

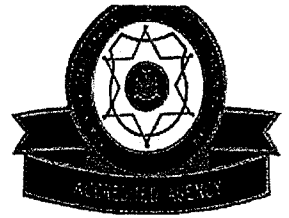


MICHAEL S. MONTELEONE
EXECUTIVE UNDERSHERIFF

ALBANY COUNTY SHERIFF'S OFFICE

County Court House Albany, New York 12207 (518) 487-5400
WWW.ALBANYCOUNTYSHERIFF.COM

CRAIG D. APPLE, SR.
SHERIFF



WILLIAM M. RICE
UNDERSHERIFF

August 2, 2023

Re: Budget Amendment
Council 82, Local 3872 Deputies
Contractual Agreement

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

Dear Chairman Joyce:

Enclosed please find the Albany County Sheriff's Office Request for Legislative Action relative to the above captioned.

Briefly, this request is to authorize the collective bargaining agreement between the County of Albany and the Albany County Sheriff's PBA Local 3872 Council 82. The recently negotiated six (6) year agreement is for the years 2022 thru 2027. This agreement calls for a 2% raise for 2022, 2023 an increase of (\$1,500) to base with an additional 2% increase, 2024 top deputy salary adjusted to \$80,000 all other steps will receive a 3 % increase. There will be a 2.75% increase in 2025-2026 and a 3% increase in 2027. In addition a onetime (\$2,500) retention bonus to be paid to all members for 2023.

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,

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 : August 2, 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 _____

STATE THE FOLLOWING:

PARTY (NAME/ADDRESS):

AMOUNT/RATE SCHEDULE/FEE:

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

SCOPE OF SERVICES: Labor Contract

ANTICIPATED IN CURRENT BUDGET: YES _____ NO X

FUNDING SOURCE:

COUNTY BUDGET ACCOUNTS:

REVENUE:

APPROPRIATION:

BOND(RES. NO. & DATE OF ADOPTION)

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 07/18/23 between the County of Albany and the Albany County

Sheriff's Local 3872, Council 82, Deputy Sheriff's PBA

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

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
ALBANY COUNTY
AND
ALBANY COUNTY DEPUTY SHERIFF'S PBA
LOCAL 3872 COUNCIL 82, AFSCME, AFL-CIO**

This Memorandum of Agreement by and between the County of Albany ("County") and the Albany County Deputy Sheriff's PBA, Local 3872 Council 82, AFSCME, AFL-CIO ("Union") sets forth the full agreement of the parties to a successor agreement relating to the January 1, 2017, to December 31, 2021, collective bargaining agreement for the period January 1, 2022, to December 31, 2027. The terms and conditions of the 2017-2021 collective bargaining agreement shall remain in full force and effect unless otherwise specifically modified, changed, or altered by the Memorandum of Agreement. This Memorandum of Agreement is subject to ratification by members of the Union and approval by the County Legislators of Albany County.

Article XXII Health Insurance

County proposal # 2 – attached to and made part of this MOA.

Article XV Section 1 Holidays

(Effective and retroactive to 1/1/2023)

Add Juneteenth to be used as a floating holiday; used for time off or paid for the holiday (if not used by the end of the calendar year, employee is paid for the day).

July 4th, Thanksgiving, Christmas, and New Years Day will be considered premium holidays. Employees working their regularly scheduled day will receive 8 hours of compensatory time. If an employee volunteers or is ordered for overtime, they will receive pay at the rate of double time plus 8 hours of compensatory time.

Article XIII Section 4

Lateral Transfers

Lateral transfers starting salaries shall be commensurate with their years of experience as a Police Officer or Deputy with the final decision on starting salary being the Sheriff's.

Prior experience at other Police agencies will not count toward credit for seniority. Prior service with Albany County Corrections will count toward years of service for salary and accruals, but not seniority. Those who transferred from Corrections to the Deputy's who are currently employed will be grandfathered in under this provision.

Special details within the Albany County Sheriff's Department, the Deputy must have a minimum of two (2) years of full-time service with the Department to be considered for the detail.

Article XIV Section 3

BMP Certification Pay

Modify as follows:

(Effective and retroactive to 1/1/2023)

2022	\$750
2023	\$1,000
2024	\$1,000
2025	\$1,250
2026	\$1,250
2027	\$1,500

New Shift Differential

Officers working the A-Line and C-Line shifts will receive a shift differential in the amount of:

(Effective and retroactive to 1/1/2023)

A-Line	\$1.00/hour
C-Line	\$.80/hour

NEW**Fitness Incentive**

Cooper Fitness Standard test administered to evaluate the physical fitness of participating Deputies (voluntary). Deputies who complete the test with a passing grade based off of Academy standards, employees receive a five hundred dollar (\$500). If a Deputy takes the test and completes the test parameters but does not qualify according to the testing scale, they shall receive a two-hundred- and fifty-dollar (\$250) bonus.

Article XX Section 1(A)**Bereavement Leave**

Modify language changing calendar days to scheduled workdays.

Article XXVII Section 15**FTO Compensation**

Modify language to compensate FTO's two (2) hours compensatory time per eight (8) hours worked when assigned to FTO duty.

Article IX**Work Hours and Schedules**

Memorialize Transportation Unit hours as 0800-1600 and 0900-1700hours.

Memorialize the new patrol schedule currently in operation.

Article VIII Section 4 (F)**Seniority**

Remove Family Court detail from the list of postings.

Article XXII Section C Paragraph 4 Spousal/ Dependent Coverage

All provisions pertaining to the continuation of Health Insurance for retirees as outlined in Rules and Regulations shall continue, with the below exception, which grants continued Health Insurance Coverage for Spouse/Dependents, regardless of employment date with Albany County, but in accordance with the below eligibility and contribution requirements.

Spousal/Dependent Coverage -

Spouses and eligible dependents of County retirees (employees) remain covered as long as the retiree maintains an active enrollment. At the time of death of a retired, or active, County employee, spouse and dependent coverage may be extended as follows:

a. Spouses and eligible dependents will be covered for a three (3) month period. At the end of three months spouses and eligible dependents have the option of electing COBRA benefits; or may be eligible for extended benefits in b. or c. as follows:

b. For all full time employees or retirees with a minimum of fifteen (15) years of full time equivalent County service coverage will be extended for one (1) year of health benefits for every two (2) years of completed County service credit with a premium contribution as follows:

Years of Completed Full Time Equivalent County Service	Number of Years Eligible for Continuation of Health Insurance Benefits	Premium Contribution Rate
15 - 17.5 years	7.5 - 8.75 years	Fifty Percent (50%)
17.5 - 20 years	8.75 - 10 years	Forty Percent (40%)
20 - 22.5 years	10 - 11.25 years	Thirty Percent (30%)
22.5 - 25 years	11.25 - 12.5 years	Twenty Percent (20%)
25 - 30 years	12.5 - 15 years	Ten Percent (10%)
30 years or more	15+ years	No Contribution

When number of years of eligibility is exhausted dependent spouses and eligible dependents have the option of continuing in the County sponsored health plan at one hundred percent (100%) premium contribution.

Article XXVII

Weight Standards

Delete this section.

Article XIII

Longevity

(Effective and Retroactive to 1/1/2022)

3-4 years	\$150
5-6 years	\$500
7-9 years	\$1,000
10-14 years	\$1,500
15-19 years	\$2,000
20+ years	\$5,000

Article XIII Appendix A Salaries

Effective upon and retroactive to 1/1/2022:

2022	2%
2023	\$1,500 on base plus 2%
2024	3% on all steps except top deputy which will increase to \$80,000.
2025	2.75%
2026	2.75%
2027	3%

Article XXXVIII One-Time Bonus

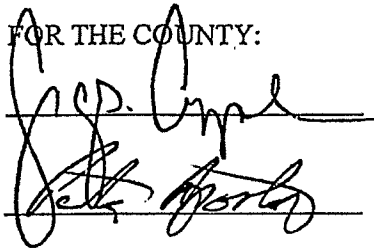
There will be a one-time Bonus of \$2,500 paid to all employees on the payroll upon execution of the new contract.

The Union agrees not to contest the County removing the six (6) Deputies positions that were previously assigned to Family Court in future County budgets.

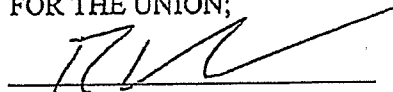
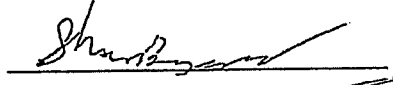
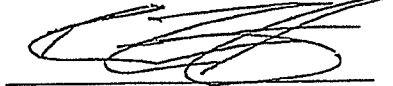
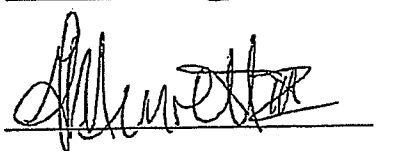
****NOTE: All retroactive payments will be paid to employees on the payroll, or who separated from service due to retirement or disability. Retroactive payments shall be made upon execution of the new contract. ****

DATED: July 18, 2023

FOR THE COUNTY:



FOR THE UNION;

RZP

Albany County Proposal 2

Increased Health Insurance Coverage

Current Coverage	Proposed Enhanced Coverage
Hearing Aids – not currently covered under our plan	Hearing Aids – One per ear, every 3 years
Vision Coverage – 1 exam every two years Eye wear discount through Blue View Vision at 35% on select lenses and frames. No non-collection coverage.	Vision Coverage - 1 exam every 12 months 1 pair of glasses or contacts every 24 months – on select lenses and frames covered collection at 100%, up to \$75 allowance for non-covered collection.
Dental Coverage – <ul style="list-style-type: none">- Maximum: 1,000 per person each calendar year- Diagnostic and Preventative Care counts toward maximum- Basic Services, Endodontics, periodontics, oral surgery – 80% in network and 70% out of network- Major services, prosthodontics - 50% in network and 40% out of network- Temporomandibular Joint Benefits – 50% in network and 50% out of network- Orthodontic Maximums - \$1,000 lifetime	Dental Coverage – <ul style="list-style-type: none">- Maximum: 1,500 per person each calendar year- Diagnostic and Preventative Care Do NOT count toward maximum- Basic Services, Endodontics, periodontics, oral surgery, major services, prosthodontics – 100% in network and 85% out of network- Temporomandibular joint benefits – 100% in network and 50%- Orthodontic Maximums - \$2,000 lifetime