



**MICHAEL S. MONTELEONE**  
EXECUTIVE UNDERSHERIFF

## ALBANY COUNTY SHERIFF'S OFFICE

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

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



**WILLIAM M. RICE**  
UNDERSHERIFF

April 4, 2023

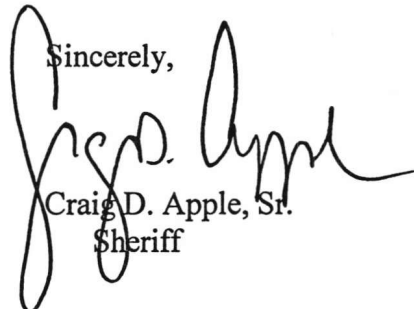
Honorable Andrew Joyce  
Legislative Clerk's Office  
112 State Street, Room 710  
Albany, New York 12207

*Andrew*  
Dear Chairman Joyce:

Legislative approval is required to authorize the collective bargaining agreement between the County of Albany and the Albany County Sheriff's Local 1000 Non-Security Unit, CSEA, AFSCME, AFL-CIO. The recently negotiated six (6) year agreement is for years 2022 thru 2027. This agreement calls for an increase of (\$2,500) to the title of Senior Telecommunicator and in addition to said increase a 2% raise for all members in 2022 and a retroactive one-time (\$500) signing bonus for all titles in bargaining unit. There will be a 2 % raise in 2023, 3% in 2024, 2025, 2026, and 2027.

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,

A handwritten signature in black ink, appearing to read "Craig D. Apple".

Craig D. Apple, Sr.  
Sheriff

Cc: Hon. Daniel P. McCoy, County Executive  
Hon. William Clay, Public Safety Chairman  
Hon. Wanda Willingham, Audit & Finance Committee

REQUEST FOR LEGISLATIVE ACTION

DATE : April 4, 2023

DEPARTMENT: ALBANY COUNTY SHERIFF'S OFFICE

CONTACT PERSON: SHERIFF CRAIG D. APPLE SR.  
TELEPHONE: 518-447-5440  
DEPT. REPRESENTATIVE ATTENDING SHERIFF CRAIG D. APPLE SR.  
COMMITTEE MEETING:

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)

FOR COUNSEL USE ONLY

DATE:  
RECEIVED:  
RECEIVED BY:  
METHOD: HAND  
COURIER  
MAIL

**CONCERNING CONTRACT AUTHORIZATION (CONT'D)**

**STATE THE FOLLOWING:**

**CONTRACT TERMS/CONDITIONS:**

**PARTY (NAME/ADDRESS):**

CSEA Albany County Sheriff's

Albany County Telecommunicators Unit #6000-06

Albany County Local #801

**AMOUNT/RATE SCHEDULE/FEE:**

**TERM:** 01/01/22-12/31/27

**SCOPE OF SERVICES:** Labor Contract

**CONTRACT FUNDING:**

ANTICIPATED IN CURRENT BUDGET: YES \_\_\_\_\_ NO X

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: \_\_\_\_\_

DATE OF ADOPTION: \_\_\_\_\_

**JUSTIFICATION:** \_\_\_\_\_ (STATE BRIEFLY WHY LEGISLATIVE ACTION IS REQUESTED)

Per MOU & Agreement signed 02/15/23 between the County of Albany and the Albany County

Sheriff's CSEA Local 1000-AFSCME, AFL-CIO Albany County Telecommunicators Unit #6000-06

Albany County Local #801

**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



Local 1000 AFSCME, AFL-CIO

**CAPITAL REGION OFFICE**  
**1 Lear Jet Lane, Suite 2**  
**Latham, New York 12110**  
**Office: 518-782-4400 • Fax: 518-785-4595**

**Stay Union ★ Stay Strong**

<b>RONALD BRIGGS</b> Capital Region President	<b>SHANA DAVIS</b> Executive Vice President	<b>SCOTT GARTLAND</b> 1st Vice President	<b>DANIELLE KILMER</b> 2nd Vice President	<b>MICHAEL GARFOLO</b> 3rd Vice President	<b>CYNTHIA STILES</b> Secretary	<b>STACEY DEYO</b> Treasurer	<b>DENISE WARREN</b> Capital Region Director
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March 3, 2023

**VIA EMAIL AND FIRST-CLASS MAIL**

**Email: [Peter.Apostol@albanycounty.ny.gov](mailto:Peter.Apostol@albanycounty.ny.gov)**

Peter Apostol, Esq.  
 Director of Employee Relations  
 Albany County  
 112 State Street, 9th Floor  
 Albany, New York 12207

Dear Director Apostol:

Please be advised the CSEA membership of our Albany County Telecommunicators Unit, #6000-06, voted to ratify the attached Memorandum of Understanding for the January 1, 2022 – December 31, 2027, successor Collective Bargaining Agreement.

Please notify me upon approval of same by the Albany County Legislature. Should you have any questions, please do not hesitate to contact me.

Thank you in advance for your attention to this matter.

Sincerely,

Virginia M. O'Brien  
 Labor Relations Specialist

VO/ad

Enclosures

cc: D. Warren, CSEA Capital Region Director (*Via Email Only w/o Encl.*)  
 T. Edwards, CSEA Local 801 President (*Via Email Only w/o Encl.*)  
 C. Heath, CSEA Unit 6000-06 President (*Via Email Only w/Encl.*)  
 C. Apple, Albany County Sheriff (*Via First-Class Mail Only w/Encl.*)  
 K. Demarest, Communications Director (*Via Email Only w/Encl.*)

**MEMORANDUM OF UNDERSTANDING**

**MADE BY AND BETWEEN  
THE COUNTY OF ALBANY AND CSEA, Local 1000 AFSCME, AFL-CIO  
ALBANY COUNTY TELECOMMUNICATORS UNIT #6000-06,  
ALBANY COUNTY LOCAL #801  
February 15, 2023**

The parties agree, subject to the approval by the Albany County Legislature and ratification by CSEA members of the bargaining unit, that all terms of the agreement that expired December 31, 2021 will continue forward except as modified below:

**1. DUES DEDUCTIONS AND UNION RIGHTS**

Amend; see ATTACHMENT "1".

**2. TERM OF AGREEMENT:**

The term of the collective bargaining agreement shall be January 1, 2022 through December 31, 2027.

**3. COMPENSATION:**

Amend **Article XIV Salaries**, p. 23, to read as follows:

**1/1/2022** - 2% salary increase, retroactive to 1/1/2022, for all members of the bargaining unit on payroll on 1/1/2022. 2% salary increase shall be applied after \$2500 increase applied to Senior Telecommunicator salaries.\*

One-time signing bonus payment of \$500 to all titles in the bargaining unit.

Any retroactive salary increase shall be paid after ratification by both parties and signing of the final agreement. \$500 signing bonus will be paid ~~in separate check from payroll~~ no more than two pay periods after ratification and signing of the final agreement by both parties.

**1/1/2023** - 2% salary increase, retroactive to 1/1/2023 and applied after holidays are rolled to starting and base salaries of all members of the bargaining unit.\*\*

**1/1/2024** - 3% salary increase

**1/1/2025** - 3% salary increase

1/1/2026 - 3% salary increase

1/1/2027 - 3% salary increase

**Longevity:** Amend **Appendix A Longevity**, p. 58 to read as follows:

Effective January 31, 2008:

Years of Continuous Service	Amount per Year
After 10 years	\$1000
After 15 years	\$1250
After 20 years	\$1500
After 25 years of service	\$1750

Effective January 1, 2023:

Years of Continuous Service	Amount per Year
<u>5-9 years</u>	<u>\$750</u>
<u>10-14 years</u>	<u>\$1250</u>
<u>15-19 years</u>	<u>\$1850</u>
<u>20+ years of service</u>	<u>\$3850</u>

To be paid on last payroll of the month of the employee's anniversary date.

All increases applied under this section shall apply to those employees on the payroll on or after the signing of this agreement and/or any employees who have transferred employment within Albany County or separated service due to retirement or disability since January 1, 2022.

Starting Salary and Step Schedules with increases to be added as Attachment "2".

**Shift Differential:** Amend **Article X Section 6, Work Hours and Schedules/Shift Differential** on page 17 to read as follows:

"Effective January 1, 2023, employees who work the "A" shift will receive a (\$1.00) per hour shift differential. Employees who work the "C" shift will receive a (\$.80) per hour shift differential.

The "A" shift hours are 11:00 p.m. to 7:00 a.m.

The "C" shift hours are 3:00 p.m. to 11:00 p.m."

**\*Senior Telecommunicator:** Amend the CSEA Telecommunicators Salary Schedule as follows: Increase the Senior Telecommunicator salaries at each step by \$2,500 beginning on and paid retroactive to January 1, 2022. Include the increase prior to 2022 2% salary increase.

**Acting Senior Telecommunicator:** Amend Article XV Section 4, Special Emoluments on page 24, to read as follows:

"Effective January 1, 2023, Telecommunicators who are assigned to and are acting in the role of Senior Telecommunicator while no Senior Telecommunicator is on duty shall be paid a \$2.25 per hour premium pay, which will escalate annually each remaining year of this agreement as follows:

2024: \$2.50

2025: \$2.75

2026: \$3.00

2027: \$3.25

A telecommunicator acting in the role of Senior Telecommunicator who receives the aforementioned premium pay per hour shall not also receive additional premium pay for training, per below.

**Training:** Amend Article XV Section 4, Special Emoluments on page 24, to read as follows:

"Effective January 1, 2023, an employee required to train another employee shall be compensated an additional \$2.25 per hour for the hours spent training the other employee, which will escalate annually each remaining year of this agreement as follows:

2024: \$2.50

2025: \$2.75

2026: \$3.00

2027: \$3.25

**\*\*Holiday Pay:** Amend Article XVI Section 1, Holidays on page 24 to create a new subsection C and read as follows:

"Effective January 1, 2023, pay for holidays listed in Article XVI Section 1(A), shall be added to the base pay and included on the salary schedule on page 60 of this agreement. Each holiday consists of twelve (12) hours per holiday." (Article XVI to be amended as needed.)

Amend **Article XVI Section 3, Holidays** on page 25 to read as follows:

"The twelve (12) hour schedule will not change or effect the way holidays are paid.  
Telecommunicators and Senior Telecommunicators shall receive holiday pay on the  
base (as per Article XVI, Section 1(C), above) and time and one half (1½) regular rate of  
pay for time worked on Thanksgiving Day, Christmas Day and Independence Day.  
There shall be no pyramiding of overtime rates."

**4. LEAVE WITH PAY:**

**Juneteenth:** Amend **Article XVI Section 1(A), Holidays** on page 24 to include Juneteenth as paid holiday.

**Personal Leave:** Amend **Article XVIII Section 1 and Section 2, Personal Leave** on page 27 to read as follows:

"Personal leave is leave with pay for personal business including religious observance without charge against any other accumulated leave credits. All employees shall be credited with ~~forty (40)~~ sixty (60) personal leave of absence hours during each calendar year on January 1. Personal leave may be taken in two (2) hour increments with prior approval. Personal leave may not be accumulated. Any personal leave credit remaining unused by an employee in a given calendar year, will be paid by the Employer, during the following January, and will be paid at the rate earned.

Those employees who are hired after January 1 of each year shall receive personal leave on a pro-rated basis as follows:

<u>January 1 to March 15</u>	<u>60 Hours</u>
<u>March 16 to May 31</u>	<u>48 Hours</u>
<u>June 1 to August 15</u>	<u>36 Hours</u>
<u>August 16 to October 31</u>	<u>24 Hours</u>
<u>November 1 to November 30</u>	<u>12 Hours</u>
<u>December 1 to December 31</u>	<u>0 Hours</u>

**Sick Leave Incentive:** Amend **Article XIX Section 8, Sick Leave/Sick Leave Incentive** on page 30 to read as follows:

"Effective January 1, 2023, any employee who does not use any sick leave for six (6) month period: January 1 through June 30 and/or July 1 through December 31 shall



receive ~~\$750.00~~ \$1250.00 for each half year. The maximum amount for each year is ~~\$1500.00~~ \$2,500.00.

There will be no substitution of personal, vacation or other leaves (except when absent in any quarter on worker's compensation leave the incentive herein shall be pro-rated) in reference to this incentive payment. (Dock Days also cancel quarterly payments).

##### **5. MISCELLANEOUS:**

**Retirement Health Insurance:** Amend Article XXIII, Health Insurance on page 40, to create a new Section 3 to read as follows: Employees must have completed fifteen (15) years of continuous service with the County to be eligible for continuation of health insurance in retirement.

**Labor/Management Health & Safety:** Amend Article XXVII, General Provision on page 49, to create a new section 18 and read as follows:

"Section 18. Labor Management Safety and Health Committee: Albany County and CSEA Telecommunicators Unit #6000-06 shall establish a Labor/Management Health and Safety Committee. The committee shall be composed of an equal number of representatives appointed by each party and shall be co-chaired by a CSEA and an Employer representative. The general responsibility of the committee will be to promote a safe and healthful workplace by recognizing hazards and recommending abatement of hazards and education programs. To fulfill this responsibility, the committee shall:

- a. Meet at least quarterly.
- b. Conduct inspections to find and evaluate hazards, and to offer recommendations for control of potential health and safety hazards.
- c. Appoint members, as needed, from the area of concern from CSEA to go on inspections.
- d. Receive copies of all injury and illness reports, lists of toxic materials and exposure records.
- e. Promote health and safety education.
- f. Maintain and review minutes of Health and Safety Committee meetings. Members of the Health and Safety Committee shall be allowed paid time off from their regular work while performing committee duties and shall also be allowed paid time off for training relating to health and safety".

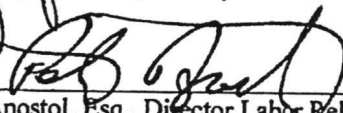
6. **OTHER:**

**Labor Management:** The parties agree to discuss in Labor-Management meetings issues related to transfer of function; and First Responder in Communications "wellness pay", ongoing training and mental health support for all bargaining unit members.

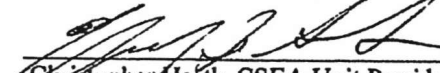
IN WITNESS WHEREOF, the parties hereto have caused this MOA to be signed by their respective representatives on this 18 day of February 2023.

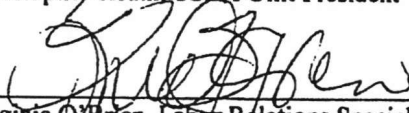
THE COUNTY OF ALBANY

  
\_\_\_\_\_  
Craig Apple, Albany County Sheriff

  
\_\_\_\_\_  
Peter Apostol, Esq., Director Labor Relations

CSEA, Local 1000 AFSCME, AFL-CIO  
ALBANY COUNTY  
TELECOMMUNICATORS UNIT #6000-06

  
\_\_\_\_\_  
Christopher Heath, CSEA Unit President

  
\_\_\_\_\_  
Virginia O'Brien, Labor Relations Specialist

## **ATTACHMENT "1"**

1. **Amend Article III Dues Deduction Section 1. Dues Deductions, p. 5, to read as follows:**  
The Employer shall deduct from the wages of employees and remit, at the end of each month, to CSEA, Inc., 143 Washington Avenue, Albany, New York 12210, regular membership dues and other authorized deductions for those employees who have signed the authorized payroll deductions. All deductions shall be identified by the employee's name and social security number. Such deductions shall be made in accordance with the authorization signed by the member and shall not be revocable unless CSEA notifies the Employer that they are no longer members.
2. **Strike Article III Dues Deduction Section 5. Agency Shop:** ~~The Employer agrees to comply with the New York State Civil Service Law, [as amended], in regard to agency shop deductions., p. 5~~
3. **Amend Article IV Union Rights, p. 6, to read as follows:**  
Upon the hiring of a new employee, the Employer shall provide the Unit President and the CSEA Labor Relations Specialist the following information:

Employee's Name

Address

Job Title

Department and work location

Within thirty (30) days of providing the above-referenced notice, the Albany County Sheriff's Office shall allow CSEA to meet with a new employee for a reasonable amount of time, not to exceed forty-five (45) minutes, during his or her work time. There shall be no charge to the leave credits of both the new employee and/or the CSEA representative and the Employer's representative shall not be present unless specifically requested by CSEA.

The Union shall be entitled to receive all personnel information pertaining to the bargaining unit upon request. The Sheriff's Office shall have a reasonable period to comply with the request.

**ATTACHMENT "2" SALARY SCHEDULE**

2022 + 2% Telecomm. 2022 + \$2500 + 2% Sr. Telecomm.	Base \$40,499 Base \$45,019	Step 1 \$41,785 Step 1 \$46,308	Step 2 \$43,044 Step 2 \$47,563	Step 3 \$44,377 Step 3 \$48,902	Step 4 \$45,672 Step 4 \$50,197	Step 5 \$50,080 Step 5 \$54,603	Step 6 \$51,571 Step 6 \$56,095
2023 New Base + 2% Telecomm. Sr. Telecomm.	Base \$44,407 \$49,363	Step 1 \$45,817 \$50,777	Step 2 \$47,198 \$52,153	Step 3 \$48,659 \$53,621	Step 4 \$50,079 \$55,041	Step 5 \$54,913 \$59,872	Step 6 \$56,548 \$61,508
2024 + 3% Telecomm. Sr. Telecomm.	Base \$45,739.37 \$50,844.23	Step 1 \$47,191.77 \$52,300.02	Step 2 \$48,613.68 \$53,717.41	Step 3 \$50,119.16 \$55,229.67	Step 4 \$51,581.73 \$56,692.24	Step 5 \$56,560.10 \$61,668.36	Step 6 \$58,244.03 \$63,353.41
2025 + 3% Telecomm. Sr. Telecomm.	Base \$47,111.55 \$52,369.56	Step 1 \$48,607.52 \$53,869.02	Step 2 \$50,072.09 \$55,328.94	Step 3 \$51,622.74 \$56,886.56	Step 4 \$53,129.18 \$58,393.01	Step 5 \$58,256.90 \$63,518.41	Step 6 \$59,991.35 \$65,254.01
2026 + 3% Telecomm. Sr. Telecomm.	Base \$48,524.90 \$53,940.65	Step 1 \$50,065.75 \$55,485.10	Step 2 \$51,574.25 \$56,988.80	Step 3 \$53,171.42 \$58,593.16	Step 4 \$54,723.06 \$60,144.80	Step 5 \$60,004.61 \$65,423.96	Step 6 \$61,791.09 \$67,211.64
2027 + 3% Telecomm. Sr. Telecomm.	Base \$49,980.64 \$55,558.87	Step 1 \$51,567.72 \$57,149.65	Step 2 \$53,121.48 \$58,698.47	Step 3 \$54,766.56 \$60,350.96	Step 4 \$56,364.75 \$61,949.14	Step 5 \$61,804.75 \$67,386.68	Step 6 \$63,644.82 \$69,227.98

APPROPRIATIONS									
BUDGET LINE			FOR POSITIONS ONLY		DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	STATE POS. CODE	POSITION CONTROL					
A	3020	13303	001	360003	Senior Telecommunicator	\$9,013		\$61,508	Emergency 911
A	3020	13303	002	360004	Senior Telecommunicator	\$9,013		\$61,508	Emergency 911
A	3020	13303	003	360005	Senior Telecommunicator	\$9,013		\$61,508	Emergency 911
A	3020	13303	004	360037	Senior Telecommunicator	\$9,013		\$61,508	Emergency 911
A	3020	13303	005	360049	Senior Telecommunicator	\$9,013		\$61,508	Emergency 911
A	3020	13306	001	360006	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	002	360007	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	003	360008	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	004	360009	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	006	360011	Telecommunicator	\$4,998		\$47,198	Emergency 911
A	3020	13306	007	360012	Telecommunicator	\$5,815		\$54,913	Emergency 911
A	3020	13306	008	360013	Telecommunicator	\$5,303		\$50,079	Emergency 911
A	3020	13306	009	360014	Telecommunicator	\$4,998		\$47,198	Emergency 911
A	3020	13306	010	360015	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	011	360016	Telecommunicator	\$5,815		\$54,913	Emergency 911
A	3020	13306	012	360017	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	013	360021	Telecommunicator	\$5,303		\$50,079	Emergency 911
A	3020	13306	014	360022	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	015	360027	Telecommunicator	\$4,998		\$47,198	Emergency 911
A	3020	13306	016	360028	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	017	360029	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	018	360030	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	019	360031	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	020	360032	Telecommunicator	\$5,303		\$50,079	Emergency 911
A	3020	13306	021	360035	Telecommunicator	\$5,303		\$50,079	Emergency 911
A	3020	13306	022	360036	Telecommunicator	\$5,303		\$50,079	Emergency 911
A	3020	13306	023	360039	Telecommunicator	\$5,988		\$56,548	Emergency 911
A	3020	13306	024	360040	Telecommunicator	\$5,152		\$48,659	Emergency 911
A	3020	13306	025	360046	Telecommunicator	\$4,851		\$45,817	Emergency 911
A	3020	13306	026	360047	Telecommunicator	\$4,851		\$45,817	Emergency 911
A	3020	13306	027	360048	Telecommunicator	\$4,851		\$45,817	Emergency 911
A	3020	13306	028	360052	Telecommunicator	\$4,851		\$45,817	Emergency 911

APPROPRIATIONS						
BUDGET LINE		DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	FOR POSITIONS ONLY			
			STATE POS. CODE	POSITION CONTROL		
A	3020	89030				
		SOCIAL SECURITY		\$11,642		Emergency 911
A	3020	19850		\$7,000		Emergency 911
A	3020	19900		\$5,000		Emergency 911
A	3020	19954		\$13,500		Emergency 911
A	3020	19948		\$5,000		Emergency 911
A	3020	19950		\$12,500		Emergency 911
		SICK LEAVE INCENTIVE OVERTIME				
		Enhanced Pay				
		SHIFT DIFFERENTIAL				
		LONGEVITY				
A	0599	Appropriated Fund Balance		\$55,935		
A	6100	Medical Services Therapy		\$193,323		
TOTAL APPROPRIATIONS			\$249,258	\$249,258		

ESTIMATED REVENUES						
BUDGET LINE		DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	FOR POSITIONS ONLY			
			STATE POS. CODE	POSITION CONTROL		
A	0000	00000	000	000000		
TOTAL REVENUES			\$0	\$0		
GRAND TOTAL			\$249,258	\$249,258		