

MEMORANDUM OF UNDERSTANDING
By and Between the
COUNTY OF ALBANY
and the
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., Local 1000, AFSCME, AFL-CIO

WHEREAS, the County of Albany (the "County") and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, (the "Union" or "CSEA"), (collectively the "Parties"), are parties to a collective bargaining agreement (the "CBA") for Albany County Department of Health, CSEA, Inc. Bargaining Unit #6000-02 (the "Unit"), covering the period of January 1, 2022 through December 31, 2027;

WHEREAS, pursuant to CBA Article XXV Section 25, the Parties agreed "to meet for continuing discussion of equitable salary increases in consideration of all titles of the Unit" (CBA Appendix "A"); and


WHEREAS, after several meetings the Parties have reached an agreement on the matter.

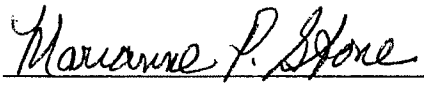
NOW, THEREFORE, in consideration of the mutual undertakings and covenants herein contained, the Parties stipulate and agree as follows:

1. The Parties agree to increase the base salary of all current members of the Unit in the amount of one-thousand dollars (\$1,000.00), contingent upon approval by the Albany County Legislature.
2. The Parties agree to amend CBA Appendix "C" Salary Schedule to reflect an increase to starting salaries of all titles in the Unit in the amount of one-thousand dollars (\$1,000.00), contingent upon approval by the Albany County Legislature.
3. The aforementioned one-time salary increases shall be retroactive to January 1, 2023.
4. Increases to the starting salaries on CBA Appendix "C" Salary Schedule shall be contingent upon continued funding pursuant to Article VI of the New York State Public Health Law. In the event funding is discontinued, one-thousand dollars (\$1,000.00) will be deducted from only those starting salaries on CBA Appendix "C" Salary Schedule that increased by one-thousand dollars (\$1,000.00) retroactive to January 1, 2023, affecting only new hires or County employees, who subsequently transfer into the Unit.
5. If any dispute or disagreement arises over the terms and conditions of this agreement, the Parties agree that such issue(s) shall be governed by the grievance procedure contained in the CBA.

Dated: 26 October 2023


Jennifer Clement, Commissioner
Albany County Human Resources


Peter Apostol, Esq.
*Director of Employee Relations
for Albany County*


Marianne Stone, President
CSEA Unit #6000-02


Virginia O'Brien, CSEA Labor Relations Specialist