

MEMORANDUM OF UNDERSTANDING

Made by and between Albany County (Employer) and CSEA Albany County Sheriff's Non-Security Unit (Employee Collective Bargaining Unit) (collectively the "Parties") this ___ day of March, 2017, subject to approval of the County Legislature and ratification by the Employee Collective Bargaining Unit.

WHEREAS, the Parties entered into a collective bargaining agreement that expired on December 31, 2016; and

WHEREAS, the Parties agreed to meet collectively at a "Coalition Meeting" with other CSEA collective bargaining units to discuss issues of (1) the term of the collective bargaining agreements; (2) the percentage of salary increase (if any) for each year of the collective bargaining agreements; and (3) the terms of health care coverage for each member of the collective bargaining units; and

WHEREAS, the Parties reached an agreement for all of the CSEA collective bargaining units relating to the term, health care coverage and the percentage of salary increase; and

WHEREAS, the Parties continued to hold negotiation meetings; and

WHEREAS, the Parties negotiated in good faith and continue to negotiate in good faith; and

WHEREAS, the Parties have reached an agreement relating to the terms of a collective bargaining agreement between the parties;

NOW THEREFORE, in consideration for the mutual undertakings and covenants herein contained, the parties stipulate and agree as follows:

1. The term of the collective bargaining agreement shall be from January 1, 2017 through December 31, 2021.
2. All other Articles, terms, conditions and provisions of the Collective Bargaining Agreement not mentioned herein, shall remain and be the same as set forth in the January 1, 2010 through December 31, 2016 Collective Bargaining Agreement and shall have full force and effect for the term of the agreement between the Parties from January 1, 2017 through December 31, 2021.
3. Article XIV – amend the existing language – remove the previous years and percentages and include the following:

1/1/2017	2% salary increase
1/1/2018	2% salary increase
1/1/2019	2% salary increase
1/1/2020	2% salary increase
1/1/2021	2% salary increase

4. Article XVII Section 2(a) – amend the existing language to allow for vacation leave time in one (1) hour increments.
5. Article XVIII Section 1 – amend the existing language to allow for personal leave to be taken in one (1) hour increments.
6. Article XIX Section 1(1) – amend the existing language to allow for sick leave to be taken in one (1) hour increments.
7. Article XIX Section 1(3) - amend the language to provide that the employer “may” require the employee to provide certification.
8. Article XXII Section 1(B) - change the copays for Retail Generic and Domestic Mail generic to be increased from \$0 to \$5 beginning 1/1/2020.
9. Article XXII Section 1(D) – additional language shall be added to state that any current collective bargaining member that is not receiving the “Coordination of Benefits” shall not be entitled to this benefit from January 1, 2017 and beyond. Any person joining the collective bargaining unit after January 1, 2017 shall not be entitled to this benefit. For those collective bargaining members that are currently receiving this benefit, said members shall be “grandfathered” for the years of 2017, 2018, 2019 and 2020 and shall continue to be eligible for the benefit in said years providing that all other criteria is met. The benefit for “grandfathered” members shall cease January 1, 2021. In the event the County of Albany elects to no longer be self-insured, the coordination of benefits shall be available for all collective bargaining members that meet all other criteria.
10. Article XXVII Section 6 – amend the language to provide that in 2018 the uniform allowance shall be increased to \$400.00
11. Each reference to Telecommunicators shall be deleted from the contract, including but not limited to the following:
 - Language within Article I
 - Language within Article X Section 1
 - Article X Section 5
 - Article XI Section 11
 - Language within Article XIV
 - Language within Article XVI Section 1.B
 - Language within Article XXVII Section 6
 - Language within Salary Schedule
 - Memorandum of Agreement regarding Senior Telecommunicators and Telecommunicators
12. The parties agree to refer the following issues regarding scheduling leave time in the Jail business office to the Joint Labor Relations Committee:
 - The amount of employees required to remain on duty; and

- How a ½ day absence should be counted toward this requirement.

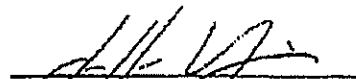
13. Amend Appendix A - Longevity – for 2017, longevity shall remain as in the existing CBA, in 2018 Longevity shall be amended to the following:

5-7 years	\$400
8-9 years	\$600
10-14 years	\$1000
15-19 years	\$1250
20-24 years	\$1,500
25+ years	\$2,000

For those employees retiring and meeting the eligibility for retirement, the longevity in said year shall be paid on a prorate basis.

Dated this 6 day of ^{April} ~~March~~, 2017:

For the Employer:

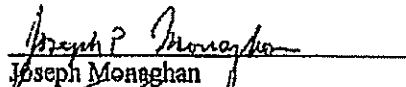

JEFFERY V. JAMISON, Esq.
Director of Employee Relations


For the Collective Bargaining Unit:


Eric Muldoon
Labor Relations Specialist


Anne M. Coulen, President


Catherine Donaldson


Joseph Monaghan


Renee Parson

3150

ACCOUNT #		POS		APPROPRIATIONS											DEPARTMENT		2017		2017	
FUND	DEPT	OBJECT	LINE	PROJECT	CONTROL #	RESOLUTION DESCRIPTION	INCREASE	DECREASE	NAME	ADOPTED	ANNUAL	ADDED	ANNUAL	ADDED	ANNUAL	ADDED	ANNUAL	ADDED		
A	3150	1	2204	001	390017	CASAC	1,048.00		ACCF	52,446	63,495									
A	3150	1	2322	001	390034	Inmate Services Specialist	1,189.00		ACCF	59,428	60,617									
A	3150	1	2322	002	390035	Inmate Services Specialist	1,189.00		ACCF	59,428	60,617									
A	3150	1	2322	003	390036	Inmate Services Specialist	1,189.00		ACCF	59,428	60,617									
A	3150	1	2325	001	390037	Corrections Counselor	916.00		ACCF	45,794	46,710									
A	3150	1	5120	001	390388	Clinical Assistant	911.00		ACCF	45,548	46,459									
A	3150	1	6022	001	390389	Data Entry Machine Operator	778.00		ACCF	38,866	39,684									
A	3150	1	6022	004	390391	User Specialist Clerk	782.00		ACCF	38,070	38,832									
A	3150	1	6102	004	390391	Account Clerk	778.00		ACCF	38,866	39,664									
A	3150	1	6206	001	390395	Account Clerk	778.00		ACCF	38,866	39,664									
A	3150	1	6206	002	390396	Clerk I	762.00		ACCF	38,070	38,832									
A	3150	1	6206	003	390397	Clerk I	762.00		ACCF	38,070	38,832									
A	3150	1	6206	004	390398	Clerk I	762.00		ACCF	38,070	38,832									
A	3150	1	6206	005	390399	Clerk I	762.00		ACCF	38,070	38,832									
A	3150	1	6235	001	390405	Clerk Typst I	735.00		ACCF	36,737	37,472									
A	3150	1	6235	002	390406	Clerk Typst I	607.00		ACCF	30,337	30,944									
A	3150	1	6235	003	390407	Clerk Typst I	855.00		ACCF	32,746	33,401									
A	3150	1	6235	004	390407	Clerk Typst I	778.00		ACCF	38,866	39,564									
A	3150	1	6396	001	390408	Library Clerk	813.00		ACCF	40,607	41,420									
A	3150	1	6512	001	390411	Senior Stores Clerk	866.00		ACCF	43,274	44,140									
A	3150	1	6512	002	390412	Senior Stores Clerk	866.00		ACCF	43,274	44,140									
A	3150	1	6514	001	390413	Stores Clerk	866.00		ACCF	43,274	44,140									
A	3150	1	6514	002	390414	Stores Clerk	762.00		ACCF	38,070	38,832									
A	3150	1	6514	003	390415	Stores Clerk	762.00		ACCF	38,070	38,832									
A	3150	1	6066	001	390420	Cook	900.00		ACCF	44,955	45,855									
A	3150	1	6066	002	390422	Cook	900.00		ACCF	44,955	45,855									
A	3150	1	6066	003	390423	Cook	900.00		ACCF	44,955	45,855									
A	3150	1	6066	004	390424	Cook	900.00		ACCF	44,955	45,855									
A	3150	1	6066	005	390425	Cook	900.00		ACCF	44,955	45,855									
A	3150	1	6016	001	390427	Food Service Helper	796.00		ACCF	39,771	40,567									
A	3150	1	6016	002	390428	Food Service Helper	621.00		ACCF	31,033	31,664									
A	3150	1	6016	003	390429	Food Service Helper	(8,763.00)		ACCF	38,070	29,307									
A	3150	1	6016	005	390430	Food Service Helper	598.00		ACCF	29,884	30,482									
A	3150	1	6016	006	390431	Food Service Helper	735.00		ACCF	38,737	37,472									
A	3150	1	8114	001	390433	Building Maintenance Mechanic	621.00		ACCF	31,033	31,664									
A	3150	1	8114	003	390435	Building Maintenance Mechanic	767.00		ACCF	38,309	39,076									
A	3150	1	8114	004	390436	Building Maintenance Mechanic	917.00		ACCF	45,849	46,766									
A	3150	1	8114	005	390437	Building Maintenance Mechanic	917.00		ACCF	45,849	46,766									
A	3150	1	8114	007	390439	Building Maintenance Mechanic	917.00		ACCF	45,849	46,766									
A	3150	1	8124	001	390455	Building Maintenance Helper	3,011.00		ACCF	45,849	35,953									
A	3150	1	8124	002	390440	Building Maintenance Helper	682.00		ACCF	32,942	34,779									
A	3150	1	8124	003	390441	Building Maintenance Helper	705.00		ACCF	34,097	35,953									
A	3150	1	8124	004	390442	Building Maintenance Helper	728.00		ACCF	35,248	37,125									
A	3150	81	9090	000		Social Security	2,140.00													
A	3150	81	9090	000		Hospital and Medical Insurance														
TOTAL APPROPRIATIONS							30,102.00													
REVENUE																				
TOTAL APPROPRIATIONS							30,102.00													
REVENUE																				
GRAND TOTALS							30,102.00													
ACCOUNT #																				
DECREASE																				
INCREASE																				
GRAND TOTALS							30,102.00													

3110 & 3020

2017 Budget Amendment													
FUND	DEPT	OBJCT	LINE	POS	CONTROL #	RESOLUTION DESCRIPTION	NAME	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME	2017 Adopted	2017 ANNUAL
APPROPRIATIONS													
A	3110	1	4512	1	370174	Court Matron	Ryan, Nicole	761.00	0		Sheriff	38,070	38,831.00
A	3110	1	4512	2	370175	Court Matron	Torello, Judith	761.00	0		Sheriff	38,070	38,831.00
A	3110	1	4512	3	370176	Court Matron	Herbert, Diana	761.00	0		Sheriff	38,070	38,831.00
A	3110	1	4512	4	370177	Court Matron	Smith, Yeanie	761.00	0		Sheriff	38,070	38,831.00
A	3110	1	6028	2	379101	Data Entry Operator	Hamilton, Janice	778.00	0		Sheriff	38,866	39,664.00
A	3110	1	6102	1	370131	Account Clerk I	Komegay, Vivian	659.00	0		Sheriff	32,942	33,601.00
A	3110	1	6104	1	370163	Account Clerk II	Donaldson, Cathy	899.00	0		Sheriff	44,955	45,854.00
A	3110	1	6104	2	370209	Account Clerk II	Kennedy, Ed	899.00	0		Sheriff	44,955	45,854.00
A	3110	1	6192	1	379154	Keyboard Specialist	McDonald, Amber	607.00	0		Sheriff	30,337	30,844.00
A	3110	1	6205	2	370137	Clerk I	Taylor, Kathleen	761.00	0		Sheriff	38,070	38,631.00
A	3110	1	6236	2	370179	Clerk Typist 1	Freedman, Jean	778.00	0		Sheriff	38,888	39,684.00
A	3110	8	9030	000		Social Security		645.00	0		Sheriff		
A	3020	1	6236	1	360026	Clerk Typist 1	Casale, Mary Ann	778.00	0		Sheriff	38,886	39,684.00
A	3020	8	9030	000		Social Security		60.00	0		Sheriff		
A	9060	8	9060	000		HOSPITAL AND MEDICAL INSURANCE			9,908.00		Sheriff		
TOTAL APPROPRIATIONS									9,908.00				
GRAND TOTALS									9,908.00				