

RESOLUTION NO. 342

AUTHORIZING A COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LAW ENFORCEMENT LOCAL 294 AND AMENDING THE 2023 SHERIFF'S OFFICE BUDGET

Introduced: 8/14/23

By Personnel Committee and Miller:

WHEREAS, Legislative approval is required to authorize Albany County to enter into a collective bargaining agreement with the International Brotherhood of Teamsters Local 294, Albany County Sheriff's Office Law Enforcement Supervisor's Unit for a term commencing January 1, 2022 and ending December 31, 2027, and

WHEREAS, This agreement would provide for a 2% salary increase retroactive to January 1 for years 2022 and 2023, a 3% salary increase for years 2024 through 2027, a one-time retention bonus in the amount of \$2,500, and a hazardous duty stipend, and

WHEREAS, Additional terms and conditions of employment were modified in accordance with the annexed collective bargaining agreement and ratified by the membership of the bargaining unit, and

WHEREAS, The Sheriff has indicated that a budget amendment is necessary to accommodate this agreement, now, therefore, be it

RESOLVED, By the Albany County Legislature that Albany County is authorized to enter into a collective bargaining agreement with the International Brotherhood of Teamsters Local 294, Albany County Sheriff's Office Law Enforcement Supervisor's Unit as annexed hereto, for a term commencing January 1, 2022 and ending December 31, 2027, and, be it further

RESOLVED, That the 2023 Sheriff's Office Budget is hereby amended as indicated on the spreadsheet annexed hereto, and, be it further

RESOLVED, That the Albany County Attorney is authorized to approve said agreement as to form and content, 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.

Memorandum of Understanding

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

1. TERM OF THE AGREEMENT:

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

2. Article VI – work hours and schedules

Amend section 1 to reflect that Line up pay shall be paid at one and half times the regular pay rate.

3. Article VII –

Amend section 12 to Modify the amounts as follows: Any Employee in the bargaining unit which are required to be on call shall be compensated \$1200 per year. Said \$1200 will be paid in bi-annual payments of \$600.00 in the first pay period of June and the first pay period of December. All other language will remain the same.

Add: Any Employee who is assigned to Investigator attached to CIU which are required to be on-call shall be compensated \$1600.00 per year. Said \$1600 will be paid in bi-annual payments of \$800.00 in the first pay period in June and the first pay period in December.

Add: Any Employee who is not considered to be on call as described in Article VII Section 12 shall be compensated for pay in fifteen (15) minutes increments at the regular rate of pay for any work related phone calls taken during non-work hours. The regular rate of pay for these calls shall apply until the employee reaches the overtime rate during their work week. Upon reaching the overtime threshold, Employees will be paid at their overtime rate.

4. Article IX – Special Emoluments

Amend: Hazardous Duty Stipend rates to be amended as follows:

2022: \$1,000.00
2023: \$1,000.00
2024: \$1250.00
2025: \$1250.00
2026: \$1500.00
2027: \$1500.00

5. Article X – Holidays

Add: Section 1 to be amended as follows: Any employee who is required to work on any of the recognized holidays set forth in this section shall be [aid one and half (1.5) times the hourly rate of pay for all hours worked on the Holiday.

Add: Juneteenth shall be recognized as a floating holiday.

Appendix A -

Amend Section 1 as follows:

Effective January 1, 2022, a 2% increase to all salaries

Effective January 1, 2023, \$1500.00 to all titles shall be added and then a 2% increase to all salaries.

Effective January 1, 2024, an additional \$1,000.00 to all titles and then a 3% increase to all salaries.

Effective January 1, 2025, a 3% increase to all salaries.

Effective January 1, 2026, a 3% increase to all salaries.

Effective January 1, 2027, a 3% increase to all salaries.

Add New Section – A one-time Retention Bonus shall be paid to all members of the bargaining unit on payroll at the time of the contract execution payable as soon as practicable thereafter in the amount of \$2500.00

Appendix C –

Amend the Longevity Schedule to reflect the following:

The 10-14 years shall be amended to \$1500.

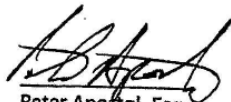
The 15-19 years shall be amended to \$2,000.

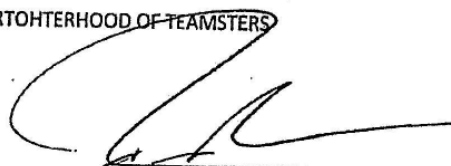
The 20-24 years of full time service and the 25+ years of full time service to read as twenty plus "20 plus" or "20+" years of full time service shall receive the amount of \$5,000 in Longevity payments.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be signed by their respective representatives on this 3rd day of May 2023.

THE COUNTY OF ALBANY


INTERNATIONAL BROTHERHOOD OF TEAMSTERS
LOCAL 294


Peter Apostol, Esq.


Rocco Losavio, Teamsters



~~William Rice, Albany County Undersheriff~~
MICHAEL S. MONTALONE



Christopher Kopec,

APPROPRIATIONS

BUDGET LINE				DESCRIPTION		INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY					
				STATE POS. CODE	POSITION CONTROL				
A	3020	14136		360020	Sheriff's Sergeant	\$4,596		\$80,488	E-911
A	3020	89030			Social Security	\$235		\$239,244	E-911
A	3020	19900			Overtime	\$3,500		\$508,500	E-911
A	3020	19954			Enhanced Pay (signing bonus 2500)	\$2,500		\$18,500	E-911
A	3020	19915			Hazardous Duty Pay	\$500		\$1,250	E-911
A	0599				Appropriated Fund Balance			\$4,018	
A	6100	44252			Medical Services Therapy			\$7,313	
TOTAL APPROPRIATIONS						\$11,331	\$11,331		

ESTIMATED REVENUES

BUDGET LINE					DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY					
				STATE POS. CODE	POSITION CONTROL				
A	0000	00000	00000	000	000000				
TOTAL REVENUES						\$0	\$0		
GRAND TOTAL						\$11,331	\$11,331		

APPROPRIATIONS									
BUDGET LINE				DESCRIPTION		INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY					
				STATE POS. CODE	POSITION CONTROL				
A	3110	14131		1	370028 Sheriffs Senior Investigator	\$4,760		\$84,712	Sheriff's Office
A	3110	14131		2	370029 Sheriffs Senior Investigator	\$4,760		\$84,712	Sheriff's Office
A	3110	14131		5	370352 Sheriffs Senior Investigator	\$4,760		\$84,712	Sheriff's Office
A	3110	14132		1	370030 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14132		2	370031 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14132		3	370032 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14132		4	370033 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14132		5	370034 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14132		6	370035 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14132		7	370036 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14132		8	370037 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14132		12	370179 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14132		13	370350 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14132		14	370351 Sheriffs Investigator	\$4,598		\$80,541	Sheriff's Office
A	3110	14135		2	370040 Sheriffs First Sergeant	\$4,748		\$84,393	Sheriff's Office
A	3110	14135		3	379263 Sheriffs First Sergeant	\$4,748		\$84,393	Sheriff's Office
A	3110	14135		4	379269 Sheriffs First Sergeant	\$4,748		\$84,393	Sheriff's Office
A	3110	14136		1	370041 Sheriffs Sergeant	\$4,596		\$80,488	Sheriff's Office
A	3110	14136		2	370042 Sheriffs Sergeant	\$4,596		\$80,488	Sheriff's Office
A	3110	14136		3	370043 Sheriffs Sergeant	\$4,596		\$80,488	Sheriff's Office
A	3110	14136		4	370044 Sheriffs Sergeant	\$4,596		\$80,488	Sheriff's Office
A	3110	14136		6	370046 Sheriffs Sergeant	\$4,596		\$80,488	Sheriff's Office
A	3110	14136		7	370047 Sheriffs Sergeant	\$4,596		\$80,488	Sheriff's Office
A	3110	14136		8	370048 Sheriffs Sergeant	\$4,596		\$80,488	Sheriff's Office
A	3110	14136		9	370049 Sheriffs Sergeant	\$4,596		\$80,488	Sheriff's Office
A	3110	14136		11	370161 Sheriffs Sergeant	\$4,596		\$80,488	Sheriff's Office
A	3110	14136		12	370162 Sheriffs Sergeant	\$4,596		\$80,488	Sheriff's Office
A	3110	89030			Social Security	\$6,396		\$1,283,260	Sheriff's Office
A	3110	19900			Overtime	\$75,000		\$1,551,400	Sheriff's Office
A	3110	19954			Enhanced Pay	\$67,500		\$187,000	Sheriff's Office
A	3110	19950			Longevity	\$14,650		\$208,580	Sheriff's Office

A	3110	19915		Hazardous Duty Pay	\$12,000		\$124,000 Sheriff's Office
A	0599			Appropriated Fund Balance		\$108,962	
A	6100	44252		Medical Services Therapy		\$191,646	
TOTAL APPROPRIATIONS					\$300,608	\$300,608	

ESTIMATED REVENUES									
BUDGET LINE				DESCRIPTION		DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY					
				STATE POS. CODE	POSITION CONTROL				
A	0000	00000	00000	000	000000				
TOTAL REVENUES						\$0	\$0		
GRAND TOTAL						\$300,608	\$300,608		

APPROPRIATIONS								
BUDGET LINE			DESCRIPTION		INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY				
				STATE POS. CODE	POSITION CONTROL			
A	3189	14135		1	660016	Sheriff's First Sergeant	\$4,748	\$84,393 STOP DWI
A	3189	89030				Social Security	\$241	\$39,807 STOP DWI
A	3189	19900				Overtime	\$3,500	\$15,500 STOP DWI
A	3189	19954				Enhanced Pay	\$2,500	\$2,500 STOP DWI
A	3189	19915				Hazardous Duty Pay	\$500	\$1,500 STOP DWI
A	0599					Appropriated Fund Balance		\$4,093
A	6100	44252				Medical Services Therapy		\$7,396
TOTAL APPROPRIATIONS							\$11,489	\$11,489

ESTIMATED REVENUES								
BUDGET LINE			DESCRIPTION		DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY				
				STATE POS. CODE	POSITION CONTROL			
A	0000	00000	00000	000	000000			
TOTAL REVENUES							\$0	\$0
GRAND TOTAL							\$11,489	\$11,489