\$55,128.00	PROBATION
A	3140	1	5311R	001	380195	PROBATION ASSISTANT RTA	\$2,436.00		\$40,413.00	PROBATION
A	3140	8	9030			Social Security	\$10,600.00		\$544,493.00	
A9	3140	1	9954			Enhanced Pay	\$264,000.00		\$264,000.00	PROBATION
A9	3140	1	9911			Holiday Pay	\$723.00		\$723.00	PROBATION
A9	3140	1	9950			Longevity	\$63,650.00		\$166,200.00	PROBATION
A		0	0599			Appropriated Fund Balance		\$198,741.00		
A9	6100	4	4252			Medical Service Therapy		\$278,789.00		
						TOTAL APPROPRIATIONS	\$692,824.00	\$ 692,824.00		
						RESOLUTION DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
						TOTAL ESTIMATED REVENUES	\$ -	\$ -		
						GRAND TOTALS	\$ 692,824.00	\$ 692,824.00		

MEMORANDUM OF AGREEMENT

This MEMORANDUM OF AGREEMENT ("MOA") entered into this 16th day of DECEMBER, 2022, by and between the County of Albany New York (the "Employer") and the Public Employees Federation, Division 502, concerning the PEF-represented employees of the Albany County Department of Probation (the "Union" or "PEF"), modifies the Collective Bargaining Agreement ("CBA") between the Employer and the Union that expired on December 31, 2021, as set forth below.

IN WITNESS THEREOF NOW, THEREFORE, it is mutually agreed as follows:

The Albany County Probation bargaining unit contract that expired on December 31, 2021, shall be replaced by a successor agreement that shall continue all terms and conditions except as modified or amended below.

1. TERM OF AGREEMENT (Referenced in various locations throughout the Agreement)

The term of the successor agreement covering Probation Department employees between the Employer and PEF shall be a six-year agreement effective January 1, 2022, through and including December 31, 2027.

2. Article 8, General Wage Increase, Promotions, and Retired Part Time Employees

Article 8 Shall be amended as follows:

**ARTICLE 8
SALARY**

A. Salary effective dates and amounts

- | | | |
|----|-------------------|----------------------------------|
| 1. | January 1, 201722 | 2% increase to existing salaries |
| 2. | January 1, 201823 | 12% |
| 3. | January 1, 201924 | 23% |
| 4. | January 1, 202025 | 23% |
| 5. | January 1, 202126 | 23% |
| 6. | January 1, 2027 | 3% |

(SEE ATTACHED SALARY SCHEDULE IN APPENDIX "A")

All salary increases shall be retroactive to their effective dates. Retroactive compensation shall be paid out as soon as practicable after ratification by the membership and approval by the Albany County Legislature. Retroactive compensation shall only apply to those employees on the payroll on the date of the signing of the Total Agreement (contract).

B. Other Salary Provisions

1. (No change to current contract language in #1)
2. (No change to current contract language in #2)

3. Employees promoted from one job classification to another, within the titles of Probation Officer Trainee, Probation Officer P/T, Probation Assistant, and Probation Officer, shall be paid the minimum rate of pay (Step 0) for the job classification into which they are promoted, and will proceed to the next step upon completion of one year of service in the new job classification, except that Probation Assistants at Step 20 who are promoted to Probation Officer shall be placed at Step 3 of the Probation Officer chart, and will proceed to the next step upon completion of one year of service in the new job classification.

4. Any Probation Officer at Step 5 of the Probation Officer Salary schedule who is promoted to Senior Probation Officer shall be placed at Step 1 the appropriate step of the Senior Probation Officer schedule based on their current total years of service with the County and, thereafter, will advance to future steps, if any, based on their total years of service with the County. ~~Effective 1/1/07 a Probation Officer, when promoted will move to the Step 0 of the Senior Probation Officer salary schedule. Any Senior Probation Officer who is promoted to Probation Supervisor shall remain at the appropriate step of the Probation Supervisor schedule based on their current years of service with the County and, thereafter, will advance to future steps, if any, based on their total years of service with the County.~~

5. Salary steps and movement between steps shall be based on the employee's anniversary date within job classification, with the exception of subsections ~~(B)(3)~~ and (B)(4) above, and will be paid on the last pay period of the anniversary month.

6. Any Part Time Probation Officer who is retired from previous public employment and collecting a pension simultaneously while working for the Employer in a part time position subject to the provisions of Chapter 51-A, Article 7, Section 212 of the Laws of the State of New York (and any other relevant Local, State, or Federal law, rule, or regulation as may be enacted or amended) shall earn the same wages as all other Part Time Probation Officers as reflected in this Section and in Appendix A, except that, such officers' salaries may, with the consent of the Officer, be capped when they reach the maximum allowable earnings as set forth in the relevant statute. Any such restricted Officers who are on track to earn additional income from the Employer above and beyond base salary, such as, but not limited to Warrant Squad Stipend, shall coordinate with the Employer to adjust working hours, schedules, and assignments in such a way as is mutually beneficial to the Employer and the employee while ensuring the employee does not exceed income caps set by law.

7. Upon ratification of this Agreement, any existing Senior Probation Officers or Probation Supervisors who are currently at a step on the salary chart that is less than their current years of service with the County shall be advanced to the appropriate step of their title salary chart based on their total years of service with the County.

C. Warrant Squad Stipend

(No change to current contract language in Section C)

3. RATIFICATION BONUS (Article 8, New Section D)

A one-time ratification bonus of \$3,000 shall be paid to all bargaining unit employees who are on payroll status as of the date of ratification of this Agreement and execution of the final CBA. Such bonus shall not be added to base and is a one-time lump-sum bonus payment. Such bonus payment shall be paid to all

eligible employees immediately as soon as is practicable following the ratification and implementation of the Agreement. Any employee eligible for this bonus who is on payroll as of the date of ratification, who subsequently retires or otherwise separates from service with the County, shall receive this ratification bonus payment in full.

4. LONGEVITY (Article 9)

The proposal to alter the Article 9 longevity chart, made during collective bargaining by the Employer, that was accepted by the Union and initialed as "TA'd" (Tentatively Agreed) by the parties' Chief Negotiators on March 16, 2022, is hereby rescinded. Instead, the parties agree that the longevity chart in the existing contract will initially remain unchanged. Then, effective January 1, 2023, the longevity chart will be amended as follows:

Effective January 1, 2023

<u>Years of Continuous Full Time Service</u>	<u>Amount</u>
7-9	\$500.00
10-14	\$650.00
15-19	\$1,150.00
20-24 <u>20+</u>	\$1,400 <u>\$5,000.00</u>
25+	\$1,900

5. TWENTIETH YEAR STEP ON SALARY CHART (Appendix A)

Effective January 1, 2022, all general wage charts shall add an additional wage step for employees reaching their 20th year of service. Such wages listed in the newly added 20th year steps with effective dates preceding the date of implementation of this agreement shall be fully retroactive and paid immediately as soon as practicable following the implementation of this Agreement. (A copy of the new salary charts which include this additional 20th step as well as the general wages increases listed in item #2 above is attached to this MOA)

6. BEREAVEMENT LEAVE (Article 20)

The existing language in the current agreement in Article 20 concerning Bereavement Leave shall be amended as follows:

ARTICLE 20 BEREAVEMENT LEAVE

Each employee shall be granted up to five (5) days bereavement leave per death for death in the employee's immediate family. The immediate family is defined as an employee's spouse, domestic partner, parents, stepparents, guardian, children, stepchildren, ~~brother or sister~~ siblings, and stepsiblings.

Each employee shall be granted one (1) day bereavement leave per death for family members not defined in immediate family, to include: Grandparents, grandchildren, parents-in-law, ~~brother or sisters~~ siblings-in-law, sons, daughter children-in-law, parent's siblings, and nieces and nephews sibling's children.

7. JUNETEENTH (Article 29)

The Juneteenth holiday shall be added as a twelfth (12th) holiday in Article 29 of the agreement.

8. PERSONNEL RECORDS (Article 32)

Article 32 of the Agreement shall be amended as per the bargaining proposal made by the Union on September 17, 2021 at 10:16 am, and initialed as "TA'd" (Tentatively Agreed) by the parties' Chief Negotiators on June 17, 2022. (A copy of this proposed new language is attached to this MOA)

9. HEALTH INSURANCE IMPROVEMENTS

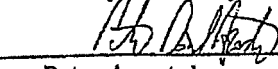
The County will implement improvements to the hearing, vision, and dental insurance, at no additional cost to the employees, as outlined in the proposal presented to the Union by the Employer, and which was initialed as "TA'd" by the Chief Negotiators on March 16, 2022. (A copy of the insurance improvements is attached to this MOA) Such insurance improvements, to the extent they are not already in effect, will go into effect immediately as soon as practicable following the implementation of this agreement.


10. RATIFICATION AND LEGISLATIVE ACTION

It is understood by the parties that the amended agreement as set forth in the provisions above is subject to ratification by the membership of PEF Division 502 as well as ratification and acceptance by the Executive Board of PEF. Further, certain provisions of this agreement must be implemented through legislative action by the Legislature of the County of Albany New York. Both parties mutually agree to make every effort to positively affect the ratification and legislative actions referenced above as quickly as possible. If such ratification and legislative steps fail to approve the modified agreement as described herein, the parties mutually agree to resume collective bargaining for a successor agreement in good faith.


WHEREFORE, we have hereunto set our hands and agree on this 16 day of DECEMBER, 2022

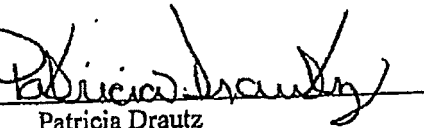
For the County of Albany New York:

By: 
Peter Apostol
Director of Labor Relations

By: 
William Connors
Director, Department of Probation

For the Public Employees Federation, Division 502

By: 
Shaun Francis
PEF Field Representative

By: 
Patricia Drautz
PEF Division 502 Council Leader

Connors, William (Probation Dept)

From: Francis, Shaun <Shaun.Francis@pef.org>
Sent: Thursday, April 6, 2023 3:41 PM
To: Connors, William (Probation Dept); Haggerty, Lori; Apostol, Peter; Clement, Jennifer; jeffrey.jamison@albanycountyny.gov
Cc: Drautz, Patricia
Subject: Probation - Contract ratification

Hello and good afternoon, everyone.

I wanted to let you all know that the members of PEF Division 502, Albany County Probation, ratified the tentative agreement today. I wanted to let you know to note today's date of 4/6/2023 as the date of ratification, and ask the County to take the affirmative steps needed to get Legislative approval and implementation as soon as possible. I understand that this process does take some time, but if the County would please keep me abreast of the process as it plays out and keep me updated on expected timelines, that would be very much appreciated.

Thank you all for working together on this to get this contract done.

Best,
Shaun



Shaun Francis, SHRM-SCP
Field Representative

New York State Public Employees Federation, AFL-CIO
 1168-70 Troy-Schenectady Road
 P.O. Box 12414
 Albany, NY 12212-2414
 Ph: 518-785-1900 ext. 220
 Fax: 518-785-1814
shaun.francis@pef.org

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RESOLUTION NO. 30

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

Introduced: 2/13/12

By Public Safety and Personnel Committees, Messrs. Beston, Bullock, Ms. Chapman, Messrs. Clay, Clenahan, Commisso, Ms. Connolly, Messrs. Corcoran, Cotrofeld, Dawson, Domalewicz, Ethier, Feeney, Higgins, Jacobson, Joyce, Ms. Kinsch, Mr. Mackey, Ms. Maffia-Tobler, Mr. Mayo, Ms. McKnight, Messrs. Morse, Nichols, O'Brien, Rahm, Reilly, Simpson, Steck and Ward:

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, and

WHEREAS, Under terms of the agreement, employees of the bargaining unit will receive a 3% raise for the year 2009 effective November 1, 2011, retroactivity for the year 2009 shall begin November 1, 2011; a 0% raise effective January 1, 2010; a \$1,200 stipend to be paid out as soon as practicable after ratification by the membership and approval by the Albany County Legislature not to be added to salary base for the year 2011, followed by 0% raise effective January 1, 2012 and a 2% raise effective January 1, 2013, 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 2011 and 2012 Probation Department Budgets are 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. 2/13/12
Mr. Stevens abstained.*



DANIEL P. MCCOY
COUNTY EXECUTIVE

COUNTY OF ALBANY
WATER PURIFICATION DISTRICT
1 CANAL ROAD, SOUTH
ALBANY, NEW YORK 12204
REMITTANCE: 112 STATE ST., BASEMENT, ALBANY, NY 12207
PHONE: (518) 447-1611 FAX: (518) 433-0369
www.albanycounty.com

COMMISSION
DENNIS RIGOSU
CHAIRMAN

JOHN W. BISHOP, JR.
NICHOLAS W. FOGLIA
MAGGIE ALIX
CHARLES G. CARLUCCIO

ANGELO GAUDIO, P.E.
EXECUTIVE DIRECTOR

March 21, 2023

Hon. Andrew Joyce
Chairman
Albany County Legislature
112 State Street – Suite 710
Albany, New York 12207

Re: CSEA Contract Approval and associated Budget Transfer

Dear Mr. Joyce

The Albany County Water Purification District (District) is requesting approval of the CSEA collective bargaining agreement for the Albany County Water Purification District Unit and the associated budget amendments for the settled compensation. The District Board of Commissioners approved the proposed CSEA contract on April 12, 2023. The contract term for the unit is January 1, 2022 through December 31, 2027. After a lengthy negotiation a summary of the proposed compensation package is summarized below:

- 2022 – 2% salary adjustment for all CSEA staff
- 2023 – 2% salary adjustment for all CSEA staff
- 2024 – 3% salary adjustment for all CSEA staff
- 2025 – 3% salary adjustment for all CSEA staff
- 2026 – 3% salary adjustment for all CSEA staff
- 2027 – 3% salary adjustment for all CSEA staff
- \$2,500 signing bonus for all CSEA staff

To allow for the salary adjustments outlined above the budget amendments presented in the attached budget amendment spreadsheet are being requested.

The requested transfers are not anticipated to negatively impact the District's 2023 budget.

If you have any questions or concerns you may reach me at (518) 447-1617.

Sincerely,



Angelo Gaudio, P.E.
Executive Director

cc: Dennis A. Feeney, Majority Leader
Rebekah Kennedy, Majority Counsel
Frank Mauriello, Minority Leader
Arnis Zilgme, Minority Counsel

Enc: Budget Amendment Spreadsheet
CSEA MOU

APPROPRIATIONS										
BUDGET LINE		DESCRIPTION		INCREASE		DECREASE		UNIT COST		DEPARTMENT NAME
FUND	ORG	OBJ	STATE POS. ONLY	POSITION CODE	CONTROL					
G9	8130	13121		001	630005	SENIOR LABORATORY TE	\$2,024		\$52,121	Sewage Treatment
G9	8130	13122		001	630006	LABORATORY TECHNICIA	\$1,840		\$47,342	Sewage Treatment
G9	8130	13122		002	630007	LABORATORY TECHNICIA	\$1,840		\$47,342	Sewage Treatment
G9	8130	13631		001	630010	SENIOR INSTRUMENT TE	\$2,682		\$69,054	Sewage Treatment
G9	8130	17004		001	630012	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004		002	630013	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004		003	630014	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004		004	630015	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004		005	630016	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004		006	630017	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004		007	630018	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004		008	630019	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17006		001	630020	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		002	630021	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		003	630022	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		004	630023	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		005	630024	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		006	630025	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		007	630026	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		008	630027	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		009	630028	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		010	630029	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		011	630030	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		012	630031	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006		013	630032	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006		014	630033	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006		015	630034	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006		016	630035	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006		017	630036	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006		018	630037	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006		019	630038	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006		020	630039	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17008		002	630041	PROCESS OPERATOR I	\$1,751		\$45,061	Sewage Treatment
G9	8130	17008		005	630044	PROCESS OPERATOR I	\$1,751		\$45,061	Sewage Treatment
G9	8130	17008		006	630045	PROCESS OPERATOR I	\$1,751		\$45,061	Sewage Treatment
G9	8130	17008		007	630046	PROCESS OPERATOR I	\$1,751		\$45,061	Sewage Treatment

G9	8130	17008	008	630047	PROCESS OPERATOR I	\$1,751	\$45,061	Sewage Treatment
G9	8130	17021	001	630052	MAINT MECHANIC III	\$2,466	\$63,493	Sewage Treatment
G9	8130	17021	002	630053	MAINT MECHANIC III	\$2,466	\$63,493	Sewage Treatment
G9	8130	17024	002	630054	MAINT MECHANIC II	\$2,042	\$52,548	Sewage Treatment
G9	8130	17024	003	630055	MAINT MECHANIC II	\$2,042	\$52,548	Sewage Treatment
G9	8130	17024	005	630057	MAINT MECHANIC II	\$2,042	\$52,548	Sewage Treatment
G9	8130	17024	006	630058	MAINT MECHANIC II	\$2,042	\$52,548	Sewage Treatment
G9	8130	17024	008	630060	MAINT MECHANIC II	\$2,042	\$52,548	Sewage Treatment
G9	8130	17024	009	630061	MAINT MECHANIC II	\$2,042	\$52,548	Sewage Treatment
G9	8130	17026	001	630063	MAINT MECHANIC I	\$1,800	\$46,348	Sewage Treatment
G9	8130	17026	002	630064	MAINT MECHANIC I	\$1,800	\$46,348	Sewage Treatment
G9	8130	17032	002	630066	MECH SPECIALIST	\$2,276	\$58,584	Sewage Treatment
G9	8130	17036	001	630067	MECH SPECIALIST HVAC	\$2,513	\$64,693	Sewage Treatment
G9	8130	17115	001	630068	ELECTRICIAN	\$2,682	\$69,054	Sewage Treatment
G9	8130	17115	002	630069	ELECTRICIAN	\$2,101	\$54,101	Sewage Treatment
G9	8130	17513	001	630072	AUTO MECHANIC 40	\$2,137	\$55,001	Sewage Treatment
G9	8130	18147	002	630074	CUSTODIAL WORKER	\$1,448	\$37,274	Sewage Treatment
G9	8130	18403	003	630078	LABORER	\$1,448	\$37,274	Sewage Treatment
G9	8130	18403	004	630079	LABORER	\$1,448	\$37,274	Sewage Treatment
G9	8130	18403	005	630080	LABORER	\$1,448	\$37,274	Sewage Treatment
G9	8130	18403	006	630081	LABORER	\$1,448	\$37,274	Sewage Treatment
G9	8130	16525	001	630086	MAINT CONTROL MECH	\$1,990	\$51,219	Sewage Treatment
G9	8130	17026	003	630091	MAINT MECHANIC I	\$1,800	\$46,348	Sewage Treatment
G9	8120	17014	001	620001	COLLECTION SYSTEM ME	\$2,028	\$52,212	Sanitary Sewers
G9	8120	17016	001	620002	COLLECTION SYSTEM MA	\$1,961	\$50,488	Sanitary Sewers
G9	8130	19900			Overtime	\$65,000	\$325,000	Sewage Treatment
G9	8130	19950			Longevity	\$3,650	\$52,200	Sewage Treatment
G9	8130	19954			Enhanced	\$105,000	\$105,000	Sewage Treatment
G9	8130	89030			Social Security	\$22,728	\$351,565	Sewage Treatment
G9	8120	19900			Overtime	\$600	\$3,600	Sanitary Sewers
G9	8120	19954			Enhanced	\$5,000	\$5,000	Sanitary Sewers
G9	8120	89030			Social Security	\$734	\$9,055	Sanitary Sewers
G9	8130	19952			Compensatory Time Payout	\$207,354	\$36,098	Sewage Treatment
G9	8120	19952			Compensatory Time Payout	\$4,939	\$261	Sanitary Sewers
G	G	0599			Appropriated Fund Balance	\$63,091	\$1,572,963	

A9	6100	44252	Medical Services Therapy	\$54,757	\$69,182,126
A9	9901	99901	Transfer other Funds	\$54,757	\$54,757
TOTAL APPROPRIATIONS				<u>\$384,898</u>	<u>\$330,141</u>

ESTIMATED REVENUES						
BUDGET LINE		DESCRIPTION		DECREASE	INCREASE	UNIT COST
FUND	ORG	OBJ	FOR POSITIONS ONLY			DEPARTMENT NAME
G5	5031	05031	Interfund Transfer	\$54,757	\$54,757	
TOTAL REVENUES				\$0	<u>\$54,757</u>	
GRAND TOTAL				<u>\$384,898</u>	<u>\$384,898</u>	

MEMORANDUM OF UNDERSTANDING

**MADE BY AND BETWEEN
THE COUNTY OF ALBANY AND CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY WATER PURIFICATION DISTRICT UNIT #6000-08,
ALBANY COUNTY LOCAL #801
January 25, 2023**

The parties agree, subject to the approval by the Albany County Legislature and ratification by CSEA members of the bargaining unit, that all terms of the agreement that expired December 31, 2021 will continue forward except as modified below:

1. DUES DEDUCTIONS AND UNION RIGHTS

Amend; see ATTACHMENT "1".

2. TERM OF AGREEMENT:

The term of the collective bargaining agreement shall be January 1, 2022 through December 31, 2027.

3. SALARY INCREASE:

Amend **Article V Salary Section 1.**, p. 5, to read as follows: The salaries of all employees shall be adjusted by the following; (See Attachment "2" Salary Schedule, to be added):

1/1/2022 - 2% salary increase, retroactive to 1/1/2022, for all members of the bargaining unit on payroll on 1/1/2022. One-time signing bonus payment of \$2,500 to all titles in the bargaining unit. Any retroactive salary increase shall be paid after ratification by both parties and signing of the final agreement. \$2,500 signing bonus will be paid ~~in separate check from payroll~~ no more than two pay periods after ratification and signing of the final agreement by both parties.

1/1/2023 - 2% salary increase, retroactive to 1/1/2023

1/1/2024 - 3% salary increase

1/1/2025 - 3% salary increase

1/1/2026 - 3% salary increase

1/1/2027 - 3% salary increase

4. LONGEVITY:

Amend **Article V Salary Section 3. Longevity**, p. 7, to read as follows:

The County agrees to provide Longevity according to the following:

Effective 1/1/2023, the County agrees to provide Longevity according to the following:

Years of Continuous Service	Amount per Year
3-4	\$150
5-6	\$350
7-9	\$600
10-14	\$900
15-19	\$1250
<u>20+</u>	<u>\$3200</u>

Effective 1/1/2024, the County agrees to provide Longevity according to the following:

Years of Continuous Service	Amount per Year
3-4	\$150
<u>5-6</u>	<u>\$450</u>
<u>7-9</u>	<u>\$850</u>
<u>10-14</u>	<u>\$1200</u>
<u>15-19</u>	<u>\$1850</u>
<u>20+</u>	<u>\$4500</u>

Longevity shall be paid the last pay period of the month in which the employee's anniversary date falls.

All increases applied under this section shall apply to those employees on the payroll on or after the signing of this agreement and/or any employees who have transferred employment within Albany County or separated service due to retirement or disability since January 1, 2022.

5. ABSENCE WITH PAY:

Amend **Article VI Absence with Pay Section 1. (a) Holidays**, p. 7, to include Juneteenth.

~~Amend Article VI Absence with Pay Section 1. (b) Holidays, p. 8, to read as follows: An employee who works on a holiday shall be compensated for the holiday at two (2) times his or her regular hourly rate for the number of hours worked. This provision shall apply only on the day the holiday is observed, except for any actual holiday that falls on a weekend worked by Swing Shift Process Operators, who shall receive two (2) times his or her regular rate of pay for all hours worked on the actual holiday.~~

Add Article VI Absence with Pay Section 1. (g) Sick Leave, p. 9, to read as follows: Employees absent for personal illness for three (3) consecutive days or in excess of three (3) consecutive days shall be required to provide proof of illness.

Add Article VI Absence with Pay Section 10. Other Leaves, p. 18, to read as follows: (g.) If an employee is required to remain absent because of quarantine and presents a written statement of the attending physician or local health officer proving the necessity of such absence for him/herself only, he/she shall be granted leave with pay for the period of required absence without charge against accumulated sick leave, personal leave, vacation or overtime credits for a maximum of five days annually. Prior to return to duty, such employee may be required to submit a written statement from the local health officer having jurisdiction that his/her return to duty will not jeopardize the health of the other employees.

6. LEAVES WITHOUT PAY:

Add Article VII Leaves Without Pay Section 4. Abandonment of Employment, p. 19, to read as follows: Absence of work without approval (unauthorized absences) for a period in excess of seven (7) consecutive workdays will be considered a voluntary resignation.

7. RETIREMENT HEALTH INSURANCE

Add Article X Health and Disability Insurance and Retirement Section 10. Retirement (C), p. 24, to read as follows: Employees must have completed fifteen (15) years of service with the County to be eligible for continuation of health insurance in retirement.

8. WORKING CONDITIONS:

Amend **Article XX Working Conditions Section 1. Call in Guarantee**, p. 38, to read as follows: (a.) All employees *Maintenance Staff* who are called in to work prior to or after their regular scheduled workday shall receive a minimum guarantee of *four (4) hours pay* at the appropriate rate of pay. However, in the instance that an employee is called in within fifteen minutes of his/her arrival time or departure time the employee shall be compensated for actual time worked with no minimum. In addition, all employees who are called in to work prior to or after regular scheduled workday shall be compensated at their overtime rate.

(b.) Any *Maintenance Staff** called in on an observed holiday, as established by this agreement, shall be paid one and a half (1.5) times his/her regular rate of pay for at least four (4) hours plus two (2) hours of compensatory time and one and a half (1.5) times his/her regular rate of pay for any time worked beyond the four (4) hours.

(c.) An on-call procedure will be established, and the *Executive Director* will determine weekly on-call assignments. The on-call assignments will be voluntarily bid using a seniority system; ~~employees will not be allowed to sign up for more than four voluntary assignments and there shall be two cycles of the bid per quarter.~~

(d.) Titles for on-call assignments are limited to *Maintenance Staff**.

* *Maintenance Staff* includes the following titles: *Maintenance Mechanic I, II, III; Mechanic Specialists (Automotive, HVAC, etc.); Collection Systems Maintenance Mechanic; Maintenance Storm Crew; Incinerator Mechanics/Technicians; Electricians; and Laborers.*

Amend **Article XX Working Conditions Section 3. Work Hours**, p. 38, to read as follows:

All employees are required to work forty (40) hours per work week.

All Mechanics, Electricians, ~~Laboratory personnel~~, Instrument Technicians, and Laborers shall work Monday through Friday 7:00 a.m. to 3:30 p.m.

All Collections System personnel, ~~Laborers~~ Laboratory personnel and Custodial Workers shall work Monday through Friday 7:30 a.m. to 4:00 p.m.

With the exception of the Swing Shift Operators, all Process Operators shall work one of the following shifts:

Shift 1: 11:30 p.m. to 8:00 a.m.

Shift 2: 7:30 a.m. to 4:00 p.m.

Shift 3: 3:30 p.m. to 12:00 a.m.

(meal breaks shall be unpaid for 30 minutes at a time designated by the supervisor)

All Process Operators are to report to the North Plant... (to include remaining language of current CBA)

Amend **Article XX Working Conditions Section 5. Out of Title Work**, p. 41, to read as follows: Employees who work out of title for at least six consecutive days shall be paid for all days at the higher hourly rate for said work retroactive to the first day of performing any work out of title. However, an employee may refuse to perform out-of-title work if it is either against the law or if it would endanger the life of any person. In addition to the benefits provided for in this Section, the County agrees to abide by New York State Civil Service Law section 61.2.

9. PROBATIONARY PERIOD:

Amend **Article XXI Probationary Period Section 1.**, p. 44, to read as follows: An employee in the competitive, non-competitive or labor classes shall be on probation for a period of fifty-two (52) weeks from the date of appointment. All probationary employees shall be given a performance evaluation after twenty-six (26) weeks of continuous service to determine satisfactory performance for eligibility of the mid-tier pay increase. The twenty-six (26)-week review shall occur twenty-six (26) weeks from the employee's hire date or as soon as possible thereafter. Any employee who is eligible for a higher rate of pay based off that review shall receive a retroactive salary adjustment to the date that is twenty-six (26) weeks from the employee's hire date. If an employee does not receive a satisfactory performance evaluation and mid-tier pay increase after twenty-six (26) weeks of continuous service but successfully completes the fifty-two (52) week probationary period, he/she shall be paid the full 6% pay increase retroactive to fifty-two (52) weeks from the employee's hire date in addition to any and all other pay increases due at that time.

10. MISCELLANEOUS:

Amend **Article XXIII Miscellaneous Section 9.**, p. 47, to read as follows: The County agrees to continue to provide uniforms to Maintenance Staff and five (5) t-shirts to all titles in the

bargaining unit. In addition, the County agrees to continue to provide laundry facilities and laundry soap to all employees.

The County shall provide \$150 allowance for work boots per year to all non-maintenance employees. Maintenance Staff shall be entitled to two (2) allowances of \$150 for work boots per year. Work boots shall meet ASTM F 2413-11 ratings. Employees must submit proof of purchase and ASTM requirement.

Effective 1/1/2023 the annual amount for the above boot allowance shall increase \$10 per allowance for each year of the contract.

In the event an employee does not have proper footwear, the supervisor may send the employee home to change and return to work. At the discretion of the District's Executive Director or the Director's designee, the employee shall be allowed to use paid leave time for the time he/she is out.

~~Amend Add Article XXIII Miscellaneous Section 19: The parties agree that the County may request negotiations with CSEA regarding a change from weekly pay to bi-weekly pay during the life of this agreement.—~~ The parties agree that during the life of this agreement the County may request negotiations with CSEA regarding a change from eight (8) hour shifts to twelve (12) hour shifts and further agree that during the life of this agreement CSEA may request negotiations with the County regarding shift differentials and/or six (6)-month review and mid-tier pay increases.

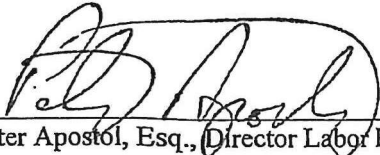
Add Article XXIII Miscellaneous Section 20: Labor Management Safety and Health Committee, to read as follows: Albany County Water Purification District and CSEA shall establish a Labor/Management Health and Safety Committee. The committee shall be composed of an equal number of representatives appointed by each party and shall be co-chaired by a CSEA and an Employer representative. The general responsibility of the committee will be to promote a safe and healthful workplace by recognizing hazards and recommending abatement of hazards and education programs. To fulfill this responsibility, the committee shall: meet at least quarterly; conduct inspections to find and evaluate hazards, and to offer recommendations for control of potential health and safety hazards; appoint members, as needed, from the area of concern from CSEA to participate in inspections; receive copies of all injury and illness reports, lists of toxic materials and exposure records; promote health and safety education; maintain and review minutes of Health and Safety Committee meetings.

Members of the Health and Safety Committee shall be allowed paid time off from their regular work while performing committee duties and shall also be allowed paid time off for training relating to health and safety.

IN WITNESS WHEREOF, the parties hereto have caused this MOA to be signed by their respective representatives on this 20th day of January 2023.

THE COUNTY OF ALBANY

CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY WATER PURIFICATION
DISTRICT UNIT #6000-08

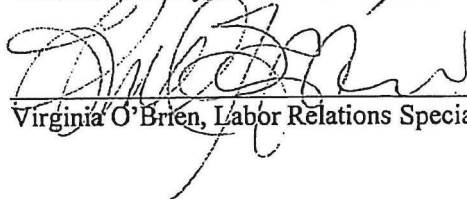

Peter Apostol, Esq., Director Labor Relations


Christopher Disonell, CSEA Unit President


Angelo Gaudio, Director Water District


James Ahearn, CSEA Unit Vice President


William Maloney, CSEA Unit Treasurer


Virginia O'Brien, Labor Relations Specialist

ATTACHMENT "1"

1. Amend **Article III Dues Deduction Section 1. Dues Deductions**, p. 5, to read as follows:
 The Employer shall deduct from the wages of employees and remit, at the end of each month, to CSEA, Inc., 143 Washington Avenue, Albany, New York 12210, regular membership dues and other authorized deductions for those employees who have signed the authorized payroll deductions. All deductions shall be identified by the employee's name and social security number. Such deductions shall be made in accordance with the authorization signed by the member and shall not be revocable unless CSEA notifies the Employer that they are no longer members.

2. Amend **Article IV Union Rights**, p. 6, to read as follows:
 Upon the hiring of a new employee, the Employer shall provide the Unit President and the CSEA Labor Relations Specialist the following information:

Employee's Name

Address

Job Title

Department and work location

Within thirty (30) days of providing the above-referenced notice, the Albany County Water Purification District shall allow CSEA to meet with a new employee for a reasonable amount of time, not to exceed forty-five (45) minutes, during his or her work time. There shall be no charge to the leave credits of both the new employee and/or the CSEA representative and the Employer's representative shall not be present unless specifically requested by CSEA.

The Union shall be entitled to receive all personnel information pertaining to the bargaining unit upon request. The District shall have a reasonable period to comply with the request.

ATTACHMENT "2" Starting Salary Schedule (to be added)



Local 1000 AFSCME, AFL-CIO

CAPITAL REGION OFFICE
1 Lear Jet Lane, Suite 2
Latham, New York 12110
Office: 518-782-4400 • Fax: 518-785-4595

Stay Union ★ Stay Strong

RONALD BRIGGS SHANA DAVIS SCOTT GARTLAND DANIELLE KILMER MICHAEL GARFOLO CYNTHIA STILES STACEY DEYO DENISE WARREN
 Capital Region President Executive Vice President 1st Vice President 2nd Vice President 3rd Vice President Secretary Treasurer Capital Region Director

March 2, 2023

VIA EMAIL AND FIRST-CLASS MAIL

Email: Peter.Apostol@albanycounty.ny.gov

Peter Apostol, Esq.
 Director of Employee Relations
 Albany County
 112 State Street, 9th Floor
 Albany, New York 12207

Dear Director Apostol:

Please be advised the CSEA membership of our Albany County Water Purification District Unit, #6000-08, voted to ratify the attached Memorandum of Understanding for the January 1, 2022 – December 31, 2027, successor Collective Bargaining Agreement.

Please notify me upon approval of same by the Albany County Legislature. Should you have any questions, please do not hesitate to contact me.

Thank you in advance for your attention to this matter.

Sincerely,

Virginia M. O'Brien
 Labor Relations Specialist

Encl.

cc: D. Warren, Region Director (*Via Email Only w/o Encl.*)
 T. Edwards, Local President (*Via Email Only w/o Encl.*)
 C. Disonell, Unit President (*Via Email Only w/Encl.*)
 A. Gaudio, Director (*Via Email Only w/Encl.*)



County of Albany

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

Legislation Text

File #: TMP-4166, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):

Contract approval of CSEA Local 801 agreement with Albany County Water Purification District and associated budget amendment.

Date:	3/29/2023
Submitted By:	Angelo Gaudio
Department:	Water Purification District
Title:	Executive Director
Phone:	518-477-1624
Department Rep.	ACWPD
Attending Meeting:	Angelo Gaudio

Purpose of Request:

- Adopting of Local Law
- Amendment of Prior Legislation
- Approval/Adoption of Plan/Procedure
- Bond Approval
- Budget Amendment
- Contract Authorization
- Countywide Services
- Environmental Impact/SEQR
- Home Rule Request
- Property Conveyance
- Other: (state if not listed) Click or tap here to enter text.

CONCERNING BUDGET AMENDMENTS

Increase/decrease category (choose all that apply):

- Contractual
- Equipment
- Fringe
- Personnel

- Personnel Non-Individual
- Revenue

Increase Account/Line No.: See attached budget amendment spreadsheet
Source of Funds: see attached budget amendment spreadsheet
Title Change: Click or tap here to enter text.

CONCERNING CONTRACT AUTHORIZATIONS

Type of Contract:

- Change Order/Contract Amendment
- Purchase (Equipment/Supplies)
- Lease (Equipment/Supplies)
- Requirements
- Professional Services
- Education/Training
- Grant

Choose an item.

Submission Date Deadline Click or tap to enter a date.

- Settlement of a Claim
- Release of Liability
- Other: (state if not listed) CSEA agreement

Contract Terms/Conditions:

Party (Name/address):

CSEA
1 Lear Jet Lane, Suite 2
Latham, New York 12110

Additional Parties (Names/addresses):

Click or tap here to enter text.

Amount/Raise Schedule/Fee: Click or tap here to enter text.

Scope of Services: Click or tap here to enter text.

Bond Res. No.: Click or tap here to enter text.

Date of Adoption: Click or tap here to enter text.

CONCERNING ALL REQUESTS

Mandated Program/Service: Yes No
If Mandated Cite Authority: Click or tap here to enter text.

Is there a Fiscal Impact: Yes No

Anticipated in Current Budget: Yes No

County Budget Accounts:

Revenue Account and Line: Click or tap here to enter text.

Revenue Amount: Click or tap here to enter text.

Appropriation Account and Line: Click or tap here to enter text.

Appropriation Amount: Click or tap here to enter text.

Source of Funding - (Percentages)

Federal: Click or tap here to enter text.

State: Click or tap here to enter text.

County: 100

Local: Click or tap here to enter text.

Term

Term: (Start and end date) 1/1/2022 - 12/31/2027

Length of Contract: 6 years

Impact on Pending Litigation Yes No

If yes, explain: Click or tap here to enter text.

Previous requests for Identical or Similar Action:

Resolution/Law Number: 188 fo 2021

Date of Adoption: 3/31/21

Justification: (state briefly why legislative action is requested)

Approval of CSEA collective bargaining agreement with Local Unit 801 Water Purification District and associated budget amendment to adjust salary lines.

APPROPRIATIONS

BUDGET LINE					DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	FOR POSITIONS ONLY						
			STATE POS. CODE	POSITION CONTROL					
G9	8130	13121	001	630005	SENIOR LABORATORY TE	\$2,024		\$52,121	Sewage Treatment
G9	8130	13122	001	630006	LABORATORY TECHNICIA	\$1,840		\$47,342	Sewage Treatment
G9	8130	13122	002	630007	LABORATORY TECHNICIA	\$1,840		\$47,342	Sewage Treatment
G9	8130	13631	001	630010	SENIOR INSTRUMENT TE	\$2,682		\$69,054	Sewage Treatment
G9	8130	17004	001	630012	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004	002	630013	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004	003	630014	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004	004	630015	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004	005	630016	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004	006	630017	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004	007	630018	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17004	008	630019	PROCESS OPERATOR III	\$2,507		\$64,523	Sewage Treatment
G9	8130	17006	001	630020	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	002	630021	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	003	630022	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	004	630023	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	005	630024	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	006	630025	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	007	630026	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	008	630027	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	009	630028	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	010	630029	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	011	630030	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	012	630031	PROCESS OPERATOR II	\$2,100		\$54,053	Sewage Treatment
G9	8130	17006	013	630032	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006	014	630033	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006	015	630034	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006	016	630035	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006	017	630036	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006	018	630037	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006	019	630038	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17006	020	630039	PROCESS OPERATOR II	\$2,190		\$56,369	Sewage Treatment
G9	8130	17008	002	630041	PROCESS OPERATOR I	\$1,751		\$45,061	Sewage Treatment
G9	8130	17008	005	630044	PROCESS OPERATOR I	\$1,751		\$45,061	Sewage Treatment
G9	8130	17008	006	630045	PROCESS OPERATOR I	\$1,751		\$45,061	Sewage Treatment
G9	8130	17008	007	630046	PROCESS OPERATOR I	\$1,751		\$45,061	Sewage Treatment
G9	8130	17008	008	630047	PROCESS OPERATOR I	\$1,751		\$45,061	Sewage Treatment
G9	8130	17021	001	630052	MAINT MECHANIC III	\$2,466		\$63,493	Sewage Treatment
G9	8130	17021	002	630053	MAINT MECHANIC III	\$2,466		\$63,493	Sewage Treatment
G9	8130	17024	002	630054	MAINT MECHANIC II	\$2,042		\$52,548	Sewage Treatment
G9	8130	17024	003	630055	MAINT MECHANIC II	\$2,042		\$52,548	Sewage Treatment
G9	8130	17024	005	630057	MAINT MECHANIC II	\$2,042		\$52,548	Sewage Treatment
G9	8130	17024	006	630058	MAINT MECHANIC II	\$2,042		\$52,548	Sewage Treatment
G9	8130	17024	008	630060	MAINT MECHANIC II	\$2,042		\$52,548	Sewage Treatment
G9	8130	17024	009	630061	MAINT MECHANIC II	\$2,042		\$52,548	Sewage Treatment
G9	8130	17026	001	630063	MAINT MECHANIC I	\$1,800		\$46,348	Sewage Treatment
G9	8130	17026	002	630064	MAINT MECHANIC I	\$1,800		\$46,348	Sewage Treatment
G9	8130	17032	002	630066	MECH SPECIALIST	\$2,276		\$58,584	Sewage Treatment
G9	8130	17036	001	630067	MECH SPECIALIST HVAC	\$2,513		\$64,693	Sewage Treatment
G9	8130	17115	001	630068	ELECTRICIAN	\$2,682		\$69,054	Sewage Treatment
G9	8130	17115	002	630069	ELECTRICIAN	\$2,101		\$54,101	Sewage Treatment
G9	8130	17513	001	630072	AUTO MECHANIC 40	\$2,137		\$55,001	Sewage Treatment
G9	8130	18147	002	630074	CUSTODIAL WORKER	\$1,448		\$37,274	Sewage Treatment
G9	8130	18403	003	630078	LABORER	\$1,448		\$37,274	Sewage Treatment
G9	8130	18403	004	630079	LABORER	\$1,448		\$37,274	Sewage Treatment
G9	8130	18403	005	630080	LABORER	\$1,448		\$37,274	Sewage Treatment

G9	8130	18403	006	630081	LABORER	\$1,448		\$37,274	Sewage Treatment
G9	8130	16525	001	630086	MAINT CONTROL MECH	\$1,990		\$51,219	Sewage Treatment
G9	8130	17026	003	630091	MAINT MECHANIC I	\$1,800		\$46,348	Sewage Treatment
G9	8120	17014	001	620001	COLLECTION SYSTEM ME	\$2,028		\$52,212	Sanitary Sewers
G9	8120	17016	001	620002	COLLECTION SYSTEM MA	\$1,961		\$50,488	Sanitary Sewers
G9	8130	19900			Overtime	\$65,000		\$325,000	Sewage Treatment
G9	8130	19950			Longevity	\$3,650		\$52,200	Sewage Treatment
G9	8130	19954			Enhanced	\$105,000		\$105,000	Sewage Treatment
G9	8130	89030			Social Security	\$22,728		\$351,565	Sewage Treatment
G9	8120	19900			Overtime	\$600		\$3,600	
G9	8120	19954			Enhanced	\$5,000		\$5,000	Sanitary Sewers
G9	8120	89030			Social Security	\$734		\$9,055	Sanitary Sewers
G9	8130	19952			Compensatory Time Payout		\$207,354	\$36,098	Sewage Treatment
G9	8120	19952			Compensatory Time Payout		\$4,939	\$261	Sanitary Sewers
G	G	0599			Appropriated Fund Balance		\$63,091	\$1,572,963	
A9	6100	44252			Medical Services Therapy		\$54,757	\$69,182,126	
A9	9901	99901			Transfer other Funds	\$54,757		\$54,757	
					TOTAL APPROPRIATIONS	\$384,898	\$330,141		

ESTIMATED REVENUES

BUDGET LINE			DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	FOR POSITIONS ONLY				

G5	5031	05031			Interfund Transfer		\$54,757	\$54,757	
					TOTAL REVENUES	\$0	\$54,757		
					GRAND TOTAL	\$384,898	\$384,898		