

County of Albany

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



Meeting Agenda

Thursday, August 29, 2024

6:00 PM

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

Personnel Committee

PREVIOUS BUSINESS:

1. APPROVING PREVIOUS MEETING MINUTES
2. AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES REGARDING HEALTH INSURANCE BENEFITS FOR RETIREES
3. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "K" FOR 2024: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK CREATING CHAPTER 202 OF THE ALBANY COUNTY CODE, PROHIBITING THE USE OF EMPLOYMENT PROMISSORY NOTES AND OTHER SIMILAR PROVISIONS
4. LOCAL LAW NO. "K" FOR 2024: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK CREATING CHAPTER 202 OF THE ALBANY COUNTY CODE, PROHIBITING THE USE OF EMPLOYMENT PROMISSORY NOTES AND OTHER SIMILAR PROVISIONS

CURRENT BUSINESS:

5. APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES AND 1199 SEIU SHAKER PLACE REHABILITATION AND NURSING CENTER COLLECTIVE BARGAINING UNIT AND AMENDING THE 2024 ALBANY COUNTY BUDGET

County of Albany

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



Meeting Minutes

Thursday, July 25, 2024

6:00 PM

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

Personnel Committee

PREVIOUS BUSINESS:

Present: Lynne Lekakis, Sean E. Ward, Gilbert F. Ethier, Samuel I. Fein, Raymond F. Joyce, Jeffrey D. Kuhn and Merton D. Simpson

Excused: Todd A. Drake and Mark E. Grimm

1. APPROVING PREVIOUS MEETING MINUTES

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

2. AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES REGARDING HEALTH INSURANCE BENEFITS FOR RETIREES

This proposal was tabled at the request of the Sponsor.

CURRENT BUSINESS:

3. PUBLIC HEARING ON PROPOSED LOCAL LAW NO. "K" FOR 2024: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK CREATING CHAPTER 202 OF THE ALBANY COUNTY CODE, PROHIBITING THE USE OF EMPLOYMENT PROMISSORY NOTES AND OTHER SIMILAR PROVISIONS

This proposal was tabled at the request of the Sponsor.

4. LOCAL LAW NO. "K" FOR 2024: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK CREATING CHAPTER 202 OF THE ALBANY COUNTY CODE, PROHIBITING THE USE OF EMPLOYMENT PROMISSORY NOTES AND OTHER SIMILAR PROVISIONS

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

5. CONFIRMING THE APPOINTMENT OF THE DIRECTOR OF CRIME VICTIMS AND SEXUAL VIOLENCE CENTER

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

6. CONFIRMING THE APPOINTMENT OF THE DIRECTOR OF THE DEPARTMENT OF CIVIL SERVICE

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

7. CONFIRMING THE APPOINTMENT OF A MEMBER TO THE ALBANY COUNTY ETHICS COMMISSION

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

LOCAL LAW NO. “K” FOR 2024

A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK CREATING CHAPTER 202 OF THE ALBANY COUNTY CODE, PROHIBITING THE USE OF EMPLOYMENT PROMISSORY NOTES AND OTHER SIMILAR PROVISIONS

Introduced: 7/8/24

By McLean Lane and Willingham:

A Local Law creating Chapter 202 of the Albany County Code, entitled **Labor**, and Article 1 of such Chapter, entitled **Employment Promissory Notes**, to prohibit the use of employment promissory notes and other similar provisions in Albany County.

BE IT ENACTED by the Albany County Legislature as follows:

Section 1. Chapter Creation.

Chapter 202, **Labor** is hereby created.

Chapter 202, Article I, **Employment Promissory Notes**, is hereby created.

Section 2. § 202-1, Title.

This Local Law shall be known as the “Albany County Trapped at Work Law.”

Section 3. § 202-2, Legislative Intent.

Workers’ ability to change jobs freely is critical to their economic liberty as well as to creating a thriving and innovative economy in the County of Albany.

A key tenet of worker protections and empowerment is that the cost of any training required by an employer to perform a job should be borne by the employer who ultimately stands to financially benefit from a well-trained workforce.

Employment provisions that indebt workers to their former employers upon separation for the cost of training reduce those workers’ professional mobility, create obstacles toward financial security, and stifle the County economy.

Therefore, this legislature finds it necessary to prohibit the use of employment promissory notes and other similar provisions to protect workers in Albany County from employment-based debts by ensuring that employers bear the expenses for training they require for their workers.

Section 4. § 202-3, Definitions.

1. “Employer” means any individual, partnership, association, corporation, limited liability company, trust, government or government subdivision, or organized group that hires or contracts with a worker to work for the employer.
 - (a) “Employer” includes any subsidiary of an employer and any individual, partnership, association, corporation, limited liability company, trust, government or government subdivision, or organized group associated with an employer that provides training to workers.
2. “Worker” means any individual who is permitted to work for or on behalf of an employer.
 - (a) “Worker” includes any employee, independent contractor, extern, intern, volunteer, apprentice, sole proprietor who provides a service or services to an employer or to a client or customer of an employer on behalf of such employer, or individual who provides service through a business or nonprofit entity or association.
 - (b) “Worker” shall not include an individual whose sole relationship with an employer is as a vendor of goods, even if the individual performs incidental service for the employer.
3. “Employment promissory note” means any instrument, agreement, or contract provision that requires a worker to pay the employer, or their agent or assignee, a sum of money if the worker leaves such employment before the passage of a stated period of time.
 - (a) “Employment promissory note” includes any such instrument, agreement, or contract provision which states such payment of moneys constitutes reimbursement or training provided to the worker by the employer or a third party.

Section 5. § 202-4, Scope.

1. This article supersedes common law only to the extent that it applies to an employment promissory note but otherwise does not affect principles of law and equity consistent with this article.
2. The rights and remedies provided pursuant to this article shall be in addition to, and shall not supersede, any other rights and remedies provided by statute or common law.

Section 6. § 202-4, Prohibiting the Use of Employment Promissory Notes.

1. No employer may require, as a condition of employment, any worker or prospective worker to execute an employment promissory note. The execution of an employment promissory note as a condition of employment is against public policy and any such note shall be void. If any such note is part of a larger agreement, the invalidity of such note shall not affect the other provisions of such agreement.
2. Nothing in this section shall prohibit or render void or unenforceable any agreement between a worker and an employer that:
 - (a) requires the worker to repay the employer any sums advanced to such worker by the employer, unless such sums were used to pay for training related to the worker's employment with the employer;
 - (b) requires the worker to pay the employer for any property it has sold or leased to such worker;
 - (c) requires educational personnel to comply with any terms or conditions of sabbatical leaves granted by their employers; or
 - (d) is entered into as part of a program agreed to by the employer and its workers' collective bargaining representative.

Section 7. § 202-5, Enforcement and Penalties.

1. Any employer found to have violated this article shall be fined not less than \$1,000 and not more than \$5,000 for each violation. Each worker or prospective worker whom an employer required to execute an employment promissory note or against whom an employer seeks to enforce such a note shall constitute a separate violation of this article.
2. Any worker or prospective worker for whom an employer requires execution of an employment promissory note as a condition of employment or against whom an employer seeks to enforce such a note may bring an action against such employer to recover actual damages or \$5,000, whichever is greater, and injunctive relief. In the event of a successful action, the court shall award any plaintiff reasonable costs and attorney fees.

Section 8. Severability.

If any clause, sentence, paragraph, section, subdivision, or other part of this local law or its application shall be adjudged by a 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 which shall remain in full force and effect except as limited by such order or judgment.

Section 9. SEQRA Compliance.

This County Legislature determines that this local law constitutes a “Type II action” pursuant to the provisions of the State Environmental Quality Review Act (SEQRA), and that no further action under SEQRA is required.

Section 10. Effective Date.

This local law shall take effect immediately following its filing with the Office of the Secretary of State.

RESOLUTION NO. 419

PUBLIC HEARING ON PROPOSED LOCAL LAW NO. “K” FOR 2024: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK CREATING CHAPTER 202 OF THE ALBANY COUNTY CODE, PROHIBITING THE USE OF EMPLOYMENT PROMISSORY NOTES AND OTHER SIMILAR PROVISIONS

Introduced: 7/8/24

By McLean Lane and Willingham:

RESOLVED, By the County Legislature of the County of Albany that a public hearing on proposed Local Law No. “K” for 2024, “A Local Law of the County of Albany, New York Creating Chapter 202 of the Albany County Code, Prohibiting the Use of Employment Promissory Notes and Other Similar Provisions” to be held by the Albany County Legislature at 7:15 p.m. on Tuesday, July 23, 2024, 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.



Daniel P. McCoy
County Executive

Mark S. Olsen
Executive Director

July 29th, 2024

The Honorable Joanne Cunningham
Chairwoman, Albany County Legislature
Legislative Clerk's Office
112 State Street, Suite 710
Albany, New York 12207

Dear Chairwoman Cunningham:

Shaker Place Rehabilitation and Nursing Center (SPRNC) respectfully request approval of a Memorandum of Agreement (MOA) with 1199 SEIU United Healthcare Worker's East (1199 SEIU). The MOA was negotiated to settle the collective bargaining agreement (CBA) between 1199 SEIU and the County of Albany. The term of the CBA will commence January 1st, 2024 and end December 31st, 2027.

Please find attached for review the signed MOA between SPRNC and 1199 SEIU. The 1199 bargaining unit consists of the majority of direct care worker titles at SPRNC. This includes Registered Nurse (RN), Licensed Practical Nurses (LPN) and Certified Nursing Assistants (CNA). These titles are counted towards the New York State Public Health Law and Regulations minimum staffing standard of 3.5 hours of care per resident day, at least 2.2 hours provided by a CNA and at least 1.1 hours provided by a licensed nurse. Along with the direct care workers, this MOA covers many support service departments main line staff such as Food Service Helpers, Cooks and Assistant Cooks, Environmental Service Aides, Physical and Occupational Aides and Maintenance Titles.

If any additional information is required, please do not hesitate to contact me.

Sincerely,

Mark S. Olsen
Executive Director

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





County of Albany

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

Legislation Text

File #: TMP-5716, **Version:** 1

REQUEST FOR LEGISLATIVE ACTION

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

APPROVING A MEMORANDUM OF AGREEMENT WITH 1199 SEIU COLLECTIVE BARGAINING UNIT AT SHAKER PLACE REHABILITATION AND NURSING CENTER AND AMENDING THE 2024 ALBANY COUNTY BUDGET.

Date: 7/24/2024
Department: SHAKER PLACE REHABILITATION AND NURSING CENTER
Attending Meeting: MARK S. OLSEN
Submitted By: SHAWN THELEN
Title: DEPUTY EXECUTIVE DIRECTOR
Phone: 518-447-7108

Purpose of Request: Contract Authorization 1/1/2024 thru 12/31/2027

CONTRACT TERMS/CONDITIONS:

Party Names and Addresses: 1199 SEIU
33 TECH VALLEY DRIVE, SUITE 101
EAST GREENBUSH, NEW YORK 12061

Term: (Start/end date or duration) 1/1/2024 THRU 12/31/2027
Amount/Raise Schedule/Fee: Enter text.

BUDGET INFORMATION:

Is there a Fiscal Impact: Yes No
Anticipated in Budget: Yes No
Spreadsheet attached: Yes No

Source of Funding - (Percentages)

Federal: 0 County: 100
State: 0 Local: 0

County Budget Accounts:

Revenue Account and Line: See Attached Spreadsheets
Revenue Amount: See Attached Spreadsheets
Appropriation Account and Line: See Attached Spreadsheets
Appropriation Amount: See Attached Spreadsheets

ADDITIONAL INFORMATION:

Mandated Program/Service: Yes No
If Mandated, Cite Authority: Enter text.
Request for Bids / Proposals:
 Competitive Bidding Exempt: Yes No
 # of Response(s): Enter text.
 # of MWBE: Enter text.
 # of Veteran Business: Enter text.
Bond Resolution No.: Enter text.
Apprenticeship Program Yes No

Previous requests for Identical or Similar Action:
Resolution/Law Number and Date: Enter text.

DESCRIPTION OF REQUEST: (state briefly why legislative action is requested)

Shaker Place Rehabilitation and Nursing Center (SPRNC) respectfully request approval of a Memorandum of Agreement (MOA) with 1199 SEIU United Healthcare Worker’s East (1199 SEIU). The MOA was negotiated to settle the collective bargaining agreement (CBA) between 1199 SEIU and the County of Albany. The term of the CBA will commence January 1st, 2024 and end December 31st, 2027.

**MEMORANDUM OF AGREEMENT BY AND BETWEEN ALBANY COUNTY AND 1199 SEIU
UNITED HEALTH CARE WORKER'S EAST**

This memorandum of Agreement by and between the County of Albany ("County" and the 1199 ("Union") sets forth the full agreement of the parties to a successor agreement for the period January 1, 2019- December 31, 2023, for the period January 1, 2024-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 2 Section 1A

Modify hours worked to reflect the current number of hours: modify: 35 to 37.5; modify 70 hours to 75 hours. Part time employment hours to increase from 19 to 22.5 hours per week.

Article 7 Section 1:

Probationary Employee Period shall be 90 days maximum for probationary employees.

Article 10 – Section 4-a –

Remove section 4-a regarding scheduling as agreed.

Article 11

Shift Differential

- a. Evening Shift & Night Shift:

Shift Differential shall increase to \$1.50 per hour for designated hours worked per the previous collective Bargaining Agreement.

b. Weekend:

Add: a \$2.00 per hour shift differential for hours worked on weekend shifts.

Weekend Shift shall be defined as running from the start of the day shift on Saturday through the end of the night shift on Sundays.

Article 13 Overtime and workweek Add: Section 9 Hours -

a. All Bargaining Unit Members shall move to a Thirty-Seven and One Half (37.5) hour work week.

b. The work schedule shall be an eight (8) hour shift with a thirty minute (30) unpaid meal period and two fifteen (15) minute paid rest periods.

Article 18 Section 8 Disciplinary Action -

County agrees to modify the maximum amount of days from Thirty (30) to Fifteen (15).

Article 19 Personal leave days

Modify language regarding the number of personal days earned to four (4) days. (Earned as a weekly accrual). Employees who earn higher than nine personal days per the previous contract shall be grandfathered in under the old terms.

Personal days do not roll over year to year.

Article 20 Section 1 - Holidays:

Add Juneteenth to list of recognized holidays.

Article 20 Section 4

Add: Management and designated members of the Union shall meet annually to discuss the shift assignments and the rotation of holidays.

Appendix A Salaries General Annual COLA increases follows:

1. 2024 all employees receive a 3% increase; In addition, converting the Employees work week from Forty (40) hours to Thirty- Seven and one Half (37.5) hours from, will result in an additional one-time 6.7% increase to the hourly rate.
2. 2025 all employees receive a 3% increase;
3. 2026 all employees receive a 3% increase;
4. 2027 all employees receive a 3% increase;

Increases to Specific Titles:

1. Effective January 1st, 2024, hourly rates for the titles listed below shall be increased according to the chart below for new hires.
2. The new hourly rate for current employees, effective upon signature of this contract, shall be either the hourly rates listed below, based on the employee's years of service; OR the employee's current hourly rate at the time of the contract signature plus all agreed upon increases detailed in Section 1 of this "Appendix a".

C.N.A.	Base
New 2024	\$ 20.00
0-5 Years	\$ 20.60
6-10 Years	\$ 21.11
11-15 Years	\$ 21.37
16-20 Years	\$ 21.63
21+ Years	\$ 23.16

LPN	Base
New 2024	\$ 27.75
0-5 Years	\$ 28.58
6-10 Years	\$ 29.09
11-15 Years	\$ 29.35
16-20 Years	\$ 29.61
21+ Years	\$ 31.14

COTA/PTA	Base
New 2024	\$ 24.75
0-5 Years	\$ 25.49
6-10 Years	\$ 26.00
11-15 Years	\$ 26.26
16-20 Years	\$ 26.52
21+ Years	\$ 28.05

Dietary, Housekeeping, Grounds, Laborers	Base
New 2024	\$ 16.25
0-5 Years	\$ 16.74
6-10 Years	\$ 17.25
11-15 Years	\$ 17.51
16-20 Years	\$ 17.77
21+ Years	\$ 19.30

Activities/Asst. Cook	Base
New 2024	\$ 17.63
0-5 Years	\$ 18.16
6-10 Years	\$ 18.67
11-15 Years	\$ 18.93
16-20 Years	\$ 19.19
21+ Years	\$ 20.72

Cooks	Base
New 2024	\$ 22.52
0-5 Years	\$ 22.92
6-10 Years	\$ 23.43
11-15 Years	\$ 23.69

16-20 Years	\$ 23.95
21+ Years	\$ 25.48

Maintenance

Title:	Boiler Maintenance Mechanics	Painter	Electrician	Plumber	Seamstress
New 2024	\$21.02	\$ 21.4900	\$ 33.45	\$26.00	\$16.00
0-5 Years	\$21.57	\$ 22.5500	\$ 34.29	\$26.45	\$16.58
6-10 Years	\$22.63	\$ 23.2500	\$ 35.33	\$27.25	\$16.96
11-15 Years	\$23.31	\$ 24.1200	\$ 36.76	\$28.35	\$17.35
16-20 Years	\$24.14	\$ 24.8200	\$ 37.94	\$29.26	\$18.03
21+ Years	\$24.87	\$ 25.5600	\$ 39.07	\$30.13	\$18.57

Experience pay scale - County can offer prospective employees with relevant work experience similar pay rate as current employees with commensurate work experience as approved by the Director or their designee.

2. **Longevity** - Modify current schedule to the following:

NOTE: Longevity shall be converted to an hourly rate of pay and added to the Employee's regular weekly pay. Longevity shall continue to be based on their years of service in accordance with the below New Longevity Scale and in Accordance with the attached salary chart.

New Schedule Effective January 1, 2024

Years of Completed Service	Amount
3-4 years	\$150.00
5-6 years	\$500.00
7-9 years	\$1,000.00
10-14 years	\$1,500.00
15-19 years	\$2,000.00
20+	\$5,000.00

Longevity Hourly Rate of Pay (Projecting 1950 hours worked per annum):

Years of Completed Service	Amount
3-4 years	$\$150.00/1950 = \0.07692 per hour
5-6 years	$\$500.00/1950 = \0.2564 per hour
7-9 years	$\$1,000.00/1950 = \0.5128 per hour
10-14 years	$\$1,500.00/1950 = \0.7692 per hour
15-19 years	$\$2,000.00/1950 = \1.0256 per hour
20+	$\$5,000.00/1950 = \2.5641 per hour

Previous/Current Schedule (ended 12/31/23)

0-10 years	None
10-14 years	\$1,000.00
15-19 years	\$1,350.00
20-24 years	\$1,800.00
25+	\$2,350.00

Article 22 Section 1 Modify Bereavement language as follows:

Increase the number of consecutive days for the death of immediate family to five (5) and three consecutive (3) for extended family.

Article 27 Section 8 Health Insurance -

New: Any eligible employee who retires with fifteen (15) continuous years of service with the County at the time of retirement shall be eligible for healthcare benefits through the County upon retirement.”

Article 31 Section 2: Uniforms

The uniform allowance shall be replaced with a Safety Shoe Program allowance for the purchase of certified appropriate footwear through “shoes for Crews” website or an equivalent program/website. The annual \$160 maximum safety shoe allowance per employee shall be administered through the facility which will place the orders and pay the invoices. All footwear worn by Employees shall be ordered through this process. Only certified and approved footwear shall be worn by Employees of the Nursing Home in accordance with industry safety standards.

Add: Management and Designated Union Members shall meet annually to review and discuss the matter of uniforms.

Article 50: DURATION

Term: The term of this Agreement shall run from January 1, 2024 through December 31, 2027.

Article 51 Sick Leave: (New Article)

Sick Leave

1. Sick leave shall be used to cover an absence from work necessitated by an employee’s illness. Sick leave may be used to cover absences necessitated by

scheduled visits to licensed care providers (e.g. doctors, physical therapists, dentists, optometrists, etc.)

- a. **Amount Earned and Maximum Accrual** - Fulltime Employees shall earn leave at the rate of ten (10) days per year, up to a maximum accumulation of two hundred days. Part-time employees (at least 19 hours per week) shall receive a pro-rated amount of sick leave, When the 200 hour cap is reached, no additional sick leave shall accrue until the employee uses his or her sick leave causing the balance to fall below the maximum. Employees shall be permitted to use a maximum of one hundred and sixty five (165) days to use as a credit for health insurance in retirement pursuant to New York State 41-J rules.
 - b. **Minimum Charge Increment** – Sick leave shall be charged in increments not less than one-quarter hour.
 - c. **Notice** – Employees should submit a request to use sick leave as soon as the need to take leave is known. When the need to use sick leave to care for oneself is unforeseen, the employee must telephone or otherwise contact his or her supervisor within one hour of his or her scheduled start time and indicate the need to use sick leave.
 - d. **Medical Certification**- The County may request satisfactory proof of illness for an absence from a medical professional for any absences of three (3) workdays or more.
2. **Advance sick leave:** Advance sick leave is a discretionary loan of regular sick leave that is paid back to the County through the normal sick leave accrual process.

Advanced sick leave may be granted, at the discretion of the Nursing Home Director or their designee, to an employee absent from work due to personal illness who has exhausted all accumulated sick, personal, vacation, floating holiday and compensatory time leave credits. The notice and approval requirements, the medical certification requirements and the FMLA leave coordination requirements of regular sick leave apply to advanced sick leave.

1. **Eligibility.** To be eligible for advanced sick leave an employee must first complete:
 - (a) One year of full-time service,
 - (b) Two years of part-time service, or
 - (c) An equivalent combination of full and part-time service.
2. **Maximum Amount Advance.** Sick leave may be advanced to a maximum of thirteen (13) days.
3. **Minimum Charge Increment.** Advanced sick leave may be charged in increments of no less than a full workday. Advanced sick leave shall only be used to cover absences associated with an illness.
4. **Repayment of Advanced Sick Leave.** Upon an employee's return to work, the negative sick leave balance is reduced each week through application of newly accrued sick leave credits. Employees so reducing a negative sick leave balance shall use vacation, personal and other leave credits to cover subsequent absences due to illness until their sick leave account again shows a positive balance.
5. **Negative Balance at Separation.** In accepting a grant of advance sick leave, an employee agrees to the following repayment requirements if a negative leave balance remains upon his or her separation from County service. An employee with a negative sick balance at his or her separation from County service shall reimburse the County the money value of such unrepaid advanced sick leave through a deduction to his or her final paycheck. If a full recovery of the value of the negative leave balance cannot be made from the employee's final paycheck, the

value will be recorded and payment demanded upon the former employee's return to County service. This shall not limit the County's ability to take additional/alternate collection action against former employees in situations it deems appropriate.

1. **Sick Leave at Half Pay.** A full-time employee with at least one year of County service may petition the Commissioner of the Department of Human Resources for sick leave at half pay only if: (a) the employee is absent from work due to personal illness unrelated to an occupational accident or disease, and (b) has exhausted all accumulated sick, personal, floating holiday and vacation leave credits, and (c) has exhausted the maximum grant of advanced sick leave, and (d) is not receiving benefits from any employer paid disability insurance program. Unlike advance sick leave, sick leave at half pay need not be paid back by the employee. Additional information concerning eligibility, application procedures, limitations and requirements, and factors considered by the Commissioner of the Department of Human Resources in deciding whether or not to grant sick leave at half pay may be found in the Department of Human Resources. Employees have the option of applying for sick leave at half pay or donated leave, but not both.

A. Maximum Grant. The maximum grant of sick leave at half pay shall be the greater of the following:

1. Thirty (30) work days of sick leave at half pay, or
2. Twenty (20) work days of sick leave at half pay for each completed year of continuous County service, minus any previous grant of sick leave at half pay since entry into County service.

B. Health Insurance Continuation when on Sick Leave at Half Pay. Employees granted sick leave at half pay are responsible for 50% of their health insurance premium costs.

2. **Donated Leave Program.** An employee absent from work, due to personal illness or due to the need to provide care to an immediate family member (as defined by FMLA) suffering from a serious health condition, and who has exhausted all accumulated sick, personal, floating holiday, compensatory time

and vacation leave credits may apply to the Department of Human

Resources to participate in the Albany County Leave Donation Program. This program authorizes the County to solicit an employee's coworkers for the donation of personal, vacation and (in some instances) compensatory time credits to be transferred to the requesting employee's sick leave account. Leave donation is a voluntary program and an eligible employee may elect not to participate. Information regarding eligibility, application procedures, limitations, and requirements may be obtained from the Department of Human Resources.

Donated leave cannot be used in conjunction with Sick Leave at half pay.

Quarantine language - If an Employee, who is not ill themselves is required to remain absent because of quarantine and presents a written statement of the local health office proving the necessity of such absence they shall be granted leave with pay for the period of their required absence, without charge to accumulated sick leave, vacation or overtime credits. Prior to return to duty, such employee may be required to submit a written statement from a local health officer having jurisdiction that their return to duty will not jeopardize the health of the other employees.

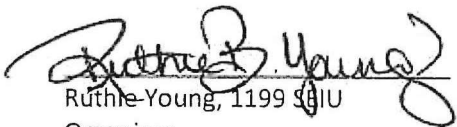
IN WITNESS WHEREOF, the parties hereto have caused this MOU to be signed by their respective representatives on this 30 day of July 2024.

THE COUNTY OF ALBANY

1199 SEIU UNITED HELATH CARE WORKERS EAST




Peter Apostol, Esq.
Director of Employee Relations

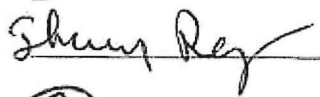



Ruthie Young, 1199 SEIU
Organizer
1199 SEIU United Health Care Worker's



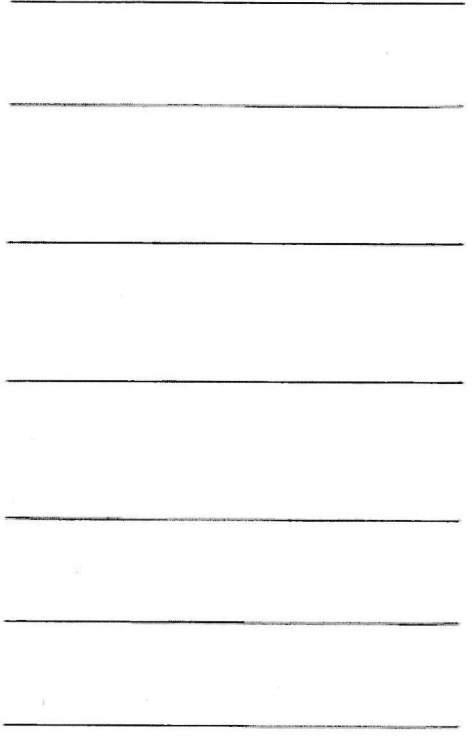
Mark Olsen
Executive Director
Albany County Nursing Home



Asha Romero
East




Sherry Ray



ACCOUNT NO.	RESOLUTION DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
NR020	13130	64010 CER OF NURSING SERV	\$	3,007	\$ 129,038 Shaker Place Rehabilitation and Nursing Center
NR020	13130	64012 ADHERING DIRECTOR	\$	2,889	\$ 92,116 Shaker Place Rehabilitation and Nursing Center
NR020	13132	64014 LICENSED PRACTICAL N	\$	1,059	\$ 39,492 Shaker Place Rehabilitation and Nursing Center
NR020	13132	64012 LICENSED PRACTICAL N	\$	1,059	\$ 39,492 Shaker Place Rehabilitation and Nursing Center
NR020	13132	64012 LICENSED PRACTICAL N	\$	1,378	\$ 47,746 Shaker Place Rehabilitation and Nursing Center
NR020	13132	64015 LICENSED PRACTICAL N	\$	1,454	\$ 49,897 Shaker Place Rehabilitation and Nursing Center
NR020	13132	64019 LICENSED PRACTICAL N	\$	1,614	\$ 53,122 Shaker Place Rehabilitation and Nursing Center
NR020	13132	64018 LICENSED PRACTICAL N	\$	2,151	\$ 70,296 Shaker Place Rehabilitation and Nursing Center
NR020	13132	64019 LICENSED PRACTICAL N	\$	2,320	\$ 76,405 Shaker Place Rehabilitation and Nursing Center
NR020	13132	64078 LICENSED PRACTICAL N	\$	3,762	\$ 125,803 Shaker Place Rehabilitation and Nursing Center
NR020	13132	64017 LICENSED PRACTICAL N	\$	3,996	\$ 132,207 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64023 NURSING ASSISTANT	\$	285	\$ 9,502 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64028 NURSING ASSISTANT	\$	289	\$ 9,603 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64026 NURSING ASSISTANT	\$	314	\$ 10,329 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64024 NURSING ASSISTANT	\$	1,209	\$ 39,875 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64033 NURSING ASSISTANT	\$	1,488	\$ 49,269 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64021 NURSING ASSISTANT	\$	1,597	\$ 52,503 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64042 NURSING ASSISTANT	\$	1,802	\$ 59,148 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64019 NURSING ASSISTANT	\$	1,844	\$ 60,426 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64034 NURSING ASSISTANT	\$	2,052	\$ 68,833 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64037 NURSING ASSISTANT	\$	2,210	\$ 73,743 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64079 NURSING ASSISTANT	\$	2,211	\$ 73,744 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64032 NURSING ASSISTANT	\$	2,555	\$ 84,269 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64035 NURSING ASSISTANT	\$	2,555	\$ 84,269 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64018 NURSING ASSISTANT	\$	2,555	\$ 84,269 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64024 NURSING ASSISTANT	\$	2,864	\$ 94,564 Shaker Place Rehabilitation and Nursing Center
NR020	15112	64026 NURSING ASSISTANT	\$	2,764	\$ 91,297 Shaker Place Rehabilitation and Nursing Center
NR020	15116	64043 SR NURSING ASSISTANT	\$	2,559	\$ 84,960 Shaker Place Rehabilitation and Nursing Center
NR020	15116	64045 SR NURSING ASSISTANT	\$	2,919	\$ 95,960 Shaker Place Rehabilitation and Nursing Center
NR020	15116	64042 SR NURSING ASSISTANT	\$	3,090	\$ 101,131 Shaker Place Rehabilitation and Nursing Center
NR020	15116	64044 SR NURSING ASSISTANT	\$	3,381	\$ 111,622 Shaker Place Rehabilitation and Nursing Center
NR020	15151	64074 OCCUPATIONAL THERAPY	\$	1,029	\$ 33,649 Shaker Place Rehabilitation and Nursing Center
NR020	15151	64076 OCCUPATIONAL THERAPY	\$	3,196	\$ 103,318 Shaker Place Rehabilitation and Nursing Center
NR020	15151	64075 OCCUPATIONAL THERAPY	\$	3,823	\$ 124,745 Shaker Place Rehabilitation and Nursing Center
NR020	15151	64073 OCCUPATIONAL THERAPY	\$	3,824	\$ 124,746 Shaker Place Rehabilitation and Nursing Center
NR020	15155	64075 OCCUPATIONAL THERAPY	\$	4,053	\$ 133,175 Shaker Place Rehabilitation and Nursing Center
NR020	15155	64078 PHYSICAL THERAPY AST	\$	1,917	\$ 62,230 Shaker Place Rehabilitation and Nursing Center
NR020	15155	64079 PHYSICAL THERAPY AST	\$	3,696	\$ 121,720 Shaker Place Rehabilitation and Nursing Center
NR020	15291	64001 LTA LEADER	\$	33	\$ 1,041 Shaker Place Rehabilitation and Nursing Center
NR020	15291	64001 LTA LEADER	\$	1,190	\$ 37,647 Shaker Place Rehabilitation and Nursing Center
NR020	15291	64009 LTA LEADER	\$	4,497	\$ 145,537 Shaker Place Rehabilitation and Nursing Center
NR020	17115	64052 ELECTRICIAN	\$	5,436	\$ 178,907 Shaker Place Rehabilitation and Nursing Center
NR020	17123	64074 PAINTER	\$	2,607	\$ 84,487 Shaker Place Rehabilitation and Nursing Center
NR020	17125	64076 PLUMBER	\$	4,269	\$ 139,499 Shaker Place Rehabilitation and Nursing Center
NR020	18006	64090 COOK	\$	691	\$ 22,482 Shaker Place Rehabilitation and Nursing Center
NR020	18006	64096 COOK	\$	1,678	\$ 54,643 Shaker Place Rehabilitation and Nursing Center
NR020	18006	65005 COOK	\$	1,745	\$ 56,118 Shaker Place Rehabilitation and Nursing Center
NR020	18006	64093 COOK	\$	3,096	\$ 100,378 Shaker Place Rehabilitation and Nursing Center
NR020	18008	64099 ASSISTANT COOK	\$	264	\$ 8,597 Shaker Place Rehabilitation and Nursing Center
NR020	18008	64001 ASSISTANT COOK	\$	497	\$ 16,000 Shaker Place Rehabilitation and Nursing Center
NR020	18016	64004 FOOD SERVICE HELPER	\$	41	\$ 1,346 Shaker Place Rehabilitation and Nursing Center
NR020	18016	64018 FOOD SERVICE HELPER	\$	147	\$ 4,752 Shaker Place Rehabilitation and Nursing Center
NR020	18016	64025 FOOD SERVICE HELPER	\$	288	\$ 9,289 Shaker Place Rehabilitation and Nursing Center
NR020	18016	64030 FOOD SERVICE HELPER	\$	481	\$ 15,478 Shaker Place Rehabilitation and Nursing Center
NR020	18016	64037 FOOD SERVICE HELPER	\$	495	\$ 15,890 Shaker Place Rehabilitation and Nursing Center
NR020	18016	64014 FOOD SERVICE HELPER	\$	727	\$ 23,241 Shaker Place Rehabilitation and Nursing Center
NR020	18016	64032 FOOD SERVICE HELPER	\$	1,550	\$ 49,854 Shaker Place Rehabilitation and Nursing Center
NR020	18017	64042 FOOD SERVICE HELPER	\$	244	\$ 7,795 Shaker Place Rehabilitation and Nursing Center
NR020	18110	64068 BOILER & MANT MECH	\$	2,587	\$ 82,527 Shaker Place Rehabilitation and Nursing Center
NR020	18110	64077 BOILER & MANT MECH	\$	2,290	\$ 73,533 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64028 ENVIRONMENTAL SERVICE ADE	\$	129	\$ 4,123 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64030 ENVIRON SERVICE ADE	\$	147	\$ 4,752 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64051 ENVIRON SERVICE ADE	\$	226	\$ 7,333 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64036 ENVIRON SERVICE ADE	\$	268	\$ 8,639 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64032 ENVIRON SERVICE ADE	\$	481	\$ 15,508 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64034 ENVIRON SERVICE ADE	\$	440	\$ 14,045 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64037 ENVIRON SERVICE ADE	\$	491	\$ 15,598 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64041 ENVIRON SERVICE ADE	\$	691	\$ 21,995 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64027 ENVIRON SERVICE ADE	\$	856	\$ 27,371 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64059 ENVIRON SERVICE ADE	\$	871	\$ 27,978 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64022 ENVIRON SERVICE ADE	\$	885	\$ 28,090 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64040 ENVIRON SERVICE ADE	\$	1,414	\$ 45,278 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64023 ENVIRON SERVICE ADE	\$	1,417	\$ 45,321 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64026 ENVIRONMENTAL SERVICE ADE	\$	1,426	\$ 45,720 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64038 ENVIRON SERVICE ADE	\$	1,426	\$ 45,720 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64022 ENVIRONMENTAL SERVICE ADE	\$	1,426	\$ 45,720 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64046 ENVIRON SERVICE ADE	\$	1,487	\$ 47,791 Shaker Place Rehabilitation and Nursing Center
NR020	18120	64020 ENVIRON SERVICE ADE	\$	1,854	\$ 59,158 Shaker Place Rehabilitation and Nursing Center
NR020	18121	64019 ENVIRONMENTAL SERVICE ADE PAR S	\$	318	\$ 10,240 Shaker Place Rehabilitation and Nursing Center
NR020	18121	64020 ENVIRONMENTAL SERVICE ADE PAR S	\$	415	\$ 13,297 Shaker Place Rehabilitation and Nursing Center
NR020	18135	64081 GROUNDS PERSON	\$	3,152	\$ 101,822 Shaker Place Rehabilitation and Nursing Center
NR020	18135	64004 GROUNDS PERSON	\$	2,236	\$ 72,822 Shaker Place Rehabilitation and Nursing Center
NR020	18055	64075 SEAMSTRESS	\$	1,880	\$ 60,402 Shaker Place Rehabilitation and Nursing Center
NR020	18050	PER DMT THERAPIS PT	\$	16,000	\$ 516,000 Shaker Place Rehabilitation and Nursing Center
NR020	19900	OVERSIE	\$	3,000,000	\$ 93,000,000 Shaker Place Rehabilitation and Nursing Center
NR020	19840	WEEKEND DIFFERENTIAL	\$	183,000	\$ 5,595,000 Shaker Place Rehabilitation and Nursing Center
NR020	19950	LONGCITY ROBE	\$	150,000	\$ 4,650,000 Shaker Place Rehabilitation and Nursing Center
NR020	19970	TEMPORARY HELP	\$	1,200,000	\$ 37,200,000 Shaker Place Rehabilitation and Nursing Center
NR020	22091	OFFICE EQUIPMENT	\$	16,000	\$ 496,000 Shaker Place Rehabilitation and Nursing Center
NR020	22020	TESTING EQUIPMENT	\$	90,000	\$ 2,700,000 Shaker Place Rehabilitation and Nursing Center
NR020	22600	HOUSEKEEPING EQUIPMENT	\$	15,000	\$ 450,000 Shaker Place Rehabilitation and Nursing Center
NR020	40020	NURSING	\$	30,000	\$ 900,000 Shaker Place Rehabilitation and Nursing Center
NR020	40022	MAINTENANCE SUPPLIES	\$	50,000	\$ 1,500,000 Shaker Place Rehabilitation and Nursing Center
NR020	40023	MEDICAL SUPPLIES	\$	30,000	\$ 900,000 Shaker Place Rehabilitation and Nursing Center
NR020	40024	HOUSEKEEPING	\$	50,000	\$ 1,500,000 Shaker Place Rehabilitation and Nursing Center
NR020	40032	LAUNDRY AND LINEN	\$	75,000	\$ 2,250,000 Shaker Place Rehabilitation and Nursing Center
NR020	40047	ADMINISTRATIVE	\$	50,000	\$ 1,500,000 Shaker Place Rehabilitation and Nursing Center
NR020	40069	CONTRACTED SERVICES	\$	1,100,000	\$ 33,000,000 Shaker Place Rehabilitation and Nursing Center
NR020	44165	WATER	\$	25,000	\$ 750,000 Shaker Place Rehabilitation and Nursing Center
NR020	44166	SEWER	\$	15,000	\$ 450,000 Shaker Place Rehabilitation and Nursing Center
NR020	44250	DRUGS	\$	75,000	\$ 2,250,000 Shaker Place Rehabilitation and Nursing Center

MH020	44252	CLINICAL MEDICAL SUPPLIES	\$ 16,000	\$ 45,600	Shaker Place Rehabilitation and Nursing Center
MH020	44254	DRY GOODS	\$ 70,000	\$ 100,000	Shaker Place Rehabilitation and Nursing Center
MH020	11318	DIRECTOR BATTERY BUC	\$	\$ 476	82,947 Shaker Place Rehabilitation and Nursing Center
MH020	11320	ASST DIRECTOR OF NUR	\$	\$ 56,715	82,782 Shaker Place Rehabilitation and Nursing Center
MH020	11322	DIRECTOR OF OCC THER	\$	\$ 5,903	79,602 Shaker Place Rehabilitation and Nursing Center
MH020	11323	DIR OF ISOCWORK SERV	\$	\$ 652	80,552 Shaker Place Rehabilitation and Nursing Center
MH020	11324	DIR OF FBICAL OPERAT	\$	\$ 55,279	41,701 Shaker Place Rehabilitation and Nursing Center
MH020	11850	REGISTERER	\$	\$ 8,221	84,479 Shaker Place Rehabilitation and Nursing Center
MH020	12122	640032 HEAD NURSE	\$	\$ 39,721	32,492 Shaker Place Rehabilitation and Nursing Center
MH020	12122	640036 HEAD NURSE	\$	\$ 39,721	32,492 Shaker Place Rehabilitation and Nursing Center
MH020	12122	640027 HEAD NURSE	\$	\$ 38,338	38,877 Shaker Place Rehabilitation and Nursing Center
MH020	12122	640031 HEAD NURSE	\$	\$ 20,792	51,421 Shaker Place Rehabilitation and Nursing Center
MH020	12122	640022 HEAD NURSE	\$	\$ 10,653	61,520 Shaker Place Rehabilitation and Nursing Center
MH020	12125	640187 SUPERVING NURSE	\$	\$ 48,084	37,638 Shaker Place Rehabilitation and Nursing Center
MH020	12125	640045 SUPERVING NURSE MNG	\$	\$ 42,358	40,772 Shaker Place Rehabilitation and Nursing Center
MH020	12125	640047 SUPERVING NURSE	\$	\$ 26,521	59,265 Shaker Place Rehabilitation and Nursing Center
MH020	12125	640085 SUPERVING NURSE	\$	\$ 22,638	63,492 Shaker Place Rehabilitation and Nursing Center
MH020	12125	640044 SUPERVING NURSE	\$	\$ 8,647	77,483 Shaker Place Rehabilitation and Nursing Center
MH020	12125	640186 SUPERVING NURSE	\$	\$ 2,937	83,193 Shaker Place Rehabilitation and Nursing Center
MH020	12126	640051 SUPERVING NURSE PT	\$	\$ 18,638	14,815 Shaker Place Rehabilitation and Nursing Center
MH020	12126	640052 SUPERVING NURSE PT	\$	\$ 18,638	14,815 Shaker Place Rehabilitation and Nursing Center
MH020	12126	640053 SUPERVING NURSE PT	\$	\$ 18,638	14,815 Shaker Place Rehabilitation and Nursing Center
MH020	12126	640054 SUPERVING NURSE PT	\$	\$ 18,638	14,815 Shaker Place Rehabilitation and Nursing Center
MH020	12129	640094 REGISTERED NURSE PT	\$	\$ 12,153	12,997 Shaker Place Rehabilitation and Nursing Center
MH020	12129	640092 REGISTERED NURSE PT	\$	\$ 12,153	12,997 Shaker Place Rehabilitation and Nursing Center
MH020	12129	640092 REGISTERED NURSE PT	\$	\$ 9,528	15,662 Shaker Place Rehabilitation and Nursing Center
MH020	12180	640114 DIRECTOR RD	\$	\$ 1,178	67,979 Shaker Place Rehabilitation and Nursing Center
MH020	12202	640296 SOCIAL WORKER	\$	\$ 1,844	64,206 Shaker Place Rehabilitation and Nursing Center
MH020	12540	640067 FBICAL OFFICER II	\$	\$ 2,715	88,880 Shaker Place Rehabilitation and Nursing Center
MH020	12717	640553 APPLN NRSNG ANA VST	\$	\$ 17,274	27,261 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640158 LICENSED PRACTICAL N	\$	\$ 32,085	24,204 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640179 LICENSED PRACTICAL N	\$	\$ 32,085	24,204 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640174 LICENSED PRACTICAL N	\$	\$ 26,151	23,864 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640157 LICENSED PRACTICAL N	\$	\$ 25,095	34,255 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640162 LICENSED PRACTICAL N	\$	\$ 23,053	28,946 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640175 LICENSED PRACTICAL N	\$	\$ 14,636	36,601 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640160 LICENSED PRACTICAL N	\$	\$ 8,227	45,135 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640130 LICENSED PRACTICAL N	\$	\$ 5,309	45,932 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640165 LICENSED PRACTICAL N	\$	\$ 5,102	51,590 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640156 LICENSED PRACTICAL N	\$	\$ 4,853	47,446 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640141 LICENSED PRACTICAL N	\$	\$ 4,308	46,933 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640159 LICENSED PRACTICAL N	\$	\$ 3,818	47,423 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640169 LICENSED PRACTICAL N	\$	\$ 2,289	48,952 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640177 LPN TRAINER	\$	\$ 1,769	54,889 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640132 LICENSED PRACTICAL N	\$	\$ 1,667	54,922 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640168 LICENSED PRACTICAL N	\$	\$ 947	50,791 Shaker Place Rehabilitation and Nursing Center
MH020	13132	640152 LICENSED PRACTICAL N	\$	\$ 600	60,290 Shaker Place Rehabilitation and Nursing Center
MH020	13134	640184 LPN PART TIME	\$	\$ 13,308	10,639 Shaker Place Rehabilitation and Nursing Center
MH020	13134	640177 LPN PART TIME	\$	\$ 13,308	10,639 Shaker Place Rehabilitation and Nursing Center
MH020	13134	640127 LPN PART TIME	\$	\$ 10,911	9,588 Shaker Place Rehabilitation and Nursing Center
MH020	13134	640167 LPN PART TIME	\$	\$ 10,911	9,588 Shaker Place Rehabilitation and Nursing Center
MH020	13134	640178 LPN PART TIME	\$	\$ 10,911	9,588 Shaker Place Rehabilitation and Nursing Center
MH020	13134	640179 LPN PART TIME	\$	\$ 10,911	9,588 Shaker Place Rehabilitation and Nursing Center
MH020	13134	640183 LPN PART TIME	\$	\$ 10,911	9,588 Shaker Place Rehabilitation and Nursing Center
MH020	13134	640125 LPN PART TIME	\$	\$ 3,963	16,904 Shaker Place Rehabilitation and Nursing Center
MH020	14413	640199 SR SECURITY GUARD	\$	\$ 501	46,419 Shaker Place Rehabilitation and Nursing Center
MH020	14415	640203 SECURITY GUARD	\$	\$ 17,872	17,749 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640209 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640298 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640300 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640310 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640314 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640315 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640316 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640317 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640325 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640336 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640338 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640339 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640346 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640369 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640381 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640418 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640420 NURSING ASSISTANT	\$	\$ 23,729	17,894 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640301 NURSING ASSISTANT	\$	\$ 22,265	19,219 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640297 NURSING ASSISTANT	\$	\$ 22,265	19,350 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640276 NURSING ASSISTANT	\$	\$ 22,269	17,273 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640333 NURSING ASSISTANT	\$	\$ 22,662	19,552 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640343 NURSING ASSISTANT	\$	\$ 21,219	17,273 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640319 NURSING ASSISTANT	\$	\$ 21,219	17,273 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640373 NURSING ASSISTANT	\$	\$ 21,219	17,273 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640407 NURSING ASSISTANT	\$	\$ 21,219	17,273 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640286 NURSING ASSISTANT	\$	\$ 20,588	20,628 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640278 NURSING ASSISTANT	\$	\$ 20,508	17,273 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640321 NURSING ASSISTANT	\$	\$ 20,429	19,115 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640291 NURSING ASSISTANT	\$	\$ 19,769	21,854 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640308 NURSING ASSISTANT	\$	\$ 19,578	22,038 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640253 NURSING ASSISTANT	\$	\$ 19,563	22,651 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640267 NURSING ASSISTANT	\$	\$ 18,622	22,992 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640220 NURSING ASSISTANT	\$	\$ 18,627	17,273 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640287 NURSING ASSISTANT	\$	\$ 18,279	20,330 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640273 NURSING ASSISTANT	\$	\$ 17,882	21,661 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640409 NURSING ASSISTANT	\$	\$ 16,909	22,624 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640239 NURSING ASSISTANT	\$	\$ 16,881	24,753 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640263 NURSING ASSISTANT	\$	\$ 16,253	23,280 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640251 NURSING ASSISTANT	\$	\$ 15,727	20,887 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640261 NURSING ASSISTANT	\$	\$ 15,669	20,946 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640288 NURSING ASSISTANT	\$	\$ 14,903	20,711 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640294 NURSING ASSISTANT	\$	\$ 14,818	20,882 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640252 NURSING ASSISTANT	\$	\$ 14,553	27,661 Shaker Place Rehabilitation and Nursing Center
MH020	15112	640274 NURSING ASSISTANT	\$	\$ 12,113	29,591 Shaker Place Rehabilitation and Nursing Center

NH020	15112	640230	NURSING ASSISTANT	\$	11,800	\$	29,724	Shaker Place Rehabilitation and Nursing Center
NH020	15112	640245	NURSING ASSISTANT	\$	11,357	\$	30,257	Shaker Place Rehabilitation and Nursing Center
NH020	15112	640222	NURSING ASSISTANT	\$	9,917	\$	32,297	Shaker Place Rehabilitation and Nursing Center
NH020	15112	640404	NURSING ASSISTANT	\$	6,738	\$	32,725	Shaker Place Rehabilitation and Nursing Center
NH020	15112	640236	NURSING ASSISTANT	\$	4,917	\$	30,783	Shaker Place Rehabilitation and Nursing Center
NH020	15112	640228	NURSING ASSISTANT	\$	4,447	\$	31,147	Shaker Place Rehabilitation and Nursing Center
NH020	15112	640401	NURSING ASSISTANT	\$	3,055	\$	30,478	Shaker Place Rehabilitation and Nursing Center
NH020	15112	640216	NURSING ASSISTANT	\$	2,861	\$	34,000	Shaker Place Rehabilitation and Nursing Center
NH020	15112	640237	NURSING ASSISTANT	\$	935	\$	37,557	Shaker Place Rehabilitation and Nursing Center
NH020	15112	640266	NURSING ASSISTANT	\$	388	\$	41,216	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640420	NURSING ASSISTANT PT	\$	9,468	\$	7,158	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640454	NURSING ASSISTANT PT	\$	9,468	\$	7,158	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640420	NURSING ASSISTANT PT	\$	9,468	\$	7,158	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640429	NURSING ASSISTANT PT	\$	9,488	\$	7,158	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640391	NURSING ASSISTANT PT	\$	9,488	\$	7,158	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640381	NURSING ASSISTANT PT	\$	9,468	\$	7,158	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640382	NURSING ASSISTANT PT	\$	9,468	\$	7,158	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640383	NURSING ASSISTANT PT	\$	9,468	\$	7,158	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640384	NURSING ASSISTANT PT	\$	9,488	\$	7,158	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640385	NURSING ASSISTANT PT	\$	9,468	\$	7,158	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640451	NURSING ASSISTANT PT	\$	7,371	\$	6,909	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640425	NURSING ASSISTANT PT	\$	6,659	\$	7,021	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640450	NURSING ASSISTANT PT	\$	6,398	\$	7,881	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640432	NURSING ASSISTANT PT	\$	5,719	\$	6,581	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640436	NURSING ASSISTANT PT	\$	5,327	\$	6,783	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640424	NURSING ASSISTANT PT	\$	3,704	\$	10,076	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640426	NURSING ASSISTANT PT	\$	3,330	\$	10,990	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640438	NURSING ASSISTANT PT	\$	1,677	\$	12,003	Shaker Place Rehabilitation and Nursing Center
NH020	15114	640448	NURSING ASSISTANT PT	\$	1,327	\$	12,993	Shaker Place Rehabilitation and Nursing Center
NH020	15116	640439	SR NURSING ASSISTANT	\$	22,723	\$	20,750	Shaker Place Rehabilitation and Nursing Center
NH020	15116	640440	SR NURSING ASSISTANT	\$	22,783	\$	20,258	Shaker Place Rehabilitation and Nursing Center
NH020	15116	640441	SR NURSING ASSISTANT	\$	22,783	\$	20,258	Shaker Place Rehabilitation and Nursing Center
NH020	15116	640442	SR NURSING ASSISTANT	\$	22,783	\$	20,258	Shaker Place Rehabilitation and Nursing Center
NH020	15116	640447	SENIOR NURSING ASSISTANT	\$	23,292	\$	20,930	Shaker Place Rehabilitation and Nursing Center
NH020	15151	650004	OCCUPATIONAL THERAPY ASSISTANT	\$	24,369	\$	20,763	Shaker Place Rehabilitation and Nursing Center
NH020	15151	640472	OCCUPATIONAL THERAPY ASSISTANT	\$	12,264	\$	31,918	Shaker Place Rehabilitation and Nursing Center
NH020	15155	640477	PHYSICAL THERAPY AST	\$	23,229	\$	22,950	Shaker Place Rehabilitation and Nursing Center
NH020	15201	640493	SOCIAL WORKER ASSEST	\$	2,227	\$	44,861	Shaker Place Rehabilitation and Nursing Center
NH020	15201	640495	SOCIAL WORKER ASSEST	\$	928	\$	45,353	Shaker Place Rehabilitation and Nursing Center
NH020	15291	640499	LTA LEADER	\$	17,085	\$	17,273	Shaker Place Rehabilitation and Nursing Center
NH020	15291	640504	LTA LEADER	\$	11,667	\$	25,973	Shaker Place Rehabilitation and Nursing Center
NH020	15061	650009	ADMINISTRATIVE AIDE	\$	14,478	\$	29,245	Shaker Place Rehabilitation and Nursing Center
NH020	15061	640523	ADMINISTRATIVE AIDE HR CLERK	\$	1,303	\$	40,420	Shaker Place Rehabilitation and Nursing Center
NH020	15104	640529	ACCOUNT CLERK II	\$	35,069	\$	29,456	Shaker Place Rehabilitation and Nursing Center
NH020	16184	640546	FISCAL ASSISTANT I	\$	3,905	\$	39,654	Shaker Place Rehabilitation and Nursing Center
NH020	16198	640542	FISCAL ASSISTANT III	\$	13,018	\$	53,343	Shaker Place Rehabilitation and Nursing Center
NH020	16236	640556	CLERK TYPIST I	\$	3,800	\$	31,630	Shaker Place Rehabilitation and Nursing Center
NH020	16242	641016	RECEPTIONIST	\$	3,870	\$	38,811	Shaker Place Rehabilitation and Nursing Center
NH020	16542	640566	MAINTENANCE VEINOTOR	\$	1,256	\$	42,443	Shaker Place Rehabilitation and Nursing Center
NH020	16615	640570	MESSSENGER	\$	1,349	\$	20,413	Shaker Place Rehabilitation and Nursing Center
NH020	17155	640573	PARTIES	\$	478	\$	40,996	Shaker Place Rehabilitation and Nursing Center
NH020	18006	640595	COOK	\$	3,023	\$	41,072	Shaker Place Rehabilitation and Nursing Center
NH020	18007	650006	COOK PART TIME	\$	9,862	\$	7,088	Shaker Place Rehabilitation and Nursing Center
NH020	18007	650007	COOK PART TIME	\$	5,178	\$	12,172	Shaker Place Rehabilitation and Nursing Center
NH020	18008	640598	ASBESTANT COOK	\$	13,757	\$	24,840	Shaker Place Rehabilitation and Nursing Center
NH020	18009	640595	ASBESTANT COOK	\$	9,142	\$	6,896	Shaker Place Rehabilitation and Nursing Center
NH020	18009	640596	ASBESTANT COOK PT	\$	9,142	\$	6,896	Shaker Place Rehabilitation and Nursing Center
NH020	18009	650008	ASBESTANT COOK PART TIME	\$	9,111	\$	15,227	Shaker Place Rehabilitation and Nursing Center
NH020	18013	640606	SUPERVISING FOOD SER	\$	7,315	\$	30,750	Shaker Place Rehabilitation and Nursing Center
NH020	18013	640604	SUPERVISING FOOD SER	\$	2,908	\$	36,899	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640610	FOOD SERVICE HELPER	\$	23,054	\$	16,627	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640627	FOOD SERVICE HELPER	\$	21,159	\$	16,995	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640608	FOOD SERVICE HELPER	\$	17,411	\$	19,696	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640629	FOOD SERVICE HELPER	\$	15,962	\$	16,342	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640624	FOOD SERVICE HELPER	\$	14,819	\$	16,485	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640612	FOOD SERVICE HELPER	\$	12,419	\$	18,885	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640636	FOOD SERVICE HELPER	\$	10,811	\$	25,616	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640626	FOOD SERVICE HELPER	\$	10,805	\$	26,340	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640639	FOOD SERVICE HELPER	\$	6,597	\$	24,707	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640617	FOOD SERVICE HELPER	\$	6,649	\$	20,471	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640628	FOOD SERVICE HELPER	\$	4,122	\$	27,182	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640640	FOOD SERVICE HELPER	\$	4,116	\$	32,989	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640622	FOOD SERVICE HELPER	\$	3,272	\$	35,119	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640633	FOOD SERVICE HELPER	\$	3,067	\$	27,737	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640638	FOOD SERVICE HELPER	\$	2,123	\$	24,397	Shaker Place Rehabilitation and Nursing Center
NH020	18016	640611	FOOD SERVICE HELPER	\$	1,106	\$	30,198	Shaker Place Rehabilitation and Nursing Center
NH020	18017	640645	FOOD SERVICE HELPER	\$	6,907	\$	9,615	Shaker Place Rehabilitation and Nursing Center
NH020	18017	640652	FOOD SERVICE HELPER	\$	6,907	\$	9,615	Shaker Place Rehabilitation and Nursing Center
NH020	18017	640643	FOOD SERVICE HELPER	\$	6,723	\$	6,799	Shaker Place Rehabilitation and Nursing Center
NH020	18017	640646	FOOD SERVICE HELPER PART TIME	\$	6,486	\$	6,008	Shaker Place Rehabilitation and Nursing Center
NH020	18017	640644	FOOD SERVICE HELPER	\$	3,632	\$	8,899	Shaker Place Rehabilitation and Nursing Center
NH020	18017	640667	FOOD SERVICE HELPER	\$	2,724	\$	8,798	Shaker Place Rehabilitation and Nursing Center
NH020	18017	640662	FOOD SERVICE HELPER	\$	426	\$	12,096	Shaker Place Rehabilitation and Nursing Center
NH020	18103	640664	BUILDING MAINT SUPER	\$	15,156	\$	36,807	Shaker Place Rehabilitation and Nursing Center
NH020	18100	640948	ENVIRON SERVICE AIDE	\$	22,054	\$	16,627	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640921	ENVIRON SERVICE AIDE	\$	15,704	\$	16,600	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640920	ENVIRONMENTAL SERVICE AIDE	\$	12,677	\$	16,627	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640944	ENVIRON SERVICE AIDE	\$	9,915	\$	21,389	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640945	ENVIRON SERVICE AIDE	\$	6,379	\$	32,312	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640942	ENVIRON SERVICE AIDE	\$	3,138	\$	33,361	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640943	ENVIRON SERVICE AIDE	\$	2,679	\$	34,429	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640950	ENVIRON SERVICE AIDE	\$	2,562	\$	34,503	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640939	ENVIRON SERVICE AIDE	\$	2,496	\$	34,609	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640924	ENVIRONMENTAL SERVICE AIDE	\$	1,312	\$	29,892	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640948	ENVIRON SERVICE AIDE	\$	1,079	\$	33,606	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640947	ENVIRON SERVICE AIDE	\$	308	\$	30,999	Shaker Place Rehabilitation and Nursing Center
NH020	18120	640935	ENVIRON SERVICE AIDE	\$	248	\$	34,443	Shaker Place Rehabilitation and Nursing Center
NH020	18121	641018	ENVIRONMENTAL SERVICE AIDE PART TIME	\$	5,384	\$	7,138	Shaker Place Rehabilitation and Nursing Center
NH020	18121	641021	ENVIRONMENTAL SERVICE AIDE PART TIME	\$	3,915	\$	8,007	Shaker Place Rehabilitation and Nursing Center
NH020	18140	640982	CRF OF CUSTODIAL WRK	\$	7,741	\$	70,909	Shaker Place Rehabilitation and Nursing Center
NH020	18407	640771	LABORER CENTRAL SUPP	\$	2,967	\$	17,611	Shaker Place Rehabilitation and Nursing Center

NH620	1867	64072	LABORER CENTRAL SUPP	\$	1,056	\$	30,144	Shaker Place Rehabilitation and Nursing Center
NH620	1990		CLOTHING ALLOWANCE	\$	13,000	\$	2,000	Shaker Place Rehabilitation and Nursing Center
NH620	89010		STATE RETIREMENT	\$	-			Shaker Place Rehabilitation and Nursing Center
NH620	8906		HOSPITAL AND MEDICAL INSURANCE	\$	-			Shaker Place Rehabilitation and Nursing Center

TOTAL APPROPRIATIONS \$ 4,292,939 \$ 2,640,811

ACCOUNT NO.	RESOLUTION DESCRIPTION	ESTIMATED REVENUES		DEPARTMENT NAME
		DECREASE	INCREASE	
NH620	01987			NI PRIVATE PAY
				UNIT COST
		\$	\$	
		-	1,652,128	8,337,843
				Shaker Place Rehabilitation and Nursing Center
		<u>\$ -</u> <u>\$ 1,652,128</u>		
		<u>\$ 4,292,939</u> <u>\$ 4,292,939</u>		