

RESOLUTION NO. 271

APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH CIVIL SERVICES EMPLOYEES ASSOCIATION-LOCAL 1000 DEPARTMENT OF HEALTH UNIT LOCAL 801 AND AMENDING THE 2025 ALBANY COUNTY DEPARTMENT OF HEALTH BUDGET

Introduced: 7/14/25

By Personnel Committee:

WHEREAS, The Commissioner of the Department of Health has requested approval of an agreement with the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, and Albany County Local 801 (the “Bargaining Unit”) on the terms and conditions of employment for the period of January 1, 2023 through December 31, 2027, and

WHEREAS, Under the terms of the agreement, various position titles will have salaries increased commensurate with the schedule annexed hereto, for a term commencing immediately and ending December 31, 2027, and

WHEREAS, Other terms and conditions of employment were modified in accordance with the annexed Memorandum of Understanding ratified by the membership of the Bargaining Unit, and

WHEREAS, The Commissioner 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 Bargaining Unit as annexed hereto, for a term commencing January 1, 2023 and ending December 31, 2027, and, be it further

RESOLVED, That the 2025 Department of Health Budget is hereby amended to accommodate said agreement as indicated in the spreadsheet annexed hereto, 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 AGREEMENT

By and Between the

COUNTY OF ALBANY

and the

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., Local 1000, AFSCME, AFL-CIO,
Local 801 Albany County Health Department Unit #6000-02

Made by and between Albany County ("Employer") and CSEA ("the Association") (collectively, the "Parties") this day of 20 May, 2025.

WHEREAS, the Parties entered into a collective bargaining agreement that expires on December 31, 2027 and;

WHEREAS, the Parties recognize that the labor market for nursing related titles is increasingly competitive; and

WHEREAS, the Parties recognize the need to improve the ability of the Employer to recruit and retain qualified individuals in said titles; and

WHEREAS, recent changes to the New York State Public Health Law has given the Parties the opportunity to exploring increasing salaries for said titles; and

WHEREAS the Parties are desirous to amend the current agreement to increase the salary levels for specific Nursing-related titles; 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 amendment of terms of a collective bargaining agreement between the parties and;

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

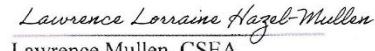
1. All Nursing-related titles found on the attached salary table shall receive an increase in pay according to the chart. Nursing-related titles are defined solely as: Clinical Head Nurse; Epidemiology Nurse; Immunization Clinic Service Specialist; Lead Poison Prevention Specialist; Public Health Aide; Public Health Aide II; Public Health Nurse; Public Health Nurse II; Registered Professional Nurse; Registered Professional Nurse II; and Supervising Public Health Nurse.
2. All current employees in the bargaining unit in the Nursing-related titles shall receive a raise in accordance with the starting salary increase at their appropriate step.

Dated this 20 of May 2025.

For the Employer:


Maribeth Miller
Acting Commissioner of Health
Albany County

For the Association:


Lawrence Mullen, CSEA


Counsel for the County Dept. of Health


CSEA Albany County Health Dept. Unit
President

Title	Starting Salary (2021)	2022 2%	2023 2%	2023 + \$1,000	2024 3%	2024 Adj.	2025 3%	2026 3%	2027 3%
Clinical Head Nurse	\$ 68,314.00	\$ 69,680	\$ 71,074	\$ 72,074	\$ 74,236	\$ 93,111	\$ 95,904	\$ 98,781	\$ 101,745
Epidemiology Nurse	\$ 62,220.00	\$ 63,464	\$ 64,734	\$ 65,734	\$ 67,706	\$ 84,920	\$ 87,468	\$ 90,092	\$ 92,795
Immunization Clinic Service Specialist	\$ 50,677.00	\$ 51,691	\$ 52,724	\$ 53,724	\$ 55,336	\$ 69,406	\$ 71,488	\$ 73,633	\$ 75,842
Lead Poison Prevention Specialist	\$ 53,411.00	\$ 54,479	\$ 55,569	\$ 56,569	\$ 58,266	\$ 73,080	\$ 75,273	\$ 77,531	\$ 79,857
Public Health Aide	\$ 32,608.40	\$ 33,261	\$ 33,926	\$ 34,926	\$ 35,974	\$ 42,974	\$ 44,263	\$ 45,591	\$ 46,958
Public Health Aide II	\$ 35,166.00	\$ 35,869	\$ 36,587	\$ 37,587	\$ 38,714	\$ 45,714	\$ 47,086	\$ 48,498	\$ 49,953
Public Health Nurse	\$ 58,594.55	\$ 59,766	\$ 60,962	\$ 61,962	\$ 63,821	\$ 80,048	\$ 82,449	\$ 84,922	\$ 87,470
Public Health Nurse II	\$ 61,852.24	\$ 63,089	\$ 64,351	\$ 65,351	\$ 67,312	\$ 84,426	\$ 86,959	\$ 89,568	\$ 92,255
Registered Professional Nurse	\$ 53,322.40	\$ 54,389	\$ 55,477	\$ 56,477	\$ 58,171	\$ 72,961	\$ 75,150	\$ 77,405	\$ 79,727
Registered Professional Nurse II	\$ 55,500.00	\$ 56,610	\$ 57,742	\$ 58,742	\$ 60,504	\$ 75,888	\$ 78,165	\$ 80,510	\$ 82,925
Supervising Public Health Nurse	\$ 68,313.83	\$ 69,680	\$ 71,074	\$ 72,074	\$ 74,236	\$ 93,111	\$ 95,904	\$ 98,781	\$ 101,745

CSEA MOU - Nursing Division Salaries

USE WHOLE NUMBERS ONLY												
BUDGET LINE				DESCRIPTION		INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME			
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY								
				STATE POS. CODE	POSITION CONTROL							
A	4010	12120	10000	1	410066	Registered Nurse II	\$	14,908	\$	- \$	79,365	Health Dept
A	4010	12120	10000	2	410067	Registered Nurse II	\$	17,849	\$	- \$	78,165	Health Dept
A	4010	12128	10000	11	400025	Registered Nurse	\$	13,998	\$	- \$	75,150	Health Dept
A	4010	12128	10000	16	400172	Registered Nurse Part Time - 21 hr	\$	9,140	\$	- \$	45,090	Health Dept
A	4010	12129	10000	5	400030	Registered Nurse Part Time - 21 hr	\$	9,140	\$	- \$	45,090	Health Dept
A	4010	12130	10000	1	400203	Public Health Nurse II	\$	18,428	\$	- \$	88,159	Health Dept
A	4010	12131	10000	3	400033	Public Health Nurse Supervisor	\$	19,041	\$	- \$	95,904	Health Dept
A	4010	12133	10000	2	400037	Public Health Nurse	\$	16,314	\$	- \$	82,449	Health Dept
A	4010	12133	10000	4	400039	Public Health Nurse	\$	15,489	\$	- \$	82,449	Health Dept
A	4010	12133	10000	5	400040	Public Health Nurse	\$	16,314	\$	- \$	82,449	Health Dept
A	4010	12133	10000	6	400041	Public Health Nurse	\$	15,389	\$	- \$	82,449	Health Dept
A	4010	12133	10000	9	400044	Public Health Nurse	\$	16,314	\$	- \$	82,449	Health Dept
A	4010	12154	10000	1	400245	Clinic Head Nurse	\$	19,333	\$	- \$	97,104	Health Dept
A	4010	12177	10000	1	400198	Public Health Aide PT - 17.5 hr	\$	3,605	\$	- \$	22,131	Health Dept
A	4010	12196	10000	1	400071	Epidemiology Nurse	\$	18,531	\$	- \$	88,668	Health Dept
A	4010	12200	10000	1	400220	Immunization Clinic Service Specialist	\$	14,092	\$	- \$	71,488	Health Dept
A	4010	11903	10000	1	400199	Assistant Director Public Health Nursing	\$	10,575	\$	- \$	103,000	Health Dept
A	4010	13190	10000	1	400212	Lead Poisoning And Prevention Specialist	\$	15,247	\$	- \$	76,073	Health Dept
A	4010	15165	10000	3	400120	Public Health Aide	\$	7,133	\$	- \$	45,463	Health Dept
A	4010	15165	10000	4	400121	Public Health Aide	\$	7,210	\$	- \$	44,663	Health Dept
A	4010	15165	10000	5	400122	Public Health Aide	\$	6,810	\$	- \$	44,263	Health Dept
A	4010	15165	10000	6	400123	Public Health Aide	\$	5,877	\$	- \$	44,263	Health Dept
A	4010	15165	10000	8	400125	Public Health Aide	\$	6,810	\$	- \$	44,263	Health Dept
A	4010	15165	10000	11	400128	Public Health Aide	\$	7,210	\$	- \$	44,663	Health Dept
A	4010	15166	10000	1	400207	Public Health Aide II	\$	6,397	\$	- \$	47,086	Health Dept
A	4010	15166	10000	2	400208	Public Health Aide II	\$	7,136	\$	- \$	48,286	Health Dept
A	94010	19954	ART23			Enhanced Pay	\$	-	\$	242,893		Health Dept
TOTAL APPROPRIATIONS							\$	318,289	\$	242,893		

ESTIMATED REVENUES										
USE WHOLE NUMBERS ONLY										
BUDGET LINE					DESCRIPTION		DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY						
				STATE POS. CODE	POSITION CONTROL					
A	4010	03401				Public Health (Article 6 State Aid)	\$	-	\$ 75,396	Health Dept
TOTAL REVENUES							\$	-	\$ 75,396	
GRAND TOTAL							\$	318,289	\$ 318,289	