



ALBANY COUNTY LEGISLATURE  
HAROLD L. JOYCE OFFICE BUILDING  
112 STATE STREET, ROOM 710  
ALBANY, NEW YORK 12207  
(518) 447-7168 - FAX (518) 447-5695  
WWW.ALBANYCOUNTY.COM

SEAN E. WARD  
CHAIRMAN

PAUL T. DEVANE  
CLERK

NECOLE M. CHAMBERS  
FIRST DEPUTY CLERK

## AGENDA

### PERSONNEL COMMITTEE

APRIL 26, 2017

#### PREVIOUS BUSINESS:

##### APPROVING PREVIOUS MEETING MINUTES

1. RESOLUTION NO. 79 FOR 2016: ADOPTING A POLICY OF PAID FAMILY LEAVE FOR EMPLOYEES OF ALBANY COUNTY
2. LOCAL LAW NO "C" FOR 2017: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK AMENDING THE ALBANY COUNTY CHARTER TO PROHIBIT THE HIRING OF FORMER ELECTED OFFICIALS OR THEIR FAMILY MEMBERS

#### CURRENT BUSINESS:

3. APPROVING THE SHERIFF'S OFFICE COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 294 CORRECTIONS OFFICERS SUPERVISORY UNIT
4. APPROVING THE SHERIFF'S OFFICE COLLECTIVE BARGAINING AGREEMENT WITH LOCAL 775 OF THE SECURITIES AND LAW ENFORCEMENT EMPLOYEES COUNCIL 82
5. APPROVING THE DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES' REVISED COLLECTIVE BARGAINING AGREEMENT WITH 1199 SEIU SERVICE AND MAINTENANCE WORKERS UNIT

Honorable Sean E. Ward and Members of the Albany County Legislature:

LADIES AND GENTLEMEN:

The Personnel Committee of the Albany County Legislature met on March 29, 2017. Messrs. Ward, R. Joyce, Miller, Ms. Lekakis, Messrs. Drake and Stevens were present. Messrs. Beston, Signoracci and Ms. McKnight were excused. The following items were discussed and/or acted upon:

Approving Previous Meeting Minutes: Unanimously approved.

1. Resolution No. 79 for 2016: Adopting and Policy of Paid Family Leave for Employees of Albany County: Tabled at the Request of the Sponsor.
2. Local Law "C" for 2017: A Local Law of the County of Albany New York Amending the Albany County Charter to Prohibit the Hiring of Former Elected Officials or their Family Members: Tabled at the Request of the Sponsor.
3. Confirming the Appointment of the Commissioner of the Department of Public Works: Ms. Lisa M. Ramundo appeared before the Committee to speak on this issue. Ms. Ramundo indicated to the Committee that her background in engineering as well as her various work experiences would be an asset in this position, and that she was looking forward to working with other to meet the needs of the Department and of Albany County. Mr. Ward stated that she appeared to be a very well qualified candidate and was looking forward to working with her, pending her conformation. Mr. Miller asked if Ms. Ramundo was able to renew her professional license, as indicated on her materials. Ms. Ramundo stated that she had renewed her professional license and was in full compliance. After a brief discussion, the Committee voted unanimously to move the proposal forward for legislative action with a favorable recommendation.
4. Authorizing the Department Of Health To Consider Out-Of-County Applicants For The Positions Of Registered Nurse and Public Health Nurse: The Commissioner of the Department of Health appeared before the Committee to speak on this issue. The Commissioner indicated that she has not been able to locate qualified applicants for the positions who reside in Albany County and are willing to accept the position. The Commissioner requested a waiver of the County's residency requirement regarding the aforementioned positions in order to meet staffing needs for the County. After a brief discussion, the Committee voted unanimously to move the proposal forward for legislative action with a favorable recommendation.

Respectfully Submitted,  
THE PERSONNEL COMMITTEE

ROBERT J. BESTON, Chairperson  
SEAN E. WARD  
RALPH V. SIGNORACCI  
RAYMOND F. JOYCE  
PAUL MILLER

LUCILLE M. McKNIGHT  
LYNNE LEKAKIS  
TODD A. DRAKE  
TRAVIS D. STEVENS

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RESOLUTION NO. 79

ADOPTING A POLICY OF PAID FAMILY LEAVE FOR EMPLOYEES OF ALBANY COUNTY

Introduced: 1/9/16

By Ms. McLean Lane, Messrs. Bullock, Clenahan, Ms. Cunningham, Messrs. Dawson, Fein, Andrew Joyce, Ray Joyce, Higgins, Ms. Lekakis, Messrs. Mayo, O'Brien, Reinhardt, Domalewicz, Burgdorf, Drake, Mauriello and Mendick:

WHEREAS, the Federal Family and Medical Leave Act guarantees 12 weeks of unpaid leave to many workers to care for a sick relative or care for a newly born or adopted child. Despite this benefit, most people cannot afford to take unpaid time off from work to care for a child or sick family member. Paid family and medical leave benefits would allow all workers to remain in the workforce and still receive some income while taking leave to care for their family, and

WHEREAS, allowing new parents time away from work to care for a newly bond or adopted child enhances the health and positive development of the child and is associated with increases in the duration of breastfeeding and reductions in infant deaths and behavioral issues, and

WHEREAS, out of 185 countries tracked by the International Labour Organization, Papua New Guinea and the United States alone fail to provide paid family and medical leave, and

WHEREAS, the States of California, New Jersey and Rhode Island have already modernized their state disability insurance programs to provide paid family and medical leave, and

WHEREAS, The State of New York has yet to enact a policy of paid family leave for workers and

WHEREAS, Providing workers with paid time off to care for a newborn or adopted child or ill family member will ensure a healthier and more productive workforce in Albany County, and

WHEREAS, enactment of this policy will have a positive economic effect on employees and Albany County by increasing labor-force participation, employee retention, increasing lifetime earnings and retirement security among workers, especially women. In addition, employee morale would increase as well as better recruitment opportunities for positions with the county workforce, and

WHEREAS, The Legislature also finds that it is imperative to provide employees with meaningful protections against retaliation for using paid family and medical leave time and recognizes that prohibitions against retaliation and the imposition of penalties, including financial compensation to employees, for the denial of or retaliation for taking family sick time, are critical, and

WHEREAS, Albany County is one of the largest employers in Albany County, now, therefore be it

RESOLVED, That Albany County enact a policy of paid family and medical leave for its employees. Such policy shall allow for county employees to take up to 40 work days of consecutive paid leave after the birth, adoption or placement of foster care of a child, and to care for a sick child or family member, and be it further,

RESOLVED, that eligible employees must have been employed by the County for at least one year and must have worked at least 1,250 hours during the twelve month period immediately preceding the commencement of the paid family and medical leave, and be it further,

RESOLVED, that paid family and medical leave shall run concurrent with the qualifying Family Medical Leave Act absence, and be it further,

RESOLVED, the 40 consecutive paid family and medical leave days must be utilized prior to the use of, or any other accruals or unpaid absences during the Family Medical Leave, and be it further

RESOLVED, in the event that both parents are Albany County employees, only one parent may qualify for Paid Family and Medical Leave upon the return to work of the first employee from family and medical leave, and be it further

RESOLVED, that no portion of the paid family and medical leave shall be transferable, cashable, or eligible to be saved for use at another time, and be it further,

RESOLVED, that eligibility for the paid family and medical leave expires at the end of the twelve month period beginning on the date of birth or placement or care for a sick or infirmed family member, and it further,

RESOLVED, Any eligible employee who takes leave under this section shall be entitled, on return from such leave, to be restored by the county to the position of employment held by the employee when the leave commenced, or to be restored to a comparable position with comparable employment benefits, pay and other

terms and conditions of employment. The taking of leave for the purpose of family care shall not result in the loss of any employment benefit accrued prior to the date on which the leave commenced. Nothing in this policy shall be construed to entitle any restored employee to the accrual of any seniority or employment benefits during any period of leave, or any right, benefit or position to which the employee would have been entitled had the employee not taken the leave, and be it further,

RESOLVED, that the County Attorney, in conjunction with the Department of Human Resources shall promulgate any and all rules and regulations necessary to further implement this policy of Paid Family and Medical Leave, including the promulgation of regulations and guidelines as may be necessary within the parameters established in this resolution and be it further,

RESOLVED, that such policy shall take effect no later than six months following enactment of this legislation and be it further,

RESOLVED, That the Clerk of the Albany County Legislature is directed to forward certified copies of this resolution to the appropriate Albany County Officials.

*Referred to Personnel and Audit and Finance Committees. 2/9/16*

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**LOCAL LAW NO. "C" FOR 2017**

**A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK AMENDING THE ALBANY COUNTY CHARTER TO PROHIBIT THE HIRING OF FORMER ELECTED OFFICIALS OR THEIR FAMILY MEMBERS**

Introduced: 3/13/17

By Mr. Mayo

BE IT ENACTED by the Albany County Legislature as follows:

**Section 1. Title**

This local law shall be known as the "Anti-Nepotism Act of 2017"

**Section 2. Legislative Intent**

The Albany County Legislature hereby finds that the integrity of, and public confidence in, Albany County Government is of paramount importance, and our county government should avoid any appearance of impropriety.

The legislature further finds that the hiring of an elected official as an employee of Albany County after the conclusion of his or her term of office, either by defeat in a contested election or by reason of not seeking another term of office, or the hiring of a family member during or after such term of office, exhibits the appearance of impropriety, favoritism, and undermines public trust.

The legislature further finds that nepotism can include many of the basic government ethics issues, including, but not limited to, conflict of interest, misuse of office, preferential treatment and patronage. Moreover, nepotism undermines the public trust by making government look like a family business run not for the community, but instead for the families in power. Moreover, nepotism is bad for morale within the government organization.

**Section 3.** The Albany County Charter is hereby amended by amending Articles one and three as follows:

Article I, Section 106, entitled "Definitions" is amended to add a new definition as follows:

"Family Member" shall mean a spouse, child, stepchild, parent, or stepparent, sibling, or stepsibling, grandparent, or grandchild of a duly elected official in and for Albany County.

**Section 4.** The Albany County Charter is hereby amended by amending Article 3, Section 308 to add a new subsection (e) as follows:



(e) The hiring of an elected official in and for Albany County or his or her family member as an employee of the County of Albany for any position exempt from civil service during or after that elected official's term of office is prohibited for the period of the current term of office should he or she resign said office and for a period of four (4) years from the date of conclusion of the term of office.

**Section 5. Reverse Preemption.**

This local law shall be null and void on the day that federal or statewide legislation goes into effect, incorporating either the same or substantially similar provisions as are contained in this law, or in the event that a pertinent state or federal administrative agency issues and promulgates regulations preempting such action by the County of Albany. The County Legislature may determine via mere resolution whether or not identical or substantially similar federal or statewide legislation, or pertinent preempting state or federal regulations have been enacted for the purposes of triggering the provisions of this section.

**Section 6. Severability**

If any clause, sentence, paragraph, section, subdivision, or other part of this local law or its application shall be inconsistent with any federal or state statute, law, regulation or rule then the federal or state statute, law, regulation, or rule shall prevail. 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 7. Effective Date and Applicability**

This local law shall become effective thirty days following enactment.

David Mayo  
14 Morgan Way  
Latham, NY 12110

February 9, 2016

Hon. Robert Beston  
Chairman, Personnel Committee  
112 State Street  
Albany, NY 12207

Dear Bob:

Enclosed please find an updated resolution I would like to be presented at the February Personnel Committee meeting. In the original resolution I failed to define "family member" and did not address Civil Service titles.

Also, I will be away on vacation and will not be present at the February 24 Personnel Committee meeting. Chris Higgins, who wishes to be a con-sponsor on this resolution, will be present to address this in my stead.

Thank you.

Yours truly,

*Dave*

Dave Mayo

Resolution Number 80 for 2016

WHEREAS, the integrity of and public confidence in the Albany County Legislature is of paramount importance

WHEREAS, the Albany County Legislature should avoid any appearance of impropriety

WHEREAS, the hiring of an Albany County Legislator as an employee of Albany County after the conclusion of their term of office, either by defeat in a contested election or by reason of not seeking another term of office, or the hiring of a family member during or after such term of office, may exhibit the appearance of impropriety, favoritism, and undermine public trust

WHEREAS, nepotism includes many of the basic government ethics issues: conflict of interest, misuse of office, preferential treatment and patronage; nepotism undermines public trust by making government look like a family business run not for the community but for the families in power; nepotism is bad for morale within the government organization; nepotism is one of the leading methods of keeping other ethnic and racial groups out of local government

RESOLVED, that the hiring of an Albany County Legislator or family member of an Albany County Legislator as an employee of the County of Albany during or after that Legislator's term of office is prohibited for the period of the term of office and a period of four (4) years from the date of conclusion of the term of office.

RESOLVED, that family member shall be defined as a spouse, ex-spouse; child, stepchild, parent or stepparent, sibling or stepsibling, grandparent or grandchild of a Legislator

RESOLVED, this prohibition shall not apply retroactively, such that current or former Albany County Legislators or family members of current or former Albany County Legislators who became employees of the County of Albany on or before December 31, 2015, will not be impacted

RESOLVED, the above prohibitions are not applicable to Civil Service positions within the County

RESOLVED, the effective date of this resolution, or any facsimile thereof, will be December 31, 2015

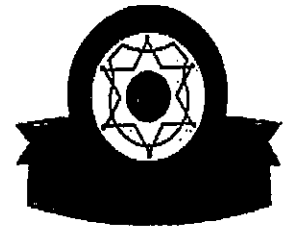
RESOLVED, time spent in committee or any revisions thereto notwithstanding, the intent of this resolution is to have an effective date of December 31, 2015, and no new hires affected or believed to be affected by this resolution will be made absent a vote on this resolution by the body of the Albany County Legislature

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# ALBANY COUNTY SHERIFF'S OFFICE

County Court House Albany, New York 12207 (518) 487-5400  
[WWW.ALBANYCOUNTYSHERIFF.COM](http://WWW.ALBANYCOUNTYSHERIFF.COM)



**MICHAEL S. MONTELEONE**  
UNDERSHERIFF

**CRAIG D. APPLE, SR.**  
SHERIFF

**PAUL M. COURCELLE**  
CHIEF DEPUTY

**WILLIAM M. RICE**  
CHIEF DEPUTY

**KERRY B. THOMPSON**  
CHIEF DEPUTY

April 11, 2017

Hon. Sean E. Ward  
Chairman, Albany County Legislature  
Legislative Counsel's Office  
112 State Street, Room 710  
Albany, New York 12207

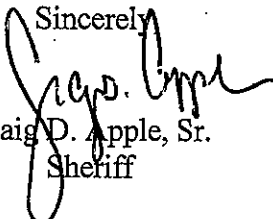
Re: Budget Amendment  
Teamsters Local 294/Contract Agreement

*SEAN*  
Dear Mr. Ward:

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 Corrections Supervisory Unit of the International Brotherhood of Teamsters Local 294. The recently negotiated five (5) year agreement is for the years 2017-2021. The agreement calls for a 2% raise in 2017, 2018, 2019, 2020, and 2021. In addition to the salary increases members will also receive Hazardous Duty Pay as follows, zero (\$0.00) monies for 2017, five hundred dollars (\$500.00) for 2018 and 2019, and seven hundred and fifty dollars (\$750.00) for 2020 and 2021.

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. F. Patrick Jeffers, Esq., Majority Counsel  
Hon. Arnis Zilgme, Esq., Minority Counsel  
Hon. Gilbert F. Either, Chair, Public Safety Committee  
Hon. Gary Domalewicz, Chair, Audit and Finance Committee

Date Received: 4/17/17  
Received By: JD  
Method: Hand: \_\_\_\_\_  
Courier:  \_\_\_\_\_  
Mail: \_\_\_\_\_

**REQUEST FOR LEGISLATIVE ACTION**

**DATE:** April 11, 2017  
**DEPARTMENT:** Albany County Sheriff's Office / Correctional Facility  
Contact Person: Sheriff Craig D. Apple, Sr.  
Telephone: 487-5440  
Dept. Representative Attending  
Committee Meeting: Sheriff Craig D. Apple, Sr.

**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):

Albany County Sheriff's Local 294

Albany County Sheriff's Department Corrections Officers Supervisory Unit

Amount/Rate Schedule/Fee:

Term: 01/01/17 - 12/31/21

Scope of Services: \_\_\_\_\_

Contract Funding:

Anticipated in Current Budget: Yes \_\_\_\_\_ No \_\_\_\_\_

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: #191

Date of Adoption: 5/11/15

Justification: (State briefly why legislative action is requested)

**Per MOU & Agreement signed 03/15/2017 between the County of Albany and the Albany County Sheriff's Local 294 - Sheriff's Department Corrections Supervisors (Attached)**

Back-up Material Submitted (i.e., application/approval notices from funding source, bid tabulation sheet, civil service approval notice, program announcement, contracts and/or any materials which explain or support the request for legislative action.)

Submitted By: Craig D. Apple Sr.

Title: Sheriff



RESOLUTION NO. 191

APPROVING THE SHERIFF'S OFFICE COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 294 CORRECTIONS OFFICERS SUPERVISORY UNIT

Introduced: 5/11/15

By Public Safety Committee and Mr. Clenahan:

WHEREAS, The Albany County Sheriff's Office has requested approval of a three year agreement with the International Brotherhood of Teamsters Local 294 Albany County Corrections Officers Supervisory Unit on the terms and conditions of employment from January 1, 2014 through December 31, 2016, and

WHEREAS, Under terms of the agreement, employees of the bargaining unit will receive a 2.5% salary increase for 2014 retroactive to January 1 2014, a 0% salary increase for 2015 and a 2% salary increase for 2016 and furthermore, Article VII (12) Overtime - Change, effective July 3, 2015, line-up time shall be paid in compensatory time only, all line-up pay shall be compensated as compensated time at a rate of 1.5 hours in accordance with the overtime provisions of this agreement, and as a one-time change, members currently earning line up pay in the ranks of Sergeant through Captain will have the annualized value of line-up pay (at the 2015 hourly rate) added to their base salary, and

WHEREAS, The agreement provides for modifications to the Health Insurance Plan, employees entering the bargaining unit after July 3, 2015 will be required to contribute the same percentage of their health insurance premiums as they contributed as corrections officers, and

WHEREAS, The agreement provides for modifications to Longevity - change; 7-9 years to \$1,200; 10-14 years to \$1,500; 15-19 years to \$2,000; 20-24 years to \$2,500; and 25 plus years to \$3,000 retroactive to January 1, 2015, and

WHEREAS, The agreement with the International Brotherhood of Teamsters Local 294 Albany County Corrections Officers Supervisory Unit also provides for changes to Article VII Section 2.3 - Work Hours and Schedule; Article XII Section 1.1 and 2.1a - Vacations; Article XIII Section 1.1 - Personal Leave / Vacation Leave; and Article XXIV Section 6.2 - General Provisions (uniforms) - change \$300 to \$490 now, therefore be it

RESOLVED, By the Albany County Legislature that the portions of said agreement for the term January 1, 2014 to December 31, 2016 setting forth salary and benefit provisions for members of the aforementioned bargaining unit in the Albany County Corrections Officers Supervisory Unit are hereby ratified and confirmed and the 2015 Albany County Budget is amended to accommodate said agreement per the spreadsheet filed with the Clerk of the Legislature, and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.

*Adopted by unanimous vote. 5/11/15*

**REQUEST FOR LEGISLATIVE ACTION**  
Resolution Month – May 2017

<b><u>Increase</u></b>	Personnel Services Account - See attached worksheet	\$ 62,027
	Fringe Benefits – Line Item A3150.8.9030 – Social Security	<u>4,746</u>
		<b><u>\$ 66,773</u></b>

<b><u>Decrease</u></b>	Hospital & Medical Insurance – Line Item A3150.8.9060	<b><u>\$ 66,773</u></b>
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Craig D. Apple Sr.  
Sheriff

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Date

5/2017 RESOLUTION										TEAMSTERS MOU SIGNED 3/15/2017 - LOCAL 294									
FUND	DEPT	OBJECT	PROJECT	LINE #	POSITION CONTROL #	RESOLUTION DESCRIPTION	INCREASE	DECREASE	2017 ADOPTED	2017 ANNUAL									
A	3150	1	2301	10000	1	390018	Corrections Captain	1,644.00		82,177.00	83,821.00								
A	3150	1	2301	10000	2	390019	Corrections Captain	1,644.00		82,177.00	83,821.00								
A	3150	1	2301	10000	3	390020	Corrections Captain	1,644.00		82,177.00	83,821.00								
A	3150	1	2301	10000	4	390021	Corrections Captain	1,644.00		82,177.00	83,821.00								
A	3150	1	2301	10000	5	390022	Corrections Captain	1,644.00		82,177.00	83,821.00								
A	3150	1	2302	10000	1	390023	Corrections Lieutenant	1,535.00		76,731.00	78,266.00								
A	3150	1	2302	10000	2	390024	Corrections Lieutenant	1,535.00		76,731.00	78,266.00								
A	3150	1	2302	10000	3	390025	Corrections Lieutenant	1,535.00		76,731.00	78,266.00								
A	3150	1	2302	10000	4	390026	Corrections Lieutenant	1,535.00		76,731.00	78,266.00								
A	3150	1	2302	10000	5	390027	Corrections Lieutenant	1,535.00		76,731.00	78,266.00								
A	3150	1	2302	10000	6	390028	Corrections Lieutenant	1,535.00		76,731.00	78,266.00								
A	3150	1	2302	10000	7	390029	Corrections Lieutenant	1,535.00		76,731.00	78,266.00								
A	3150	1	2302	10000	8	390030	Corrections Lieutenant	1,535.00		76,731.00	78,266.00								
A	3150	1	2302	10000	9	390031	Corrections Lieutenant	1,535.00		76,731.00	78,266.00								
A	3150	1	2302	10000	10	390032	Corrections Lieutenant	1,535.00		76,731.00	78,266.00								
A	3150	1	4112	10000	1	390448	Corrections First Sergeant	1,495.00		74,733.00	76,228.00								
A	3150	1	4112	10000	2	390449	Corrections First Sergeant	1,495.00		74,733.00	76,228.00								
A	3150	1	4112	10000	3	390450	Corrections First Sergeant	1,495.00		74,733.00	76,228.00								
A	3150	1	4113	10000	1	390051	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	2	390052	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	4	390054	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	5	390055	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	6	390056	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	7	390057	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	8	390058	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	9	390059	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	10	390060	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	11	390061	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	12	390062	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	13	390063	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	14	390064	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	15	390065	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	16	390066	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	17	390067	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	18	390068	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	20	390069	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	21	390070	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	22	390071	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	4113	10000	23	390072	Corrections Sergeant	1,418.00		70,916.00	72,334.00								
A	3150	1	6201	10000	1	390394	Clerk III	1,398.00		69,915.00	71,313.00								
A	3150	1	7021	10000	1	390445	Maintenance Mechanic III	1,398.00		69,915.00	71,313.00								
A	3150	1	7021	10000	2	390452	Maintenance Mechanic III	1,398.00		69,915.00	71,313.00								
A	3150	8	9030	10000		Social Security	4,746.00		66,773.00										
A	3150	8	9060	10000		HOSPITAL AND MEDICAL INSURANCE													
						TOTAL APPROPRIATIONS	66,773.00		66,773.00										
						ESTIMATED REVENUES													
						RESOLUTION DESCRIPTION	INCREASE	DECREASE	UNIT COST										
A	0000	0	0000	000			0	0											
A	0000	0	0000	000			0	0											
						TOTAL ESTIMATED REVENUES	0	0											
						GRAND TOTALS	66,773.00	66,773.00											

**APPENDIX B**

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
PER MEMORANDUM OF AGREEMENT DATED MARCH 15, 2017**

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Captain	83,821	85,498	87,208	88,953	90,733
Lieutenant	78,266	79,832	81,429	83,058	84,720
Sergeant	72,335	73,782	75,258	76,764	78,300
First Sergeant	76,228	77,753	79,309	80,896	82,514
Clerk III	71,314	72,741	74,196	75,680	77,194
Maintenance Mechanic III	71,314	72,741	74,196	75,680	77,194

ts 4/11/17

**MEMORANDUM OF UNDERSTANDING**

Made by and between Albany County (Employer) and International Brotherhood of Teamsters Local 294 Albany County Correctional Facility Supervisor's Unit (Employee Collective Bargaining Unit) (collectively the "Parties") this 22nd day of February, 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 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. Appendix A -- amend the language to 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. Appendix B: amend the table to reflect the changes articulated in paragraph 3 above.
5. Each member of the collective bargain unit shall be entitled to the following hazardous pay:

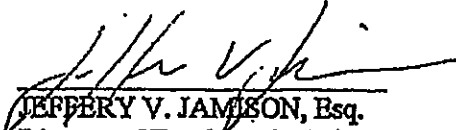
2017	- \$0.00
2018	\$500.00
2019	\$500.00
2020	\$750.00
2021	\$750.00

The hazardous duty pay shall be made to each member by February 28<sup>th</sup> of each year.

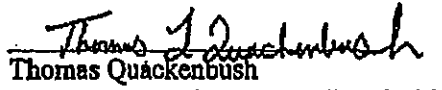
6. Article EX Section 1 subsection 2 add the language: Upon the date of expiration of the Albany County Civil Service Examination for Corrections Captain, Correction Lieutenant, all future civil service examinations, promotional lists and promotions to the rank of Captain and Lieutenant shall be filled from individuals currently inside the bargaining unit, who currently hold the rank of Sergeant or higher. The Civil Service test eligibility requirements shall be amended as mutually agreed upon by the parties, and as permissible by the Commissioner of Civil Service, or his designee.


Dated this 15th day of March, 2017:

For the Employer:

  
JEFFERY V. JAMISON, Esq.  
Director of Employee Relations

For the Collective Bargaining Unit:

  
Thomas Quackenbush  
Business Agent / Teamsters Local 294

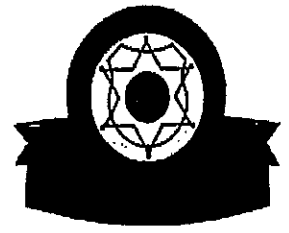
  
Timothy Woods  
Chief Shop Steward

4



# ALBANY COUNTY SHERIFF'S OFFICE

County Court House Albany, New York 12207 (518) 487-5400  
[WWW.ALBANYCOUNTYSHERIFF.COM](http://WWW.ALBANYCOUNTYSHERIFF.COM)



**MICHAEL S. MONTELEONE**  
UNDERSHERIFF

**CRAIG D. APPLE, SR.**  
SHERIFF

**PAUL M. COURCELLE**  
CHIEF DEPUTY

**WILLIAM M. RICE**  
CHIEF DEPUTY

**KERRY B. THOMPSON**  
CHIEF DEPUTY

April 11, 2017

Hon. Sean E. Ward  
Chairman, Albany County Legislature  
Legislative Counsel's Office  
112 State Street, Room 710  
Albany, New York 12207

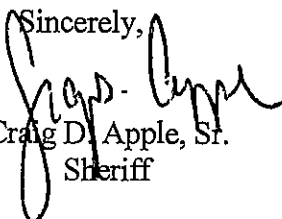
Re: Budget Amendment  
Council 82, Local 775/Contract Agreement

*SEW*  
Dear Mr. Ward:

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 Local 775 Security and Law Enforcement Employees, Council 82, AFSCME, AFL-CIO. The recently negotiated five (5) year agreement is for the years 2017 thru 2021. This agreement calls for a 1% increase for 2017 in addition members that are in Step VI will have one thousand, (\$1,000.00) added to the base, in addition to the 1% increase, 0% increase for 2018 with a one-time change, members will have the annualized value of line-up added to their base salary, 2% increase for 2019 and 2020 and 2.5% increase for 2021. In addition to the salary increases members will also receive Hazardous Duty Pay as follows, 2017 & 2018 two hundred and fifty dollars (\$250.00), 2019 & 2020 five hundred dollars (\$500.00) and 2021 seven hundred and fifty dollars (\$750.00).

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. F. Patrick Jeffers, Esq., Majority Counsel  
Hon. Arnis Zilgme, Esq., Minority Counsel  
Hon. Gilbert F. Either, Chair, Public Safety Committee  
Hon. Gary Domalewicz, Chair, Audit and Finance Committee



Date Received: 4/12/17  
Received By: [Signature]  
Method: Hand: •  
Courier: ✓  
Mail: \_\_\_\_\_

**REQUEST FOR LEGISLATIVE ACTION**

**DATE:** April 11, 2017  
**DEPARTMENT:** Albany County Sheriff's Office / Correctional Facility  
Contact Person: Sheriff Craig D. Apple, Sr.  
Telephone: 487-5440  
Dept. Representative Attending  
Committee Meeting: Sheriff Craig D. Apple, Sr.

**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):

Albany County Sheriff's Local 775

Security and Law Enforcement Employees, Council 82,

AFSCME, AFL-CIO

Amount/Rate Schedule/Fee:

Term: 01/01/17 - 12/31/21

Scope of Services: Labor Contract

Contract Funding:

Anticipated in Current Budget: Yes \_\_\_\_\_ No \_\_\_\_\_

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: #113

Date of Adoption: 4/8/13

Justification: (State briefly why legislative action is requested)

**Per MOU & Agreement signed 11/06/16 between the County of Albany and the Albany County Sheriff's Local 775 - Security and Law Enforcement Employees, Council 82, AFSCME, AFL-CIO, (Attached)**

Back-up Material Submitted (i.e., application/approval notices from funding source, bid tabulation sheet, civil service approval notice, program announcement, contracts and/or any materials which explain or support the request for legislative action.)

Submitted By: Craig D. Apple Sr.

Title: Sheriff

**RESOLUTION NO. 113**

**APPROVING THE SHERIFF'S DEPARTMENT COLLECTIVE BARGAINING AGREEMENT WITH LOCAL 775 OF SECURITY AND LAW ENFORCEMENT EMPLOYEES COUNCIL 82**

Introduced: 4/8/13

By Public Safety and Personnel Committees:

WHEREAS, The County of Albany and the Albany County Sheriff's Local 775 of Security and Law Enforcement Employees Council 82, AFSCME, AFL-CIO, have negotiated a seven year contract for those employees of the Albany County Sheriff's Department represented by said unit, and the terms and conditions of employment from January 1, 2010 through December 31, 2016 have been agreed upon, and

WHEREAS, Under terms of the agreement, employees of the bargaining unit will receive a 0% salary increase for 2010, 0% salary increase for 2011 to include \$500 to the base effective January 1, 2013, a 2% salary increase for 2012, a 2% salary increase for 2013, 0% salary increase for 2014 to include reallocation of step schedule reflected in Appendix A for 2014 for current employees hired before the signing of this agreement, a 2% salary increase for 2015, a 2% salary increase for 2016, and

WHEREAS, The agreement provides for modifications to the Prescription Drug Plan that begin July 1, 2013, the co-pay for prescription generic drugs purchased retail will be dropped, the co-pay for retail preferred formulary brand-name drugs will be at \$15 and \$45 for non-formulary drugs, while co-pays for non-generic drugs ordered by domestic mail in 90-day supplies will be at \$0 for generic drugs, \$15 for preferred formulary brand-name drugs and \$45 for non-formulary drugs, and the non-domestic mail ordered 90-day supplies will be at \$0 for preferred formulary brand-name drugs and \$0 for non-formulary drugs, and

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

WHEREAS, The agreement also provides for an \$8,000 incentive for union employees who meet the minimum eligibility requirements to retire from the NYS Retirement System and voluntarily separate from County service beginning April 1, 2013 through June 30, 2014, now, therefore be it

RESOLVED, By the Albany County Legislature that the portions of said agreement for the term of January 1, 2010 through December 31, 2016 setting forth salary and benefit provisions for the members of the aforementioned bargaining unit in the Albany County Correctional Facility are hereby ratified and confirmed, and, be it further

RESOLVED, That the 2018 Correctional Facility Budget is amended to implement said agreement as indicated in a spreadsheet filed with the Clerk of the Legislature, and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.

*Adopted by unanimous vote. 4/8/13*

2017 BUDGET AMENDMENT

APPROPRIATIONS

FUND	DEPT	ACCOUNT #		PROJECT	POS	RESOLUTION DESCRIPTION	INCREASE	DECREASE	2017		
		OBJECT	LINE						Adopted	ANNUAL	
A	3150	1	4115	1	10000	Corrections Officer	458.00		ACC	45,794	46,252
A	3150	1	4115	2	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	3	10000	Corrections Officer	470.00		ACC	47,007	47,477
A	3150	1	4115	4	10000	Corrections Officer	470.00		ACC	47,007	47,477
A	3150	1	4115	5	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	6	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	7	10000	Corrections Officer	470.00		ACC	47,007	47,477
A	3150	1	4115	8	10000	Corrections Officer	458.00		ACC	45,794	46,252
A	3150	1	4115	9	10000	Corrections Officer	434.00		ACC	43,401	43,835
A	3150	1	4115	10	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	11	10000	Corrections Officer	434.00		ACC	43,401	43,835
A	3150	1	4115	12	10000	Corrections Officer	446.00		ACC	44,589	45,035
A	3150	1	4115	13	10000	Corrections Officer	562.00		ACC	56,203	56,765
A	3150	1	4115	14	10000	Corrections Officer	470.00		ACC	47,007	47,477
A	3150	1	4115	15	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	16	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	17	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	18	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	19	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	20	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	22	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	23	10000	Corrections Officer	434.00		ACC	43,401	43,835
A	3150	1	4115	25	10000	Corrections Officer	458.00		ACC	45,794	46,252
A	3150	1	4115	26	10000	Corrections Officer	562.00		ACC	56,203	56,765
A	3150	1	4115	27	10000	Corrections Officer	470.00		ACC	47,007	47,477
A	3150	1	4115	28	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	29	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	30	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	31	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	32	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	34	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	35	10000	Corrections Officer	562.00		ACC	56,203	56,765
A	3150	1	4115	36	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	37	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	38	10000	Corrections Officer	434.00		ACC	43,401	43,835
A	3150	1	4115	39	10000	Corrections Officer	458.00		ACC	45,794	46,252
A	3150	1	4115	40	10000	Corrections Officer	470.00		ACC	47,007	47,477
A	3150	1	4115	41	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	42	10000	Corrections Officer	446.00		ACC	44,589	45,035
A	3150	1	4115	43	10000	Corrections Officer	562.00		ACC	56,203	56,765
A	3150	1	4115	44	10000	Corrections Officer	562.00		ACC	56,203	56,765
A	3150	1	4115	45	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	47	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	48	10000	Corrections Officer	470.00		ACC	47,007	47,477
A	3150	1	4115	49	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
A	3150	1	4115	51	10000	Corrections Officer	458.00		ACC	45,794	46,252
A	3150	1	4115	52	10000	Corrections Officer	434.00		ACC	43,401	43,835
A	3150	1	4115	53	10000	Corrections Officer	1,583.00		ACC	57,265	58,848
ES	411	1	4115	54	10000	Corrections Officer	434.00		ACC	43,401	43,835

A	3150	1	4115	55	10000	390120	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	57	10000	390122	Corrections Officer	434.00				ACCFF	43,401	43,835
A	3150	1	4115	58	10000	390123	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	59	10000	390124	Corrections Officer	470.00				ACCFF	47,007	47,477
A	3150	1	4115	60	10000	390125	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	61	10000	390126	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	62	10000	390127	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	63	10000	390128	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	64	10000	390129	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	65	10000	390130	Corrections Officer	446.00				ACCFF	44,589	45,035
A	3150	1	4115	66	10000	390131	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	67	10000	390132	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	68	10000	390133	Corrections Officer	446.00				ACCFF	44,589	45,035
A	3150	1	4115	69	10000	390134	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	70	10000	390135	Corrections Officer	446.00				ACCFF	44,589	45,035
A	3150	1	4115	71	10000	390136	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	72	10000	390137	Corrections Officer	459.00				ACCFF	45,794	46,252
A	3150	1	4115	74	10000	390139	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	76	10000	390141	Corrections Officer	434.00				ACCFF	43,401	43,835
A	3150	1	4115	77	10000	390142	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	78	10000	390143	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	79	10000	390144	Corrections Officer	(13,430.00)				ACCFF	57,265	58,848
A	3150	1	4115	81	10000	390146	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	82	10000	390147	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	83	10000	390148	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	84	10000	390149	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	85	10000	390150	Corrections Officer	434.00				ACCFF	43,401	43,835
A	3150	1	4115	87	10000	390152	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	88	10000	390153	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	90	10000	390155	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	91	10000	390156	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	92	10000	390157	Corrections Officer	446.00				ACCFF	44,589	45,035
A	3150	1	4115	93	10000	390158	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	95	10000	390160	Corrections Officer	434.00				ACCFF	43,401	43,835
A	3150	1	4115	97	10000	390162	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	98	10000	390163	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	101	10000	390166	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	102	10000	390167	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	103	10000	390168	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	104	10000	390169	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	105	10000	390170	Corrections Officer	470.00				ACCFF	47,007	47,477
A	3150	1	4115	106	10000	390171	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	107	10000	390172	Corrections Officer	434.00				ACCFF	43,401	43,835
A	3150	1	4115	108	10000	390173	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	109	10000	390174	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	110	10000	390175	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	111	10000	390176	Corrections Officer	446.00				ACCFF	44,589	45,035
A	3150	1	4115	114	10000	390179	Corrections Officer	459.00				ACCFF	45,794	46,252
A	3150	1	4115	115	10000	390180	Corrections Officer	(13,430.00)				ACCFF	57,265	58,848
A	3150	1	4115	116	10000	390181	Corrections Officer	434.00				ACCFF	43,401	43,835
A	3150	1	4115	117	10000	390182	Corrections Officer	446.00				ACCFF	44,589	45,035
A	3150	1	4115	118	10000	390183	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	119	10000	390184	Corrections Officer	1,583.00				ACCFF	57,265	58,848
A	3150	1	4115	120	10000	390185	Corrections Officer	470.00				ACCFF	47,007	47,477
A	3150	1	4115	121	10000	390186	Corrections Officer	1,583.00				ACCFF	57,265	58,848











## Appendix A

### Employees hired prior to 1/1/2013

Year	Base	I	II	III	IV	V	VI
<b>ID Officer</b>							
2016	47,592	49,091	50,598	52,098	53,602	57,918	58,997
2017	48,068	49,582	51,104	52,619	54,138	58,497	60,597
1%							
2018	50,321	51,906	53,499	55,085	56,675	61,239	63,437
0%							
2019	51,327	52,944	54,569	56,187	57,809	62,464	64,706
2%							
2020	52,354	54,003	55,661	57,311	58,965	63,713	66,000
2%							
2021	53,663	55,353	57,052	58,743	60,439	65,306	67,650
2.50%							
<b>Senior ID officer</b>							
2016	49,181	50,634	52,095	53,557	55,017	59,284	60,376
2017	49,673	51,140	52,616	54,093	55,567	59,877	61,990
1%							
2018	52,001	53,537	55,082	56,628	58,172	62,683	64,895
0%							
2019	53,041	54,608	56,184	57,760	59,335	63,937	66,193
2%							
2020	54,102	55,700	57,307	58,916	60,522	65,216	67,517
2%							
2021	55,454	57,093	58,740	60,389	62,035	66,846	69,205
2.50%							
<b>Correction Officer</b>							
2016	46,828	48,159	49,452	50,758	52,078	56,203	57,265
2017	47,296	48,641	49,947	51,266	52,599	56,765	58,848
1%							
2018	49,513	50,920	52,288	53,668	55,064	59,426	61,606
0%							
2019	50,503	51,939	53,333	54,742	56,165	60,614	62,838
2%							
2020	51,513	52,978	54,400	55,837	57,289	61,826	64,095
2%							
2021	52,801	54,302	55,760	57,233	58,721	63,372	65,697
2.50%							

## Appendix A

### Employees hired after to 1/1/2013

Year	Base	I	II	III	IV	V	VI
<b>ID Officer</b>							
2016	37,149	44,297	45,691	47,082	48,472	53,669	58,996
2017 1%	37,520	44,740	46,148	47,553	48,957	54,206	60,596
2018 0%	39,279	46,837	48,311	49,782	51,251	56,746	63,436
2019 2%	40,065	47,774	49,277	50,777	52,276	57,881	64,705
2020 2%	40,866	48,729	50,263	51,793	53,322	59,039	65,999
2021 2.50%	41,888	49,947	51,519	53,088	54,655	60,515	67,649
<b>Senior ID officer</b>							
2016	38,676	45,780	47,130	48,485	49,833	54,982	60,375
2017 1%	39,063	46,238	47,601	48,970	50,331	55,532	61,989
2018 0%	40,894	48,405	49,832	51,265	52,690	58,135	64,894
2019 2%	41,712	49,373	50,829	52,290	53,744	59,297	66,192
2020 2%	42,546	50,361	51,846	53,336	54,819	60,483	67,516
2021 2.50%	43,609	51,620	53,142	54,670	56,190	61,995	69,204
<b>Correction Officer</b>							
2016	36,414	43,401	44,589	45,794	47,007	52,021	57,265
2017 1%	36,778	43,835	45,035	46,252	47,477	52,541	58,848
2018 0%	38,502	45,890	47,146	48,420	49,702	55,004	61,606
2019 2%	39,272	46,807	48,089	49,388	50,696	56,104	62,838
2020 2%	40,057	47,743	49,050	50,376	51,710	57,226	64,095
2021 2.50%	41,059	48,937	50,277	51,635	53,003	58,657	65,697

5



DANIEL P. MCCOY  
COUNTY EXECUTIVE

COUNTY OF ALBANY  
DEPARTMENT OF RESIDENTIAL HEALTH CARE FACILITIES  
ALBANY COUNTY NURSING HOME  
ALBANY SHAKER ROAD  
ALBANY, NEW YORK 12211-1089  
PHONE: (518) 869-2231 FAX: (518) 869-1713  
www.albanycounty.com

LARRY I. SLATKY  
EXECUTIVE DIRECTOR  
THOMAS COFFEY  
ADMINISTRATOR

April 6, 2017

Hon. Sean Ward  
Chair, Albany County Legislature  
112 State Street, 7<sup>th</sup> Floor  
Albany, NY 12207

Dear Chairman Ward:

Albany County Nursing Home respectfully requests approval to revise the 2014 – 2018, 1199 SEIU Service and Maintenance Workers Unit Collective Bargaining Agreement. This revision will include an adjustment to base salary and a Stipend to some of the Service and Maintenance Workers for 2016. This adjustment is being requested so that our base salary is competitive with industry norms. The total increase, that includes a Stipend for 2016 for specific Service and Maintenance Workers and an additional 1% to the 2017 budget and adjustments to base salary and associated benefits, will be \$229,768.00 and will be funded in full by the Advanced Training Initiative revenue, which has not been included in the 2017 budget. It should be noted that the dollar amount adjustment to budget is for both vacant and filled positions, therefore, the actual 2017 budget will be significantly less.

The Service and Maintenance Workers have voted unanimously in favor of this MOU and is agreed to by 1199 SEIU management. We respectfully request approval of this revision to the 2017 budget and the Service and Maintenance Workers Collective Bargaining Agreement.

Respectfully,

Larry I. Slatky  
Executive Director  
Albany County Residential Healthcare Facility

cc: Frank Commisso, Majority Leader  
Frank Mauriello, Minority Leader  
F. Patrick Jeffers, Majority Counsel  
Arnis Zilgme, Minority Counsel

**FOR COUNSEL USE ONLY**

Date Received: 4/12/17  
Received by: [Signature]  
Method: Hand:   
Courier: \_\_\_\_\_  
Mail: \_\_\_\_\_

**REQUEST FOR LEGISLATIVE ACTION**

*RLA #2256: To Revise the 1199 SEIU Contract for the Service and Maintenance Workers Unit 2014-2018*

**DATE:** Tuesday, March 28, 2017  
**DEPARTMENT:** Nursing Home  
Contact Person: Larry Slatky, Executive Director  
Telephone: \_\_\_\_\_  
Dept. Representative Attending Committee Meeting: Larry Slatky, Director

**PURPOSE OF REQUEST:**

Adopting 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. Contractual; Personnel; Fringe  
Source of Funds: Albany County Nursing Home  
Title Change: 1199 SEIU Service and Maintenance Workers Titles

**CONCERNING CONTRACT AUTHORIZATION**

**STATE THE FOLLOWING:**

**TYPE OF CONTRACT:**

Change Order/Contract Amendment X  
Purchase (Equipment/Supplies) \_\_\_\_\_  
Lease (Equipment/Supplies) \_\_\_\_\_  
Requirements Professional Services \_\_\_\_\_  
Education/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) 1199 SEIU United Health Care Workers East  
310 West 43RD Street  
New York City, New York 10036

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Amount/Raise Schedule/Fee \$229,768.00

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Scope of Services To revise the 2014-2018 1199 SEIU Contract for Service and Maintenance Workers Unit (All Titles) and the 2017 Budget. The amount of the adjustments is an approximation and could vary slightly when the actual settlement is implemented. This adjustment will include for some Service and Maintenance Workers a Stipend payment for 2016 and associated benefits.

---

Contract Funding:

Bond Res. No.: \_\_\_\_\_  
Date of Adoption: \_\_\_\_\_

**CONCERNING ALL REQUESTS:**

Mandated Program/Service: No

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If Mandated Cite: Authority \_\_\_\_\_

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Anticipated in Current Adopted Budget No

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County Budget Accounts:	Account Code	Line	Amount
Revenue	NH6020	01880	\$229,768.00
Appropriation			

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Fiscal Impact - Funding: (Dollars or Percentages)

Federal 0%

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State 0%

---

County 100%

---

Local 0%

---

Term/Length of Funding: 60 Months (1/1/2014 - 12/31/2018)

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Impact on Pending Litigation No

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If yes, please explain: \_\_\_\_\_

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Previous Requests for Identical or Similar Action

Resolution/Law Number \_\_\_\_\_

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Date of Adoption \_\_\_\_\_

---

Justification: (State briefly why legislative action is requested)

In 2016, 1199 SEIU filed two grievances with PERB, the first was for a contract reopener for the year 2016, which was permitted under both contracts and a second for Step increases. Since that filing management and labor have been negotiating to settle both matters. The parties have come to a draft agreement that has been approved by the Service and Maintenance Unit Workers of the 1199 SEIU members but still needs Legislative and Albany County approval. If approved the Impasse and Step grievances (attached) will be settled through 2018 for the Service and Maintenance Workers Unit. The cost of this agreement (increase to the 2016 and 2017 years) that excludes the 1% already budgeted for 2017 will be approximately \$229,768. This dollar amount includes filled and vacant budgeted positions, therefore the actual dollar amount for 2017 is significantly less due to the vacant budgeted lines. It should be noted that these increases will permit the Albany County Nursing Home to be competitive in today's health care market place. Currently our base salaries are not and we have been challenged to retain staff or fill budgeted positions for Certified Nursing Assistants. In addition the 1199 SEIU Service and Maintenance Unit will not be able to reopen negotiations until the conclusion of this agreement



which is December 31, 2018. This increase will be funded through our Advanced Training Initiative revenue.

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.)

<http://acvsp2010/sites/CALM/Lists/RLA/Attachments/2256/RLA 1199 SEIU Svc-Maint MOU cvr ltr.doc>

<http://acvsp2010/sites/CALM/Lists/RLA/Attachments/2256/1199 SEIU Service and Maintenance Workers Unit Signed MOU.pdf>

<http://acvsp2010/sites/CALM/Lists/RLA/Attachments/2256/RLA 1199 SEIU Svc-Maint MOU cvr ltr.doc>

<http://acvsp2010/sites/CALM/Lists/RLA/Attachments/2256/1199 SEIU Service and Maintenance Unit RLA 2017 Budget Revisions.xlsx>

<http://acvsp2010/sites/CALM/Lists/RLA/Attachments/2256/1199 SEIU Service and Maintenance Unit RLA 2017 Budget Revisions.xlsx>

<http://acvsp2010/sites/CALM/Lists/RLA/Attachments/2256/1199 SEIU Service and Maintenance Unit RLA 2017 Budget Revisions.xlsx>

<http://acvsp2010/sites/CALM/Lists/RLA/Attachments/2256/1199 SEIU Service and Maintenance Unit RLA 2017 Budget Revisions.xlsx>

<http://acvsp2010/sites/CALM/Lists/RLA/Attachments/2256/RLA 1199 SEIU Svc-Maint MOU cvr ltr.doc>

<http://acvsp2010/sites/CALM/Lists/RLA/Attachments/2256/1199 SEIU PERB Grievances.pdf>

<http://acvsp2010/sites/CALM/Lists/RLA/Attachments/2256/1199 SEIU Service and Maintenance Unit RLA 2017 Budget Revisions.xlsx>

Submitted by:

Larry Slatky

Title:

Director

NEW YORK STATE PUBLIC EMPLOYMENT RELATIONS BOARD  
PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20, ALBANY, NEW YORK 12220-0074  
WWW.PERB.NY.GOV

VOLUNTARY GRIEVANCE ARBITRATION RULES OF PROCEDURE  
DEMAND FOR ARBITRATION

INSTRUCTIONS: Complete in full, retain one copy and distribute as follows: A) SERVE one copy upon respondent in the same manner as a summons or by registered or certified mail; return receipt requested; B) FILE an original and one (1) copy with the Director of Conciliation, NYS PERB, PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20, ALBANY, New York 12220-0074, along with a \$50 filing fee in the form of a check or money order made payable to the STATE OF NEW YORK.

DATE 2/5/14

EMPLOYER

Name of Employer .....

Albany County Nursing Home

Name, Title, Address, E-Mail, Telephone and Fax Number of the Representative to whom PERB should direct correspondence

Larry Slack, John Maney  
780 Albany Shaker Rd Albany NY 12210

(E-mail) \_\_\_\_\_

(Telephone) 518 869-2231 (Fax) 518 869 1713

LABOR/EMPLOYEE ORGANIZATION

Name of Organization .....

1199 SEIU Health Care Workers East

Name, Title, Address, E-Mail, Telephone and Fax Number of the Representative to whom PERB should direct correspondence

Maureen Tomlinson - Organizer  
155 Washington Ave  
Albany NY 12210

(E-mail) maureen.tomlinson@1199.org

(Telephone) 518 396-2320 (Fax) 518-436-1140  
518 956-1818

IDENTIFY PETITIONER (check one):



EMPLOYER



LABOR/EMPLOYEE ORGANIZATION

IDENTIFY TYPE OF PANEL REQUESTED (check one):



PUBLIC SECTOR VOLUNTARY GRIEVANCE ARBITRATION PANEL  
Available only to public sector employers and employee organizations.



PRIVATE SECTOR REGULAR GRIEVANCE ARBITRATION PANEL  
Available only to private sector employers and labor organizations.



PRIVATE SECTOR DIRECT APPOINTMENT PRO BONO PANEL  
Available only to private sector employers and labor organizations, whose collective bargaining agreement specifically provides for this service.

Fee  
\* Under separate cover

PLEASE COMPLETE THE FOLLOWING, USING ADDITIONAL SHEETS IF NECESSARY:

1. Effective date and expiration date of the agreement: 1/1/14 to 12/31/18  
(Mo./Day/Yr.) (Mo./Day/Yr.)

2. Identify the provision(s) in the agreement providing for arbitration and attach a copy thereof:

Article 17 - See Attached

3. Identify the provision(s) in the agreement claimed to be violated and attach a copy thereof (use additional sheet(s) if necessary):

Appendix - A - Wages & Steps - See Attached

4. Write a clear and concise description of the nature of the dispute(s) to be arbitrated and the remedy(ies) sought (include the name(s) of the grievant(s)) (use additional sheet(s) if necessary):

Management has failed to move members through the step increase per the Collective Bargaining Agreement

5. Is proof of service of this Demand for Arbitration on the Respondent attached hereto?  Yes  No

THE UNDERSIGNED, A PARTY TO A WRITTEN AGREEMENT WHICH PROVIDES FOR ARBITRATION AS IDENTIFIED ABOVE, HEREBY DEMANDS ARBITRATION. YOU ARE HEREBY NOTIFIED THAT COPIES OF THIS DEMAND FOR ARBITRATION ARE BEING FILED WITH THE DIRECTOR OF CONCILIATION, NEW YORK STATE PUBLIC EMPLOYMENT RELATIONS BOARD, PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20, ALBANY, NEW YORK 12220-0074, WITH THE REQUEST THAT AN ARBITRATOR BE DESIGNATED IN ACCORDANCE WITH THE BOARD'S ESTABLISHED PROCEDURES AND POLICIES.

IN ACCORDANCE WITH SECTION 7503(c) OF THE CIVIL PRACTICE LAW AND RULES (CPLR):  
"UNLESS THE PARTY SERVED APPLIES TO STAY THE ARBITRATION WITHIN TWENTY DAYS AFTER SUCH SERVICE HE SHALL THEREAFTER BE PRECLUDED FROM OBJECTING THAT A VALID AGREEMENT WAS NOT MADE OR HAS NOT BEEN COMPLIED WITH AND FROM ASSERTING IN COURT THE BAR OF A LIMITATION OF TIME."

[Signature] Organizer  
Signature Title

2/5/16  
Date



GRIEVANCE FORM

NAME OF EMPLOYEE Class action SOCIAL SECURITY NO. \_\_\_\_\_  
 DEPARTMENT all DATE OF HIRE \_\_\_\_\_  
 JOB TITLE all DATE SUBMITTED \_\_\_\_\_

COMPLETE DETAILS OF GRIEVANCE:

ACNUH is in violation of but not limited to the CBA article Appendix A section wages as well as step grid salary scheduled by not moving employees to appropriate step

REMEDY REQUESTED <sup>(USE REVERSE SIDE IF NECESSARY)</sup> make employees whole in every way included and not limited to, move all employees to the appropriate steps and any back wages.  
 EMPLOYEE \_\_\_\_\_ (SIGNATURE) Mitria Roman

DISPOSITION - STEP 1: \_\_\_\_\_

SUPERVISOR \_\_\_\_\_ (SIGNATURE) DATE COMMUNICATED \_\_\_\_\_  
 ACCEPTED: \_\_\_\_\_ APPEALED \_\_\_\_\_  
 DELEGATE \_\_\_\_\_

DISPOSITION - STEP 2: We disagree with your details of Grievance, above, and therefore, deny the grievance.

DEPT. HEAD [Signature] (SIGNATURE) DATE COMMUNICATED 01/27/2016  
 ACCEPTED: \_\_\_\_\_ APPEALED \_\_\_\_\_  
 DELEGATE \_\_\_\_\_

DISPOSITION - STEP 3: Denial

PERSONNEL DIRECTOR [Signature] (SIGNATURE) DATE COMMUNICATED 2/04/2016  
 ACCEPTED: \_\_\_\_\_ APPEALED   
 ORGANIZER [Signature]

DECLARATION OF IMPASSE

INSTRUCTIONS: Complete in full, retain one copy and distribute in the following manner: A) File an original and one (1) copy with the Director of Conciliation, PERB, PO BOX 2074, ESP AGENCY BLDG 2, FLS 18 & 20, ALBANY, NEW YORK 12220-0074. B) Simultaneously serve one (1) copy upon the respondent.

Date: 2/5/14

PUBLIC EMPLOYER

Name of Public Employer..... Albany County Nursing Home

NAME, TITLE, ADDRESS, TELEPHONE AND FAX NUMBERS of the Representative to whom PERB should direct correspondence  
Larry Slack, John Marney  
786 Albany Stoker Rd NY 12210  
(Telephone) 518 849 2231 (FAX) 518 849 1713

EMPLOYEE ORGANIZATION

Name of Employee Organization..... 1199 SEIU Health Care Workers East

NAME, TITLE, ADDRESS, TELEPHONE AND FAX NUMBERS of the Representative to whom PERB should direct correspondence  
Maurice Tomlinson Organizer  
155 Washington Ave Albany NY 12210  
(Telephone) 518 594 2300 (FAX) 518 436 1140

IDENTIFYING PARTY DECLARING IMPASSE

Public Employer  Employee Organization  Joint Declaration

DESCRIPTION OF UNIT

- A - Number of employees in the unit: \_\_\_\_\_
- B - Included titles: See attached
- C - Excluded titles: See attached
- D - Employer's fiscal year: 1/1/14 to 12/31/14  
(Mo./Day/Yr.) (Mo./Day/Yr.)
- E - Effective date and expiration date of present agreement: 1/1/14 to 12/31/18  
(Mo./Day/Yr.) (Mo./Day/Yr.)
- F - Date of recognition or certification of negotiating agent: Aug 16 2001 & Sept 14 1978

IMPORTANT DETAILS OF DECLARATION IMPORTANT

On a separate sheet of paper which should be attached hereto, write a clear and concise history of negotiations leading to this Declaration of Impasse. Include the number and dates of the negotiating sessions and specifically list all presently unresolved issues.

Pursuant to Article 14 of the Civil Service Law, as amended (Public Employees' Fair Employment Act), the undersigned hereby declare(s) that a state of impasse exists between the above noted public employer and employee organization within the meaning of Section 209 of said Act.

Maurice Tomlinson Organizer 2/5/14  
Signature of Representative Declaring Impasse Title Date

If joint declaration, both representatives must sign:

\_\_\_\_\_  
Signature of Representative Declaring Impasse Title Date



## MEMORANDUM OF UNDERSTANDING

Made by and between Albany County (Employer) and Albany County Nursing Home Service and Maintenance Unit and 1199 SEIU United Healthcare Workers East (Employee Collective Bargaining Unit), (collectively "the Parties"), this \_\_\_\_ day of November 2016, subject to approval by the Albany County Legislature and ratification by the employee collective bargaining unit.

WHEREAS, the Parties entered into a collective bargaining agreement on or about July 8, 2014;

WHEREAS, the term of the agreement was from January 1, 2014 thru December 31, 2018;

WHEREAS, Appendix A provided for a 1% increase in salary and "wage re-opener" for each of the years beginning January 1, 2016, January 1, 2017 and January 1, 2018;

WHEREAS, the Parties have been meeting over several months for the purposes of negotiating the wage reopener;

WHEREAS, both Parties have been negotiating in good faith;

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

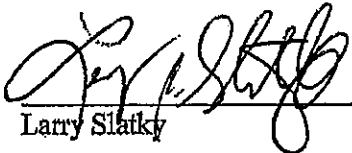
1. Appendix A of the January 1, 2014 – December 31, 2018 collective bargaining agreement shall be amended as follows:
  - a. All qualifying bargaining members of the collective bargaining unit that are at "Step 10" on January 1, 2016 shall receive an additional 1% increase to their base salary effective January 1, 2017. Additionally, these members shall receive a one-time stipend as indicated in the attached Appendix A under column "Stipend". This amount is in addition to the 1% increase already in effect for 2016 as articulated in the collective bargaining agreement.
  - b. All qualifying bargaining members who are:
    - i. at a Step 1 with less than one year of service on July 1, 2016 shall receive no increase in Step; at Step 1 with at least one year of service and less than two years of service on July 1, 2016, shall move to Step 2 effective January 1, 2017; at Step 1 with at least two years of service and less than 3 years of service on July 1, 2016, shall move to Step 3; at Step 1 with three years of service or more on July 1, 2016, shall move to Step 4 January 1, 2017. There shall be no further movement in Step by bargaining members in 2017 or 2018;
    - ii. at Step 2 on July 1, 2016 shall receive a 3 step increase to Step 5 effective January 1, 2017; there shall be no further movement in Step by bargaining members in 2017 or 2018;

- iii. at Step 3 on July 1, 2016 shall receive a 3 Step increase to Step 6 effective January 1, 2017; there shall be no further movement in Step by bargaining members in 2017 or 2018;
  - iv. at Step 4 on July 1, 2016 shall receive a 3 Step increase to Step 7 effective January 1, 2017; there shall be no further movement in Step by bargaining members in 2017 or 2018;
  - v. at Step 5 on July 1, 2016 shall receive a 3 Step increase to Step 8 effective January 1, 2017; there shall be no further movement in Step by bargaining members in 2017 or 2018;
  - vi. at Step 6 on July 1, 2016 shall receive a 3 Step increase to Step 9 effective January 1, 2017; there shall be no further movement in Step by bargaining members in 2017 or 2018;
  - vii. at Step 7 on July 1, 2016 shall receive a 3 Step increase to Step 10 effective January 1, 2017; there shall be no further movement in Step by bargaining members in 2017 or 2018;
  - viii. at Step 8 on July 1, 2016 shall receive a 2 Step increase to Step 10 effective January 1, 2017; there shall be no further movement in Step by bargaining members in 2017 or 2018;
  - ix. at Step 9 on July 1, 2016 shall receive a 1 Step increase to Step 10 effective January 1, 2017; there shall be no further movement in Step by bargaining members in 2017 or 2018.
- c. All qualifying bargaining members for the above-referenced Step increase shall receive a one-time stipend payment, with said one-time stipend payment being taxed in accordance with all applicable federal and state tax codes and provisions. The payment of the settlement shall be consistent with the attached "Appendix A" and the tab within titled "Stipend".
  - d. To be a qualified member for the Step increases and payments identified above in paragraph 1(b) and all subparagraphs, and paragraph 1(c), the employee member must have been employed with Albany County and working in a position identified in the collective bargaining unit on or before July 1, 2015, and be employed as a member of the unit at the execution of this MOU.
  - e. To be a qualified member for the 1 % increase identified above in paragraph 1(a) the employee member must have been employed with Albany County and working in a position identified in the collective bargaining unit on December 31, 2015, and be employed as a member of the unit at the execution of the MOU.
  - f. The language in the Collective Bargaining Agreement Appendix A "Effective January 1, 2016 – 1% increase with a wage re-opener" shall be stricken.
  - g. The language in the Collective Bargaining Agreement Appendix A "Effective January 1, 2017 – 1% increase with a wage re-opener" shall be stricken, and replaced with "Effective January 1, 2017 – 2% increase".
  - h. The language in the Collective Bargaining Agreement Appendix A "Effective January 1, 2018 – 1% increase with a wage re-opener" shall be stricken, and replaced with "Effective January 1, 2018 – 2% increase".
  - i. The paragraph in Collective Bargaining Agreement Appendix A immediately following "wages" paragraph beginning with the language "The Union and Employer agree to commence bargaining..." Is hereby stricken.

- j. The paragraph in Collective Bargaining Agreement Appendix A "Grade Advancement" shall be stricken.
2. The parties agree there shall be no future Step increases through December 31, 2018.
  3. Upon expiration of the current Collective Bargaining Agreement, there shall be no movement in in Steps for any member of the bargaining unit, unless and until a successor agreement has been negotiated and agreed upon, and that said successor agreement provides for movement in Step for qualifying members.
  4. Employee Collective Bargaining Unit waives its right to grievance or impasse arbitration relating to Step Increases and/or salary increases for the period of January 1, 2014 through December 31, 2018, and the Collective Bargaining Unit shall withdraw any grievance or impasse previously filed.
  5. All other Articles, terms, conditions and provisions of the Collective Bargaining Agreement for the period of January 1, 2014 through December 31, 2018 shall remain in full force and effect.
  6. The retroactivity, and any payments related to retroactive terms, is limited to the specific terms articulated in this MOU. If there is silence, or there is ambiguity as to retroactivity, the parties understand that the terms are NOT deemed to be retroactive
  7. Should there be a discrepancy or contradiction between the terms set forth in this Memorandum of Understanding and the remaining terms and/or provisions of the previous collective bargaining agreement with a term of January 1, 2014 through December 31, 2018, the terms of this Memorandum of Understanding shall prevail.

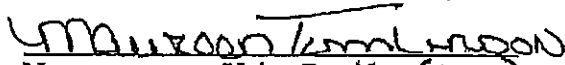
IN WITNESS WHEREOF, the Parties hereto have caused this MOU to be signed by their respective representatives on this 24 day of March, 2016.

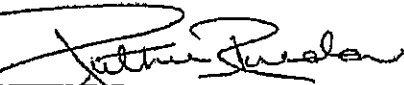
The County of Albany

  
 \_\_\_\_\_  
 Larry Slatky

\_\_\_\_\_  
 Daniel P. McCoy, County Executive

1199 SEIU Untied Healthcare Workers East,  
 County of Albany Nursing Home Service &  
 Maintenance Unit

  
 \_\_\_\_\_  
 Name, Union President (Vice)

  
 \_\_\_\_\_  
 Name SEIU Title organizer



**ACNH 2017 Service & Maintenance Unit Salary Budget Amendment Spreadsheet**

ACCOUNT NO.		ACCOUNT DESCRIPTION	INCREASE	DECREASE	UNIT COST
NH 6020	13132 327	640130 Licensed Practical Nurse		10,189.00	\$33,938
NH 6020	13132 002	640132 Licensed Practical Nurse	\$3,252		\$40,388
NH 6020	13132 003	640133 Licensed Practical Nurse	\$3,233		\$38,464
NH 6020	13132 008	640137 Licensed Practical Nurse	\$3,244		\$39,427
NH 6020	13132 009	640138 Licensed Practical Nurse	\$2,935		\$36,540
NH 6020	13132 015	640144 Licensed Practical Nurse	\$3,252		\$40,388
NH 6020	13132 019	640147 Licensed Practical Nurse	\$332		\$33,938
NH 6020	13132 021	640149 Licensed Practical Nurse	\$2,935		\$36,540
NH 6020	13132 022	640150 Licensed Practical Nurse	\$333		\$33,938
NH 6020	13132 024	640152 Licensed Practical Nurse	\$879		\$45,006
NH 6020	13132 025	640153 Licensed Practical Nurse	\$3,244		\$39,427
NH 6020	13132 027	640155 Licensed Practical Nurse	\$1,011		\$34,616
NH 6020	13132 029	640157 Licensed Practical Nurse	\$878		\$45,005
NH 6020	13132 030	640158 Licensed Practical Nurse	\$333		\$33,938
NH 6020	13132 038	640165 Licensed Practical Nurse	\$879		\$45,006
NH 6020	13132 041	640168 Licensed Practical Nurse	\$2,935	10,190.00	\$33,938
NH 6020	13132 053	640174 Licensed Practical Nurse	\$1,011		\$36,540
NH 6020	13132 301	640175 Licensed Practical Nurse	\$878		\$34,616
NH 6020	13132 305	640177 Licensed Practical Nurse	\$878		\$45,006
NH 6020	13132 311	640180 Licensed Practical Nurse	\$3,263		\$41,350
NH 6020	13132 315	640182 Licensed Practical Nurse	\$1,011		\$34,616
NH 6020	13132 328	640185 Licensed Practical Nurse	\$3,252		\$40,388
NH 6020	13132 330	640778 Licensed Practical Nurse	\$668		\$34,273
NH 6020	13134 004	640125 Licensed Practical Nurse PT	\$135		\$13,577
NH 6020	13134 005	640127 Licensed Practical Nurse PT	\$135		\$13,577
NH 6020	13134 007	640167 Licensed Practical Nurse PT	\$135		\$13,577
NH 6020	13134 009	640178 Licensed Practical Nurse PT	\$135		\$13,577
NH 6020	13134 006	640179 Licensed Practical Nurse PT	\$135		\$13,577
NH 6020	13134 003	640181 Licensed Practical Nurse PT	\$135		\$13,577
NH 6020	13134 010	640183 Licensed Practical Nurse PT	\$135		\$13,577
NH 6020	13134 011	640184 Licensed Practical Nurse PT	\$135		\$13,577
NH 6020	13134 008	640777 Licensed Practical Nurse PT	\$135		\$13,577

NH	6020	13134	001	640780	Licensed Practical Nurse PT	\$135	\$13,577
NH	6020	13134	002	640781	Licensed Practical Nurse PT	\$135	\$13,577
NH	6020	15112	097	640220	Nursing Assistant	\$234	\$23,607
NH	6020	15112	100	640223	Nursing Assistant	\$672	\$34,436
NH	6020	15112	103	640226	Nursing Assistant	\$2,267	\$28,757
NH	6020	15112	105	640228	Nursing Assistant	\$1	\$1
NH	6020	15112	108	640230	Nursing Assistant	\$1	\$1
NH	6020	15112	111	640232	Nursing Assistant	\$952	\$29,427
NH	6020	15112	112	640233	Nursing Assistant	\$609	\$31,303
NH	6020	15112	113	640234	Nursing Assistant	\$234	\$23,607
NH	6020	15112	115	640236	Nursing Assistant	\$592	\$30,389
NH	6020	15112	118	640239	Nursing Assistant	\$592	\$30,389
NH	6020	15112	132	640243	Nursing Assistant	\$704	\$24,077
NH	6020	15112	133	640244	Nursing Assistant	\$704	\$24,077
NH	6020	15112	134	640245	Nursing Assistant	\$704	\$24,077
NH	6020	15112	003	640251	Nursing Assistant	\$2,248	\$26,752
NH	6020	15112	004	640252	Nursing Assistant	\$234	\$23,607
NH	6020	15112	005	640253	Nursing Assistant	\$234	\$23,607
NH	6020	15112	010	640258	Nursing Assistant	\$1	\$1
NH	6020	15112	013	640261	Nursing Assistant	\$592	\$30,389
NH	6020	15112	015	640263	Nursing Assistant	\$1	\$1
NH	6020	15112	018	640265	Nursing Assistant	\$234	\$23,607
NH	6020	15112	019	640266	Nursing Assistant	\$234	\$23,607
NH	6020	15112	020	640267	Nursing Assistant	\$704	\$24,077
NH	6020	15112	024	640271	Nursing Assistant	\$234	\$23,607
NH	6020	15112	026	640273	Nursing Assistant	\$2,266	\$28,756
NH	6020	15112	027	640274	Nursing Assistant	\$1	\$1
NH	6020	15112	034	640278	Nursing Assistant		6,783.00
NH	6020	15112	039	640281	Nursing Assistant	\$234	\$23,607
NH	6020	15112	044	640286	Nursing Assistant		7,087.00
NH	6020	15112	045	640287	Nursing Assistant	\$234	\$23,607
NH	6020	15112	046	640288	Nursing Assistant	\$1	\$1
NH	6020	15112	047	640289	Nursing Assistant	\$1	\$1
NH	6020	15112	049	640291	Nursing Assistant	\$2,274	\$29,427

NH	6020	15112	052	640294	Nursing Assistant	\$231	\$23,604
NH	6020	15112	054	640296	Nursing Assistant	\$1,612	\$29,427
NH	6020	15112	055	640297	Nursing Assistant	\$1	\$1
NH	6020	15112	056	640298	Nursing Assistant	\$234	\$23,607
NH	6020	15112	058	640300	Nursing Assistant	\$592	\$30,389
NH	6020	15112	059	640301	Nursing Assistant	\$2,266	\$28,756
NH	6020	15112	070	640310	Nursing Assistant	\$610	\$31,303
NH	6020	15112	074	640314	Nursing Assistant	\$464	\$23,607
NH	6020	15112	076	640315	Nursing Assistant	\$594	\$30,462
NH	6020	15112	077	640316	Nursing Assistant	\$234	\$23,607
NH	6020	15112	079	640317	Nursing Assistant		
NH	6020	15112	080	640318	Nursing Assistant	\$1,612	\$23,607
NH	6020	15112	081	640319	Nursing Assistant	\$704	\$29,427
NH	6020	15112	083	640321	Nursing Assistant	\$592	\$24,077
NH	6020	15112	086	640324	Nursing Assistant	\$610	\$30,389
NH	6020	15112	087	640325	Nursing Assistant	\$234	\$31,304
NH	6020	15112	095	640333	Nursing Assistant	\$1,612	\$23,607
NH	6020	15112	139	640336	Nursing Assistant	\$234	\$29,427
NH	6020	15112	141	640338	Nursing Assistant	\$2,274	\$23,607
NH	6020	15112	143	640339	Nursing Assistant	\$234	\$29,427
NH	6020	15112	146	640342	Nursing Assistant	\$2,255	\$23,607
NH	6020	15112	147	640343	Nursing Assistant	\$2,041	\$27,420
NH	6020	15112	151	640346	Nursing Assistant	\$609	\$25,414
NH	6020	15112	155	640350	Nursing Assistant	\$1,612	\$31,303
NH	6020	15112	159	640354	Nursing Assistant	\$2,041	\$29,427
NH	6020	15112	181	640369	Nursing Assistant	\$234	\$25,414
NH	6020	15112	182	640370	Nursing Assistant	\$704	\$23,607
NH	6020	15112	301	640373	Nursing Assistant	\$2,262	\$24,077
NH	6020	15112	306	640378	Nursing Assistant	\$2,266	\$28,089
NH	6020	15112	307	640379	Nursing Assistant	\$1,612	\$28,756
NH	6020	15112	310	640380	Nursing Assistant	\$952	\$29,427
NH	6020	15112	311	640381	Nursing Assistant	\$610	\$31,303
NH	6020	15112	313	640383	Nursing Assistant	\$234	\$23,607
NH	6020	15112	321	640389	Nursing Assistant	\$2,274	\$29,427
							3,933.00

NH	6020	15112	324	640392	Nursing Assistant	\$609	\$31,303
NH	6020	15112	325	640393	Nursing Assistant	\$609	\$31,303
NH	6020	15112	329	640397	Nursing Assistant	\$2,266	\$28,756
NH	6020	15112	333	640401	Nursing Assistant	\$592	\$30,389
NH	6020	15112	336	640404	Nursing Assistant	\$2,266	\$28,756
NH	6020	15112	340	640407	Nursing Assistant	\$2,255	\$27,420
NH	6020	15112	343	640409	Nursing Assistant	\$234	\$23,607
NH	6020	15112	350	640416	Nursing Assistant	\$952	\$29,427
NH	6020	15112	352	640418	Nursing Assistant	\$2,274	\$29,427
NH	6020	15112	354	640420	Nursing Assistant	\$592	\$30,389
NH	6020	15112	356	640422	Nursing Assistant	\$592	\$30,389
NH	6020	15112	359	640784	Nursing Assistant	\$2,255	\$27,420
NH	6020	15112	365	640790	Nursing Assistant	\$233	\$23,607
NH	6020	15112	367	640792	Nursing Assistant	\$2,262	\$28,089
NH	6020	15112	372	640797	Nursing Assistant	\$2,274	\$29,427
NH	6020	15112	382	640810	Nursing Assistant	\$234	\$23,607
NH	6020	15112	386	640814	Nursing Assistant	\$2,274	\$29,427
NH	6020	15112	389	640817	Nursing Assistant	\$2,274	\$29,427
NH	6020	15114	004	640097	Nursing Assistant	\$2,266	\$28,756
NH	6020	15114	001	640424	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	002	640425	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	003	640426	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	015	640438	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	025	640448	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	026	640449	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	027	640450	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	028	640451	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	029	640452	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	030	640453	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	031	640454	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	004	640828	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	005	640829	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	006	640830	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	007	640831	Nursing Assistant PT	\$1	\$1

NH	6020	15114	008	Nursing Assistant PT	\$1	\$1
NH	6020	15114	009	Nursing Assistant PT	\$1	\$1
NH	6020	15114	010	Nursing Assistant PT	\$1	\$1
NH	6020	15114	011	Nursing Assistant PT	\$1	\$1
NH	6020	15114	012	Nursing Assistant PT	\$1	\$1
NH	6020	15114	013	Nursing Assistant PT	\$1	\$1
NH	6020	15114	014	Nursing Assistant PT	\$1	\$1
NH	6020	15114	017	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	018	Nursing Assistant PT	\$1	\$1
NH	6020	15114	019	Nursing Assistant PT	\$1	\$1
NH	6020	15114	020	Nursing Assistant PT	\$1	\$1
NH	6020	15114	021	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	022	Nursing Assistant PT	\$94	\$9,444
NH	6020	15114	023	Nursing Assistant PT	\$94	\$9,444
NH	6020	15116	001	Senior Nursing Assistant	\$632	\$32,388
NH	6020	15116	005	Senior Nursing Assistant	\$651	\$33,428
NH	6020	15116	007	Senior Nursing Assistant		
NH	6020	15116	008	Senior Nursing Assistant		
NH	6020	15151	001	Occupational Therapy Assist	\$2,494	\$23,607
NH	6020	15151	003	Occupational Therapy Assist	\$332	\$31,635
NH	6020	15155	001	Physical Therapy Assistant	\$3,272	\$33,938
NH	6020	15155	002	Physical Therapy Assistant	\$1,009	\$42,313
NH	6020	15155	003	Physical Therapy Assistant	\$3,250	\$34,616
NH	6020	15291	002	Physical Therapy Assistant	\$2,933	\$40,387
NH	6020	15291	004	Activity Leader	\$705	\$36,540
NH	6020	15291	007	Activity Leader	\$579	\$24,077
NH	6020	15291	009	Activity Leader	\$610	\$29,719
NH	6020	15291	301	Activity Leader	\$579	\$31,303
NH	6020	15291	302	Activity Leader	\$610	\$29,719
NH	6020	15293	002	Activities Assistant	\$2,266	\$31,303
NH	6020	15293	004	Activities Assistant	\$210	\$28,756
NH	6020	15293	010	Activities Assistant	\$209	\$21,458
NH	6020	15294	001	Activities Assistant PT	\$210	\$21,458
NH	6020	17115	001	Electrician	\$1,334	\$15,708
					\$1,195	\$61,316

7,718.00

NH 6020	17125	001	640573	Painter	\$2,108		\$38,463
NH 6020	17125	002	640574	Painter	\$798		\$40,914
NH 6020	17135	001	640576	Plumber	\$922		\$47,286
NH 6020	18006	001	640590	Cook	\$670		\$34,436
NH 6020	18006	004	640593	Cook	\$1,773		\$32,369
NH 6020	18006	301	640595	Cook	\$670		\$34,436
NH 6020	18006	303	640596	Cook	\$1,773		\$32,369
NH 6020	18008	002	640598	Assistant Cook		3,804.00	\$27,811
NH 6020	18008	003	640599	Assistant Cook	\$1,613		\$29,427
NH 6020	18008	302	640601	Assistant Cook	\$952		\$29,427
NH 6020	18009	001	640965	Assistant Cook PT	\$2,932		\$13,452
NH 6020	18009	002	640966	Assistant Cook PT	\$2,932		\$13,452
NH 6020	18016	001	640609	Food Service Helper	\$527		\$27,012
NH 6020	18016	002	640610	Food Service Helper	\$555		\$28,450
NH 6020	18016	003	640611	Food Service Helper	\$2,053		\$25,531
NH 6020	18016	006	640613	Food Service Helper		6,437.00	\$21,458
NH 6020	18016	010	640617	Food Service Helper	\$1,466		\$26,747
NH 6020	18016	011	640618	Food Service Helper	\$1,466		\$26,747
NH 6020	18016	016	640622	Food Service Helper	\$555		\$28,450
NH 6020	18016	018	640624	Food Service Helper	\$1,855		\$23,103
NH 6020	18016	019	640625	Food Service Helper	\$555		\$28,450
NH 6020	18016	020	640626	Food Service Helper	\$863		\$26,747
NH 6020	18016	021	640627	Food Service Helper	\$2,066		\$26,747
NH 6020	18016	022	640628	Food Service Helper	\$210		\$21,458
NH 6020	18016	023	640629	Food Service Helper	\$571		\$29,309
NH 6020	18016	301	640630	Food Service Helper	\$640		\$21,888
NH 6020	18016	303	640632	Food Service Helper	\$1,466		\$26,747
NH 6020	18016	304	640633	Food Service Helper	\$640		\$21,888
NH 6020	18016	308	640636	Food Service Helper	\$2,061		\$26,140
NH 6020	18016	309	640637	Food Service Helper	\$797		\$27,282
NH 6020	18016	311	640639	Food Service Helper	\$572		\$29,298
NH 6020	18016	312	640640	Food Service Helper	\$1,466		\$26,747
NH 6020	18017	001	640641	Food Service Helper PT		7,524.00	\$9,811
NH 6020	18017	002	640642	Food Service Helper PT	\$98		\$9,811

NH	6020	18017	003	640643	Food Service Helper PT	\$98	\$9,811
NH	6020	18017	004	640644	Food Service Helper PT	\$98	\$9,811
NH	6020	18017	005	640645	Food Service Helper PT	\$98	\$9,811
NH	6020	18017	012	640652	Food Service Helper PT	\$98	\$9,811
NH	6020	18017	301	640662	Food Service Helper PT	\$98	\$9,811
NH	6020	18017	309	640667	Food Service Helper PT	\$824	\$18,159
NH	6020	18110	003	640868	Boiler Maintenance Mechanic	\$3,243	\$39,427
NH	6020	18110	010	640875	Boiler Maintenance Mechanic	\$1,818	\$32,369
NH	6020	18110	012	640877	Boiler Maintenance Mechanic	\$3,243	\$39,427
NH	6020	18120	001	640920	Environmental Services Aide	\$527	\$27,012
NH	6020	18120	003	640922	Environmental Services Aide	\$1,466	\$26,747
NH	6020	18120	008	640927	Environmental Services Aide	\$1,466	\$26,747
NH	6020	18120	011	640930	Environmental Services Aide	\$863	\$26,747
NH	6020	18120	013	640932	Environmental Services Aide	\$527	\$27,012
NH	6020	18120	014	640933	Environmental Services Aide	\$210	\$21,458
NH	6020	18120	015	640934	Environmental Services Aide	\$1,466	\$26,747
NH	6020	18120	016	640935	Environmental Services Aide	\$555	\$28,450
NH	6020	18120	017	640936	Environmental Services Aide		\$28,450
NH	6020	18120	018	640937	Environmental Services Aide	\$527	\$27,012
NH	6020	18120	019	640938	Environmental Services Aide	\$555	\$28,450
NH	6020	18120	020	640939	Environmental Services Aide	\$527	\$27,012
NH	6020	18120	021	640940	Environmental Services Aide	\$539	\$27,624
NH	6020	18120	022	640941	Environmental Services Aide	\$210	\$21,458
NH	6020	18120	023	640942	Environmental Services Aide	\$863	\$26,747
NH	6020	18120	024	640943	Environmental Services Aide	\$527	\$27,012
NH	6020	18120	025	640944	Environmental Services Aide	\$210	\$21,458
NH	6020	18120	026	640945	Environmental Services Aide	\$591	\$28,450
NH	6020	18120	027	640946	Environmental Services Aide	\$210	\$21,458
NH	6020	18120	028	640947	Environmental Services Aide	\$2,066	\$26,747
NH	6020	18120	029	640948	Environmental Services Aide	\$640	\$21,888
NH	6020	18120	030	640949	Environmental Services Aide	\$555	\$28,450
NH	6020	18120	031	640950	Environmental Services Aide		\$21,458
NH	6020	18120	032	640951	Environmental Services Aide	\$527	\$27,012
NH	6020	18120	033	640952	Environmental Services Aide	\$863	\$26,747
							<b>445.00</b>
							<b>4,426.00</b>

NH 6020	18135	001	640881	Grounds Person	\$544	\$27,896
NH 6020	18407	002	640772	Laborer Central Supply	\$2,053	\$25,531
NH 6020	18905	001	640775	Seamstress	\$269	\$27,420
NH 6020	89010			Employee Benefits	\$18,000	
NH 6020	89030			Employee Benefits	\$7,650	
NH 6020	19952			Compensatory Time Payout	\$62,252	
<b>TOTAL APPROPRIATIONS</b>					<b>\$298,304</b>	<b>\$ 68,536</b>

ACCOUNT NO.	ACCOUNT DESCRIPTION	DECREASE	INCREASE	UNIT COST
NH 6020 01880	Advanced Training Initiative Medicaid Revenue		\$229,768	
<b>TOTAL REVENUES</b>		\$ -	\$229,768	

<b>TOTAL ESTIMATED REVENUES</b>	\$0.00	\$229,768
<b>GRAND TOTALS</b>	<u>\$ 298,304</u>	<u>\$ 298,304</u>