

County of Albany

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



Meeting Agenda

Thursday, August 31, 2023

6:00 PM

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

Personnel Committee

PREVIOUS BUSINESS:

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

CURRENT BUSINESS:

4. AUTHORIZING A COLLECTIVE BARGAINING AGREEMENT WITH THE ALBANY COUNTY SHERIFF'S COUNCIL 82 LOCAL 775 CORRECTIONS UNIT AND AMENDING THE 2023 SHERIFF'S OFFICE BUDGET
5. AUTHORIZING A COLLECTIVE BARGAINING AGREEMENT WITH THE ALBANY COUNTY DEPUTY SHERIFF'S PBA LOCAL 3872 COUNCIL 82 AND AMENDING THE 2023 SHERIFF'S OFFICE BUDGET
6. AUTHORIZING AN AGREEMENT WITH PAYROLL PAYCOM LLC REGARDING HUMAN RESOURCES INFORMATION SYSTEM SERVICES AND AMENDING THE 2023 DEPARTMENT OF HUMAN RESOURCES BUDGET
7. AUTHORIZING A ONE-TIME RETENTION STIPEND FOR NON-UNION EMPLOYEES OF ALBANY COUNTY 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, July 27, 2023

6:00 PM

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

Personnel Committee

PREVIOUS BUSINESS:

Present: Gilbert F. Ethier, Mark E. Grimm, Raymond F. Joyce,
Lynne Lekakis and Dustin M. Reidy

Excused: Jeffrey D. Kuhn, Todd A. Drake, Merton D. Simpson 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. AUTHORIZING A COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LAW ENFORCEMENT LOCAL 294 AND AMENDING THE 2023 SHERIFF'S OFFICE BUDGET

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

5. CONFIRMING THE APPOINTMENT OF THE ALBANY COUNTY HISTORIAN AND AMENDING THE 2023 EXECUTIVE 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:

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



MICHAEL S. MONTELEONE
EXECUTIVE UNDERSHERIFF

ALBANY COUNTY SHERIFF'S OFFICE

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

CRAIG D. APPLE, SR.
SHERIFF



WILLIAM M. RICE
UNDERSHERIFF

12

August 2, 2023

Re: Budget Amendment
Council 82, Local 775 Corrections
Contractual Agreement

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

Dear Chairman Joyce:

Enclosed please find the Albany County Sheriff's Office Request for Legislative Action relative to the above captioned.

Briefly, this request is to authorize the collective bargaining agreement between the County of Albany and the Albany County Sheriff's Council 82 Local 775 Corrections. The recently negotiated six (6) year agreement is for the years 2022 thru 2027. This agreement calls for a 2% raise for 2022, and a modification to the salary schedule increasing base salary and steps I thru VI. There will be a 3% raise in 2024, 2025, 2026, and 2027. In addition there is a onetime (\$2,500) retention bonus to be paid to all members for 2023.

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

Sincerely,

Craig D. Apple Sr.
Sheriff

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

REQUEST FOR LEGISLATIVE ACTION

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

DATE : August 2, 2023

DEPARTMENT: ALBANY COUNTY SHERIFF'S OFFICE

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

PURPOSE OF REQUEST:

- ADOPTION OF LOCAL LAW _____
- AMENDMENT OF PRIOR LEGISLATION _____
- APPROVAL/ADOPTION OF PLAN/PROCEDURE _____
- BOND APPROVAL _____
- BUDGET AMENDMENT (SEE BELOW) X
- CONTRACT AUTHORIZATION (SEE BELOW) X
- ENVIRONMENTAL IMPACT _____
- HOME RULE REQUEST _____
- PROPERTY CONVEYANCE _____
- OTHER: (STATE BRIEFLY IF NOT LISTED ABOVE) _____

CONCERNING BUDGET AMENDMENTS

STATE THE FOLLOWING

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

CONCERNING CONTRACT AUTHORIZATION,

STATE THE FOLLOWING:

TYPE OF CONTRACT

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

CONCERNING CONTRACT AUTHORIZATION (CONT'D)

STATE THE FOLLOWING:

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

Local 775 Council 82, AFSCME, AFL-CIO
Corrections

AMOUNT/RATE SCHEDULE/FEE: _____

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

SCOPE OF SERVICES: Labor Contract

CONTRACT FUNDING:

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

COUNTY BUDGET ACCOUNTS:

REVENUE: _____

APPROPRIATION: _____

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

CONCERNING ALL REQUESTS:

MANDATED PROGRAM/SERVICE: _____ YES _____ NO _____

IF MANDATED CITE: AUTHORITY _____

ANTICIPATED IN CURRENT ADOPTED BUDGET: YES _____ NO X

IF YES, INDICATE REVENUE APPROPRIATION ACCOUNTS: _____

FISCAL IMPACT - FUNDING: _____ (DOLLARS OR PERCENTAGES)

FEDERAL _____

STATE _____

COUNTY 100%

TERM/LENGTH OF FUNDING _____

PREVIOUS REQUESTS FOR IDENTICAL OR SIMILAR ACTION: _____

RESOLUTION/LAW NUMBER: _____

DATE OF ADOPTION: _____

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

Per MOU & Agreement signed 06/09/23 between the County of Albany and the Albany County

Sheriff's Local 775, Council 82, Corrections

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

SUBMITTED BY: CRAIG D. APPLE SR.

TITLE: SHERIFF

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
ALBANY COUNTY
AND
ALBANY COUNTY SHERIFF'S
LOCAL 775 COUNCIL 82, AFSCME, AFL-CIO**

This Memorandum of Agreement by and between the County of Albany ("County") and the Albany County Sheriff's, Local 775 Council 82, AFSCME, AFL-CIO ("Union") sets forth the full agreement of the parties to a successor agreement relating to the January 1, 2017, to December 31, 2021, collective bargaining agreement for the period January 1, 2022, to December 31, 2027. The terms and conditions of the 2017-2021 collective bargaining agreement shall remain in full force and effect unless otherwise specifically modified, changed, or altered by the Memorandum of Agreement. This Memorandum of Agreement is subject to ratification by members of the Union and approval by the County Legislators of Albany County.

Article XXII Health Insurance

County proposal # 3 – attached to and made part of this MOA.

Article XVI Section 2 (a) Vacations

Include April and May as primetime months.

Article XVI Section 1 (b) Vacation Accumulation

Increase from 75 to 100 days.

Article XVIII Section 1 Sick Leave

Sick leave time used in two (2) hour increments must be requested.

Use of two (2) hours of sick leave is to be at the end of the shift and not the beginning.

Change notification time for calling in sick to at least two (2) hours before the start of the shift.

Article XV Section 1 Holidays

(Effective and retroactive to 1/1/2023)

Remove language about amount paid in 2000 in paragraph 1.

Add Juneteenth to be used as a floating holiday; used for time off or paid for the holiday (if not used by the end of the calendar year, employee is paid for the day).

July 4th, Thanksgiving, Christmas, and New Years Day will be considered premium holidays. Employees working their regularly scheduled day will receive 8 hours of compensatory time. If an employee volunteers or is ordered for overtime, they will receive pay at the rate of double time plus 8 hours of compensatory time. If the employee is working as a work substitution, they will receive no additional compensation.

Article XVIII Section 13 Sick Leave Incentive

Modify Quarters as follows:

(Effective and retroactive to 1/1/2023)

January – March	\$500
April – June	\$1,000
July - September	\$1,000
October - December	\$500

Article X Section 7 Voluntary Overtime

Modify from one (1) hour notice to two (2) hours' notice to cancel an overtime job.

Article X Section 10 Recall

Recall is when an officer has already left their job assignment, workstation, or the correctional facility. If recalled at that time to work, they will be guaranteed a minimum of four (4) hours which shall be used to compute the officers forty (40) hour work week. Upon recall there shall be no make work.

Article XXVII Section 16 Line-up

Line-up pay shall be at time and a half rate (1.5) and can be taken in pay or compensatory time.

Officers will make the selection of pay or compensatory time at the beginning of each year.

Article XIV Section 3 Hazardous Duty Pay

Modify as follows:

(Effective and retroactive to 1/1/2023)

2022	\$750
2023	\$1,000
2024	\$1,000
2025	\$1,250
2026	\$1,250
2027	\$1,500

New Shift Differential

Officers working the A-Line and C-Line shifts will receive a shift differential in the amount of:

(Effective and retroactive to 1/1/2023)

A-Line	\$1.00/hour
C-Line	\$.80/hour

Article XVII Weight Standards

Delete this section.

Article XIII Longevity

(Effective and Retroactive to 1/1/2022)

3-4 years	\$150
5-6 years	\$500
7-9 years	\$1,000
10-14 years	\$1,500
15-19 years	\$2,000

20+ years \$5,000

Article XIII Appendix A Salaries

Effective upon and retroactive to 1/1/2022:

2022	2%
2023	Modify Salary Schedule as follows:
	Base \$49,000
	I \$52,441
	II \$53,877
	III \$55,333
	IV \$56,799
	V \$62,858
	VI \$71,432
2024	3%
2025	3%
2026	3%
2027	3%

*****ID Officer and Senior ID Officer salary schedule and wage adjustments will mirror the increases above, keeping the same percentage gap between top step Correction Officer and both job titles in 2023. All other years of this MOA will follow percentage wage increases as listed above. *****

There will be a one-time Bonus of \$2,500 paid to all employees upon ratification of the MOA.

****NOTE: All retroactive payments, to include the one-time Bonus, will follow Article XIII Section I Retroactivity as outlined in the CBA. Retroactive payments shall be made within 45 days of ratification of this MOA. ****

DATED: June 7th, 2023

FOR THE COUNTY:

Peter Apostol

*Peter Apostol, Esq.
Director of Employee
Relations*

FOR THE UNION:

[Handwritten Signature]

[Handwritten Signature]

F. Z.

COUNCIL STAFF DIRECTOR

Albany County Proposal 3

Increased Health Insurance Coverage

Current Coverage	Proposed Enhanced Coverage
Hearing Aids – not currently covered under our plan	Hearing Aids – One per ear, every 3 years
Vision Coverage – 1 exam every two years Eye wear discount through Blue View Vision at 35% on select lenses and frames. No non-collection coverage.	Vision Coverage - 1 exam every 12 months 1 pair of glasses or contacts every 24 months – on select lenses and frames covered collection at 100%, up to \$75 allowance for non-covered collection.
Dental Coverage – <ul style="list-style-type: none"> - Maximum: 1,000 per person each calendar year - Diagnostic and Preventative Care counts toward maximum - Basic Services, Endodontics, periodontics, oral surgery – 80% in network and 70% out of network - Major services, prosthodontics - 50% in network and 40% out of network - Temporomandibular Joint Benefits – 50% in network and 50% out of network - Orthodontic Maximums - \$1,000 lifetime 	Dental Coverage – <ul style="list-style-type: none"> - Maximum: 1,500 per person each calendar year - Diagnostic and Preventative Care Do NOT count toward maximum - Basic Services, Endodontics, periodontics, oral surgery, major services, prosthodontics – 100% in network and 85% out of network - Temporomandibular joint benefits – 100% in network and 50% - Orthodontic Maximums - \$2,000 lifetime

APPROPRIATIONS

FUND ORG		OBJ PROJECT		BUDGET LINE		DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
				FOR POSITIONS ONLY						
		STATE POS.	CODE	POSITION	CONTROL					
A	3150	1	4115	236	390308	Corrections Officer	\$7,941		\$49,000	Corrections
A	3150	1	4115	243	390315	Corrections Officer	\$7,941		\$49,000	Corrections
A	3150	1	4115	244	390316	Corrections Officer	\$7,941		\$49,000	Corrections
A	3150	1	4115	251	390323	Corrections Officer	\$7,941		\$49,000	Corrections
A	3150	1	4115	267	390339	Corrections Officer	\$7,941		\$49,000	Corrections
A	3150	1	4115	013	390078	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	028	390093	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	035	390100	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	042	390107	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	070	390135	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	076	390141	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	077	390142	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	102	390167	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	107	390172	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	109	390174	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	132	390204	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	143	390215	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	148	390220	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	149	390221	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	160	390232	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	170	390242	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	178	390250	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	203	390275	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	212	390284	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	215	390287	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	219	390291	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	220	390292	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	268	390340	Corrections Officer	\$3,504		\$52,441	Corrections
A	3150	1	4115	269	390341	Corrections Officer	\$3,504		\$52,441	Corrections

A	3150	1	4115	276	390348	Corrections Officer	\$3,504	\$52,441	Corrections
A	3150	1	4115	278	390350	Corrections Officer	\$3,504	\$52,441	Corrections
A	3150	1	4115	279	390351	Corrections Officer	\$3,504	\$52,441	Corrections
A	3150	1	4115	282	390354	Corrections Officer	\$3,504	\$52,441	Corrections
A	3150	1	4115	298	390370	Corrections Officer	\$3,504	\$52,441	Corrections
A	3150	1	4115	006	390198	Corrections Officer	\$3,600	\$53,877	Corrections
A	3150	1	4115	036	390101	Corrections Officer	\$3,600	\$53,877	Corrections
A	3150	1	4115	052	390117	Corrections Officer	\$3,600	\$53,877	Corrections
A	3150	1	4115	060	390125	Corrections Officer	\$3,600	\$53,877	Corrections
A	3150	1	4115	085	390150	Corrections Officer	\$3,600	\$53,877	Corrections
A	3150	1	4115	151	390223	Corrections Officer	\$3,600	\$53,877	Corrections
A	3150	1	4115	154	390226	Corrections Officer	\$3,600	\$53,877	Corrections
A	3150	1	4115	222	390294	Corrections Officer	\$3,600	\$53,877	Corrections
A	3150	1	4115	235	390307	Corrections Officer	\$3,600	\$53,877	Corrections
A	3150	1	4115	277	390349	Corrections Officer	\$3,600	\$53,877	Corrections
A	3150	1	4115	307	390371	Corrections Officer	\$4,201	\$62,858	Corrections
A	3150	1	4115	062	390127	Corrections Officer	\$4,201	\$62,858	Corrections
A	3150	1	4115	117	390182	Corrections Officer	\$4,201	\$62,858	Corrections
A	3150	1	4115	136	390208	Corrections Officer	\$4,201	\$62,858	Corrections
A	3150	1	4115	145	390217	Corrections Officer	\$4,201	\$62,858	Corrections
A	3150	1	4115	146	390218	Corrections Officer	\$4,201	\$62,858	Corrections
A	3150	1	4115	159	390231	Corrections Officer	\$4,201	\$62,858	Corrections
A	3150	1	4115	162	390234	Corrections Officer	\$4,201	\$62,858	Corrections
A	3150	1	4115	262	390334	Corrections Officer	\$4,201	\$62,858	Corrections
A	3150	1	4115	299	390004	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	300	390011	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	303	390014	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	304	390015	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	305	390016	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	306	390045	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	308	390372	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	001	390193	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	002	390194	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	003	390195	Corrections Officer	\$5,735	\$71,432	Corrections

A	3150	1	4115	004	390196	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	005	390197	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	007	390199	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	008	390073	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	010	390075	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	011	390076	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	012	390077	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	014	390079	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	015	390080	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	016	390081	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	017	390082	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	019	390084	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	023	390088	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	025	390090	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	026	390091	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	027	390092	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	029	390094	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	030	390095	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	032	390097	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	038	390103	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	039	390104	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	040	390105	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	043	390108	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	044	390109	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	045	390110	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	048	390113	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	049	390114	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	051	390116	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	053	390118	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	054	390119	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	055	390120	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	058	390123	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	059	390124	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	061	390126	Corrections Officer	\$5,735	\$71,432	Corrections

A	3150	1	4115	063	390128	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	065	390130	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	067	390132	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	069	390134	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	071	390136	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	072	390137	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	074	390139	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	081	390146	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	082	390147	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	083	390148	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	088	390153	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	090	390155	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	091	390156	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	092	390157	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	095	390160	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	097	390162	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	098	390163	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	101	390166	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	104	390169	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	105	390170	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	106	390171	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	108	390173	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	111	390176	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	114	390179	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	115	390180	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	116	390181	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	118	390183	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	119	390184	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	120	390185	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	121	390186	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	122	390187	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	124	390189	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	130	390202	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	134	390206	Corrections Officer	\$5,735	\$71,432	Corrections

A	3150	1	4115	135	390207	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	137	390209	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	138	390210	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	140	390212	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	141	390213	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	142	390214	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	147	390219	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	150	390222	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	153	390225	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	155	390227	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	156	390228	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	157	390229	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	163	390235	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	164	390236	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	165	390237	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	166	390238	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	167	390239	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	168	390240	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	169	390241	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	172	390244	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	173	390245	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	176	390248	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	179	390251	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	181	390253	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	182	390254	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	183	390255	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	184	390256	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	186	390258	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	188	390260	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	189	390261	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	190	390262	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	191	390263	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	192	390264	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	193	390265	Corrections Officer	\$5,735	\$71,432	Corrections

A	3150	1	4115	194	390266	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	195	390267	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	196	390268	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	197	390269	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	199	390271	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	200	390272	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	201	390273	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	202	390274	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	205	390277	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	208	390280	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	209	390281	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	210	390282	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	211	390283	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	214	390286	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	216	390288	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	217	390289	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	218	390290	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	221	390293	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	223	390295	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	224	390296	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	226	390298	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	227	390299	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	230	390302	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	231	390303	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	233	390305	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	234	390306	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	237	390309	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	238	390310	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	241	390313	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	242	390314	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	245	390317	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	246	390318	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	248	390320	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	249	390321	Corrections Officer	\$5,735	\$71,432	Corrections

A	3150	1	4115	250	390322	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	252	390324	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	253	390325	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	254	390326	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	255	390327	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	257	390329	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	258	390330	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	259	390331	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	260	390332	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	261	390333	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	263	390335	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	264	390336	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	265	390337	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	266	390338	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	270	390342	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	271	390343	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	273	390345	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	274	390346	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	275	390347	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	280	390352	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	281	390353	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	283	390355	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	284	390356	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	285	390357	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	286	390358	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	287.	390359	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	288	390360	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	289	390361	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	290	390362	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	291	390363	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	292	390364	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	293	390365	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	294	390366	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4115	296	390368	Corrections Officer	\$5,735	\$71,432	Corrections

A	3150	1	4115	297	390369	Corrections Officer	\$5,735	\$71,432	Corrections
A	3150	1	4117	001	390382	Identification Officer	\$5,773	\$73,423	Corrections
A	3150	1	4118	001	390381	Senior Identification Officer	\$5,804	\$75,009	Corrections
A	3150	8	9030			Social Security	\$96,753	\$2,040,497	Corrections
A	3150	1	9850			Sick Leave Incentive	\$68,500	\$193,500	Corrections
A	3150	1	9900			Overtime	\$376,008	\$2,376,008	Corrections
A	3150	1	9948			Shift Differential	\$230,048	\$234,148	Corrections
A	3150	1	9954			Enhanced Pay	\$590,000	\$667,500	Corrections
A	3150	1	9950			Longevity 2022 2023	\$659,600	\$1,118,950	Corrections
A	3150	1	9915			Hazardous Duty Pay	\$59,000	\$309,000	Corrections
A	0599					Appropriated Fund Balance		\$1,262,449	
A	6100	4	4252			Medical Services Therapy		\$2,082,202	

TOTAL APPROPRIATIONS	\$3,344,651	\$3,344,651
-----------------------------	--------------------	--------------------

ESTIMATED REVENUES

BUDGET LINE		DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG					
A	0000	00000	00000	00000		
		STATE POS. CODE	POSITION CONTROL			
A	0000	00000	00000	000000		
TOTAL REVENUES			\$0	\$0		
GRAND TOTAL			\$3,344,651	\$3,344,651		

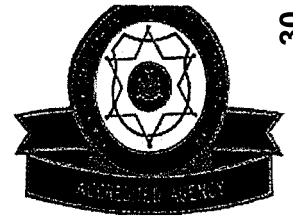


MICHAEL S. MONTELEONE
EXECUTIVE UNDERSHERIFF

ALBANY COUNTY SHERIFF'S OFFICE

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

CRAIG D. APPLE, SR.
SHERIFF



WILLIAM M. RICE
UNDERSHERIFF

30

August 2, 2023

Re: Budget Amendment
Council 82, Local 3872 Deputies
Contractual Agreement

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

Dear Chairman Joyce:

Enclosed please find the Albany County Sheriff's Office Request for Legislative Action relative to the above captioned.

Briefly, this request is to authorize the collective bargaining agreement between the County of Albany and the Albany County Sheriff's PBA Local 3872 Council 82. The recently negotiated six (6) year agreement is for the years 2022 thru 2027. This agreement calls for a 2% raise for 2022, 2023 an increase of (\$1,500) to base with an additional 2% increase, 2024 top deputy salary adjusted to \$80,000 all other steps will receive a 3 % increase. There will be a 2.75% increase in 2025-2026 and a 3% increase in 2027. In addition a onetime (\$2,500) retention bonus to be paid to all members for 2023.

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

Sincerely,

Craig D. Apple Sr.
Sheriff

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

REQUEST FOR LEGISLATIVE ACTION

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

DATE : August 2, 2023

DEPARTMENT: ALBANY COUNTY SHERIFF'S OFFICE

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

PURPOSE OF REQUEST:

ADOPTION OF LOCAL LAW	_____
AMENDMENT OF PRIOR LEGISLATION	_____
APPROVAL/ADOPTION OF PLAN/PROCEDURE	_____
BOND APPROVAL	_____
BUDGET AMENDMENT (SEE BELOW)	<u>X</u>
CONTRACT AUTHORIZATION (SEE BELOW)	<u>X</u>
ENVIRONMENTAL IMPACT	_____
HOME RULE REQUEST	_____
PROPERTY CONVEYANCE	_____
OTHER: (STATE BRIEFLY IF NOT LISTED ABOVE)	_____

CONCERNING BUDGET AMENDMENTS

STATE THE FOLLOWING

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

CONCERNING CONTRACT AUTHORIZATION,

STATE THE FOLLOWING:

TYPE OF CONTRACT

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

CONCERNING CONTRACT AUTHORIZATION (CONT'D)

STATE THE FOLLOWING:

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

Local 3872 Council 82, AFSCME, AFL-CIO
Deputy Sheriff's PBA

AMOUNT/RATE SCHEDULE/FEE: _____

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

SCOPE OF SERVICES: Labor Contract

CONTRACT FUNDING:

ANTICIPATED IN CURRENT BUDGET: YES _____ NO X

FUNDING SOURCE: _____

COUNTY BUDGET ACCOUNTS:

REVENUE: _____

APPROPRIATION: _____

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

CONCERNING ALL REQUESTS:

MANDATED PROGRAM/SERVICE: _____ YES _____ NO _____

IF MANDATED CITE: AUTHORITY _____

ANTICIPATED IN CURRENT ADOPTED BUDGET: YES _____ NO X

IF YES, INDICATE REVENUE APPROPRIATION ACCOUNTS: _____

FISCAL IMPACT - FUNDING: _____ (DOLLARS OR PERCENTAGES)

FEDERAL _____

STATE _____

COUNTY 100%

TERM/LENGTH OF FUNDING _____

PREVIOUS REQUESTS FOR IDENTICAL OR SIMILAR ACTION:

RESOLUTION/LAW NUMBER: _____

DATE OF ADOPTION: _____

JUSTIFICATION: (STATE BRIEFLY WHY LEGISLATIVE ACTION IS REQUESTED)

Per MOU & Agreement signed 07/18/23 between the County of Albany and the Albany County

Sheriff's Local 3872, Council 82, Deputy Sheriff's PBA

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

SUBMITTED BY: CRAIG D. APPLE SR.

TITLE: SHERIFF

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
ALBANY COUNTY
AND
ALBANY COUNTY DEPUTY SHERIFF'S PBA
LOCAL 3872 COUNCIL 82, AFSCME, AFL-CIO**

This Memorandum of Agreement by and between the County of Albany ("County") and the Albany County Deputy Sheriff's PBA, Local 3872 Council 82, AFSCME, AFL-CIO ("Union") sets forth the full agreement of the parties to a successor agreement relating to the January 1, 2017, to December 31, 2021, collective bargaining agreement for the period January 1, 2022, to December 31, 2027. The terms and conditions of the 2017-2021 collective bargaining agreement shall remain in full force and effect unless otherwise specifically modified, changed, or altered by the Memorandum of Agreement. This Memorandum of Agreement is subject to ratification by members of the Union and approval by the County Legislators of Albany County.

Article XXII Health Insurance

County proposal # 2 – attached to and made part of this MOA.

Article XV Section 1 Holidays

(Effective and retroactive to 1/1/2023)

Add Juneteenth to be used as a floating holiday; used for time off or paid for the holiday (if not used by the end of the calendar year, employee is paid for the day).

July 4th, Thanksgiving, Christmas, and New Years Day will be considered premium holidays. Employees working their regularly scheduled day will receive 8 hours of compensatory time. If an employee volunteers or is ordered for overtime, they will receive pay at the rate of double time plus 8 hours of compensatory time.

Article XIII Section 4

Lateral Transfers

Lateral transfers starting salaries shall be commensurate with their years of experience as a Police Officer or Deputy with the final decision on starting salary being the Sheriff's.

Prior experience at other Police agencies will not count toward credit for seniority. Prior service with Albany County Corrections will count toward years of service for salary and accruals, but not seniority. Those who transferred from Corrections to the Deputy's who are currently employed will be grandfathered in under this provision.

Special details within the Albany County Sheriff's Department, the Deputy must have a minimum of two (2) years of full-time service with the Department to be considered for the detail.

Article XIV Section 3

BMP Certification Pay

Modify as follows:

(Effective and retroactive to 1/1/2023)

2022	\$750
2023	\$1,000
2024	\$1,000
2025	\$1,250
2026	\$1,250
2027	\$1,500

New Shift Differential

Officers working the A-Line and C-Line shifts will receive a shift differential in the amount of:

(Effective and retroactive to 1/1/2023)

A-Line	\$1.00/hour
C-Line	\$.80/hour

NEW**Fitness Incentive**

Cooper Fitness Standard test administered to evaluate the physical fitness of participating Deputies (voluntary). Deputies who complete the test with a passing grade based off of Academy standards, employees receive a five hundred dollar (\$500). If a Deputy takes the test and completes the test parameters but does not qualify according to the testing scale, they shall receive a two-hundred- and fifty-dollar (\$250) bonus.

Article XX Section 1(A)**Bereavement Leave**

Modify language changing calendar days to scheduled workdays.

Article XXVII Section 15**FTO Compensation**

Modify language to compensate FTO's two (2) hours compensatory time per eight (8) hours worked when assigned to FTO duty.

Article IX**Work Hours and Schedules**

Memorialize Transportation Unit hours as 0800-1600 and 0900-1700hours.

Memorialize the new patrol schedule currently in operation.

Article VIII Section 4 (F)**Seniority**

Remove Family Court detail from the list of postings.

Article XXII Section C Paragraph 4 Spousal/ Dependent Coverage

All provisions pertaining to the continuation of Health Insurance for retirees as outlined in Rules and Regulations shall continue, with the below exception, which grants continued Health Insurance Coverage for Spouse/Dependents, regardless of employment date with Albany County, but in accordance with the below eligibility and contribution requirements.

Spousal/Dependent Coverage -

Spouses and eligible dependents of County retirees (employees) remain covered as long as the retiree maintains an active enrollment. At the time of death of a retired, or active, County employee, spouse and dependent coverage may be extended as follows:

a. Spouses and eligible dependents will be covered for a three (3) month period. At the end of three months spouses and eligible dependents have the option of electing COBRA benefits; or may be eligible for extended benefits in b. or c. as follows:

b. For all full time employees or retirees with a minimum of fifteen (15) years of full time equivalent County service coverage will be extended for one (1) year of health benefits for every two (2) years of completed County service credit with a premium contribution as follows:

Years of Completed Full Time Equivalent County Service	Number of Years Eligible for Continuation of Health Insurance Benefits	Premium Contribution Rate
15 - 17.5 years	7.5 - 8.75 years	Fifty Percent (50%)
17.5 - 20 years	8.75 - 10 years	Forty Percent (40%)
20 - 22.5 years	10 - 11.25 years	Thirty Percent (30%)
22.5 - 25 years	11.25 - 12.5 years	Twenty Percent (20%)
25 - 30 years	12.5 - 15 years	Ten Percent (10%)
30 years or more	15+ years	No Contribution

When number of years of eligibility is exhausted dependent spouses and eligible dependents have the option of continuing in the County sponsored health plan at one hundred percent (100%) premium contribution.

Article XXVII Weight Standards

Delete this section.

Article XIII Longevity

(Effective and Retroactive to 1/1/2022)

3-4 years	\$150
5-6 years	\$500
7-9 years	\$1,000
10-14 years	\$1,500
15-19 years	\$2,000
20+ years	\$5,000

Article XIII Appendix A Salaries

Effective upon and retroactive to 1/1/2022:

2022	2%
2023	\$1,500 on base plus 2%
2024	3% on all steps except top deputy which will increase to \$80,000.
2025	2.75%
2026	2.75%
2027	3%

Article XXXVIII One-Time Bonus

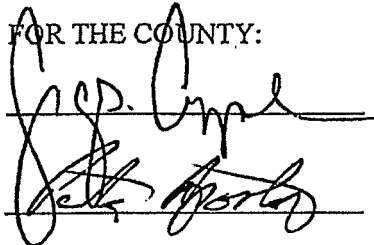
There will be a one-time Bonus of \$2,500 paid to all employees on the payroll upon execution of the new contract.

The Union agrees not to contest the County removing the six (6) Deputies positions that were previously assigned to Family Court in future County budgets.

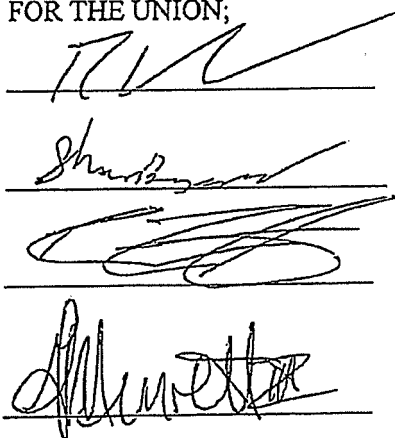
**NOTE: All retroactive payments will be paid to employees on the payroll, or who separated from service due to retirement or disability. Retroactive payments shall be made upon execution of the new contract. **

DATED: July 18, 2023

FOR THE COUNTY:



FOR THE UNION;



PZP

Albany County Proposal 2

Increased Health Insurance Coverage

Current Coverage	Proposed Enhanced Coverage
Hearing Aids – not currently covered under our plan	Hearing Aids – One per ear, every 3 years
Vision Coverage – 1 exam every two years Eye wear discount through Blue View Vision at 35% on select lenses and frames. No non-collection coverage.	Vision Coverage - 1 exam every 12 months 1 pair of glasses or contacts every 24 months – on select lenses and frames covered collection at 100%, up to \$75 allowance for non-covered collection.
Dental Coverage – <ul style="list-style-type: none"> - Maximum: 1,000 per person each calendar year - Diagnostic and Preventative Care counts toward maximum - Basic Services, Endodontics, periodontics, oral surgery – 80% in network and 70% out of network - Major services, prosthodontics - 50% in network and 40% out of network - Temporomandibular Joint Benefits – 50% in network and 50% out of network - Orthodontic Maximums - \$1,000 lifetime 	Dental Coverage – <ul style="list-style-type: none"> - Maximum: 1,500 per person each calendar year - Diagnostic and Preventative Care Do NOT count toward maximum - Basic Services, Endodontics, periodontics, oral surgery, major services, prosthodontics – 100% in network and 85% out of network - Temporomandibular joint benefits – 100% in network and 50% - Orthodontic Maximums - \$2,000 lifetime

APPROPRIATIONS

FUND ORG BUDGET LINE OBJ PROJECT FOR POSITIONS ONLY STATE POS. CODE POSITION CONTROL DESCRIPTION INCREASE DECREASE UNIT COST DEPARTMENT NAME

FUND ORG		BUDGET LINE		OBJ PROJECT FOR POSITIONS ONLY		STATE POS. CODE	POSITION CONTROL	DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
A	3110	1	4138	10000		4	370055	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000		12	370063	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000		18	370069	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000		23	370074	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000		32	370083	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000		48	370099	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000		52	370103	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000		55	370106	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000		83	370184	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000		3	370054	Deputy Sheriff	\$4,907		\$54,197	Sheriff
A	3110	1	4138	10000		11	370062	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		14	370065	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		20	370071	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		21	370072	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		22	370073	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		26	370077	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		37	370088	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		47	370098	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		51	370102	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		56	370107	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		59	370110	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		62	370113	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		68	370155	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		80	370181	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		81	370182	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		91	370229	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		92	370303	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		102	379264	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000		15	370066	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000		24	370075	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000		53	370104	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000		66	370117	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000		85	370186	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000		88	370226	Deputy Sheriff	\$3,629		\$55,593	Sheriff

A	3110	1	4138	10000	95	370306	Deputy Sheriff	\$3,629	\$55,593	Sheriff
A	3110	1	4138	10000	99	370309	Deputy Sheriff	\$3,629	\$55,593	Sheriff
A	3110	1	4138	10000	9	370060	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	27	370078	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	40	370091	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	49	370100	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	70	370157	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	79	370180	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	96	370151	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	98	370308	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	100	370310	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	101	370311	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	103	379265	Deputy Sheriff	\$3,858	\$61,477	Sheriff
A	3110	1	4138	10000	1	370052	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	2	370053	Deputy Sheriff	\$23,592	\$75,556	Sheriff
A	3110	1	4138	10000	5	370056	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	6	370057	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	7	370058	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	10	370061	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	13	370064	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	16	370067	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	19	370070	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	25	370076	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	28	370079	Deputy Sheriff	\$24,934	\$75,556	Sheriff
A	3110	1	4138	10000	29	370080	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	30	370081	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	31	370082	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	33	370084	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	34	370085	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	35	370086	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	36	370087	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	38	370089	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	39	370090	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	41	370092	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	42	370093	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	43	370094	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	44	370095	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	45	370096	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	46	370097	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	50	370101	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	54	370105	Deputy Sheriff	\$4,405	\$75,556	Sheriff

A	3110	1	4138	10000	57	370108	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	58	370109	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	60	370111	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	61	370112	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	63	370114	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	64	370115	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	65	370116	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	67	370154	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	69	370156	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	71	370158	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	72	370152	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	73	370153	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	74	370220	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	75	370221	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	76	370222	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	77	370223	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	78	370224	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	82	370183	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	84	370185	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	86	370187	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	87	370225	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	89	370227	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	90	370228	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	93	370304	Deputy Sheriff	\$24,934	\$75,556	Sheriff	
A	3110	1	4138	10000	94	370305	Deputy Sheriff	\$4,405	\$75,556	Sheriff	
A	3110	1	4138	10000	97	370307	Deputy Sheriff	\$17,937	\$75,556	Sheriff	
A	3110	8	9030				Social Security	\$37,031	\$1,374,991	Sheriff	
A	3110	1	9900				Overtime	\$173,529	\$1,744,249	Sheriff	
A	3110	1	9948				Shift Differential	\$60,000	\$159,000	Sheriff	
A	3110	1	9954				Enhanced Pay	\$250,000	\$369,500	Sheriff	
A	3110	1	9950				Longevity	\$74,900	\$315,250	Sheriff	
A	3110	1	9915				Hazardous Duty Pay	\$25,000	\$92,000	Sheriff	
A	0599						Appropriated Fund Balance		\$502,404		
A	6100	4	4252				Medical Services Therapy		\$602,119		
TOTAL APPROPRIATIONS								\$1,104,523	\$1,104,523	\$1,104,523	

ESTIMATED REVENUES

BUDGET LINE		DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG					
A	0000	00000	00000	000000		
		STATE POS. CODE	000			
		POSITION CONTROL	000000			
TOTAL REVENUES			\$0			\$0
GRAND TOTAL			\$1,104,523			\$1,104,523

Albany County

Department of **HUMAN RESOURCES**

Daniel P. McCoy, Albany County Executive

Jennifer Skelly Clement, Commissioner

MEMORANDUM

TO: Hon. Andrew Joyce, Chairman, Albany County Legislature

CC: Hon. Dennis Feeney, Majority Leader
Hon. Frank Mauriello, Minority Leader
Majority Counsel
Minority Counsel

FROM: Jennifer Skelly Clement, Commissioner of Human Resources

DATE: 07/03/2023

RE: Human Resources Information System (HRIS)

Attached please find the RLA to approve a contract with Payroll Paycom, LLC. Paycom was selected, through the Albany County RFP process, among five bidders. This program will work in tandem with legacy MUNIS and Kronos systems and provide enhanced employee access and streamlined payroll delivery.

The HRIS scope of services will allow Albany County to have a single database for all employee and retiree information. Employees and retirees can access their own data, including payroll and W2 information. The new system empowers employees to make changes on their own behalf and keep HR/payroll efficient. Employees will be able to directly change such things as their own home address or emergency contact information, enroll in voluntary deductions or request payroll documents; to name a few self-service benefits.

RFP Summary: Of the five proposals, Paycom was consistently the top scorer, although not the lowest bidder for cost/price. The reviewers consistently found that the services offered by Paycom exceeded the existing program and service capabilities extensively.

	Combined Score
Primepoint	2
Fourth Square	2.71
UKG	3.16
Evolutionary Systems	3.56
PayCom	3.84

The Department of Human Resources intends to utilize savings that were realized through the use of the specialty drug program administered by HISI. The savings through this program will allowed us to purchase a program that will enhance access and vastly improve services delivered by the Department of Human Resources.

Investing in a new Payroll and Benefits/HRIS system is an essential step towards enhancing employee satisfaction and streamlining HR operations. While this proposal does not aim to achieve immediate cost savings, its long-term benefits in providing a better service, reducing manual tasks and optimizing HR processes make it a strategic investment for the growth and success of Albany County.

Please feel free to contact me with any additional questions you may have.



County of Albany

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

Legislation Text

File #: TMP-4415, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):
Approval of Contract with Paycom for HRIS System

Date:	07/03/2023
Submitted By:	Jennifer Clement
Department:	Department of Human Resources
Title:	Commissioner
Phone:	518-447-5690
Department Rep.	Jennifer Clement
Attending Meeting:	Jennifer Clement

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.: Click or tap here to enter text.
Source of Funds: A.1.1432.01244
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):
Paycom Payroll LLC

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: Payroll and Benefits Data and Access System / Human Resources
Information System

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: A.1.1432.01244
Revenue Amount: **\$631,201.72**

Appropriation Account and Line: A.9.1432.44041
Appropriation Amount: **\$631,201.72**

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) 09/01/2023
Length of Contract: 3 year

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)

Request approval of the contract for HRIS with Paycom for a single source and point of access for all employee information, payroll, benefits, and employee self-service access. Investing in a new Payroll and Benefits/HRIS system is an essential step towards enhancing employee satisfaction and streamlining HR operations. While this proposal does not aim to achieve immediate cost savings, its long-term benefits in providing a better service, reducing manual tasks and optimizing HR processes make it a strategic investment for the growth and success of Albany County.



Proposal Summary for Valued Partner - Albany County

Company Summary					
Company Name	# of Checks/ Vouchers	Base/Per Check	Per Payroll	Total Initial Investment	Annual Estimate
Albany County	2200	\$250.83/\$9.62	\$21,414.83	\$245,734.78	\$1,113,571.16
Total	2200		\$21,414.83	\$245,734.78	\$1,113,571.16

Frequency Summary				
Company Name	Frequency	# of Checks/Vouchers	Per Payroll	Annual Estimate
Albany County	Weekly	2200	\$21,414.83	\$1,113,571.16
Total		2200	\$21,414.83	\$1,113,571.16



DANIEL P. McCOY
COUNTY EXECUTIVE

COUNTY OF ALBANY
DEPARTMENT OF GENERAL SERVICES
PURCHASING DIVISION
112 STATE STREET, ROOM 1000
ALBANY, NEW YORK 12207-2021
(518) 447-7140 - FAX (518) 447-5588

DAVID M. LATINA
COMMISSIONER OF GENERAL SERVICES

PAMELA O NEILL
PURCHASING AGENT

MEMORANDUM

TO: Jennifer Clement, Commissioner
Albany County Department of Human Resources

FROM: Pamela O Neill *Pamela*
Purchasing Agent

DATE: June 29, 2023

RE: RFP-2022-129, Payroll and Human Resources Information System

I am in receipt of your recommendation to award the aforementioned to Paycom Software.

I have reviewed your scoring sheets and believe that you have performed a thorough evaluation of the proposals submitted. I have no objection to the selection of Paycom Software.

Please obtain the necessary contract approval of the County Legislature, so that we may issue a Notice of Award.

COUNTY OF ALBANY
DEPARTMENT OF GENERAL SERVICES PURCHASING DIVISION
112 STATE STREET, ROOM 1000, ALBANY, NY 12207
TELEPHONE: 518-447-7140/ FAX: 518-447-5588

TITLE: Payroll and Human Resources Information System
RFP NUMBER: 2022-129

Receipt Confirmation Form

Please complete and return this confirmation form as soon as possible:

Pamela O Neill
Purchasing Agent
County of Albany
112 State Street, Room 1000
Albany, NY 12207

IF YOU PLAN TO SUBMIT A PROPOSAL, YOU MUST RETURN THIS FORM TO ENSURE THAT YOU WILL RECEIVE ALL FURTHER COMMUNICATION REGARDING THIS RFP.

Company Name: Paycom Software

Address: 7501 W Memorial Road

City: Oklahoma City State: OK Zip Code: 73142

Contact Person: Sean McLaughlin

Title: Executive Sales Representative

Phone Number: 518-491-1007 Fax Number: _____ E-Mail: sean.mclaughlin@paycomonline.com

If a Bidders/Proposers meeting has been arranged for this Bid/RFP, please indicate if you plan to attend:
 Yes / No

I authorize the County of Albany to send further correspondence that the County deems to be of an urgent nature by the following method (check):

Fax Number: _____ E-Mail Sean.mclaughlin@paycomonline.com

Paycom Response to Albany County RFP for HR + Payroll System



Paycom Software

Paycom Corporate Headquarters 7501 W. Memorial Road, Oklahoma City, OK 73142

518-491-1007

Sean McLaughlin – Executive Sales Representative

SECTION 3: QUALIFICATION OF PROPOSER Provide a statement of Proposer qualifications including:

3.1 Provide the name, a brief history and description of your firm- Since our inception a quarter century ago, Paycom remains committed to simplifying life for employees while meeting our clients' needs in an ever-evolving landscape. We live that obligation through five values. They guide our organization in *everything* we do, from HR software to real-world interactions. We Innovate, We Win, We Care, We Serve, We Believe.

The vision was simple: Automate and streamline the highly complex payroll process through a single HR software. The result was Paycom.

With no-cost implementation, training and best-practice consultations, we're committed to your success. Because you deserve better than phone trees and customer queues, we assign each client a primary point of contact to know you and your business.

Security -Both on- and off-site, our comprehensive security standards and technologies are formally audited and ISO- and SOC-certified. As a Tier IV data center, we take every precaution to protect and secure data for you and your employees.

3.2 Identify your firm's professional staff members who will be involved in the County engagement and the experience each possesses and the location of the office from which each work.

Sean McLaughlin – Executive Sales Representative - Tampa Office – 2 years' experience selling to business and municipalities

Kelcie Bond – Sales Manager – Tampa Office - 6 years' experience selling to business and municipalities

Amy Minotti – Vice President – Atlanta office -10 years' experience selling to business and municipalities as well as managing the southeast region sales department

Rachel Starkey Jones – Vice President – NYC Office - 5 years' experience selling to business and municipalities as well as managing the northeast region sales department

3.3 Name and title of person(s) authorized to bind the Proposer, together with the main office address, and telephone number (including area code).

– Sean McLaughlin – Executive Sales Representative - Paycom Corporate Headquarters 7501 W. Memorial Road, Oklahoma City, OK 73142 800.580.4505

3.4 Detail your firm's experience with Payroll Services and Human Resources Information System.- Paycom was the first Payroll/HRIS provider to be developed over the internet. Paycom is the only provider that has grown 100% organically since its founding in 1998 meaning we have never acquired or partnered with a technology provider. Every product and feature we offer has been developed in-house. As of 2022, Paycom has over 40,000 clients nationwide. Paycom does not release client information on size, etc.; however, we target organizations up to 20,000 employees.

SECTION 4: SCOPE OF SERVICES

4.1 The purpose of this RFP is to find a single source to streamline and simplify the way that the County employee data is managed through a cloud based system that will interface with current systems (MUNIS and KRONOS). Systems proposed shall have self service abilities for employees/retires and administration. The services solicited in this RFP should address the stated goals for the services and include the following component areas of service.

All proposals shall include training and testing of system being proposed.

Proposers shall address at a minimum the scope of services as defined in the following:

Payroll Processing

RFP4

1. Accept a weekly completed payroll file and process weekly payroll for entire employee base, to include direct deposit and paper checks and/or any combination of both payment methods. Direct deposit must have capability to list a minimum of 3 banking transfers per employee with the ability to designate specific banking entities. **YES**
2. New banking instructions from employees shall be pre-noted with employees' banking institution prior to initiating new banking instructions to test validity of employee's banking information. **YES**
3. Provide ability to include and track taxable benefits including, but not limited to meals and personal vehicle usage. **YES**
4. Process retro check payment amounts, final checks or special pay runs that do not occur in conjunction with the standard payroll time schedule. Process to occur in a timely manner and to be paid by paper check regardless of employee's regular preference of payment

pay by department, supervisor, and/or employee. **YES**

4. Provide report or ability to self-create report for weekly deductions such as, but not limited to, deferred income accounts, and union fees by deduction type, by department, supervisor, and/or employee. List additional cost, if any to produce a downloadable excel file. **Yes , None**

5. Provide report or ability to self-create report for health insurance, dental insurance, and life insurance by the insurance provider, by billing categories, by employee for the purposes of reconciling monthly payroll deductions and/or benefits paid with monthly provider bills.

List additional cost, if any to produce a downloadable excel file. **Yes, No cost**

6. Provide report or ability to self-create report for employee deductions by employee for the purposes of reconciling monthly payroll reporting to NYS Retirement System. List additional cost, if any to produce a downloadable excel file. **Yes, No Cost**

7. Provide transmission of NYS Retirement data file. This to be quoted as an optional addition to price quote if there is a separate fee for this service. **If Tracked in Paycom – we have the ability to export report if needed.**

8. Provide payment and reporting for all garnishments, as required by a judicial determination. **Yes**

9. Provide report or ability to self-create report for the purposes of budgeting and running alternate cost scenarios for salary and benefits by department, employee, and/or general ledger account. List additional cost, if any, to produce a downloadable excel file. **Yes – Comp tracking**

10. Provide report or ability to self-create report for the purposes of grant and/or project reporting of loaded staffing cost as well as annual staff statements of total salary and benefits remuneration. List additional cost, if any, to produce a downloadable excel file. **Yes, no additional Cost**

Employee Records and Interface

1. Provide online access, upload ability, and/or other methodology for a single employee record set-up and maintenance. Recorded changes could include but are not limited to pay rate changes, position changes, union changes, address changes, benefit eligibility/elections. **Yes – we have single database**

2. Ability to distribute payroll and fringe costs to multiple general ledger cost center accounts

anniversary lists, union seniority lists, pay/hour reports by employee, department, union, job history reports, organizational reports related to all hires. **Yes**

5. Provide and/or design other specialized HR reports for recurring needs or special project purposes. **Yes**

6. Provide training and act as a resource to the County's Finance and Human Resource Departments when needed. **Yes** – Included in the cost – training whenever needed as well as best practice meetings quarterly

7. Provide self service capabilities for employees/retiree's and administration. **Yes**

RFP7

8. Support multiple benefit plan types **Yes**

Additional County Ancillary Programs

1. Human Resources Information System shall provide a solution to integrate with the current access control system for County ID Badges and facility access management with photos for County associated personnel. **Yes**

SECTION 10: ALTERNATIVES

10.1 Proposer may include in its Proposal items not specified in this RFP, which it would consider pertinent. All such alternatives must be listed separately from the Proposal and the cost thereof must be separate and itemized. **Included in the upload**

SECTION 11: INDEMNIFICATION

11.1 The successful Proposer shall defend, indemnify and save harmless the County, its employees and agents, from and against all claims, damages, losses and expenses (including without limitations, reasonable attorneys' fees) arising out of, or in consequence of, any negligent or intentional act or omission of the successful Proposer, its employees or agents, to the extent of its or their responsibility for such claims, damages, losses and expenses.

SECTION 21: AFFIRMATIVE ACTION REQUIREMENTS

21.1 It is the policy of the County of Albany that Minority Business Enterprises (MBE) and Woman Business Enterprises (WBE) are afforded the maximum opportunity to participate

APPROPRIATIONS

BUDGET LINE				DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PRO					
FOR POSITIONS ONLY								
		STATE	POSITION					
		POS. CODE	CONTROL					
A	1432	44041	10000	Computer Fees	\$631,202		\$641,202	Human Resources
TOTAL APPROPRIATIONS					<u>\$631,202</u>		<u>\$0</u>	

ESTIMATED REVENUES

BUDGET LINE				DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PRO					
FOR POSITIONS ONLY								
		STATE	POSITION					
		POS. CODE	CONTROL					
A	1432	01244	10000	Pharmaceutical Rebates	\$631,202		\$631,202	Human Resources
TOTAL REVENUES					<u>\$0</u>	<u>\$631,202</u>		
GRAND TOTAL					<u>\$631,202</u>	<u>\$631,202</u>		



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

August 10, 2023

Honorable Andrew Joyce
Chair, Albany County Legislature
112 State St, Room 710
Albany, NY, 12207

Dear Chairman Joyce:

Legislative authorization is requested in order to approve a one-time retention stipend for all non-union employees on payroll as of passage of the resolution by the Albany County Legislature. The retention stipend shall be in the amount of \$3,000, per non-union employee. The stipend aims to create equity for all non-union employees on payroll.

Please feel free to reach out with any additional questions you may have.

Sincerely,

Daniel P. McCoy
Albany County Executive



County of Albany

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

Legislation Text

File #: TMP-4443, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

Description (e.g., Contract Authorization for Information Services):
Legislative authorization for a One-Time Non-Union Retention Stipend

Date:	08/10/2023
Submitted By:	Daniel P. McCoy
Department:	County Executive's Office
Title:	County Executive
Phone:	518-447-7040
Department Rep.	Michael McLaughlin, M. David Reilly
Attending Meeting:	Michael McLaughlin, M. David Reilly

Purpose of Request:

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

CONCERNING BUDGET AMENDMENTS

Increase/decrease category (choose all that apply):

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

Increase Account/Line No.: See attached spreadsheet
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.

Original Awarding Agency / Funder:

Click or tap here to enter text.

New York State Pass-Through Agency (if applicable):

Click or tap here to enter text.

- 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: See attached spreadsheet

Appropriation Amount: Click or tap here to enter text.

Source of Funding - (Percentages)

Federal: Click or tap here to enter text.

State: Click or tap here to enter text.

County: Click or tap here to enter text.

Local: Click or tap here to enter text.

Term

Term: (Start and end date) Click or tap here to enter text.

Length of Contract: Click or tap here to enter text.

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:

Legislative authorization is requested in order to approve a one-time retention stipend for all non-union employees on payroll as of passage of the resolution by the Albany County Legislature. The retention stipend shall be in the amount of \$3,000, per non-union employee. The stipend aims to create equity for all non-union employees on payroll.

Please feel free to reach out with any additional questions you may have.

APPROPRIATIONS

BUDGET LINE					DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PRO	FOR POSITIONS ONLY					
				STATE POSITION POS. CODE CONTROL					
A9	1010	19954	10000		Enhanced Pay	\$63,000		\$63,000	Legislature
A9	1164	19954	10000		Enhanced Pay	\$3,000		\$24,000	General Services - Unified Court Administration
A9	1165	19954	10000		Enhanced Pay	\$195,000		\$347,620	District Attorney
A9	1170	19954	10000		Enhanced Pay	\$171,000		\$421,000	Public Defender
A9	1171	19954	10000		Enhanced Pay	\$45,000		\$45,000	Alternate Public Defender
A9	1172	19954	10000		Enhanced Pay	\$18,000		\$18,000	Assigned Counsel Program
A9	1173	19954	10000		Enhanced Pay	\$9,000		\$9,000	Regional Immigration Assistance Center
A9	1185	19954	10000		Enhanced Pay	\$6,000		\$6,000	Coroner
A9	1230	19954	10000		Enhanced Pay	\$39,000		\$39,000	County Executive
A9	1310	19954	10000		Enhanced Pay	\$51,000		\$51,000	Management & Budget - Finance
A9	1315	19954	10000		Enhanced Pay	\$54,000		\$54,000	Audit and Control
A9	1340	19954	10000		Enhanced Pay	\$18,000		\$268,000	Management & Budget
A9	1345	19954	10000		Enhanced Pay	\$18,000		\$18,000	General Services - Central Purchasing
A9	1355	19954	10000		Enhanced Pay	\$18,000		\$18,000	Management & Budget - Real Property Tax Agency
A9	1410	19954	10000		Enhanced Pay	\$18,000		\$58,000	Clerk
A9	1411	19954	10000		Enhanced Pay	\$9,000		\$39,000	Hall of Records
A9	1420	19954	10000		Enhanced Pay	\$102,000		\$102,000	Law
A9	1430	19954	10000		Enhanced Pay	\$21,000		\$21,000	Civil Service
A9	1432	19954	10000		Enhanced Pay	\$63,000		\$63,000	Human Resources
A9	1440	19954	10000		Enhanced Pay	\$18,000		\$18,000	General Services - Plans & Projects
A9	1450	19954	10000		Enhanced Pay	\$69,000		\$69,000	Board of Elections
A9	1610	19954	10000		Enhanced Pay	\$9,000		\$12,000	General Services - Administration
A9	1620	19954	10000		Enhanced Pay	\$21,000		\$192,000	General Services - Building Services
A9	1640	19954	10000		Enhanced Pay	\$3,000		\$6,000	General Services - Fleet Management
A9	1670	19954	10000		Enhanced Pay	\$3,000		\$12,000	General Services - Central Printing
A9	1680	19954	10000		Enhanced Pay	\$78,000		\$78,000	Management & Budget - Information Services
A9	3020	19954	10000		Enhanced Pay	\$30,000		\$46,000	E-911
A9	3110	19954	10000		Enhanced Pay	\$159,000		\$278,500	Sheriff
A9	3140	19954	10000		Enhanced Pay	\$21,000		\$312,000	Probation
A9	3150	19954	10000		Enhanced Pay	\$87,000		\$164,500	Correctional Facility
A9	3189	19954	10000		Enhanced Pay	\$9,000		\$9,000	Stop-DWI (Traffic Safety Board)
A9	3650	19954	10000		Enhanced Pay	\$9,000		\$9,000	Management & Budget - Demolitions/Stabilizations
A9	4010	19954	10000		Enhanced Pay	\$51,000		\$231,000	Health
A9	4310	19954	10000		Enhanced Pay	\$36,000		\$175,500	Mental Health
A9	4610	19954	10000		Enhanced Pay	\$9,000		\$34,500	Crime Victims & Sexual Violence Center
A9	6010	19954	10000		Enhanced Pay	\$45,000		\$455,000	Social Services
A9	6119	19954	10000		Enhanced Pay	\$27,000		\$184,500	Children, Youth and Families
A9	6510	19954	10000		Enhanced Pay	\$6,000		\$6,000	Veterans Service Bureau
A9	6610	19954	10000		Enhanced Pay	\$12,000		\$12,000	General Services - Consumer Affairs
A9	6772	19954	10000		Enhanced Pay	\$15,000		\$22,500	Aging
A9	7310	19954	10000		Enhanced Pay	\$3,000		\$8,000	Children, Youth and Families - Youth Bureau
A9	7410	19954	10000		Enhanced Pay	\$24,000		\$24,000	Parks & Recreation
A9	8020	19954	10000		Enhanced Pay	\$6,000		\$6,000	Economic Development Conservation & Planning
A9	8021	19954	10000		Enhanced Pay	\$3,000		\$3,000	Stormwater Coalition
A		0599			Appropriated Fund Balance		\$1,674,000	\$11,865,831	
D9	5010	19954	10000		Enhanced Pay	\$24,000		\$24,000	Public Works - Administration
D9	5020	19954	10000		Enhanced Pay	\$21,000		\$21,000	Public Works - Highway Engineering
D9	5110	19954	10000		Enhanced Pay	\$24,000		\$139,000	Public Works - Maintenance Roads & Buildings
D		0599			Appropriated Fund Balance		\$69,000	\$69,000	
DM9	5130	19954	10000		Enhanced Pay	\$3,000		\$25,500	Public Works - Road Machinery
DM		0599			Appropriated Fund Balance		\$3,000	\$3,000	
G9	8110	19954	10000		Enhanced Pay	\$12,000		\$17,000	Water Purification District - Administration
G9	8130	19954	10000		Enhanced Pay	\$24,000		\$129,000	Water Purification District - Sewage Treatment
G		0599			Appropriated Fund Balance		\$36,000	\$1,672,084	
NH9	6020	19954	10000		Enhanced Pay	\$51,000		\$51,000	Nursing Home
NH		0599			Appropriated Fund Balance		\$51,000	\$51,000	

TOTAL APPROPRIATIONS \$1,833,000 \$1,833,000

ESTIMATED REVENUES

BUDGET LINE					DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PRO	FOR POSITIONS ONLY					
				STATE POSITION POS. CODE CONTROL					
					TOTAL REVENUES		\$0	\$0	
					GRAND TOTAL		\$1,833,000	\$1,833,000	

APPROPRIATIONS

BUDGET LINE				DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PRO					
FOR POSITIONS ONLY				STATE POS. CODE	POSITION CONTROL			
A9	1010	19954	10000	Enhanced Pay	\$63,000		\$63,000	Legislature
A9	1164	19954	10000	Enhanced Pay	\$3,000		\$24,000	General Services - Unified Court Administration
A9	1165	19954	10000	Enhanced Pay	\$195,000		\$347,620	District Attorney
A9	1170	19954	10000	Enhanced Pay	\$171,000		\$421,000	Public Defender
A9	1171	19954	10000	Enhanced Pay	\$45,000		\$45,000	Alternate Public Defender
A9	1172	19954	10000	Enhanced Pay	\$18,000		\$18,000	Assigned Counsel Program
A9	1173	19954	10000	Enhanced Pay	\$9,000		\$9,000	Regional Immigration Assistance Center
A9	1185	19954	10000	Enhanced Pay	\$6,000		\$6,000	Coroner
A9	1230	19954	10000	Enhanced Pay	\$36,000		\$36,000	County Executive
A9	1310	19954	10000	Enhanced Pay	\$51,000		\$51,000	Management & Budget - Finance
A9	1315	19954	10000	Enhanced Pay	\$54,000		\$54,000	Audit and Control
A9	1340	19954	10000	Enhanced Pay	\$18,000		\$268,000	Management & Budget
A9	1345	19954	10000	Enhanced Pay	\$18,000		\$18,000	General Services - Central Purchasing
A9	1355	19954	10000	Enhanced Pay	\$18,000		\$18,000	Management & Budget - Real Property Tax Agency
A9	1410	19954	10000	Enhanced Pay	\$18,000		\$58,000	Clerk
A9	1411	19954	10000	Enhanced Pay	\$9,000		\$39,000	Hall of Records
A9	1420	19954	10000	Enhanced Pay	\$102,000		\$102,000	Law
A9	1430	19954	10000	Enhanced Pay	\$21,000		\$21,000	Civil Service
A9	1432	19954	10000	Enhanced Pay	\$63,000		\$63,000	Human Resources
A9	1440	19954	10000	Enhanced Pay	\$18,000		\$18,000	General Services - Plans & Projects
A9	1450	19954	10000	Enhanced Pay	\$69,000		\$69,000	Board of Elections
A9	1610	19954	10000	Enhanced Pay	\$9,000		\$12,000	General Services - Administration
A9	1620	19954	10000	Enhanced Pay	\$21,000		\$192,000	General Services - Building Services
A9	1640	19954	10000	Enhanced Pay	\$3,000		\$6,000	General Services - Fleet Management
A9	1670	19954	10000	Enhanced Pay	\$3,000		\$12,000	General Services - Central Printing
A9	1680	19954	10000	Enhanced Pay	\$78,000		\$78,000	Management & Budget - Information Services
A9	3020	19954	10000	Enhanced Pay	\$30,000		\$46,000	E-911
A9	3110	19954	10000	Enhanced Pay	\$159,000		\$278,500	Sheriff
A9	3140	19954	10000	Enhanced Pay	\$21,000		\$312,000	Probation
A9	3150	19954	10000	Enhanced Pay	\$87,000		\$164,500	Correctional Facility
A9	3189	19954	10000	Enhanced Pay	\$9,000		\$9,000	Stop-DWI (Traffic Safety Board)
A9	3650	19954	10000	Enhanced Pay	\$9,000		\$9,000	Management & Budget - Demolitions/Stabilizations
A9	4010	19954	10000	Enhanced Pay	\$51,000		\$231,000	Health
A9	4310	19954	10000	Enhanced Pay	\$36,000		\$175,500	Mental Health
A9	4610	19954	10000	Enhanced Pay	\$9,000		\$34,500	Crime Victims & Sexual Violence Center
A9	6010	19954	10000	Enhanced Pay	\$45,000		\$455,000	Social Services
A9	6119	19954	10000	Enhanced Pay	\$27,000		\$184,500	Children, Youth and Families
A9	6510	19954	10000	Enhanced Pay	\$6,000		\$6,000	Veterans Service Bureau
A9	6610	19954	10000	Enhanced Pay	\$12,000		\$12,000	General Services - Consumer Affairs
A9	6772	19954	10000	Enhanced Pay	\$15,000		\$22,500	Aging
A9	7310	19954	10000	Enhanced Pay	\$3,000		\$8,000	Children, Youth and Families - Youth Bureau
A9	7410	19954	10000	Enhanced Pay	\$24,000		\$24,000	Parks & Recreation
A9	8020	19954	10000	Enhanced Pay	\$6,000		\$6,000	Economic Development Conservation & Planning
A9	8021	19954	10000	Enhanced Pay	\$3,000		\$3,000	Stormwater Coalition
A		0599		Appropriated Fund Balance		\$1,671,000		
D9	5010	19954	10000	Enhanced Pay	\$24,000		\$24,000	Public Works - Administration
D9	5020	19954	10000	Enhanced Pay	\$21,000		\$21,000	Public Works - Highway Engineering
D9	5110	19954	10000	Enhanced Pay	\$24,000		\$139,000	Public Works - Maintenance Roads & Buildings
D		0599		Appropriated Fund Balance		\$69,000		
DM9	5130	19954	10000	Enhanced Pay	\$3,000		\$25,500	Public Works - Road Machinery
DM		0599		Appropriated Fund Balance		\$3,000		
A	A	00599		Appropriated Fund Balance		\$36,000		
G	G	00599		Appropriated Fund Balance	\$36,000			
G9	8110	19954	10000	Enhanced Pay	\$12,000		\$17,000	Water Purification District - Administration
G9	8130	19954	10000	Enhanced Pay	\$24,000		\$129,000	Water Purification District - Sewage Treatment
G		0599		Appropriated Fund Balance		\$36,000	\$1,672,084	
NH9	6020	19954	10000	Enhanced Pay	\$51,000		\$51,000	Nursing Home
NH		0599		Appropriated Fund Balance		\$51,000	\$51,000	
TOTAL APPROPRIATIONS					\$1,866,000	\$1,866,000		

ESTIMATED REVENUES

BUDGET LINE				DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PRO					
FOR POSITIONS ONLY				STATE POS. CODE	POSITION CONTROL			
TOTAL REVENUES					\$0	\$0		
GRAND TOTAL					\$1,866,000	\$1,866,000		