

# MEMORANDUM OF AGREEMENT

By and Between the

## COUNTY OF ALBANY

and

## CIVIL SERVICE EMPLOYEES ASSOCIATION, INC

### Background:

1. The County of Albany (“County”) (County Clerk and Hall of Records) and the Civil Service Employees Association, Inc., AFSCME, AFL-CIO for the Albany County Clerk’s Department Unit #6000-07 of the Albany County Local #801 (“CSEA”) (collectively the “Parties”) are signatories to a Collective Bargaining Agreement for the period of January 1, 2022 through December 31, 2027.
2. At the request of the County Executive and County Clerk, who wished to make market adjustments to the salaries of employees populating titles within the bargaining unit, the Parties engaged in negotiations.
3. The Parties have reached an agreement to make market-based salary adjustments for those employees holding titles within the bargaining unit.

### The Agreement:

Now, therefore, the parties agree as follows:

4. Those employees employed on or after November \_\_, 2025 holding titles set forth in Exhibit A which is attached hereto and made part hereof will receive a market adjustment to their salaries which will be effective November \_\_, 2025 to be paid prospectively only. There will be no retroactive increase in salary.
5. The salary schedule attached hereto and made part hereof as Exhibit A will become effective on November \_\_, 2025 and will apply prospectively only. The parties hereby deem this memorandum of agreement to be a modification of the terms of the applicable collective bargaining agreement.
6. Certain members of the bargaining unit hold titles that are represented on the salary schedule but have salaries that are inconsistent with the salaries reflected on the schedule. For those employees the following salary schedule will apply for 2025 prospectively as of November \_\_, 2025:

• Archivist II - Anastasia O’Neill:	\$57,252
• Records Manager II - Camisha Lundy:	\$67,635
• Assistant Archivist - Brynn Marion:	\$45,915

- Clerk II - Adam Sauter: \$49,736
- Assistant Archivist - Joseph Backes: \$45,915
- Electronic Records Technician - Kali Engelhardt: \$48,235

Effective January 1, 2026, the salaries immediately above in paragraph 6 will be increased by 3%. Effective January 1, 2027, the salaries immediately above in paragraph will be increased by 3%.

If any of the employees listed above in this paragraph change job titles, the applicable salary schedule(s) for the specific title will be applied to the employee's new title.

7. All other aspects of the administration and operation of the salary schedule will be controlled by the terms of the applicable collective bargaining agreement
8. This memorandum of agreement is subject to ratification by the union's membership and County legislature it becomes effective.
9. This memorandum of agreement constitutes the entire agreement between the Parties and it may not be amended unless agreed to in writing and executed with the same formality as the original.

Dated and Effective: November \_\_, 2025

**For the County of Albany:**

**For the Albany County Clerk:**

By: \_\_\_\_\_  
Hon. Daniel McCoy  
County Executive

By: \_\_\_\_\_  
Hon. Bruce Hidley  
Albany County Clerk

**For the CSEA:**

**For the Albany County Clerk's Department  
Unit #6000-07 of the Albany County Local  
#801:**

By: \_\_\_\_\_

By: \_\_\_\_\_