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WILLIAM CONNORS
DIRECTOR III

LORI M. HAGGERTY
DEPUTY DIRECTOR

MATTHEW CALDERWOOD
PRINCIPAL PROBATION OFFICER

TO: Hon. Wanda F. Willingham, Chair – Audit and Finance Committee

FROM: William Connors, Probation Director

DATE: October 15, 2025

SUBJECT: Albany County Probation Proposed 2026 Budget

1. William Connors – Probation Director III -- Lori M. Haggerty – Deputy Director – Matthew Calderwood – Principal Probation Officer

2. Vacant Positions:

A3140.1.4203.004 – 380008 – Probation Supervisor
A3140.1.4213.010 – 380166 – Senior Probation Officer
A3140.1.4223.003 – 380026 – Probation Officer
A3140.1.4223.012 – 380035 – Probation Officer
A3140.1.4223.024 – 380047 – Probation Officer
A3140.1.4223.025 – 380048 – Probation Officer
A3140.1.4223.026 – 380049 – Probation Officer
A3140.1.4223.030 – 380053 – Probation Officer
A3140.1.4223.033 – 380056 – Probation Officer
A3140.1.4223.039 – 380062 – Probation Officer
A3140.1.4223.042 – 380065 – Probation Officer
A3140.1.4223.051 – 380074 – Probation Officer
A3140.1.4223.066 – 380155 – Probation Officer
A3140.1.4223G.002 – 380199 – Probation Officer
A3140.1.4223R.006 – 380191 – Probation Officer RTA
A3140.1.4223R.009 – 380194 – Probation Officer RTA
A3140.1.4224.002 – 380079 – Probation Officer PT

3. New Positions / How Funded:

A3140.1.4223R – Probation Officer RTA
A3140.1.4223R – Probation Officer RTA
A3140.1.4223R – Probation Officer RTA
A3140.1.4213R – Senior Probation Officer RTA

These positions will be funded through the Raise the Age Grant

4. Proposed Salary Increase beyond Union Contract Commitments:

Non-Union Positions:

A3140.1.1045.001 – 380001
A3140.1.1124.001 – 380002
A3140.1.1301.001 – 380003
A3140.1.2248.001 – 380207
A3140.1.2279R.001 – 380200
A3140.1.2414.001 – 380137
A3141.1.6042.001 – 380169
A3140.1.6401.001 – 380125
A3140.1.2510.001 – 380138

5. Positions Eliminated or Decreased:

None

6. Positions Funded by Grant Money / Percentage / Commitment Grant Renewed for 2026:

Please see next page.

		Proposed Salary	Total Grant Funding		%	Total County Funding	%
			Salary	Fringe			
GIVE Grant							
A3140.1.4223.045	Probation Officer	\$61,904.00	\$30,952.00		50.00%	\$30,952.00	50.00%
	Fringe @ 45%	\$30,952.00		\$13,928.00	45.00%	\$17,024.00	55.00%
A3140.1.4213.003	Senior Probation Officer	\$75,916.00	\$75,916.00		100.00%	\$0.00	0.00%
	Fringe @ 45%	\$75,916.00		\$34,162.00	45.00%	\$41,754.00	55.00%
A3140.1.4223.067	Probation Officer	\$59,556.00	\$59,556.00		100.00%	\$0.00	0.00%
	Fringe @ 45%	\$59,556.00		\$26,800.00	45.00%	\$32,756.00	55.00%
A3140.1.4223.020	Probation Officer	\$59,556.00	\$59,556.00		100.00%	\$0.00	0.00%
	Fringe @ 45%	\$59,556.00		\$26,800.00	45.00%	\$32,756.00	55.00%
DCYF Programs							
A3140.1.4203.001	Probation Supervisor	\$89,365.00	\$89,365.00		100.00%		0.00%
	Fringe - 69%			\$61,662.00	100.00%	\$0.00	0.00%
A3140.1.4203.012	Probation Supervisor	\$89,365.00	\$89,365.00		100.00%		0.00%
	Fringe - 69%			\$61,662.00	100.00%	\$0.00	0.00%
A3140.1.4213.004	Senior Probation Officer	\$77,037.00	\$77,037.00		100.00%		0.00%
	Fringe - 69%			\$53,156.00	100.00%	\$0.00	0.00%
A3140.1.4223.069	Probation Officer	\$60,922.00	\$60,101.00		98.65%		0.00%
	Fringe - 69%			\$42,036.00	100.00%	\$0.00	0.00%
A3140.1.4223R.005	Probation Officer	\$62,885.00	\$62,885.00		100.00%		0.00%
	Fringe - 69%			\$43,391.00	100.00%	\$0.00	0.00%
A3140.1.4223R.007	Probation Officer	\$60,922.00	\$60,922.00		100.00%		0.00%
	Fringe - 69%			\$42,036.00	100.00%	\$0.00	0.00%
Raise The Age							
A3140.1.4203R.001	Probation Supervisor	\$89,365.00	\$89,365.00		100.00%		0.00%
	Fringe - 69%			\$61,661.85	100.00%	\$0.00	0.00%
A3140.1.4203R.002	Probation Supervisor	\$89,365.00	\$89,365.00		100.00%		0.00%
	Fringe - 69%			\$61,661.85	100.00%	\$0.00	0.00%
A3140.1.4423R.001	Senior Probation Officer	\$81,300.00	\$81,300.00		100.00%		0.00%
	Fringe - 69%			\$56,097.00	100.00%	\$0.00	0.00%
A3140.1.4423R.002	Senior Probation Officer	\$81,300.00	\$81,300.00		100.00%		0.00%
	Fringe - 69%			\$56,097.00	100.00%	\$0.00	0.00%
A3140.1.4223R.001	Probation Officer RTA	\$59,936.00	\$59,936.00		100.00%		0.00%
	Fringe - 69%			\$41,355.84	100.00%	\$0.00	0.00%
A3140.1.4223R.002	Probation Officer RTA	\$58,956.00	\$58,956.00		100.00%		0.00%
	Fringe - 69%			\$40,679.64	100.00%	\$0.00	0.00%
A3140.1.4223R.003	Probation Officer RTA	\$67,033.00	\$67,033.00		100.00%		0.00%
	Fringe - 69%			\$46,252.77	100.00%	\$0.00	0.00%
A3140.1.4223R.004	Probation Officer RTA	\$58,956.00	\$58,956.00		100.00%		0.00%
	Fringe - 69%			\$40,679.64	100.00%	\$0.00	0.00%
A3140.1.4223R.005	Probation Officer RTA	\$62,885.00	\$62,885.00		100.00%		0.00%
	Fringe - 69%			\$43,390.65	100.00%	\$0.00	0.00%
A3140.1.4223R.006	Probation Officer RTA	\$58,956.00	\$58,956.00		100.00%		0.00%
	Fringe - 69%			\$40,679.64	100.00%	\$0.00	0.00%
A3140.1.4223R.007	Probation Officer RTA	\$60,922.00	\$60,922.00		100.00%		0.00%
	Fringe - 69%			\$42,036.18	100.00%	\$0.00	0.00%
A3140.1.4223R.008	Probation Officer RTA	\$62,885.00	\$62,885.00		100.00%		0.00%
	Fringe - 69%			\$43,390.65	100.00%	\$0.00	0.00%
A3140.1.4223R.009	Probation Officer RTA	\$62,885.00	\$62,885.00		100.00%		0.00%
	Fringe - 69%			\$43,390.65	100.00%	\$0.00	0.00%
A3140.1.5311R.001	Probation Assistant RTA	\$43,175.00	\$43,175.00		100.00%		0.00%
	Fringe - 69%			\$29,790.75	100.00%	\$0.00	0.00%
STSJP							
A3140.1.4213.005	Senior Probation Officer	\$81,300.00	\$56,910.00		70.00%	\$24,390.00	30.00%
	Fringe - 69%			\$39,268.00	100.00%	\$0.00	0.00%
A3140.1.4223.010	Probation Officer	\$67,033.00	\$67,033.00		100.00%		0.00%
	Fringe - 69%			\$46,253.00	100.00%	\$0.00	0.00%
A3140.1.4223.055	Probation Officer	\$60,922.00	\$60,922.00		100.00%		0.00%
	Fringe - 69%			\$42,036.00	100.00%	\$0.00	0.00%
STRIVE							
A3140.1.4223.018	Probation Officer	\$65,081.00	\$32,541.00		50.00%		0.00%
	Fringe - 45%			\$18,223.00	100.00%	\$0.00	0.00%

7. Job Titles Proposed to be Changed or Moved:

None

8. Fees for Services:

FEES FOR SERVICES A93140.44046				
	BUDGETED	ACTUAL	CURRENT BUDGET	PROJECTED
YEAR	2025	2025	REMAINING	2026
		10/3/2025		
ORIGINAL BUDGET	\$247,000	\$247,000		\$305,000
Transfers In / Transfers Out		\$0		
REVISED BUDGET	\$247,000	\$247,000	\$0	\$305,000
ACTUAL EXPENSES:				
Psychology Services	\$7,500	\$5,200	\$2,300	\$10,000
West Law	\$6,112	\$3,946	\$2,166	\$6,208
Hitech Systems	\$500	\$649	-\$149	\$700
Rise Vision	\$1,000	\$778	\$222	\$1,000
GPS Monitoring Services	\$200,000	\$111,024	\$88,976	\$130,000
Discovery Reform Grant GPS	\$0	\$0	\$0	\$120,000
Interpreter Service	\$3,000	\$4,455	-\$1,455	\$7,000
Behavior Data	\$1,750	\$1,050	\$700	\$1,750
Programs - Food/Supplies	\$17,735	\$8,225	\$9,510	\$19,032
Miscellaneous	\$5,000	\$2,050	\$2,950	\$5,000
Bottled Water	\$3,500	\$2,148	\$1,352	\$3,500
TOTAL EXPENSES	\$246,097	\$139,525	\$106,572	\$304,190
RAISE THE AGE A93140.44046R:				
Programming - RTA	\$587,365	\$113,986		\$1,175,839
Programming - STSJP RTA	\$6,000	\$9,653		\$10,000
	\$593,365	\$123,639		\$1,185,839
\$13,986.00 GPS Charges to end of August				

9. New Initiatives and/or Eliminated Programs:

Statewide Targeted Reduction in Intimate Partner Violence Initiative (STRIVE) is a new initiative to improve the public safety response to intimate partner violence. The Probation Department is partnering with Albany Police, Albany County District Attorney's Office and Equinox, Inc. on this initiative to reduce the risk of lethality or serious harm to victims of intimate partner violence and their families. Reimbursement is via NYS Division of Criminal Justice Services. The goal is prevention of-and intervention (enforcement and prosecution) in incidences of intimate partner violence through evidenced based, survivor centered, trauma informed and culturally responsive strategies

Albany County Probation entered into a contract with Parson's Child and Family Center to provide Enhanced Case Management and Community Support Services to Raise the Age youth and families. Participants Achieving through Hard Work (PATH) is a collaborative effort

between Parson's and Trinity Alliance SNUG which provides youth with both a Case Manager who provides holistic service and coordinated case management and a credible messenger who serves as both a role model and mentor. Working together and with the Probation Department, an aftercare plan is designed that builds on a youth's achievements, exposes them to new opportunities and reduces their overall risk for reoffending and further entry into the juvenile and criminal justice systems. The program had served up to twelve higher risk youth at any time, ages 15-18 for a period of 3-5 months. - In light of the high success rate of the program, it has been expanded to accommodate more at-risk youth. The program is now able to serve up to twenty-three youth at any given time and for a longer period of up to six months. This initiative is reimbursed with Raise the Age funding.

Another new initiative of the Probation Department is Safety First. This is a comprehensive, harm reduction-based drug intervention curriculum developed by Stanford University. Youth are able view videos related to alcohol, drug and tobacco use, complete a worksheet and have follow-up discussions with their assigned Probation Officer. There is no financial impact for this program.

10. County Vehicles / Title of Employees:

YEAR	MAKE/MODEL	PLATE NUMBER
2015	Ford Focus	AW9081
2015	Ford Focus	AW9097
2018	Ford Fusion	AZ7833
2018	Ford Fusion	AZ7834
2023	Chevy Bolt EV	BG5683
2023	Chevy Passenger Van	BL2861
2025	Ford Explorer	BL7941
2025	Ford Explorer	BL7940

*No vehicle is assigned to any staff. They are used continuously throughout the day and evening to conduct field work, monitor probationers, transporting probationers and also transporting participants to programs.

11. Conference/Training/Tuition Breakdown:

The Probation Department's intended use for Conference/Training/Tuition is varied. We maintain a membership at the Zone 5 Law Enforcement Training Academy, which conducts the Basic Course for Peace Officers. This is a required training for all Peace Officers in New York State. For the past several years, and going forward, several Probation Officers attend the American Probation & Parole Association Annual Training Institute located in New York City. The conference brings together professionals in the field of community corrections throughout the country. Topics include Officer Wellness, Juvenile Justice, Officer Safety, Racial Justice and Reform and Evidenced Based Best Practice. It is planned to send certified IDC (Instructor Development Course) trainers to specialized Instructor level courses so that we may be self-sufficient in training our officers in DCJS required courses (annual Defensive Tactics, Firearms and non-lethal weapons). There is also a need to train Probation Officers who supervise specialized caseloads such as Domestic Violence and Sex Offenders in specific job tasks such as searching and analyzing mobile devices for the purpose of compliance with probation conditions as well as community safety.

12. Overtime Breakdown:

Overtime				
	Proposed Overtime 2026	2025	2024	2023
		10/3/2025		
Budget Amount	\$80,000.00	\$65,150.00	\$65,150.00	\$60,150.00
Transfers In		\$10,000.00		\$5,000.00
		\$75,150.00		\$65,150.00
Expended		\$46,275.49	\$34,000.99	\$39,241.97
Grant Funding				
GIVE	\$30,000.00	\$30,470.00	\$25,000.00	\$25,000.00
Strive	\$10,000.00	\$10,000.00		
DCYF Programs	\$19,968.00	\$19,968.00	\$32,263.00	\$32,263.00
Total Grant Funded	\$59,968.00	\$60,438.00	\$57,263.00	\$57,263.00
% Grant Funded	74.96%	80.42%	87.89%	87.89%
RAISE THE AGE				
Overtime Staffing	\$22,500.00	\$22,500.00	\$18,000.00	\$19,000.00
Expended		\$10,131.92	\$9,545.76	\$5,926.52
Overtime Program	\$27,200.00	\$27,200.00	\$31,700.00	\$30,700.00
Expended		\$9,404.01	\$17,819.55	\$12,910.38

OVERTIME

Overtime is utilized for Probation Officers to conduct after hours home and field contacts with Probationers. NYS Executive Law mandates contacts with Probationers in their homes. Probation Officers often partner with police to provide community policing. Overtime is also paid to Probation Officers warrant squad personnel for early morning and after-hours transportation of Probationers. It is further used for Probation Officers to appear in various courts and to provide evening programming to Probationers.

13. Line Items Established / Changed During 2025:

None

14. Biggest Risk:

Staffing continues to be the biggest risk/challenge for the Probation Department. To date in 2025, there were six resignations and/or retirements. Due to our location in the seat of New York State Government, we often lose staff to State Agencies. We continue to carry numerous vacancies, with the majority being the Probation Officer position. This presents a very real challenge for our work in supervising adult and juvenile offenders and preparing investigations for the Criminal and Family Courts in Albany County. We continue to recruit potential candidates via Indeed and the County Civil Service website. The utilization of NYS HELP program has had a positive impact in hiring qualified candidates. To date in 2025, we were able to hire 11 staff.

Another challenge has been the retention of staff. Much time, effort and cost go into training a Probation Officer with the hope of them becoming a long-term employee. This training is lengthy in process and includes required attendance at a certified NYS Peace Officer Academy (Zone 5 Law Enforcement Academy) and Fundamentals of Probation Practice. Until certified by New York State, Probation Officers are not able to do full functions of a Probation Officer. The Department will maintain the philosophy that quality training and a positive working environment are key factors we will practice to retain quality, long term employees. We also acknowledge probation work is challenging and comes with it varied stress levels. Officer Wellness is an important area we acknowledge and train in.

15. Performance Indicators and Metrics:

The Probation Department serves all Courts in Albany County. Additionally, we supervise individuals residing in Albany County who were sentenced in jurisdictions outside of Albany County and New York State that reside in Albany County. We are seeing a leveling in the number of investigation assignments and persons sentenced to formal Probation supervision from last year. Several factors contribute to the number of cases received. As the courts re-opened and returned to normal operations, following the COVID pandemic, the numbers appear to be leveling off. It is important to note that several courts are increasingly utilizing Interim Probation, as outlined in the 2nd chart below. Interim Probation is not a formal sentence of Probation, but rather a trial period of Probation. Often, if an individual is successful on Interim Probation, they would receive a more favorable disposition at the end of the term not involving formal probation, such as a Conditional Discharge.

New York State's Bail Reform and Raise the Age Legislation has impacted the Probation Department substantially. The courts have increased the use of Probation Services for Pre-Disposition/Release Under Supervision cases released to Probation while their case is pending final disposition. These numbers have significantly increased over time as reflected below, Assigned Release Under Supervision. Additionally, courts have increased the use of GPS tracking as authorized under Bail Reform. It is important to note that a substantial number of formal Probation, Interim and Pre-Disposition cases are more serious/high risk offenders often involving firearms.

	<u>Assigned Release Under Supervision</u>	<u>Jan. - Mar.</u>	<u>Apr. - Jun.</u>	<u>Jul. - Sept.</u>	<u>Oct. Dec.</u>
2020		115	70	108	126
2021		99	133	176	191
2022		207	223	221	279
2023		264	259	291	316
2024		389	324	411	350
YTD 2025		395	490	440	

	<u>Active Number of cases</u>	<u>Pre-Dispositional/Interim</u>	<u>Formal Supervision</u>	<u>Total % of High/Greatest Risk</u>
12/2020		253	1647	10%
12/2021		343	1401	12%
12/2022		306	1348	14%
12/2023		501	1269	13%
12/2024		661	1242	14%
YTD 2025		756	1312	12%

	<u>GPS Installed Pre-Dispositional</u>	<u>GPS Installed Adult Supervision</u>	<u>GPS Installed Juvenile Supervision</u>
2020	108	6	0
2021	176	14	42
2022	382	18	52
2023	503	40	74
2024	613	65	95
YTD 2025	658	61	99

16. New Unfunded Mandates / Regulations / Risks to Grant Revenue / Risks to Reimbursement Revenues:

Although the Probation Department is not experiencing any new Unfunded Mandates, Regulations, Risks to Grant Revenue or Reimbursements, we continue to assess the workload of all operations. As noted, Bail Reform and Raise the Age Legislation continue to have a major impact on the number of investigations, supervision and monitoring services we provide. We are also seeing a trend and change in the type of individuals referred to our Department to monitor and supervise. Many of these individuals have committed serious offenses such as firearm possession and/or use and would likely have been incarcerated in the past. As such, the Probation Department allocated resources and staffing to supervise and monitor these high-risk offenders at an increased level.

New York State Division of Criminal Justice Service continues to reimburse the Probation Department for services provided to the Courts of Albany County.