

County of Albany

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



Meeting Agenda

Thursday, June 29, 2023

6:30 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. CONFIRMING THE APPOINTMENT OF THE DIRECTOR OF THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES
5. APPROVING THE DEPARTMENT OF SOCIAL SERVICES COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 – DEPARTMENTS OF SOCIAL SERVICES, CHILDREN YOUTH AND FAMILIES, AND AGING LOCAL 801 AND AMENDING THE 2023 ALBANY COUNTY BUDGET
6. APPROVING THE DEPARTMENT OF AGING COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 – DEPARTMENTS OF SOCIAL SERVICES, CHILDREN YOUTH AND FAMILIES, AND AGING LOCAL 801 AND AMENDING THE 2023 ALBANY COUNTY BUDGET
7. APPROVING THE DEPARTMENT OF CHILDREN YOUTH AND FAMILIES COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 – DEPARTMENTS OF SOCIAL SERVICES, CHILDREN YOUTH AND FAMILIES, AND AGING LOCAL 801 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, May 25, 2023

6:00 PM

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

Personnel Committee

PREVIOUS BUSINESS:

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

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 PUBLIC WORKS COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 – DEPARTMENT OF PUBLIC WORKS LOCAL 801 AND AMENDING THE 2023 ALBANY COUNTY BUDGET

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

5. APPROVING THE DEPARTMENT OF GENERAL SERVICES COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 1000 – DEPARTMENT OF GENERAL SERVICES LOCAL 801 AND AMENDING THE 2023 ALBANY COUNTY BUDGET

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

By Mr. Efekoro:

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- (4) If an application for telework is denied in full or in part, reasons for the denial must be listed in the denial document.
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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



DANIEL P. MCCOY
COUNTY EXECUTIVE

COUNTY OF ALBANY
OFFICE OF THE EXECUTIVE
112 STATE STREET, ROOM 1200
ALBANY, NEW YORK 12207-2021
(518) 447-7040 - FAX (518) 447-5589
WWW.ALBANYCOUNTY.COM

DANIEL C. LYNCH, ESQ.
DEPUTY COUNTY EXECUTIVE

June 7, 2023

Hon. Bruce A. Hidley
Albany County Clerk
Albany County Court House
16 Eagle Street, Room 128
Albany, NY 12207

Hon. Necole Chambers, Clerk
Albany County Office Building
112 State Street, Room 710
Albany, NY 12207

Dear Mr. Hidley and Ms. Chambers:

I write to advise that I am appointing Mark Olsen as Director of the Residential Health Care Facilities, subject to confirmation by the County Legislature. Authority to make this appointment lies in the County Charter under Sec. 302(c) and Sec. 2201. Given the size, scope and import of the Residential Health Care Facility within Albany County, I anticipate the County Legislature will take up this appointment in an expedient fashion.

I have enclosed a resume for review by the Legislature.

Please advise if there are any questions.

Sincerely,


Daniel P. McCoy

cc: Dennis Feeney, Majority Leader
Frank Mauriello, Minority Leader
Majority Counsel
Minority Counsel



County of Albany

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

Legislation Text

File #: TMP-4302, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

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

Confirmation of Executive Director of the Albany County Residential Health Care Facility.

Date: 5/11/23
Submitted By: Mike McLaughlin
Department: County Executive's Office
Title: Director of Policy and Intergovernmental Affairs
Phone: 518-447-7040
Department Rep.
Attending Meeting: Mike McLaughlin

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) Confirmation

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) Click or tap here to enter text.

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: Click or tap here to enter text.
Revenue Amount: Click or tap here to enter text.

Appropriation Account and Line: NH 11225 001 641011
Appropriation Amount: \$260,000

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) NA
Length of Contract: NA

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)

Mr. Mark Olsen was identified after a thorough, statewide search yielding over twenty qualified candidates. To ensure that the top candidate was chosen, Albany County conducted a two stage interview process involving the current Executive Director of Shaker Place, representatives from Human Resources and Civil Service, and independent consultants to ensure a neutral, external opinion. Mr. Olsen has the education, accreditation and experience to excel in this position. More importantly, he has the vision to ensure Shaker Place maintains its 5 star rating well into the future. We request confirmation of his appointment.



County of Albany

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

Legislation Text

File #: TMP-4302, **Version:** 1

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Submitted By: Mike McLaughlin
Department: County Executive's Office
Title: Director of Policy and Intergovernmental Affairs
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Department Rep.
Attending Meeting: Mike McLaughlin

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- Budget Amendment
- Contract Authorization
- Countywide Services
- Environmental Impact/SEQR
- Home Rule Request
- Property Conveyance
- Other: (state if not listed) Confirmation

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) Click or tap here to enter text.

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: Click or tap here to enter text.
Revenue Amount: Click or tap here to enter text.

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Appropriation Amount: \$260,000

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

Term

Term: (Start and end date) NA
Length of Contract: NA

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

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15 Corina Court
 Watervliet, New York 12189
 (Cell) 518-376-0625
markolsen.ny@gmail.com

Mark S. Olsen

ADMINISTRATOR / HEALTH CARE MANAGEMENT

EDUCATION: State University of New York – Utica, New York
 Bachelor of Professional Studies, Health Care Administration
 May 1988

Hudson Valley Community College – Troy, New York
 Associate in Applied Science, Radiologic Technology
 May 1986

LICENSURE: Nursing Home Administrator (N.Y. – 03912)
 Radiologic Technologist (N.Y. – inactive)

PROFESSIONAL EXPERIENCE:

June 2008 / Present **Administrator**
Kingsway Arms Nursing Center (160 Beds) Schenectady, New York

- Achieved 5-Star CMS Rating since 2015
- Nursing Home Quality Initiative (NHQI-New York) Achieved First Quintile rating since 2015
- “Best in Class” rating from Pinnacle Satisfaction Surveys since 2014 for both Customer and Staff Satisfaction Scores
- Reorganized nursing department structure with increased clinical staffing hours and reduced costs.
- Increased overall facility CMI through better management of clinical resources.
- Transitioned to an in-house therapy program with better outcomes and Medicare utilization.
- Instituted restaurant style dining programs with improved resident intake and satisfaction.
- Increased customer and staff satisfaction scores through targeted action plans.
- Maintained high quality operations through various building and renovation projects.
- Campus based childcare program with intergenerational programs.

March 2006 / June 2008 **Vice President – Geriatric Services, Columbia Memorial Hospital**
Catskill, New York (120 SNF Beds)

- Improved facility operating margin by over \$300,000.00 annually. A seven year trend in increasing operating losses was reversed in 2007. The first quarter of 2008 has been the first quarter with an operating surplus since 2000.
- Locked-in a PRI Case Mix Index of 1.18, the highest ever for this facility.
- Successfully assembled a team of health care professionals geared toward operational success, including the hiring of an MDS Coordinator who was able to maximize Medicare reimbursement by over \$175,000.00 annually and an Admission Coordinator who increased admissions by over 48% over a 2-year period.
- Secured a \$50,000.00 grant for aesthetic and safety improvements.
- Successfully negotiated a 4-year union contract with negligible first year financial impact.
- Developed and implemented a NYS approved Ambulette transportation program that achieved a \$50,000.00/year positive cash flow.

The Center for Wound Care (located within Kaaterskill Care)

- Improved Center operations by \$70,000.00 annually through improved marketing efforts and reduction in operating costs.
- The Center serves as an effective referral source for inpatient admissions.

Kaaterskill Commons, Inc. (21 Unit Senior Housing – HUD 202 Project)

- Responsible for the overall development of this \$3.4 Million dollar project.
- Attained local Zoning and Planning Board approvals.
- Oversight of Architect and Engineer on design and site development.
- Development of corporate structure and corporate status as a 501(c)(3) entity.
- Coordination of “value engineering” activities to achieve cost effective development budget.

December 1991 / Administrator
March 2006 Eden Park Health Care Center – Catskill, New York (138 SNF Beds)
(July 2000 – September 2003, Eden Park – Albany)

- Fully transitioned the Nursing Staff from traditional 8-hour shifts to 12-hour shifts with an immediate improvement in staffing levels as well as improved continuity of care.
- Responsibly managed the \$7 million dollar budget of this 136 bed SNF with over 170 employees with a positive N.Y. survey history.
- Developed and implemented a Scheduled Short Term Stay (Respite) program.
- Developed and implemented an on-site Outpatient Therapy Center which opened in 1998 for the delivery of physical, occupational and speech therapies.
- Negotiation of all contracted services including managed care agreements.
- Developed alliance/contractual relationship with local hospital for the provision of physician services.
- Coordination and oversight of numerous physical plant improvements.
- Developed and implemented a NYS approved Ambulette transportation program with \$20,000.00/year positive cash flow.
- Designed and implemented security/safety programs to ensure residents and staff have a safe and secure environment.

July 2000/ Administrator
September 2003 Eden park Health Care Center – Albany, New York (210 SNF Beds)

- Developed progressive partnerships with Albany Medical Center; including innovative Staffing Models, Direct E.D. Admission Process, Integrated Clinical Pathways, and other projects of mutual interest.
- Developed relationships with local health care organizations throughout the continuum of care in order to build strategic partnerships.
- Successfully increased average daily census by 13%
- Responsible for the direction and management of 280 staff members.
- Effectively managed a budget of over \$11 million dollars.
- Maximized efficiency of staffing patterns to be consistent with care needs.

October 1989/
November 1991

Administrator
Eden Park Health Care Center – Hudson, New York (78 SNF Beds)

- Received two “Deficiency Free” State surveys
- Effectively reduced master staffing while maintaining patient care requirements.
- Reorganization of facility departments to maximize efficiency.
- Member of the corporate newsletter committee.

October 1988/
October 1989

Administrator
Franklin County Nursing Home – Malone, New York (80 SNF Beds)

- Worked in cooperation with County Legislature to create initiatives geared toward improved financial viability.
- Reduced operating costs with adjusted master staffing policy.
- Revised admission policy to improve C.M.I. and payer mix.

PROFESSIONAL ORGANIZATIONS:

- ACTIVE
 - American Health Care Association (AHCA)
 - Appointed to Workforce Committee
 - New York State Health Facilities Association (NYSHFA)
 - Board of Directors
 - Executive Committee – Secretary/Treasurer
 - American College of Health Care Administrators (ACHCA-NY Chapter)
 - 2018 Administrator of the Year
 - Schenectady County Community College – Board Member
- INACTIVE
 - Greene County Rural Health Network – Treasurer (\$275,000 Annual Budget)
 - Green County “NY Connects” Advisory Council.
 - Greene County and Town of Catskill Chamber of Commerce.
 - Capital District Senior Issues Forum
 - Greene County Long Term Care Advisory Council (Chairman 1993-1995)
 - Greene County Managed Care Advisory Council (Commissioner Appointed)

COMMUNITY ORGANIZATIONS:

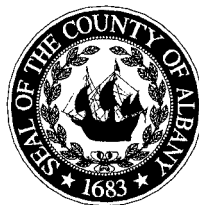
- Boght Hills Elementary School PTA (President 1998-1999)
- Colonie Youth Center Basketball (Coach)

INTERESTS:

Travel, Home Remodeling

PERSONAL:

Healthy and happily married with 4 children



DANIEL P. MCCOY
COUNTY EXECUTIVE

COUNTY OF ALBANY
DEPARTMENT OF SOCIAL SERVICES
162 WASHINGTON AVENUE
ALBANY, NEW YORK 12210-2304
(518) 447-7300
WWW.ALBANYCOUNTY.COM

MICHELE G. MCCLAVE
COMMISSIONER

ERIN M. STACHEWICZ
EXECUTIVE DEPUTY
COMMISSIONER

VALERIE SACKS
DEPUTY COMMISSIONER

June 8, 2023

Hon. Andrew Joyce, Chairman
Albany County Legislature
112 State St., Room 710
Albany, NY 12207

Dear Chairman Joyce,

Approval is requested to enter into a Memorandum of Understanding (MOU) with CSEA Local 801 and the Albany County Departments of Social Services, Children, Youth and Families and Aging for the period of January 1, 2022 through December 31, 2027.

Sincerely,

Michele G. McClave
Commissioner

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



County of Albany

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

Legislation Text

File #: TMP-4327, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):
Budget Amendment for Social Services (CSEA)

Date:	5/30/2023
Submitted By:	Joseph DeAngelis
Department:	Social Services
Title:	Contract Administrator
Phone:	518-447-7583
Department Rep.	
Attending Meeting:	Michele G. McClave

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.: See attached budget worksheet
Source of Funds: Albany County
Title Change:

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) Click or tap here to enter text.

Contract Terms/Conditions:

Party (Name/address):

CSEA, 1 Lear Jet Lane, Suite 2, Latham, NY 12110

Additional Parties (Names/addresses):

Click or tap here to enter text.

Amount/Raise Schedule/Fee: \$1,267,585
Scope of Services: Collective bargaining agreement with CSEA Local 801

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: See attached budget worksheet
Revenue Amount: See attached budget worksheet

Appropriation Account and Line: See attached budget worksheet
Appropriation Amount: See attached budget worksheet

Source of Funding - (Percentages)

Federal: 57
State: 13
County: 30
Local:

Term

Term: (Start and end date) 1/1/2022-12/31/2027
Length of Contract: 6 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: 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)

Legislative approval is requested to enter into a Memorandum of Understanding (MOU) with CSEA Local 801 and the Albany County Departments of Social Services, Children, Youth and Families and Aging for the period of January 1, 2022 through December 31, 2027. We are also requesting to amend the budget as documented on the attached budget worksheet.



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

May 4, 2023

VIA EMAIL AND FIRST-CLASS MAIL

Email: Peter.Apostol@albanycounty.ny.gov

Peter Apostol
 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 DSS/CYF/Aging Unit, #6000-00, 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.

Sincerely,

Virginia M. O'Brien
 Labor Relations Specialist

VO/vo

Enclosures

- cc: D. Warren, Region Director *(Via Email Only w/o Encl.)*
- E. Pizzigati, Local President *(Via Email Only w/o Encl.)*
- N. Keough, Unit President *(Via Email Only w/Encl.)*
- E. Stachewicz, Deputy Commissioner *(Via Email Only w/Encl.)*
- N. Ward, Deputy Commissioner *(Via Email Only w/Encl.)*
- M. Sainato, Confidential Secretary *(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 DEPARTMENTS OF SOCIAL SERVICES,
 CHILDREN YOUTH & FAMILIES, AGING UNIT #6000-00
 ALBANY COUNTY LOCAL 801

April 18, 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 DEDUCTION AND UNION RIGHTS:

Amend; see Attachment "1"

2. TERM OF THE AGREEMENT:

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

3. COMPENSATION:

Amend Article VII General Salary increase Section 1. Salary Increases, p.5, to read as follows:

The Salary Schedule shall be increased as follows:

1/1/2022 – 2%, retroactive to 1/1/2022, plus one-time payment of \$2500 per each

member of the bargaining unit, except the following titles: Caseworker, Senior Caseworker and Contract Administrator, per below. Any retroactive salary increase shall be paid after ratification and signing of the final agreement by both parties. \$2500 signing bonus shall be paid no more than two pay periods after ratification and signing of the final agreement by both parties.

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 Salary Schedules (to be added Attachment "3")

Amend Article VII General Salary increase Section 1. Salary Increases, p.5, to read as follows:

In addition to the above percentage increases, effective January 1, 2023, after the retroactive 2% salary increase in 2022 and prior to the 2% retroactive salary increase for 2023, the salaries for the below titles will be adjusted as follows:

Caseworker and Senior Caseworker: Employees in these titles will forego a signing bonus in lieu of \$2,500.00 added to their base salary in 2023.

Contract Administrator: Employees in this title will forego a signing bonus in lieu of \$2500 added to their base salary in 2023.

Amend Article VII General Salary Increase Section 2. Longevity, p. 6, to read as follows:

The following longevity chart shall be in effect January 1, 2023:

<u>YEARS OF COMPLETED SERVICE</u>	<u>AMOUNT</u>
<u>5-6</u>	<u>500</u>
<u>7-9</u>	<u>800</u>
<u>10-14</u>	<u>1500</u>
<u>15-19</u>	<u>2000</u>
<u>20+</u>	<u>3000</u>

The following longevity chart shall be in effect January 1, 2024:

<u>YEARS OF COMPLETED SERVICE</u>	<u>AMOUNT</u>
<u>5-6</u>	<u>500</u>
<u>7-9</u>	<u>800</u>
<u>10-14</u>	<u>1500</u>
<u>15-19</u>	<u>2000</u>
<u>20+</u>	<u>5000</u>

This will be an annual payment, which is not added to the base salary. Payment will be made on the last pay period of the month of the employee's anniversary date. There is no prorating

longevity. Longevity is based on total service with Albany County in accordance with County policy.

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. ABSENCE WITH PAY:

Amend Article IX Absence with Pay Section 1(b) Holidays, p. 7, to include Juneteenth holiday.

5. ABSENCE WITHOUT PAY:

Amend Article X Leave Without Pay Section 1(a) Parenting Leave, pp. 18-19, to read as follows:

An employee shall be allowed a leave of absence for a period of six (6) months upon the birth or adoption of his or her child. This leave may be extended by the Commission~~[er]~~ or designee for up to one (1) year. The first twelve (12) weeks of this leave of absence may be designated as Family and Medical Leave in accordance with the Family and Medical Leave Act (FMLA).

~~Spouses Parents, who are both employed by the County, may not seek simultaneous parenting leaves for the same birth or adoption, including FMLA and intermittent FMLA, up to twelve (12) weeks per employee. However, they may utilize a combined total of twelve (12) weeks of Family and Medical Leave.~~

6. STANDBY PAY

Amend Article XXVII Miscellaneous Section 9, p. 47 to read as follows:

Effective and retroactive to January 1, 2022, all personnel in the Division of Children and Family Services, including supervisors, who are required to be on standby shall receive the following stipends, increasing an additional \$100.00 per year:

<u>2022</u>	<u>\$2,100.00</u>
<u>2023</u>	<u>\$2,200.00</u>
<u>2024</u>	<u>\$2,300.00</u>
<u>2025</u>	<u>\$2,400.00</u>
<u>2026</u>	<u>\$2,500.00</u>
<u>2027</u>	<u>\$2,600.00</u>

This amount shall be paid in addition to the annual salary of these employees but shall not be added to the salary schedule.

All standby assignments shall be assigned as early as possible.

Amend Article XXVII Miscellaneous Section 25, p. 50 to read as follows:

All personnel currently working in the Albany County Intensive Case Management Program and Supportive Case Management Children's Mental Health who work forty-hour work week and are expected to provide on-call coverage during evening and weekend hours will continue to receive eight (8) hours compensatory time

All personnel currently working in the Albany County Children's Mental Health who work thirty-five hour work week and are expected to provide on-call coverage during evening and weekend hours will receive seven (7) hours of compensatory time. This unit will defer to the Albany County Rules and Regulations Article V: Overtime Pay and Compensatory Time off B. FLSA Non-Exempt Employees.

All standby assignments shall be assigned as early as possible.

Amend Article XXVII Miscellaneous Section 27, p. 50 to read as follows:

~~{a} All Supervisors in the Department of Social Services Adult Protective Unit~~ Effective and retroactive to 1/1/2022, Case Supervisors A and B in Adult Services Department, who are required to be on standby shall receive an additional ~~one~~ two thousand dollar ~~(\$1000)~~ (\$2000) stipend each year. This amount shall be paid in addition to the annual salary of these employees but shall not be added to the salary schedule.

All standby assignments shall be assigned as early as possible.

7. MISCELLANEOUS:

Add the following: - PA 4/25/23
NK 4/26/23

Amend Article XXVII Miscellaneous Section 28, pp. 50-51 to read as follows:

The Schedule for Reception and Intake Processing in the Department of Social Services shall be between 8:00 a.m. - 4:30 p.m. each day. The Schedule for NY Connects in the Department of Social Services shall be between 8:30 a.m. - 4:30 p.m. each day. NY Connects staff shall coordinate their schedules on a predetermined and preapproved schedule. NY connects Supervisors must work core hours 8:30 a.m. - 4:30 p.m. each day, unless coverage can be

secured and approved in advance by the Assistant Director or Director of Adult Services.

Amend Article XXVII Miscellaneous by adding Section 29. a new Labor-Management Safety and Health Committee, to read as follows:

Albany County Departments of Social Services, Children Youth & Families, and Aging 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.

8. TITLES:

Amend Appendix A, p. 54 to reflect all titles in the bargaining unit including part-time employees, such as ~~Part-Time Welfare Fraud Examiner~~. NK 4/26/23

PA. 4/26/23
recognized

9. OTHER:

PA 4/26/23

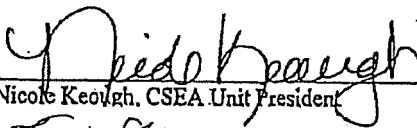
Include "Department for Aging" throughout agreement; Dress Code per language (Attachment "2"); include at Article VI: Rights of Employees Section 4 Bill of Rights Sub-Section E. Weingarten Rights (Attachment "2"). In addition, the parties agree to discuss in Labor-Management meetings removal of counseling memos after two (2) years and minimum units and prior approval for Personal Leave pursuant to Article IX Absence with Pay Section 3(a) Personal Leave, p. 10.

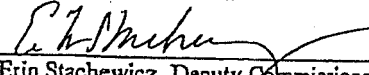
IN WITNESS WHEREOF, the parties hereto have caused this MOU to be signed by their respective representatives on this 21st day of April 2023.

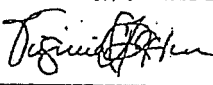
THE COUNTY OF ALBANY

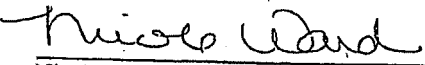
CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY
DSS/CYF/AGING UNIT #6000-00

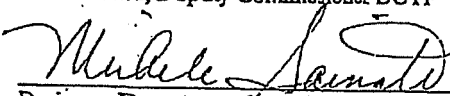

Peter Apostol, Esq.
Director Labor Relations


Nicole Keough, CSEA Unit President


Erin Stachewicz, Deputy Commissioner DSS


Virginia O'Brien, Labor Relations Specialist


Nicole Ward, Deputy Commissioner DCYF


Designee, Department for Aging

ATTACHMENT "1"

1. Amend **Article III Dues Deduction Section 1. Dues Deductions**, p. 3, 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 2. Agency Shop**: ~~The Employer agrees to comply with the New York State Civil Service Law, [as amended], in regard to agency shop deductions.~~

3. Amend **Article IV Union Rights**, p. 4, to add new **Section 3** 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 Departments of Social Services; Children, Youth & Families; Aging 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"

DRESS CODE

The Department of Social Services, the Department for Children Youth and Families, and the Department for Aging are professional workplaces where employees interact with the public and other governmental agencies. The worksites at 162 Washington Ave. and 112 State St. are modern worksites that provide, for most employees, individual cubicles or office space to conduct their work tasks. The dress code for employees of DSS, DCYF and Aging states that clothing must be neat, clean, in good taste and suitable for the environment in which they are employed and the type of work performed. Employees are encouraged to dress professionally at all times with "business casual" attire being the minimum standard work attire. Examples of such clothing are:

- Slacks, dress pants ~~that are khaki, corduroy, cotton, suit pants, dress capris (calf length)~~
 - Jeans are permitted but must be neat, clean, and not faded, ~~or~~ frayed, ripped or stained
- Dresses or skirts (no more than two (2) inches above the knee)
- Button-down dress casual collared shirts/blouses, golf style shirts, sweaters, ~~and~~ turtlenecks
- Tops should not be halter, "spaghetti" straps, strapless or midriff
- Casual office footwear or dress shoes. Beachwear, including flip flops, is not permitted
- Clothing should not expose a person inappropriately

Weingarten Rights

"Pursuant to 1075 US Supreme Court Weingarten Decision: If a discussion with an employee could in any way lead to their being disciplined or terminated, or affects their personal working conditions, the employee has a right to union representation – a union representative, officer, or steward may be present at the meeting. Without union representation, the employee reserves the right to not answer questions."

ATTACHMENT "3" Salary Schedules (To be added)

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APPROPRIATIONS										Total Annual					
RESOLUTION DESCRIPTION										Cost					
ACCOUNT NO.	Pos	Cntrl								INCREASE	DECREASE	DEPARTMENT NAME			
A	6010	1	1902	001	460011	ASSISTANT DIR OF ACCTS				\$	4,766		\$	83,171	Social Services
A	6010	1	2178	001	460722	UA ASSESSMENT NURSE				\$		14,101	\$	67,799	Social Services
A	6010	1	2178	002	460723	UA ASSESSMENT NURSE				\$		14,101	\$	67,799	Social Services
A	6010	1	2178	003	460724	UA ASSESSMENT NURSE				\$		14,101	\$	67,799	Social Services
A	6010	1	2210	004	460602	CASE SUPERVISOR A				\$	5,086		\$	89,048	Social Services
A	6010	1	2211	001	460090	CASE SUPERVISOR B				\$	4,012		\$	70,420	Social Services
A	6010	1	2211	008	460041	CASE SUPERVISOR B				\$	3,937		\$	69,069	Social Services
A	6010	1	2211	012	460045	CASE SUPERVISOR B				\$	3,975		\$	70,383	Social Services
A	6010	1	2211	013	460046	CASE SUPERVISOR B				\$	3,943		\$	70,351	Social Services
A	6010	1	2211	017	460049	CASE SUPERVISOR B				\$	4,042		\$	70,450	Social Services
A	6010	1	2212	034	460078	SENIOR CASEWORKER				\$	6,070		\$	64,346	Social Services
A	6010	1	2212	036	460080	SENIOR CASEWORKER				\$	6,104		\$	64,380	Social Services
A	6010	1	2212	052	460085	SENIOR CASEWORKER				\$	4,480		\$	62,756	Social Services
A	6010	1	2212	055	460088	SENIOR CASEWORKER				\$	6,068		\$	64,344	Social Services
A	6010	1	2212	056	460089	SENIOR CASEWORKER				\$	4,643		\$	62,919	Social Services
A	6010	1	2215	001	460092	CASEWORKER				\$	5,682		\$	57,532	Social Services
A	6010	1	2215	002	460091	CASEWORKER				\$	5,509		\$	54,798	Social Services
A	6010	1	2215	003	460093	CASEWORKER				\$	5,780		\$	58,912	Social Services
A	6010	1	2215	024	460094	CASEWORKER				\$	5,780		\$	58,912	Social Services
A	6010	1	2215	027	460097	CASEWORKER				\$	9,254		\$	57,827	Social Services
A	6010	1	2215	032	460101	CASEWORKER				\$		5,203	\$	43,370	Social Services
A	6010	1	2215	033	460102	CASEWORKER				\$	1,308		\$	53,158	Social Services
A	6010	1	2215	035	460104	CASEWORKER				\$	5,608		\$	56,609	Social Services
A	6010	1	2215	037	460106	CASEWORKER				\$	4,609		\$	55,610	Social Services
A	6010	1	2215	039	460107	CASEWORKER				\$	6,826		\$	57,827	Social Services
A	6010	1	2215	040	460108	CASEWORKER				\$	5,661		\$	57,511	Social Services
A	6010	1	2215	042	460109	CASEWORKER				\$	5,685		\$	57,535	Social Services
A	6010	1	2215	045	460112	CASEWORKER				\$	5,608		\$	56,609	Social Services
A	6010	1	2215	052	460118	CASEWORKER				\$	5,519		\$	58,651	Social Services
A	6010	1	2215	054	460120	CASEWORKER				\$	5,677		\$	57,527	Social Services
A	6010	1	2215	056	460122	CASEWORKER				\$		8,480	\$	43,370	Social Services
A	6010	1	2215	057	460123	CASEWORKER				\$	44		\$	53,176	Social Services
A	6010	1	2215	061	460127	CASEWORKER				\$	5,674		\$	57,524	Social Services
A	6010	1	2215	062	460128	CASEWORKER				\$	9,505		\$	58,794	Social Services
A	6010	1	2215	063	460130	CASEWORKER				\$	5,649		\$	57,499	Social Services
A	6010	1	2215	064	460130	CASEWORKER				\$	5,499		\$	54,788	Social Services
A	6010	1	2215	068	460134	CASEWORKER				\$		11	\$	53,121	Social Services
A	6010	1	2215	088	460147	CASEWORKER				\$	5,657		\$	57,507	Social Services
A	6010	1	2215	106	460608	CASEWORKER				\$	7,684		\$	43,370	Social Services
A	6010	1	2215	107	460609	CASEWORKER				\$	5,758		\$	57,827	Social Services
A	6010	1	2215	108	460610	CASEWORKER				\$	5,685		\$	58,890	Social Services
A	6010	1	2222	001	460176	ASSIST DIR OF SS PROGRAMS				\$	4,423		\$	57,535	Social Services
A	6010	1	2222	001	460176	ASSIST DIR OF SS PROGRAMS				\$			\$	78,916	Social Services

APPROPRIATIONS		ACCOUNT NO. Pos Cntrl		RESOLUTION DESCRIPTION	Total Annual Cost		DEPARTMENT NAME
					INCREASE	DECREASE	
A	6010	1	2222	004			Social Services
					\$ 4,397		\$ 78,890
A	6010	1	2222	009			Social Services
					\$ 4,529		\$ 79,022
A	6010	1	2222	010			Social Services
					\$ 4,504		\$ 78,997
A	6010	1	2222	011			Social Services
					\$ 4,543		\$ 79,036
A	6010	1	2222	012			Social Services
					\$ 4,531		\$ 79,024
A	6010	1	2223	001			Social Services
					\$ 4,188		\$ 73,526
A	6010	1	2223	002			Social Services
					\$ 4,076		\$ 73,414
A	6010	1	2223	003			Social Services
					\$ 2,801		\$ 72,139
A	6010	1	2223	004			Social Services
					\$ 4,188		\$ 73,526
A	6010	1	2223	005			Social Services
					\$ 4,222		\$ 73,560
A	6010	1	2223	006			Social Services
					\$ 4,124		\$ 73,462
A	6010	1	2223	010			Social Services
					\$ 2,801		\$ 72,139
A	6010	1	2223	011			Social Services
					\$ 4,162		\$ 73,500
A	6010	1	2223	014			Social Services
					\$ 4,192		\$ 73,530
A	6010	1	2223	016			Social Services
					\$ 3,980		\$ 72,042
A	6010	1	2223	019			Social Services
					\$ 4,183		\$ 73,521
A	6010	1	2223	022			Social Services
					\$ 4,188		\$ 73,526
A	6010	1	2223	023			Social Services
					\$ 4,173		\$ 73,511
A	6010	1	2223	025			Social Services
					\$ 4,214		\$ 73,552
A	6010	1	2223	026			Social Services
					\$ 4,188		\$ 73,526
A	6010	1	2223	027			Social Services
					\$ 2,801		\$ 72,139
A	6010	1	2223	029			Social Services
					\$ 4,111		\$ 72,173
A	6010	1	2223	031			Social Services
					\$ 2,801		\$ 72,139
A	6010	1	2223	032			Social Services
					\$ 4,204		\$ 73,542
A	6010	1	2223	033			Social Services
					\$ 4,064		\$ 73,402
A	6010	1	2223	034			Social Services
					\$ 2,801		\$ 72,139
A	6010	1	2223	037			Social Services
					\$ 2,801		\$ 73,526
A	6010	1	2223	038			Social Services
					\$ 2,801		\$ 72,139
A	6010	1	2223	040			Social Services
					\$ 2,801		\$ 72,139
A	6010	1	2224	001			Social Services
					\$ 4,537		\$ 79,030
A	6010	1	2264	001			Social Services
					\$ 4,253		\$ 74,230
A	6010	1	2264	002			Social Services
					\$ 2,826		\$ 72,804
A	6010	1	2275	001			Social Services
					\$ 2,453		\$ 66,607
A	6010	1	2275	002			Social Services
					\$ 2,474		\$ 66,628
A	6010	1	2275	003			Social Services
					\$ 2,434		\$ 65,637
A	6010	1	2276	001			Social Services
					\$ 3,237		\$ 57,321
A	6010	1	2276	002			Social Services
					\$ 2,185		\$ 56,269
A	6010	1	2276	003			Social Services
					\$ 3,194		\$ 56,477
A	6010	1	2276	004			Social Services
					\$ 3,224		\$ 57,308
A	6010	1	2276	005			Social Services
					\$ 2,185		\$ 56,269
A	6010	1	2276	006			Social Services
					\$ 3,184		\$ 56,467
A	6010	1	2276	007			Social Services
					\$ 2,185		\$ 56,269

ACCOUNT NO.		Pos Cntrl	RESOLUTION DESCRIPTION	INCREASE	DECREASE	Cost	DEPARTMENT NAME
APPROPRIATIONS						Total Annual	
A	6010	1 2543 001	RESOURCE DEVELOPMENT SPECIALIST	\$ 171		\$ 59,138	Social Services
A	6010	1 2543 002	RESOURCE DEVELOPMENT SPECIALIST	\$ 2,382		\$ 61,349	Social Services
A	6010	1 2543 003	RESOURCE DEVELOPMENT SPECIALIST	\$ 3,561		\$ 62,528	Social Services
A	6010	1 2543 004	RESOURCE DEVELOPMENT SPECIALIST	\$ 3,584		\$ 62,551	Social Services
A	6010	1 2543 005	RESOURCE DEVELOPMENT SPECIALIST		\$ 12,955	\$ 46,012	Social Services
A	6010	1 2543 006	RESOURCE DEVELOPMENT SPECIALIST		\$ 12,955	\$ 46,012	Social Services
A	6010	1 2545 001	PROGRAM ANALYST	\$ 4,214		\$ 73,552	Social Services
A	6010	1 2545 001	PROGRAM ANALYST	\$ 4,188		\$ 73,526	Social Services
A	6010	1 2575 001	CONTRACT ADMINISTRATOR	\$ 4,188		\$ 73,526	Social Services
A	6010	1 5202 001	SOCIAL SERVICES CLIENT ASSISTANT	\$ 2,569		\$ 45,354	Social Services
A	6010	1 5202 002	SOCIAL SERVICES CLIENT ASSISTANT		\$ 8,545	\$ 34,871	Social Services
A	6010	1 5222 001	ELIGIBILITY EXAMINER II	\$ 2,861		\$ 50,783	Social Services
A	6010	1 5222 002	ELIGIBILITY EXAMINER II	\$ 3,268		\$ 51,190	Social Services
A	6010	1 5222 003	ELIGIBILITY EXAMINER II (Rev)	\$ 3,561		\$ 62,528	Social Services
A	6010	1 5222 006	ELIGIBILITY EXAMINER II	\$ 1,539		\$ 50,741	Social Services
A	6010	1 5222 009	ELIGIBILITY EXAMINER II	\$ 2,894		\$ 50,816	Social Services
A	6010	1 5222 010	ELIGIBILITY EXAMINER II	\$ 2,957		\$ 52,159	Social Services
A	6010	1 5222 012	ELIGIBILITY EXAMINER II	\$ 1,988		\$ 51,190	Social Services
A	6010	1 5222 029	ELIGIBILITY EXAMINER II	\$ 2,741		\$ 50,663	Social Services
A	6010	1 5222 030	ELIGIBILITY EXAMINER II	\$ 2,863		\$ 50,785	Social Services
A	6010	1 5222 032	ELIGIBILITY EXAMINER II	\$ 2,972		\$ 52,174	Social Services
A	6010	1 5222 034	ELIGIBILITY EXAMINER II	\$ 2,839		\$ 50,761	Social Services
A	6010	1 5222 035	ELIGIBILITY EXAMINER II (Rev)	\$ 8,538		\$ 57,827	Social Services
A	6010	1 5222 037	ELIGIBILITY EXAMINER II	\$ 2,977		\$ 52,179	Social Services
A	6010	1 5222 038	ELIGIBILITY EXAMINER II (Rev)	\$ 3,268		\$ 51,190	Social Services
A	6010	1 5222 040	ELIGIBILITY EXAMINER II	\$ 2,996		\$ 52,198	Social Services
A	6010	1 5222 042	ELIGIBILITY EXAMINER II	\$ 2,839		\$ 50,761	Social Services
A	6010	1 5222 044	ELIGIBILITY EXAMINER II		\$ 8,270	\$ 40,262	Social Services
A	6010	1 5222 045	ELIGIBILITY EXAMINER II (Rev)	\$ 2,965		\$ 52,167	Social Services
A	6010	1 5222 046	ELIGIBILITY EXAMINER II	\$ 3,268		\$ 51,190	Social Services
A	6010	1 5222 048	ELIGIBILITY EXAMINER II	\$ 4,172		\$ 52,094	Social Services
A	6010	1 5222 069	ELIGIBILITY EXAMINER II		\$ 10,810	\$ 38,393	Social Services
A	6010	1 5222 072	ELIGIBILITY EXAMINER II	\$ 2,841		\$ 50,763	Social Services
A	6010	1 5222 073	ELIGIBILITY EXAMINER II	\$ 2,881		\$ 52,083	Social Services
A	6010	1 5222 077	ELIGIBILITY EXAMINER II	\$ 2,946		\$ 52,148	Social Services
A	6010	1 5222 078	ELIGIBILITY EXAMINER II	\$ 2,890		\$ 50,812	Social Services
A	6010	1 5222 085	ELIGIBILITY EXAMINER II	\$ 2,972		\$ 52,174	Social Services
A	6010	1 5222 086	ELIGIBILITY EXAMINER II		\$ 10,810	\$ 38,393	Social Services
A	6010	1 5222 087	ELIGIBILITY EXAMINER II	\$ 2,833		\$ 50,755	Social Services
A	6010	1 5222 088	ELIGIBILITY EXAMINER II	\$ 2,970		\$ 52,172	Social Services
A	6010	1 5222 089	ELIGIBILITY EXAMINER II	\$ 2,991		\$ 52,193	Social Services
A	6010	1 5222 090	ELIGIBILITY EXAMINER II	\$ 2,896		\$ 52,098	Social Services

APPROPRIATIONS		RESOLUTION DESCRIPTION		Total Annual		DEPARTMENT NAME	
ACCOUNT NO.	Pos Cntrl	INCREASE	DECREASE	Cost			
A 6010	1 5222 092	\$ 1,543		\$ 50,745		Social Services	
A 6010	1 5222 093	\$ 4,789		\$ 52,082		Social Services	
A 6010	1 5222 095	\$ 3,157		\$ 52,359		Social Services	
A 6010	1 5222 097	\$ 2,913		\$ 50,835		Social Services	
A 6010	1 5222 101		\$ 10,810	\$ 38,393		Social Services	
A 6010	1 5222 102	\$ 2,913		\$ 50,835		Social Services	
A 6010	1 5222 103	\$ 2,856		\$ 50,778		Social Services	
A 6010	1 5225 001	\$ 1,780		\$ 45,842		Social Services	
A 6010	1 5225 002	\$ 1,184		\$ 42,197		Social Services	
A 6010	1 5225 003		\$ 6,103	\$ 34,382		Social Services	
A 6010	1 5225 005	\$ 1,780		\$ 45,842		Social Services	
A 6010	1 5225 014	\$ 2,461		\$ 43,474		Social Services	
A 6010	1 5225 016		\$ 7,773	\$ 34,382		Social Services	
A 6010	1 5225 017	\$ 1,994		\$ 42,478		Social Services	
A 6010	1 5225 018	\$ 2,567		\$ 45,346		Social Services	
A 6010	1 5225 019	\$ 1,994		\$ 42,478		Social Services	
A 6010	1 5225 020	\$ 2,022		\$ 42,506		Social Services	
A 6010	1 5225 021		\$ 1,607	\$ 42,455		Social Services	
A 6010	1 5225 022	\$ 2,036		\$ 42,520		Social Services	
A 6010	1 5225 023	\$ 2,540		\$ 44,694		Social Services	
A 6010	1 5225 024	\$ 1,703		\$ 43,857		Social Services	
A 6010	1 5225 025		\$ 1,896	\$ 42,166		Social Services	
A 6010	1 5225 027	\$ 2,086		\$ 46,148		Social Services	
A 6010	1 5225 028	\$ 2,458		\$ 43,471		Social Services	
A 6010	1 5225 029	\$ 5,358		\$ 45,842		Social Services	
A 6010	1 5225 030		\$ 9,681	\$ 34,382		Social Services	
A 6010	1 5225 031	\$ 2,567		\$ 45,346		Social Services	
A 6010	1 5225 033	\$ 2,565		\$ 45,344		Social Services	
A 6010	1 5225 034	\$ 1,780		\$ 45,842		Social Services	
A 6010	1 5225 036		\$ 9,681	\$ 34,382		Social Services	
A 6010	1 5225 038	\$ 2,521		\$ 44,675		Social Services	
A 6010	1 5225 039	\$ 4,829		\$ 45,842		Social Services	
A 6010	1 5225 041	\$ 2,038		\$ 42,522		Social Services	
A 6010	1 5225 044	\$ 1,989		\$ 42,473		Social Services	
A 6010	1 5225 047	\$ 2,465		\$ 43,478		Social Services	
A 6010	1 5225 053	\$ 5,867		\$ 46,351		Social Services	
A 6010	1 5225 054	\$ 1,780		\$ 45,842		Social Services	
A 6010	1 5225 057		\$ 9,681	\$ 34,382		Social Services	
A 6010	1 5225 059	\$ 2,668		\$ 46,730		Social Services	
A 6010	1 5225 060	\$ 2,404		\$ 44,558		Social Services	
A 6010	1 5225 066	\$ 2,457		\$ 43,470		Social Services	
A 6010	1 5225 069	\$ 2,020		\$ 42,504		Social Services	

APPROPRIATIONS		RESOLUTION DESCRIPTION		Total Annual		DEPARTMENT NAME	
ACCOUNT NO.	Pos Cntrl	INCREASE	DECREASE	Cost			
A 6010 1 5225 070	460030	\$ 2,600		\$ 45,379		Social Services	
A 6010 1 5225 071	460576		\$ 9,681	\$ 34,382		Social Services	
A 6010 1 5225 072	460577		\$ 1,927	\$ 42,135		Social Services	
A 6010 1 5225 074	460579	\$ 1,780		\$ 46,311		Social Services	
A 6010 1 5225 075	460580	\$ 2,459		\$ 43,472		Social Services	
A 6010 1 5225 076	460581	\$ 2,444		\$ 44,598		Social Services	
A 6010 1 5225 077	460582	\$ 1,122		\$ 42,135		Social Services	
A 6010 1 5225 078	460583	\$ 2,540	\$ 2,489	\$ 41,573		Social Services	
A 6010 1 5225 079	460584	\$ 2,459		\$ 45,319		Social Services	
A 6010 1 5225 081	460586		\$ 9,681	\$ 43,472		Social Services	
A 6010 1 5225 082	460587			\$ 34,382		Social Services	
A 6010 1 5225 084	460589	\$ 2,551		\$ 45,330		Social Services	
A 6010 1 5225 085	460590		\$ 9,681	\$ 34,382		Social Services	
A 6010 1 5225 086	460591		\$ 9,681	\$ 34,382		Social Services	
A 6010 1 5225 087	460592		\$ 1,788	\$ 42,274		Social Services	
A 6010 1 5225 089	460594	\$ 1,780		\$ 45,842		Social Services	
A 6010 1 5225 090	460595	\$ 2,565		\$ 45,344		Social Services	
A 6010 1 5225 091	460596	\$ 2,110		\$ 42,594		Social Services	
A 6010 1 5225 092	460597	\$ 1,980		\$ 42,464		Social Services	
A 6010 1 5225 093	460598	\$ 3,063		\$ 45,842		Social Services	
A 6010 1 5225 094	460599	\$ 1,780		\$ 45,842		Social Services	
A 6010 1 5225 098	460606		\$ 1,884	\$ 42,178		Social Services	
A 6010 1 5225 099	460607		\$ 9,681	\$ 34,382		Social Services	
A 6010 1 5225 102	460613	\$ 2,457		\$ 43,470		Social Services	
A 6010 1 5225 105	460616		\$ 6,103	\$ 34,382		Social Services	
A 6010 1 5225 107	460619		\$ 1,912	\$ 42,150		Social Services	
A 6010 1 5225 108	460620		\$ 8,398	\$ 34,382		Social Services	
A 6010 1 5226 001	460666		\$ 8,398	\$ 34,382		Social Services	
A 6010 1 5243 001	460365	\$ 4,736		\$ 83,141		Social Services	
A 6010 1 5244 001	460366	\$ 4,228		\$ 76,245		Social Services	
A 6010 1 5246 002	460368	\$ 3,569		\$ 62,648		Social Services	
A 6010 1 5247 005	460373	\$ 3,041		\$ 53,395		Social Services	
A 6010 1 5247 006	460641	\$ 2,909		\$ 51,357		Social Services	
A 6010 1 5247 007	460375		\$ 954	\$ 48,123		Social Services	
A 6010 1 5253 001	460382	\$ 4,253		\$ 74,230		Social Services	
A 6010 1 5256 001	460679	\$ 6,187		\$ 63,180		Social Services	
A 6010 1 5256 002	460680		\$ 1,984	\$ 57,375		Social Services	
A 6010 1 5257 001	460381			\$ 62,649		Social Services	
A 6010 1 5257 004	460384	\$ 3,569		\$ 61,467		Social Services	
A 6010 1 5257 005	460385	\$ 3,569		\$ 62,649		Social Services	
A 6010 1 5257 006	460386	\$ 3,575		\$ 62,655		Social Services	
A 6010 1 5257 008	460388	\$ 3,598		\$ 62,678		Social Services	

ACCOUNT NO.		Pos	Cntrl	RESOLUTION DESCRIPTION	INCREASE	DECREASE	Cost	DEPARTMENT NAME		
				APPROPRIATIONS			Total Annual			
A	6010	1	5259	001	460391	SUPPORT INVESTIGATOR	\$ 1,983	\$	51,060	Social Services
A	6010	1	5259	003	460393	SUPPORT INVESTIGATOR	\$ 3,041	\$	53,395	Social Services
A	6010	1	5259	004	460394	SUPPORT INVESTIGATOR	\$ 2,959	\$	52,036	Social Services
A	6010	1	5259	005	460395	SUPPORT INVESTIGATOR	\$ 1,588	\$	51,942	Social Services
A	6010	1	5259	006	460637	SUPPORT INVESTIGATOR	\$ 2,034	\$	52,696	Social Services
A	6010	1	5259	007	460397	SUPPORT INVESTIGATOR	\$ 2,965	\$	52,042	Social Services
A	6010	1	5259	008	460398	SUPPORT INVESTIGATOR	\$	\$ 9,786	39,291	Social Services
A	6010	1	5259	009	460638	SUPPORT INVESTIGATOR	\$ 2,989	\$	52,066	Social Services
A	6010	1	5259	012	460624	SUPPORT INVESTIGATOR	\$	\$ 11,063	39,291	Social Services
A	6010	1	5259	013	460639	SUPPORT INVESTIGATOR	\$	\$ 11,063	39,291	Social Services
A	6010	1	5504	001	460409	ADMINISTRATIVE ASSISTANT	\$	\$ 1,610	49,987	Social Services
A	6010	1	5504	003	460692	ADMINISTRATIVE ASSISTANT	\$ 2,490	\$	50,500	Social Services
A	6010	1	6042	002	460646	SENIOR KEYBOARD SPEC	\$ 1,663	\$	42,834	Social Services
A	6010	1	6043	007	460652	KEYBOARD SPECIALIST	\$	\$ 8,050	28,589	Social Services
A	6010	1	6043	008	460653	KEYBOARD SPECIALIST	\$	\$ 2,070	34,568	Social Services
A	6010	1	6101	001	460642	SUPPORT COLL.-ASST. MNGR	\$ 3,547	\$	62,271	Social Services
A	6010	1	6102	010	460424	ACCOUNT CLERK I	\$	\$ 513	45,258	Social Services
A	6010	1	6102	011	460425	ACCOUNT CLERK I	\$ 53	\$	45,824	Social Services
A	6010	1	6102	012	460426	ACCOUNT CLERK I	\$ 1,849	\$	47,620	Social Services
A	6010	1	6102	014	460575	ACCOUNT CLERK I	\$ 705	\$	46,476	Social Services
A	6010	1	6104	001	460428	ACCOUNT CLERK II	\$ 3,031	\$	54,383	Social Services
A	6010	1	6104	002	460429	ACCOUNT CLERK II	\$	\$ 11,562	41,065	Social Services
A	6010	1	6104	003	460430	ACCOUNT CLERK II	\$ 3,043	\$	53,768	Social Services
A	6010	1	6104	004	460431	ACCOUNT CLERK II	\$ 2,126	\$	55,667	Social Services
A	6010	1	6104	005	460432	ACCOUNT CLERK II	\$	\$ 11,562	41,065	Social Services
A	6010	1	6104	006	460433	ACCOUNT CLERK II	\$ 3,202	\$	55,829	Social Services
A	6010	1	6104	007	460434	ACCOUNT CLERK II	\$ 2,126	\$	55,918	Social Services
A	6010	1	6104	008	460435	ACCOUNT CLERK II	\$ 3,199	\$	55,826	Social Services
A	6010	1	6104	014	460437	ACCOUNT CLERK II	\$	\$ 10,287	41,065	Social Services
A	6010	1	6104	015	460438	ACCOUNT CLERK II	\$ 3,141	\$	55,768	Social Services
A	6010	1	6106	001	460439	ACCOUNT CLERK III	\$ 2,674	\$	73,587	Social Services
A	6010	1	6106	002	460618	ACCOUNT CLERK III	\$ 4,079	\$	73,714	Social Services
A	6010	1	6191	002	460441	CASHIER	\$ 744	\$	43,977	Social Services
A	6010	1	6204	001	460445	CLERK II	\$	\$ 3,162	35,137	Social Services
A	6010	1	6204	002	460663	CLERK II	\$ 2,287	\$	40,586	Social Services
A	6010	1	6204	018	460460	CLERK II	\$ 2,328	\$	40,627	Social Services
A	6010	1	6206	016	460463	CLERK I	\$ 1,364	\$	35,137	Social Services
A	6010	1	6206	017	460464	CLERK I	\$ 4,423	\$	35,137	Social Services
A	6010	1	6206	018	460465	CLERK I	\$ 1,364	\$	35,384	Social Services
A	6010	1	6206	020	460467	CLERK I	\$	\$ 7,420	26,353	Social Services
A	6010	1	6206	022	460468	CLERK I	\$	\$ 7,420	26,353	Social Services
A	6010	1	6206	024	460469	CLERK I	\$	\$ 3,836	26,353	Social Services

APPROPRIATIONS		RESOLUTION DESCRIPTION		INCREASE		DECREASE		Total Annual	
ACCOUNT NO.	Pos Cntrl	RESOLUTION DESCRIPTION	INCREASE	DECREASE	Cost	DEPARTMENT NAME	Cost	DEPARTMENT NAME	
A 6010	1 6206 026	460470 CLERK I	\$ 1,910		\$ 33,726	Social Services		Social Services	
A 6010	1 6206 027	460471 CLERK I	\$ 3,291		\$ 35,787	Social Services		Social Services	
A 6010	1 6206 030	460473 CLERK I		\$ 7,420	\$ 26,353	Social Services		Social Services	
A 6010	1 6206 038	460543 CLERK I		\$ 4,888	\$ 26,353	Social Services		Social Services	
A 6010	1 6206 040	460545 CLERK I	\$ 1,837		\$ 32,551	Social Services		Social Services	
A 6010	1 6206 042	460404 CLERK I	\$ 2,039		\$ 35,812	Social Services		Social Services	
A 6010	1 6206 043	460546 CLERK I	\$ 2,016		\$ 35,789	Social Services		Social Services	
A 6010	1 6206 044	460478 CLERK I	\$ 1,963		\$ 34,459	Social Services		Social Services	
A 6010	1 6207 006	460483 P/T CLERK	\$ 980		\$ 17,228	Social Services		Social Services	
A 6010	1 6207 009	460486 P/T CLERK		\$ 141	\$ 16,745	Social Services		Social Services	
A 6010	1 6207 011	460487 P/T CLERK	\$ 1,103		\$ 17,989	Social Services		Social Services	
A 6010	1 6207 012	460488 P/T CLERK	\$ 987		\$ 17,235	Social Services		Social Services	
A 6010	1 6207 019	460549 P/T CLERK	\$ 1,020		\$ 17,906	Social Services		Social Services	
A 6010	1 6207 023	460633 P/T CLERK	\$ 981		\$ 17,229	Social Services		Social Services	
A 6010	1 6401 006	460527 CONFIDENTIAL SECRETARY		\$ 1,280	\$ 50,041	Social Services		Social Services	
A 6010	1 6412 001	460636 RECEPTIONIST		\$ 1,624	\$ 39,648	Social Services		Social Services	
A 6010	1 6412 002	460681 RECEPTIONIST		\$ 150	\$ 41,122	Social Services		Social Services	
A 6010	1 8216 001	460661 COURIER		\$ 2,490	\$ 30,608	Social Services		Social Services	
A 6010	1 9950	Longevity Raise			\$ 254,850	Social Services		Social Services	
A 6010	1 9954	Enhanced Pay	\$ 96,300		\$ 410,000	Social Services		Social Services	
A 6010	1 9900	Overtime (Stand By Pay)	\$ 8,629		\$ 38,629	Social Services		Social Services	
A 6010	8 9030	Social Security	\$ 24,125		\$ 1,250,395	Social Services		Social Services	
A 6010	0599	Appropriated Fund Balance		\$ 170,457					
A 6100	4 4252	Medical Assistance - MMIS		\$ 88,370	\$ 69,517,581	Social Services		Social Services	
TOTAL APPROPRIATIONS			\$ 1,242,100	\$ 646,520		SOCIAL SERVICES			

ESTIMATED REVENUES		RESOLUTION DESCRIPTION		DECREASE		INCREASE	
ACCOUNT NO.	RESOLUTION DESCRIPTION	DECREASE	INCREASE	DEPARTMENT NAME			
A 6010	3610 Social Services Admin - State		\$ 108,404	\$ 4,170,630	Social Services		
A 6010	4610 Social Services Admin - Federal		\$ 487,176	\$ 12,636,644	Social Services		
TOTAL ESTIMATED REVENUES			\$ -	\$ 595,580	SOCIAL SERVICES		
GRAND TOTALS			\$ 1,242,100	\$ 1,242,100	SOCIAL SERVICES		



DANIEL P. MCCOY
COUNTY EXECUTIVE

COUNTY OF ALBANY
DEPARTMENT FOR AGING
100 HERITAGE LANE
ALBANY, NEW YORK 12211
ADMINISTRATION: (518) 447-7198
GENERAL INFORMATION: (518) 447-7177
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WWW.ALBANYCOUNTY.COM

DEBORAH C. RIITANO
COMMISSIONER

May 16, 2023

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

Dear Chairman Joyce:

The Department for Aging is requesting the Legislature's approval for the following:

To approve a Memorandum of Understanding (MOU) with Civil Service Employees Association (CSEA) Local 1000 and Albany County Department for Aging for the period of January 1, 2022 to December 31, 2027. The MOU reflects the ratification by the bargaining unit that all terms of the agreement that expired on December 31, 2021 will continue forward except for the terms modified in the Memorandum of Understanding.

Respectfully Submitted,

Deborah C. Riitano
Commissioner

cc: Hon. Dennis Feeney, Majority Leader
Hon. Frank 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-4319, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

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

Authorization to approve a Memorandum of Understanding between Department for Aging and Civil Service Employees Association (CSEA) Local 1000

Date:	5/23/2023
Submitted By:	Patrick Dillon
Department:	Aging
Title:	Contract Administrator
Phone:	518 447 7733
Department Rep.	
Attending Meeting:	Deborah C. Riitano, Commissioner

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.: A96772, 12245,12270,12575,16104,19950, 44046, 19954,89030,
A0599, A96100 44252
Source of Funds: Albany County
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) Click or tap here to enter text.

Contract Terms/Conditions:

Party (Name/address):
Civil Service Employee Association
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: \$23,009.00
Scope of Services: Department for Aging shall enter into a Memorandum of Understanding (MOU) with Civil Service Employees Association and continue forward with agreement that expire on 12/31/2021 except for the terms outlined, (see attached MOU).

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: A0000 00000

Revenue Amount: \$0

Appropriation Account and Line: A96772, 12245,12270,12575,16104,19950, 44046,19954,89030, A0599, A96100
44252

Appropriation Amount: \$23,009.00

Source of Funding - (Percentages)

Federal: %

State: %

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: 72 Months

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: 248

Date of Adoption: 6/12/2017

Justification: (state briefly why legislative action is requested)

To approve a Memorandum of Understanding (MOU) with Civil Service Employees Association (CSEA) Local 1000 and Albany County Department for Aging for the period of January 1, 2022 to December 31, 2027. The MOU reflects the ratification by the bargaining unit that all terms of the agreement that expired on December 31, 2021 will continue forward except for the terms modified in the Memorandum of Understanding.

APPROPRIATIONS

BUDGET LINE		DESCRIPTION		INCREASE		DECREASE		UNIT COST		DEPARTMENT NAME	
FUND	ORG	OBJ	FOR POSITIONS ONLY								
			STATE POS. POSITION								
			CODE	CONTROL							
A96772		12245	001	500005	EMPLOYMENT PROGRAMS	\$1,796.00		\$46,235.00		Aging	
A96772		12270	001	500006	AGING SPECIALIST II	\$2,365.00		\$60,881.00		Aging	
A96772		12575	001	500009	CONTRACT ADMINISTRAT	\$4,424.00		\$50,790.00		Aging	
A96772		16104	001	500011	ACCOUNT CLERK II	\$1,758.00		\$45,242.00		Aging	
A96772		19950			Longevity	\$3,800.00		\$11,300.00		Aging	
A96772		19954			Enhanced Pay	\$7,500.00		\$25,640.00		Aging	
A96772		89030			Social Security	\$1,366.00		\$48,783.00		Aging	
A0599					Appropriated Fund Balance		\$14,919.00				
A96100		44252			Medical Services Therapy		\$8,090.00				
TOTAL APPROPRIATIONS						\$23,009.00		\$23,009.00			

ESTIMATED REVENUES

BUDGET LINE		DESCRIPTION		INCREASE		DECREASE		UNIT COST		DEPARTMENT NAME	
FUND	ORG	OBJ									
A	0000	00000				\$0.00		\$0.00			
TOTAL REVENUES						\$0.00		\$0.00			
GRAND TOTAL						\$23,009.00		\$23,009.00			



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

May 4, 2023

VIA EMAIL AND FIRST-CLASS MAIL

Email: Peter.Apostol@albanycounty.ny.gov

Peter Apostol
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 DSS/CYF/Aging Unit, #6000-00, 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.

Sincerely,

Virginia M. O'Brien
Labor Relations Specialist

VO/vo

Enclosures

- cc: D. Warren, Region Director *(Via Email Only w/o Encl.)*
- E. Pizzigati, Local President *(Via Email Only w/o Encl.)*
- N. Keough, Unit President *(Via Email Only w/Encl.)*
- E. Stachewicz, Deputy Commissioner *(Via Email Only w/Encl.)*
- N. Ward, Deputy Commissioner *(Via Email Only w/Encl.)*
- M. Sainato, Confidential Secretary *(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 DEPARTMENTS OF SOCIAL SERVICES,
CHILDREN YOUTH & FAMILIES, AGING UNIT #6000-00
ALBANY COUNTY LOCAL 801
April 18, 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 DEDUCTION AND UNION RIGHTS:

Amend; see Attachment "1"

2. TERM OF THE AGREEMENT:

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

3. COMPENSATION:

Amend Article VII General Salary increase Section 1. Salary Increases, p.5, to read as follows:

The Salary Schedule shall be increased as follows:

1/1/2022 – 2%, retroactive to 1/1/2022, plus one-time payment of \$2500 per each member of the bargaining unit, except the following titles: Caseworker, Senior Caseworker and Contract Administrator, per below. Any retroactive salary increase shall be paid after ratification and signing of the final agreement by both parties. \$2500 signing bonus shall be paid no more than two pay periods after ratification and signing of the final agreement by both parties.

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 Salary Schedules (to be added Attachment "3")

Amend Article VII General Salary increase Section 1. Salary Increases, p.5, to read as follows:

In addition to the above percentage increases, effective January 1, 2023, after the retroactive 2% salary increase in 2022 and prior to the 2% retroactive salary increase for 2023, the salaries for the below titles will be adjusted as follows:

Caseworker and Senior Caseworker: Employees in these titles will forego a signing bonus in lieu of \$2,500.00 added to their base salary in 2023.

Contract Administrator: Employees in this title will forego a signing bonus in lieu of \$2500 added to their base salary in 2023.

Amend Article VII General Salary Increase Section 2. Longevity, p. 6, to read as follows:

The following longevity chart shall be in effect January 1, 2023:

<u>YEARS OF COMPLETED SERVICE</u>	<u>AMOUNT</u>
<u>5-6</u>	<u>500</u>
<u>7-9</u>	<u>800</u>
<u>10-14</u>	<u>1500</u>
<u>15-19</u>	<u>2000</u>
<u>20+</u>	<u>3000</u>

The following longevity chart shall be in effect January 1, 2024:

<u>YEARS OF COMPLETED SERVICE</u>	<u>AMOUNT</u>
<u>5-6</u>	<u>500</u>
<u>7-9</u>	<u>800</u>
<u>10-14</u>	<u>1500</u>
<u>15-19</u>	<u>2000</u>
<u>20+</u>	<u>5000</u>

This will be an annual payment, which is not added to the base salary. Payment will be made on the last pay period of the month of the employee's anniversary date. There is no prorating

longevity. Longevity is based on total service with Albany County in accordance with County policy.

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. ABSENCE WITH PAY:

Amend Article IX Absence with Pay Section 1(b) Holidays, p. 7, to include Juneteenth holiday.

5. ABSENCE WITHOUT PAY:

Amend Article X Leave Without Pay Section 1(a) Parenting Leave, pp. 18-19, to read as follows:

An employee shall be allowed a leave of absence for a period of six (6) months upon the birth or adoption of his or her child. This leave may be extended by the Commission[er] or designee for up to one (1) year. The first twelve (12) weeks of this leave of absence may be designated as Family and Medical Leave in accordance with the Family and Medical Leave Act (FMLA).

Spouses Parents, who are both employed by the County, may not seek simultaneous parenting leaves for the same birth or adoption, including FMLA and intermittent FMLA, up to twelve (12) weeks per employee. However, they may utilize a combined total of twelve (12) weeks of Family and Medical Leave.

6. STANDBY PAY

Amend Article XXVII Miscellaneous Section 9, p. 47 to read as follows:

Effective and retroactive to January 1, 2022, all personnel in the Division of Children and Family Services, including supervisors, who are required to be on standby shall receive the following stipends, increasing an additional \$100.00 per year:

<u>2022</u>	<u>\$2,100.00</u>
<u>2023</u>	<u>\$2,200.00</u>
<u>2024</u>	<u>\$2,300.00</u>
<u>2025</u>	<u>\$2,400.00</u>
<u>2026</u>	<u>\$2,500.00</u>
<u>2027</u>	<u>\$2,600.00</u>

This amount shall be paid in addition to the annual salary of these employees but shall not be added to the salary schedule.

All standby assignments shall be assigned as early as possible.

Amend Article XXVII Miscellaneous Section 25, p. 50 to read as follows:

All personnel currently working in the Albany County ~~Intensive Case Management Program and Supportive Case Management~~ Children's Mental Health who work forty-hour work week and are expected to provide on-call coverage during evening and weekend hours will continue to receive eight (8) hours compensatory time

All personnel currently working in the Albany County Children's Mental Health who work thirty-five hour work week and are expected to provide on-call coverage during evening and weekend hours will receive seven (7) hours of compensatory time. This unit will defer to the Albany County Rules and Regulations Article V: Overtime Pay and Compensatory Time off B. FLSA Non-Exempt Employees.

All standby assignments shall be assigned as early as possible.

Amend Article XXVII Miscellaneous Section 27, p. 50 to read as follows:

~~[a]ll Supervisors in the Department of Social Services Adult Protective Unit~~ Effective and retroactive to 1/1/2022, Case Supervisors A and B in Adult Services Department, who are required to be on standby shall receive an additional ~~one~~ two thousand dollar ~~(\$1000) per year~~ (\$2000) stipend each year. This amount shall be paid in addition to the annual salary of these employees but shall not be added to the salary schedule.

All standby assignments shall be assigned as early as possible.

7. MISCELLANEOUS:

Amend Article XXVII Miscellaneous Section 28, pp. 50-51 to read as follows:

The Schedule for Reception and Intake Processing in the Department of Social Services shall be between 8:00 a.m. - 4:30 p.m. each day. The Schedule for NY Connects in the Department of Social Services shall be between 8:30 a.m. - 4:30 p.m. each day. NY Connects staff shall coordinate their schedules on a predetermined and preapproved schedule. NY connects Supervisors must work core hours 8:30 a.m. - 4:30 p.m. each day, unless coverage can be

Add the following:

*- AA 4/25/23
NK 4/26/23*

secured and approved in advance by the Assistant Director or Director of Adult Services.

Amend Article XXVII Miscellaneous by adding Section 29. a new Labor-Management Safety and Health Committee, to read as follows:

Albany County Departments of Social Services, Children Youth & Families, and Aging 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.

8. TITLES:

PA. 4/26/23
recognized

Amend Appendix A, p: 54 to reflect all titles in the bargaining unit including part-time employees, such as ~~Part-Time Welfare Fraud Examiner.~~ NK 4/26/23

9. OTHER:

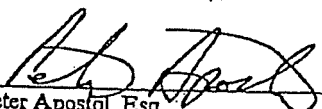
PA 4/26/23


Include "Department for Aging" throughout agreement; Dress Code per language (Attachment "2"); include at Article VI: Rights of Employees Section 4 Bill of Rights Sub-Section E. Weingarten Rights (Attachment "2"). In addition, the parties agree to discuss in Labor-Management meetings removal of counseling memos after two (2) years and minimum units and prior approval for Personal Leave pursuant to Article IX Absence with Pay Section 3(a) Personal Leave, p. 10.

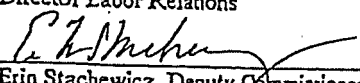
IN WITNESS WHEREOF, the parties hereto have caused this MOU to be signed by their respective representatives on this 21st day of April 2023.

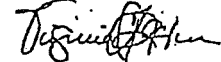
THE COUNTY OF ALBANY

CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY
DSS/CYF/AGING UNIT #6000-00


Peter Apostol, Esq.
Director Labor Relations


Nicole Keough, CSEA Unit President


Erin Stachewicz, Deputy Commissioner DSS


Virginia O'Brien, Labor Relations Specialist


Nicole Ward, Deputy Commissioner DCYF


Designee, Department for Aging

ATTACHMENT "1"

1. Amend **Article III Dues Deduction Section 1. Dues Deductions**, p. 3, 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 2. Agency Shop**: ~~The Employer agrees to comply with the New York State Civil Service Law, [as amended], in regard to agency shop deductions.~~
3. Amend **Article IV Union Rights**, p. 4, to add new **Section 3** 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 Departments of Social Services; Children, Youth & Families; Aging 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"**DRESS CODE**

The Department of Social Services, the Department for Children Youth and Families, and the Department for Aging are professional workplaces where employees interact with the public and other governmental agencies. The worksites at 162 Washington Ave. and 112 State St. are modern worksites that provide, for most employees, individual cubicles or office space to conduct their work tasks. The dress code for employees of DSS, DCYF and Aging states that clothing must be neat, clean, in good taste and suitable for the environment in which they are employed and the type of work performed. Employees are encouraged to dress professionally at all times with "business casual" attire being the minimum standard work attire. Examples of such clothing are:

- Slacks, dress pants that are khaki, corduroy, cotton, suit pants, dress capris (calf length)
 - Jeans are permitted but must be neat, clean, and not faded, ~~or~~ frayed, *ripped or stained*
- Dresses or skirts (no more than two (2) inches above the knee)
- Button-down dress casual collared shirts/blouses, golf style shirts, sweaters, and turtlenecks
- *Tops should not be halter, "spaghetti" straps, strapless or midriff*
- Casual office footwear or dress shoes. Beachwear, *including flip flops*, is not permitted
- *Clothing should not expose a person inappropriately*

Weingarten Rights

"Pursuant to 1075 US Supreme Court Weingarten Decision: If a discussion with an employee could in any way lead to their being disciplined or terminated, or affects their personal working conditions, the employee has a right to union representation – a union representative, officer, or steward may be present at the meeting. Without union representation, the employee reserves the right to not answer questions."

ATTACHMENT "3" Salary Schedules (To be added)

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RESOLUTION NO. 248**APPROVING THE COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 801 SOCIAL SERVICES/CHILDREN YOUTH AND FAMILIES/AGING UNIT AND AMENDING THE 2017 ALBANY COUNTY BUDGET**

Introduced: 6/12/17

By Personnel and Audit and Finance Committee and Messrs Miller, Bullock and Clenahan

WHEREAS, The County of Albany and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Departments of Social Services/Children, Youth and Families/Aging, Albany County Local 801 (the "Bargaining Unit"), have negotiated a five-year contract for employees represented by said unit, and the terms and conditions of employment from January 1, 2017 through December 31, 2021 have been agreed upon, and

WHEREAS, Under terms of the agreement, employees of the Bargaining Unit will receive a 2% raise annually commencing retroactive to January 1, 2017 through December 31, 2021, and

WHEREAS, Other terms and conditions of employment were modified in accordance with the annexed Memorandum of Understanding ratified by the membership of the Bargaining Unit on April 18, 2017, now, therefore be it

RESOLVED, By the Albany County Legislature that the terms and conditions of employment set forth in the existing collective bargaining agreement between the County of Albany and the Bargaining Unit shall continue except as modified by the annexed Memorandum of Understanding, and, be it further

RESOLVED, That the 2017 Departments of Social Services, Children, Youth and Families, and Aging budgets be amended to accommodate said agreement as indicated in the spreadsheets annexed hereto, 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. 6/12/17



DANIEL P. MCCOY
COUNTY EXECUTIVE

DANIEL C. LYNCH
DEPUTY COUNTY EXECUTIVE

COUNTY OF ALBANY
DEPARTMENT FOR CHILDREN, YOUTH AND FAMILIES
112 STATE STREET – SUITE 300
ALBANY, NEW YORK 12207
(518) 447-7324 - FAX (518) 447-7578
www.albanycounty.com

MOIRA E. MANNING
COMMISSIONER

NICOLE WARD
Deputy Commissioner

May 31, 2023

Hon. Andrew C. Joyce, Chairman
Albany County Legislature
112 State St., Rm. 710
Albany, NY 12207

Dear Chairman Joyce:

The Albany County Department of Children, Youth and Families is requesting approval of a Memorandum of Understanding (MOU) with CSEA, Local 1000 AFSCME, AFL-CIO. The agreement will commence on January 1, 2022 and end on December 31, 2027.

Please find attached for review the MOU between the Albany County Department of Children, Youth and Families and CSEA Local 10000 AFSCME, AFL-CIO Unit 6000-00 Local 801. Additionally please find attached a certificated letter from CSEA, Local 1000 AFSCME indicating that they have agreed to the MOU, as the successor for the collective bargaining agreement between the parties.

Feel free to contact myself, or Deputy Commissioner Nicole Ward, if you have any questions concerning this request.

Sincerely,

Moira Manning, LCSW-R
Commissioner

cc: Dennis Feeney, Majority Leader
Frank 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-4316, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

Authorization to approve the Memorandum of Understanding (MOU) with CSEA Local 1000 AFSCME, AFL-CIO Unit #6000-00 Local 801- Albany County Department for Social Services/Children, Youth and Families/Aging Units and amend the 2023 budget.

Date: May 31, 2023
Submitted By: Scott McNelis
Department: Children, Youth and Families
Title: Contract Administrator
Phone: 7306
Department Rep.
Attending Meeting: Moira Manning, Commissioner

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) Memorandum of Understanding (MOU)

CONCERNING BUDGET AMENDMENTS

Increase/decrease category (choose all that apply):

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

Increase Account/Line No.: AA 4059 AA 6119 AA 6100 AA 7310 A0599
Source of Funds: Albany County
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) Memorandum of Understanding (MOU)

Contract Terms/Conditions:

Civil Service Employees Association
Local 1000 AFSCME AFL-CIO
DSS/CYF/AGING LOCAL 801
I Lear Jet Lane, Ste. 2
Latham, NY 12110

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

Amount/Raise Schedule/Fee: See Attached
Scope of Services: See Attached

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:	AA 6119	03406	03610	04610
Revenue Amount:		\$52,528	\$107,386	\$164,798

Appropriation Account and Line:	AA 4059	6119	6100	7310	A0599
Appropriation Amount:	\$133,677	\$484,521	\$146,057	\$8,280	\$162,625

Source of Funding - (Percentages)

Federal:	26
State:	25.2
County:	48.8
Local:	Click or tap here to enter text.

Term

Term: (Start and end date)	January 1, 2022 - December 31, 2027
Length of Contract:	6 Years

Impact on Pending Litigation

If yes, explain:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
	Click or tap here to enter text.

Previous requests for Identical or Similar Action:

Resolution/Law Number:	17-254, 12-274, 10-387
Date of Adoption:	6/12/17, 8/13/12, 10/12/10

Justification: (state briefly why legislative action is requested)

Please See Attached

Department for Children, Youth and Families

Back Up Materials to approve the signed Memorandum of Understanding (MOU) with CSEA Local 801- Department for Social Services and Children, Youth, and Families and to Amend the 2023 Adopted Budget

The Department for Children, Youth and Families respectfully requests legislative authorization to approve the Memorandum of Understanding Memorandum of Understanding (MOU) with CSEA Local 801- Albany County Department for Social Services/Children, Youth and Families Unit for the period of January 1, 2022 through December 31, 2027 and to amend the 2023 adopted budget.

Within the MOU, it is proposed that Article VII, Section I be amended to reflect the following salary increases:

- 1/1/2022- 2% (retroactive)
- 1/1/2023- 2% (retroactive to 1/1/23)
- 1/1/2024- 3% salary increase
- 1/1/2025- 3% salary increase
- 1/1/2026- 3% salary increase
- 1/1/2027- 3% salary increase

Also included in the proposed MOU and necessitated approval for inclusion in the budget amendment:

- A \$2500 signing bonus per each member (with the exception of a few titles)
- An increase in Longevity Pay
- An increase in on-call/standby pay
- Changes in Article IX - Absence with Pay and Article X - Absence without Pay

The Department requests approval to amend the 2023 Adopted budget in order to reflect the salary increases the members will receive upon approval of the MOU.



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

May 4, 2023

VIA EMAIL AND FIRST-CLASS MAIL

Email: Peter.Apostol@albanycounty.ny.gov

Peter Apostol
 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 DSS/CYF/Aging Unit, #6000-00, 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.

Sincerely,

Virginia M. O'Brien
 Labor Relations Specialist

VO/vo

Enclosures

- cc: D. Warren, Region Director *(Via Email Only w/o Encl.)*
- E. Pizzigati, Local President *(Via Email Only w/o Encl.)*
- N. Keough, Unit President *(Via Email Only w/Encl.)*
- E. Stachewicz, Deputy Commissioner *(Via Email Only w/Encl.)*
- N. Ward, Deputy Commissioner *(Via Email Only w/Encl.)*
- M. Sainato, Confidential Secretary *(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 DEPARTMENTS OF SOCIAL SERVICES,
 CHILDREN YOUTH & FAMILIES, AGING UNIT #6000-00
 ALBANY COUNTY LOCAL 801
 April 18, 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 DEDUCTION AND UNION RIGHTS:

Amend; see Attachment "1"

2. TERM OF THE AGREEMENT:

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

3. COMPENSATION:

Amend Article VII General Salary increase Section 1. Salary Increases, p.5, to read as follows:

The Salary Schedule shall be increased as follows:

1/1/2022 – 2%, retroactive to 1/1/2022, plus one-time payment of \$2500 per each

member of the bargaining unit, except the following titles: Caseworker, Senior Caseworker and Contract Administrator, per below. Any retroactive salary increase shall be paid after ratification and signing of the final agreement by both parties. \$2500 signing bonus shall be paid no more than two pay periods after ratification and signing of the final agreement by both parties.

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 Salary Schedules (to be added Attachment "3")

Amend Article VII General Salary increase Section 1. Salary Increases, p.5, to read as follows:

In addition to the above percentage increases, effective January 1, 2023, after the retroactive 2% salary increase in 2022 and prior to the 2% retroactive salary increase for 2023, the salaries for the below titles will be adjusted as follows:

Caseworker and Senior Caseworker: Employees in these titles will forego a signing bonus in lieu of \$2,500.00 added to their base salary in 2023.

Contract Administrator: Employees in this title will forego a signing bonus in lieu of \$2500 added to their base salary in 2023.

Amend Article VII General Salary Increase Section 2. Longevity, p. 6, to read as follows:

The following longevity chart shall be in effect January 1, 2023:

<u>YEARS OF COMPLETED SERVICE</u>	<u>AMOUNT</u>
<u>5-6</u>	<u>500</u>
<u>7-9</u>	<u>800</u>
<u>10-14</u>	<u>1500</u>
<u>15-19</u>	<u>2000</u>
<u>20+</u>	<u>3000</u>

The following longevity chart shall be in effect January 1, 2024:

<u>YEARS OF COMPLETED SERVICE</u>	<u>AMOUNT</u>
<u>5-6</u>	<u>500</u>
<u>7-9</u>	<u>800</u>
<u>10-14</u>	<u>1500</u>
<u>15-19</u>	<u>2000</u>
<u>20+</u>	<u>5000</u>

This will be an annual payment, which is not added to the base salary. Payment will be made on the last pay period of the month of the employee's anniversary date. There is no prorating

longevity. Longevity is based on total service with Albany County in accordance with County policy.

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. ABSENCE WITH PAY:

Amend Article IX Absence with Pay Section 1(b) Holidays, p. 7, to include Juneteenth holiday.

5. ABSENCE WITHOUT PAY:

Amend Article X Leave Without Pay Section 1(a) Parenting Leave, pp. 18-19, to read as follows:

An employee shall be allowed a leave of absence for a period of six (6) months upon the birth or adoption of his or her child. This leave may be extended by the Commission~~er~~ or designee for up to one (1) year. The first twelve (12) weeks of this leave of absence may be designated as Family and Medical Leave in accordance with the Family and Medical Leave Act (FMLA).

~~Spouses Parents, who are both employed by the County, may not seek simultaneous parenting leaves for the same birth or adoption, including FMLA and intermittent FMLA, up to twelve (12) weeks per employee. However, they may utilize a combined total of twelve (12) weeks of Family and Medical Leave.~~

6. STANDBY PAY

Amend Article XXVII Miscellaneous Section 9, p. 47 to read as follows:

Effective and retroactive to January 1, 2022, all personnel in the Division of Children and Family Services, including supervisors, who are required to be on standby shall receive the following stipends, increasing an additional \$100.00 per year:

<u>2022</u>	<u>\$2,100.00</u>
<u>2023</u>	<u>\$2,200.00</u>
<u>2024</u>	<u>\$2,300.00</u>
<u>2025</u>	<u>\$2,400.00</u>
<u>2026</u>	<u>\$2,500.00</u>
<u>2027</u>	<u>\$2,600.00</u>

This amount shall be paid in addition to the annual salary of these employees but shall not be added to the salary schedule.

All standby assignments shall be assigned as early as possible.

Amend Article XXVII Miscellaneous Section 25, p. 50 to read as follows:

All personnel currently working in the Albany County Intensive Case Management Program and Supportive Case Management Children's Mental Health who work forty-hour work week and are expected to provide on-call coverage during evening and weekend hours will continue to receive eight (8) hours compensatory time

All personnel currently working in the Albany County Children's Mental Health who work thirty-five hour work week and are expected to provide on-call coverage during evening and weekend hours will receive seven (7) hours of compensatory time. This unit will defer to the Albany County Rules and Regulations Article V: Overtime Pay and Compensatory Time off B. FLSA Non-Exempt Employees.

All standby assignments shall be assigned as early as possible.

Amend Article XXVII Miscellaneous Section 27, p. 50 to read as follows:

~~{a} All Supervisors in the Department of Social Services Adult Protective Unit~~ Effective and retroactive to 1/1/2022, Case Supervisors A and B in Adult Services Department, who are required to be on standby shall receive an additional ~~one~~ two thousand dollar ~~(\$1000)~~ (\$2000) stipend each year. This amount shall be paid in addition to the annual salary of these employees but shall not be added to the salary schedule.

All standby assignments shall be assigned as early as possible.

7. MISCELLANEOUS:

Add the following: - PA 4/25/23
NK 4/26/23

Amend Article XXVII Miscellaneous Section 28, pp. 50-51 to read as follows:

The Schedule for Reception and Intake Processing in the Department of Social Services shall be between 8:00 a.m. - 4:30 p.m. each day. The Schedule for NY Connects in the Department of Social Services shall be between 8:30 a.m. - 4:30 p.m. each day. NY Connects staff shall coordinate their schedules on a predetermined and preapproved schedule. NY connects Supervisors must work core hours 8:30 a.m. - 4:30 p.m. each day, unless coverage can be

secured and approved in advance by the Assistant Director or Director of Adult Services.

Amend Article XXVII Miscellaneous by adding Section 29. a new Labor-Management Safety and Health Committee, to read as follows:

Albany County Departments of Social Services, Children Youth & Families, and Aging 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.

8. TITLES:

PA. 4/26/23
recognized

Amend Appendix A, p. 54 to reflect all titles in the bargaining unit including part-time employees, such as ~~Part-Time Welfare Fraud Examiner.~~ NK 4/26/23

9. OTHER:


PA 4/26/23

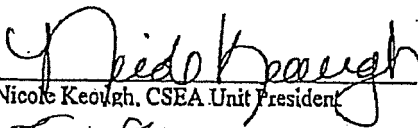
Include "Department for Aging" throughout agreement; Dress Code per language (Attachment "2"); include at Article VI: Rights of Employees Section 4 Bill of Rights Sub-Section E. Weingarten Rights (Attachment "2"). In addition, the parties agree to discuss in Labor-Management meetings removal of counseling memos after two (2) years and minimum units and prior approval for Personal Leave pursuant to Article IX Absence with Pay Section 3(a) Personal Leave, p. 10.

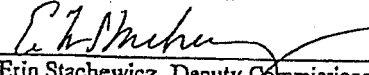
IN WITNESS WHEREOF, the parties hereto have caused this MOU to be signed by their respective representatives on this 21st day of April 2023.

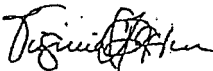
THE COUNTY OF ALBANY

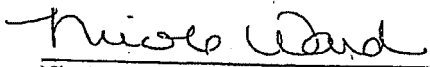
CSEA, Local 1000 AFSCME, AFL-CIO
ALBANY COUNTY
DSS/CYF/AGING UNIT #6000-00

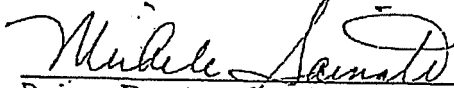

Peter Apostol, Esq.
Director Labor Relations


Nicole Keough, CSEA Unit President


Erin Stachewicz, Deputy Commissioner DSS


Virginia O'Brien, Labor Relations Specialist


Nicole Ward, Deputy Commissioner DCYF


Designee, Department for Aging

ATTACHMENT "1"

1. Amend **Article III Dues Deduction Section 1. Dues Deductions**, p. 3, 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 2. Agency Shop**: ~~The Employer agrees to comply with the New York State Civil Service Law, [as amended], in regard to agency shop deductions.~~
3. Amend **Article IV Union Rights**, p. 4, to add new **Section 3** 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 Departments of Social Services; Children, Youth & Families; Aging 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"**DRESS CODE**

The Department of Social Services, the Department for Children Youth and Families, and the Department for Aging are professional workplaces where employees interact with the public and other governmental agencies. The worksites at 162 Washington Ave. and 112 State St. are modern worksites that provide, for most employees, individual cubicles or office space to conduct their work tasks. The dress code for employees of DSS, DCYF and Aging states that clothing must be neat, clean, in good taste and suitable for the environment in which they are employed and the type of work performed. Employees are encouraged to dress professionally at all times with "business casual" attire being the minimum standard work attire. Examples of such clothing are:

- Slacks, dress pants ~~that are khaki, corduroy, cotton, suit pants, dress capris (calf length)~~
 - Jeans are permitted but must be neat, clean, and not faded, ~~or frayed~~, ripped or stained
- Dresses or skirts (no more than two (2) inches above the knee)
- Button-down dress casual collared shirts/blouses, golf style shirts, sweaters, ~~and~~ turtlenecks
- Tops should not be halter, "spaghetti" straps, strapless or midriff
- Casual office footwear or dress shoes. Beachwear, including flip flops, is not permitted
- Clothing should not expose a person inappropriately

Weingarten Rights

"Pursuant to 1075 US Supreme Court Weingarten Decision: If a discussion with an employee could in any way lead to their being disciplined or terminated, or affects their personal working conditions, the employee has a right to union representation – a union representative, officer, or steward may be present at the meeting. Without union representation, the employee reserves the right to not answer questions."

ATTACHMENT "3" Salary Schedules (To be added)

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APPROPRIATIONS

	Account No.		RESOLUTION DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT
A 4059	12168 002	410050	Speech Pathologist	\$4,134		\$72,535	DCYF
A 4059	12182 001	410005	Evaluation Services Supervisor	\$5,076		\$89,085	DCYF
A 4059	12183 001	410006	Early Information Serv.Manager	\$4,554		\$79,921	DCYF
A 4059	12186 001	410009	Family Service Specialist	\$2,890		\$50,712	DCYF
A 4059	12186 002	410010	Family Service Specialist	\$3,258		\$57,172	DCYF
A 4059	12186 003	410011	Family Service Specialist	\$2,923		\$51,300	DCYF
A 4059	12186 004	410012	Family Service Specialist	\$2,890		\$50,712	DCYF
A 4059	12186 006	410014	Family Service Specialist	\$3,258		\$57,172	DCYF
A 4059	12186 008	410016	Family Service Specialist	\$3,258		\$57,172	DCYF
A 4059	12186 009	410017	Family Service Specialist	\$3,258		\$57,172	DCYF
A 4059	12187 001	410038	Early Childhood Case Coord		\$13,759	\$27,969	DCYF
A 4059	12195 001	410019	Early Childhood Program Assist	\$3,518		\$61,737	DCYF
A 4059	12821 001	410025	Special Education Evaluator	\$4,089		\$71,778	DCYF
A 4059	12821 002	410026	Special Education Evaluator	\$4,089		\$71,778	DCYF
A 4059	16042 001	410052	Senior Keyboard Specialist	\$2,335		\$40,972	DCYF
A 4059	16102 001	410051	Account Clerk I	\$2,766		\$48,537	DCYF
A 4059	16104 001	410037	Account Clerk II	\$3,104		\$54,456	DCYF
A 4059	16104 002	410049	Account Clerk II	\$3,180		\$55,807	DCYF
A 4059	16106 001	410028	Account Clerk III	\$4,207		\$73,842	DCYF
A 4059	16107 002	410047	Early Information Specialist	\$3,056		\$53,626	DCYF
A 4059	16206 002	410030	Clerk I	\$1,888		\$33,129	DCYF
A 4059	16302 002	410036	Medical Clerk Typist	\$2,618		\$45,924	DCYF
A 6119	11220 001	470214	Medical Services Coordinator	\$3,246		\$56,947	DCYF
A 6119	11902 001	470319	Assist Director Of Accounts	\$4,738		\$83,143	DCYF
A 6119	12112 001	470308	Family Court Evaluator PT	\$2,609		\$45,770	DCYF
A 6119	12189 002	470157	Intensive Case Manager		\$13,590	\$54,469	DCYF
A 6119	12189 003	470158	Intensive Case Manager	\$4,113		\$72,172	DCYF
A 6119	12189 004	470159	Intensive Case Manager	\$4,189		\$73,523	DCYF

A 6119	12201	001	470160	Supervising Social Worker	\$4,173		\$73,231	DCYF
A 6119	12205	001	470162	Staff Social Worker		\$18,300	\$30,748	DCYF
A 6119	12205	002	470163	Staff Social Worker		\$18,924	\$31,798	DCYF
A 6119	12205	004	470165	Staff Social Worker	\$2,996		\$52,572	DCYF
A 6119	12205	005	470183	Staff Social Worker	\$2,963		\$52,011	DCYF
A 6119	12205	006	470185	Staff Social Worker	\$3,180		\$55,805	DCYF
A 6119	12205	008	470234	Staff Social Worker	\$3,102		\$54,451	DCYF
A 6119	12210	001	470008	Case Supervisor A	\$5,073		\$89,035	DCYF
A 6119	12210	003	470168	Case Supervisor A	\$5,073		\$89,035	DCYF
A 6119	12210	004	470210	Case Supervisor A	\$5,073		\$89,035	DCYF
A 6119	12211	001	470010	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	002	470011	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	003	470012	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	004	470013	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	005	470014	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	006	470015	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	008	470017	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	009	470018	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	010	470019	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	011	470020	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	012	470136	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	013	470146	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	014	470181	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	015	470197	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	016	470198	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	017	470215	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12211	018	470231	Case Supervisor B	\$4,013		\$70,421	DCYF
A 6119	12212	001	470021	Senior Caseworker	\$5,993		\$62,986	DCYF
A 6119	12212	031	470022	Senior Caseworker		\$9,725	\$48,551	DCYF
A 6119	12212	032	470023	Senior Caseworker	\$5,993		\$62,986	DCYF
A 6119	12212	002	470025	Senior Caseworker		\$9,469	\$47,524	DCYF
A 6119	12212	004	470027	Senior Caseworker	\$6,071		\$64,347	DCYF

A 6119	12212	006	470029	Senior Caseworker		\$6,071		\$64,347	DCYF
A 6119	12212	007	470030	Senior Caseworker		\$5,993		\$62,986	DCYF
A 6119	12212	008	470031	Senior Caseworker			\$9,725	\$48,551	DCYF
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A 6119	12212	015	470038	Senior Caseworker		\$6,071		\$64,347	DCYF
A 6119	12212	016	470039	Senior Caseworker		\$5,993		\$62,986	DCYF
A 6119	12212	018	470041	Senior Caseworker		\$6,071		\$64,347	DCYF
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A 6119	12212	022	470045	Senior Caseworker		\$5,993		\$62,986	DCYF
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A 6119	12212	026	470049	Senior Caseworker		\$5,993		\$62,986	DCYF
A 6119	12212	027	470050	Senior Caseworker		\$6,071		\$64,347	DCYF
A 6119	12212	028	470051	Senior Caseworker		\$6,195		\$66,524	DCYF
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A 6119	12215	004	470057	Caseworker		\$5,485		\$54,058	DCYF
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A 6119	12215	024	470077	Caseworker		\$5,528			\$54,817	DCYF
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A 6119	12215	029	470082	Caseworker		\$5,485			\$54,058	DCYF
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A 6119	12215	044	470097	Caseworker			\$12,416		\$36,873	DCYF
A 6119	12215	045	470098	Caseworker		\$5,760			\$58,892	DCYF
A 6119	12215	046	470099	Caseworker		\$5,528			\$54,817	DCYF

A 6119	12215	047	470100	Caseworker				\$17,221	\$32,922	DCYF
A 6119	12215	048	470137	Caseworker				\$12,416	\$36,873	DCYF
A 6119	12215	050	470139	Caseworker		\$5,528			\$54,817	DCYF
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A 6119	12215	052	470141	Caseworker		\$5,528			\$54,817	DCYF
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A 6119	12215	053	470199	Caseworker		\$5,528			\$54,817	DCYF
A 6119	12215	054	470200	Caseworker		\$5,485			\$54,058	DCYF
A 6119	12215	055	470201	Caseworker		\$5,682			\$57,532	DCYF
A 6119	12215	056	470202	Caseworker		\$5,528			\$54,817	DCYF
A 6119	12215	057	470203	Caseworker		\$5,528			\$54,817	DCYF
A 6119	12215	060	470216	Caseworker		\$5,485			\$54,058	DCYF
A 6119	12215	061	470217	Caseworker				\$13,150	\$38,700	DCYF
A 6119	12215	062	470218	Caseworker		\$5,528			\$54,817	DCYF
A 6119	12215	058	470221	Caseworker		\$5,682			\$57,532	DCYF
A 6119	12215	065	470247	Caseworker				\$17,540	\$33,461	DCYF
A 6119	12215	066	470248	Caseworker		\$5,682			\$57,532	DCYF
A 6119	12215	067	470249	Caseworker		\$5,485			\$54,058	DCYF
A 6119	12215	068	470250	Caseworker		\$5,485			\$54,058	DCYF
A 6119	12215	069	470251	Caseworker		\$5,485			\$54,058	DCYF
A 6119	12215	064	470303	Caseworker		\$5,485			\$54,058	DCYF
A 6119	12215	R 001	470253	Caseworker		\$5,682			\$57,532	DCYF
A 6119	12215	R 002	470254	Caseworker		\$5,682			\$57,532	DCYF
A 6119	12223	001	470258	Supervising Eligibility Exam		\$4,189			\$73,527	DCYF
A 6119	12544	001	470260	Resource Development Specialis		\$3,563			\$62,530	DCYF
A 6119	12575	001	470242	Contract Administrator		\$6,739			\$76,077	DCYF
A 6119	12822	001	470182	Special Education Coordinator		\$4,358			\$76,477	DCYF
A 6119	15165	004	400132	Public Health Aide		\$1,987			\$34,860	DCYF
A 6119	15165	005	400133	Public Health Aide		\$2,355			\$41,319	DCYF
A 6119	15165	001	470107	Public Health Aide		\$2,130			\$37,378	DCYF
A 6119	15165	002	470108	Public Health Aide		\$1,987			\$34,860	DCYF

A 6119	15165	003	470109	Public Health Aide		\$2,130		\$37,378	DCYF
A 6119	15182	001	470110	Senior Family Health Aide		\$3,117		\$54,691	DCYF
A 6119	15183	001	470311	Health Home Care Manager		\$4,005		\$70,281	DCYF
A 6119	15184	001	470317	Program Manager (Healthy Fam)		\$3,715		\$65,215	DCYF
A 6119	15186	001	470316	Licensed MH Counselor		\$4,173		\$73,231	DCYF
A 6119	15222	001	470252	Eligibility Examiner II		\$2,974		\$52,176	DCYF
A 6119	15222	002	470310	Eligibility Examiner II		\$2,974		\$52,176	DCYF
A 6119	15225	003	470113	Eligibility Examiner I		\$2,585		\$45,362	DCYF
A 6119	15225	005	470219	Eligibility Examiner I		\$2,663		\$46,723	DCYF
A 6119	15296	002	470115	Transportation Aide		\$1,994		\$34,993	DCYF
A 6119	15297	002	470117	Family Assessment Worker		\$2,216		\$38,867	DCYF
A 6119	15299	001	470178	Community Service Worker		\$2,700		\$47,392	DCYF
A 6119	15299	002	470192	Community Service Worker		\$2,700		\$47,392	DCYF
A 6119	15299	003	470193	Community Service Worker			\$8,417	\$33,737	DCYF
A 6119	15302	001	470145	SENIOR FAMILY ASSESSMENT WRKE		\$3,008		\$52,763	DCYF
A 6119	15501	001	470229	Administrative Aide		\$1,473		\$25,830	DCYF
A 6119	16043	001	470312	Keyboard Specialist I		\$2,138		\$37,498	DCYF
A 6119	16043	002	470313	Keyboard Specialist I			\$10,493	\$26,145	DCYF
A 6119	16043	003	470314	Keyboard Specialist I		\$2,214		\$38,852	DCYF
A 6119	16043	004	470315	Keyboard Specialist I		\$1,999		\$35,057	DCYF
A 6119	16102	001	470173	Account Clerk I		\$2,766		\$48,537	DCYF
A 6119	16104	001	470174	Account Clerk II		\$3,027		\$53,127	DCYF
A 6119	16104	002	470175	Account Clerk II		\$3,180		\$55,807	DCYF
A 6119	16104	003	470309	Account Clerk II		\$3,104		\$54,456	DCYF
A 6119	16106	001	470176	Account Clerk III		\$4,285		\$75,198	DCYF
A 6119	16234	001	470123	Clerk Typist II		\$2,488		\$43,659	DCYF
A 6119	16236	004	470127	Clerk Typist I		\$2,214		\$38,852	DCYF
A 6119	16402	002	470186	Secretary I		\$2,474		\$43,414	DCYF
A 7310	12173	001	540007	Prevention Specialist		\$3,362		\$59,012	DCYF
A 7310	12265	001	540002	Rhya Coordinator		\$3,554		\$62,363	DCYF
A 4059	19950			Longevity Raise		\$12,550		\$29,300	DCYF

A 4059	19954			Enhanced Pay	\$55,000		\$55,000			DCYF
A 4059	19990			Vacation Buy Back	\$37		\$3,737			DCYF
A 4059	89030			Social Security	\$9,500		\$105,459			DCYF
A 6119	19900			Overtime	\$78,400		\$741,400			DCYF
A 6119	19910			Stand By Pay	\$15,000		\$115,000			DCYF
A 6119	19950			Longevity Raise	\$62,700		\$152,000			DCYF
A 6119	19952			Compensatory Time Payout	\$2,160		\$14,160			DCYF
A 6119	19954			Enhanced Pay	\$157,500		\$157,500			DCYF
A 6119	19990			Vacation Buy Back	\$853		\$17,853			DCYF
A 6119	89030			Social Security	\$35,544		\$845,520			DCYF
A 7310	19950			Longevity Raise	\$2,200		\$6,500			DCYF
A 7310	19954			Enhanced Pay	\$5,000		\$5,000			DCYF
A 7310	89030			Social Security	\$1,080		\$16,436			DCYF
A	0599			Appropriated Fund Balance			\$162,625			
A 6100	44252			Medical Service Therapy			\$146,057			
				Total Appropriations	\$1,091,934		\$767,222			

ESTIMATED REVENUES

				RESOLUTION DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT
A 6119	03406			Home Visiting Beginnings	\$0	\$52,528	\$1,229,426	DCYF
A 6119	03610			Social Services Administration	\$0	\$107,386	\$5,509,469	DCYF
A 6119	04610			Social Services Administration	\$0	\$164,798	\$9,003,935	DCYF
				TOTAL ESTIMATED REVENUES	\$0	\$324,712		
				GRAND TOTALS	\$1,091,934	\$1,091,934		

RESOLUTION NO. 277

APPROVING THE COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 801 – SOCIAL SERVICES/CHILDREN YOUTH AND FAMILIES UNIT

Introduced: 8/12/13

By Personnel and Audit and Finance Committees:

WHEREAS, The County of Albany and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Department of Social Services and the Department for Children, Youth and Families, Albany County Local 801, have negotiated a seven-year contract for employees represented by said unit, and the terms and conditions of employment from January 1, 2010 through December 31, 2016 have been agreed upon, and

WHEREAS, Under terms of the agreement, employees of the bargaining unit will receive a 0% salary increase for 2010, 0% salary increase for 2011, a 2% salary increase for 2012 retroactive to September 1, 2012, a 2% salary increase for 2013 retroactive to July 1, 2013, a 2% salary increase for 2014 and a 0.5% salary increase on the last pay period of 2014, a 0% salary increase for 2015, a 2% salary increase for 2016, and

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

WHEREAS, The agreement provides for full time employees hired after the execution of the agreement to have 85% of their health care plan premiums paid for by the County, and effective July 1, 2014 those full time employees hired prior to January 1, 1989 shall contribute 2% per year towards the cost of their health insurance until a total of 10% of the premium is reached, and

WHEREAS, Employees hired prior to January 1, 1989 who were previously contributing 0% towards their health care plan premiums will revert to contributing 0% upon retirement, and

WHEREAS, Employees with a hire date of January 1, 2014 or after shall be entitled to a maximum of thirty (30) days of unused vacation leave that may be liquidated upon separation, now, therefore be it

RESOLVED, By the Albany County Legislature that the portions of said agreement for the term of January 1, 2010 through December 31, 2016 setting forth salary and benefit provisions for members of the aforementioned bargaining unit in

the Department of Social Services and the Department for Children, Youth and Families are hereby ratified and confirmed, and, be it further

RESOLVED, That the 2013 Department of Social Services and the Department for Children, Youth and Families Budgets are amended only to the extent and solely for the purpose to accommodate said agreement as indicated in a 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.

On roll call vote the following voted in favor: Ms. Benedict, Messrs. Beston, Bullock, Carman, Ms. Chapman, Messrs. Clay, Clenahan, Commisso, Ms. Connolly, Messrs. Corcoran, Cotrofeld, Crouse, Dawson, Domalewicz, Ethier, Feeney, Higgins, Hogan, Jacobson, Joyce, Ms. Lockart, Mr. Mackey, Ms. Maffia-Tobler, Mr. Mayo, Mss. McKnight, McLean Lane, Messrs. Morse, Nichols, O'Brien, Rahm, Reilly, Simpson, Stevens, Tunny and Ward – 35.

Those opposed: Ms. Busch and Mr. Mendick – 2.

Resolution was adopted. 8/12/13