

## MEMORANDUM OF UNDERSTANDING

Made by and between Albany County (Employer) and CSEA Albany County Department of Mental Health and the Crime Victim and Sexual Assault Center (Employee Collective Bargaining Unit) (collectively the "Parties") this 29 day of June, 2017, subject to approval of the County Legislature and ratification by the Employee Collective Bargaining Unit.

WHEREAS, the Parties entered into a collective bargaining agreement that expired on December 31, 2016; and

WHEREAS, the Parties agreed to meet collectively at a "Coalition Meeting" with other CSEA collective bargaining units to discuss issues of (1) the term of the collective bargaining agreements; (2) the percentage of salary increase (if any) for each year of the collective bargaining agreements; and (3) the terms of health care coverage for each member of the collective bargaining units; and

WHEREAS, the Parties reached an agreement for all of the CSEA collective bargaining units relating to the term, health care coverage and the percentage of salary increase.

WHEREAS, the Parties continued to hold negotiation meetings; 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 terms of a collective bargaining agreement between the parties;

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

1. The term of the collective bargaining agreement shall be from January 1, 2017 through December 31, 2021.
2. All other Articles, terms, conditions and provisions of the Collective Bargaining Agreement not mentioned herein, shall remain and be the same as set forth in the January 1, 2010 through December 31, 2016 Collective Bargaining Agreement and shall have full force and effect for the term of the agreement between the Parties from January 1, 2017 through December 31, 2021.
3. Article VII Section 1 – strike the existing language and insert the following:

1/1/2017	2% salary increase
1/1/2018	2% salary increase
1/1/2019	2% salary increase
1/1/2020	2% salary increase
1/1/2021	2% salary increase

4. Article III Section 9—add language to indicate that, in the event of an overpayment or underpayment, the County or the employee may only claim up to 30 days payment prior to the date either party gives notice of a claim.
5. Article XXVIII Section —add the language: If a 40 hour position is posted, a member of the collective bargaining unit must be offered the position first. The person selected does not have to be the most senior person in the bargaining unit.
6. Article VII Section 2—Effective 1/1/18, add provision for step at 5 years continuous service \$500.
7. Article VII Section 3—Effective 1/1/18 amend the longevity chart:

Remove the \$500 for 5 years of service

6-9	\$650
10-14	\$900
15-19	\$1150
20-24	\$1550
25+	\$2150

8. Article VII Section 4 – Effective 1/1/18, strike and remove paragraphs “A” and “B.” Add new paragraph “A” which states that employees on a swing shift from 10:00 am to 7:00 pm are not entitled to shift differential, and that the second shift shall be 3:30 pm to 12:00 midnight or 4:00 pm to 12:30 am. Shift differential shall be paid on the following schedule:

Effective Date	Shift Differential Amount	Shifts Eligible For Differential
1/1/18	\$.75/hour	4pm – 8am only
1/1/19	\$1.00/hour	4pm – 8 am and weekends
1/1/20	\$1.00/hour	4pm – 8 am and weekends
1/1/21	\$1.25/hour	4pm – 8 am and weekends

9. Article XIII Section 2(C) – amend to change the copays for Retail Generic and Domestic Mail generic to be increased from \$0 to \$5 beginning 1/1/2020.
10. Article XIII Section 4 – additional language shall be added to state that any current collective bargaining member that is not receiving the “Coordination of Benefits” shall not be entitled to this benefit from January 1, 2017 and beyond. Any person joining the collective bargaining unit after January 1, 2017 shall not be entitled to this benefit. For those collective bargaining members that are currently receiving this benefit, said members shall be “grandfathered” for the years of 2017, 2018, 2019 and 2020 and shall continue to be eligible for the benefit in said years providing that all other criteria is met. The benefit for “grandfathered” members shall cease January 1, 2021. In the event the County of Albany elects to no longer be self-insured, the coordination of benefits shall be available for all collective bargaining members that meet all other criteria.

11. Article XXVIII – Add Section 23 – Include language that beginning in 2018, employer shall reimburse the cost of continuing education, certification or licensing that are a requirement for an employee's continued employment as it relates to the current position that the employee is serving in Albany County. The reimbursement shall only be applicable upon the pre-approval of the Director or his/her designee, however, the approval for a specific continuing education that is specifically required for continuing licensing shall not need prior approval. However, if the class is during the hours of regularly scheduled work, the employee shall be required to get pre-approval, and, if approved, will not be charged leave time to attend the class. If there are multiple and/or different classes that may be taken to satisfy the requirements at different times and locations, then the Director or his/her designee may approve or deny the employee's choice of class.
12. Add new Appendix outlining the current on-call rates and parameters for Crime Victim and Sexual Assault Center employees.
13. Article XXVIII—add new Section providing mobile phones Crime Victim and Sexual Assault Center employees who work in the field or on-call.
14. Appendix A—add Campus Sexual Assault Coordinator, Health Home Coordinator, and Insurance Billing Manager to those titles listed in Appendix A.
15. Article VII – add language to include that if an employee moves from a 35 hour position to a 40 hour position in the same title, the hourly pay rate remains the same and does not revert back.
16. Article VII Section 2—amend language to indicate that part-time employees shall receive step increase in the dollar amount that is  $\frac{1}{2}$  of a full time employee.
17. Article XXIV – Flextime – add language that any flextime request other than flexing within 15 minutes at the start or ending time of the shift shall be submitted and approved at least 48 hours in advance and that approval of the flextime is in the sole discretion of the Director or his/her designee. However, the Director or his/her designee may, in his/her sole discretion, grant flex time requests which are submitted with less than 48 hours advance notice. Notwithstanding the ability of employees to use up to 15 minutes at the start or ending time of the shift, rules of tardiness still apply.
18. Article XXVIII Section 9 – For all personnel working in the ACT Team, effective 1/1/18, the practice of accumulating comp time shall cease and be replaced with a weekly stipend based on the following schedule:
  - 2018: \$2000/year
  - 2019: \$2000/year
  - 2020: \$2000/year
  - 2021: \$2300/year.ACT Team employees shall be allowed to redeem up to 80 hours of comp time accrued before December 31, 2017 during the comp time sell back period of 2018.

19. Article XXVIII – Section 13 – remove provision

20. Article XXVIII – Section 21 – Delete the following language: “As soon as practicable in 1997,”

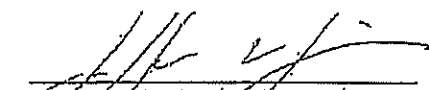
21. The parties shall discuss the following issues in labor/management:

- a. adoption of a dress code policy.
- b. wellness activities.
- c. productivity survey and review.
- d. vacation scheduling and staffing levels.


22. Add a provision that provides that Albany County shall implement a sign-in/sign-out policy when employees enter or exit the building. The parties agree to discuss the implementation of this policy in labor/management.

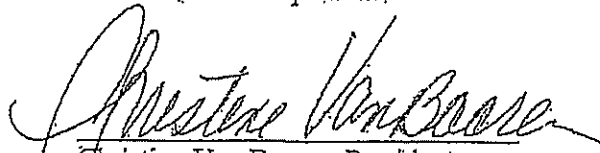
Dated this 19 day of June, 2017:

For the Employer:

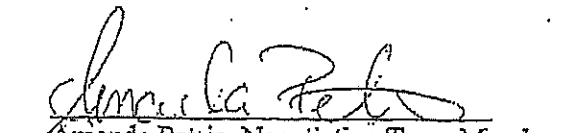
  
JEFFERY V. JAMISON, Esq.  
Director of Employee Relations

For the Collective Bargaining Unit:

  
Eric Muldoon  
Labor Relations Specialist

  
Christine Van Baaren, President

  
David Daniels, Negotiating Team Member

  
Amanda Petrie, Negotiating Team Member

Since 1910



Local 1000 AFSCME, AFL-CIO

## CAPITAL REGION OFFICE

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Capital Region Director

July 28, 2017

Jeffery Jamison  
Albany County Director of Employee Relations  
112 State Street  
Albany, NY 12207

Dear Mr. Jamison:

Please be advised that the CSEA Albany County Department of Mental Health/Crime Victim and Sexual Violence Center Unit membership voted last week to ratify the attached successor Collective Bargaining Agreement dated January 1, 2017 through December 31, 2021.

Please notify me when the Albany County Legislature approves the successor agreement.

Thank you in advance for your attention to this matter. Should you have any questions, please do not hesitate to contact me.

Sincerely,

*Eric Muldoon*

Eric Muldoon  
Labor Relations Specialist

cc: D. Warren, CSEA Capital Region Director  
V. Miller, CSEA Local 801 President  
C. Van Baaren, CSEA Albany County DMH/CSVSC Unit President  
J. Clement, Albany County Commissioner of Human Resources

2017 Budget Amendment

		APPROPRIATIONS		RESOLUTION DESCRIPTION		INCREASE		DECREASE		UNIT COST		DEPARTMENT NAME	
	ACCOUNT NO.												
A	4310	1	2105	001	430011	Clinical Director 35	\$ 1,393.00			\$ 71,050.00		Mental Health Dept	
A	4310	1	2108	003	430016	Psychologist PhD	\$ 1,231.00			\$ 62,805.00		Mental Health Dept	
A	4310	1	2134	001	430022	Supervising Psych Nurse	\$ 1,414.00			\$ 72,093.00		Mental Health Dept	
A	4310	1	2135	001	430023	Psychiatric Nurse 40	\$ 1,220.00			\$ 62,215.00		Mental Health Dept	
A	4310	1	2135	002	430024	Psychiatric Nurse 40	\$ 1,235.00			\$ 63,011.00		Mental Health Dept	
A	4310	1	2135	003	430025	Psychiatric Nurse 40	\$ 1,222.00			\$ 62,343.00		Mental Health Dept	
A	4310	1	2260	001	430029	Reentry Coordinator	\$ 1,234.00			\$ 62,948.00		Mental Health Dept	
A	4310	1	2201	004	430031	Supervising Social Worker 35	\$ 1,220.00			\$ 62,240.00		Mental Health Dept	
A	4310	1	2201	005	430032	Supervising Social Worker 40	\$ 1,388.00			\$ 70,793.00		Mental Health Dept	
A	4310	1	2201	006	430033	Supervising Social Worker 40	\$ 1,391.00			\$ 70,962.00		Mental Health Dept	
A	4310	1	2201	007	430034	Supervising Social Worker 40	\$ 1,404.00			\$ 71,594.00		Mental Health Dept	
A	4310	1	2205	001	430035	Staff Social Worker 35	\$ 1,292.00			\$ 46,564.00		Mental Health Dept	
A	4310	1	2205	002	430036	Staff Social Worker 40	\$ 1,132.00			\$ 57,711.00		Mental Health Dept	
A	4310	1	2205	006	430039	Staff Social Worker 40	\$ 1,017.00			\$ 51,890.00		Mental Health Dept	
A	4310	1	2205	008	430041	Staff Social Worker 40	\$ 1,026.00			\$ 52,316.00		Mental Health Dept	
A	4310	1	2205	010	430043	Staff Social Worker 35	\$ 912.00			\$ 46,502.00		Mental Health Dept	
A	4310	1	2205	012	430045	Staff Social Worker 40	\$ 1,026.00			\$ 52,307.00		Mental Health Dept	
A	4310	1	2205	014	430047	Staff Social Worker 40	\$ 1,080.00			\$ 55,060.00		Mental Health Dept	
A	4310	1	2205	015	430048	Staff Social Worker 40	\$ 1,026.00			\$ 52,316.00		Mental Health Dept	
A	4310	1	2205	016	430049	Staff Social Worker 40	\$ 1,035.00			\$ 52,792.00		Mental Health Dept	
A	4310	1	2205	019	430052	Staff Social Worker 35	\$ 894.00			\$ 45,617.00		Mental Health Dept	
A	4310	1	2205	020	430053	Staff Social Worker 35	\$ 903.00			\$ 46,045.00		Mental Health Dept	
A	4310	1	2205	021	430054	Staff Social Worker 40	\$ 1,017.00			\$ 51,890.00		Mental Health Dept	
A	4310	1	2205	023	430055	Staff Social Worker 40	\$ 1,042.00			\$ 53,160.00		Mental Health Dept	
A	4310	1	2205	026	430057	Staff Social Worker 35	\$ 886.00			\$ 45,209.00		Mental Health Dept	
A	4310	1	2205	028	430059	Staff Social Worker 40	\$ 1,031.00			\$ 52,559.00		Mental Health Dept	
A	4310	1	2205	029	430060	Staff Social Worker 40	\$ 1,017.00			\$ 51,890.00		Mental Health Dept	
A	4310	1	2205	030	430061	Staff Social Worker 40	\$ 1,001.00			\$ 51,073.00		Mental Health Dept	
A	4310	1	2831	001	430070	Vocational Counselor 35	\$ 1,049.00			\$ 53,480.00		Mental Health Dept	
A	4310	1	5130	002	430072	Mental Health Assistant 40	\$ 1,071.00			\$ 54,624.00		Mental Health Dept	
A	4310	1	5130	005	430075	Mental Health Assistant 35	\$ 861.00			\$ 43,917.00		Mental Health Dept	
A	4310	1	5504	001	430077	Administrative Assistant	\$ 879.00			\$ 44,814.00		Mental Health Dept	
A	4310	1	6022	001	430078	Data Entry Machine Operator 40	\$ 759.00			\$ 38,719.00		Mental Health Dept	
A	4310	1	6104	001	430082	Account Clerk II 35	\$ 852.00			\$ 43,465.00		Mental Health Dept	
A	4310	1	6104	003	430084	Account Clerk II 35	\$ 862.00			\$ 43,950.00		Mental Health Dept	
A	4310	1	6207	001	430086	Clerk I PT 17.5	\$ 248.00			\$ 12,660.00		Mental Health Dept	

2017 Budget Amendment

A	4310	1	6234	001	430088	Clerk Typist II 35	\$	772.00			39,376.00	Mental Health Dept
A	4310	1	6236	009	430089	Clerk Typist I 35	\$	621			31,664.00	Mental Health Dept
A	4310	1	6236	001	430090	Clerk Typist I 35	\$	755			38,483.00	Mental Health Dept
A	4310	1	6236	002	430091	Clerk Typist I 40	\$	716.00			36,512.00	Mental Health Dept
A	4310	1	6236	003	430092	Clerk Typist I 40	\$	733.00		\$	36,478.00	Mental Health Dept
A	4310	1	6236	004	430093	Clerk Typist I 35	\$	635.00			32,368.00	Mental Health Dept
A	4310	1	6901	007	430095	Clerk Typist I 35	\$	719.00			36,672.00	Mental Health Dept
A	4310	1	2205	001	430101	Consumer Affairs Specialist 35	\$	723.00			36,868.00	Mental Health Dept
A	4310	1	2205	031	430104	Staff Social Worker 40	\$	1,026.00			52,316.00	Mental Health Dept
A	4310	1	2205	032	430105	Staff Social Worker 40	\$	1,026.00			52,307.00	Mental Health Dept
A	4310	1	2205	008	430109	Clerk Typist I 35	\$	631.00			32,180.00	Mental Health Dept
A	4310	1	6102	001	430110	Account Clerk I 35		937.00			47,795.00	Mental Health Dept
A	4310	1	2107	002	430124	Supervising Psychologist		1,388.00			70,782.00	Mental Health Dept
A	4310	1	6237	002	430125	Clerk Typist I PT 17.5		1,608.00			16,731.00	Mental Health Dept
A	4310	1	2136	006	430127	Psychiatric Nurse 20		796.00			30,623.00	Mental Health Dept
A	4310	1	6236	011	430129	Clerk Typist I 40		1,031.00			52,601.00	Mental Health Dept
A	4310	1	6236	012	430130	Clerk Typist I 35		631.00			32,193.00	Mental Health Dept
A	4310	1	6236	013	430131	Clerk Typist I 35		629.00			32,080.00	Mental Health Dept
A	4310	1	6236	014	430132	Clerk Typist I 35		632.00			32,227.00	Mental Health Dept
A	4310	1	2201	001	430135	Supervising Social Worker 35		1,292.00			65,874.00	Mental Health Dept
A	4310	1	2201	002	430136	Supervising Social Worker 35		1,220.00			62,240.00	Mental Health Dept
A	4310	1	2205	007	430138	Staff Social Worker 40		1,026.00			52,307.00	Mental Health Dept
A	4310	1	2205	039	430139	Staff Social Worker 40		1,409.00			51,481.00	Mental Health Dept
A	4310	1	2205	040	430140	Staff Social Worker 40		1,026.00			52,307.00	Mental Health Dept
A	4310	1	2205	041	430141	Staff Social Worker 40		1,030.00			52,506.00	Mental Health Dept
A	4310	1	2205	042	430142	Staff Social Worker 40		1,026.00			52,316.00	Mental Health Dept
A	4310	1	2205	044	430144	Staff Social Worker 35		903.00			46,034.00	Mental Health Dept
A	4310	1	2205	045	430145	Staff Social Worker 35		903.00			46,034.00	Mental Health Dept
A	4310	1	2204	002	430147	Cert Alcohol and SUB ABUSE 40		1,009.00			51,481.00	Mental Health Dept
A	4310	1	2204	003	430148	Cert Alcohol and SUB ABUSE 40		1,026.00			52,307.00	Mental Health Dept
A	4310	1	2204	006	430151	Cert Alcohol and SUB ABUSE 40		1,052.00			53,644.00	Mental Health Dept
A	4310	1	2204	007	430152	Cert Alcohol and SUB ABUSE 35		914.00			46,611.00	Mental Health Dept
A	4310	1	2204	008	430153	Cert Alcohol and SUB ABUSE 35		906.00			46,223.00	Mental Health Dept
A	4310	1	2204	009	430154	Cert Alcohol and SUB ABUSE 35		886.00			45,209.00	Mental Health Dept
A	4310	1	2204	010	430155	Cert Alcohol and SUB ABUSE 40		909.00			46,377.00	Mental Health Dept
A	4310	1	2204	011	430156	Cert Alcohol and SUB ABUSE 40		1,052.00			53,644.00	Mental Health Dept
A	4310	1	2189	001	430163	Intensive Case Manager 40		1,283.00			65,427.00	Mental Health Dept
A	4310	1	2189	002	430164	Intensive Case Manager 40		1,206.00			61,511.00	Mental Health Dept

2017 Budget Amendment

A	4310	1	2189	003	430165	Intensive Case Manager 40	1,209.00		61,663.00	Mental Health Dept
A	4310	1	2189	004	430166	Intensive Case Manager 40	1,372.00		69,968.00	Mental Health Dept
A	4310	1	2189	005	430167	Intensive Case Manager 40	1,286.00		65,573.00	Mental Health Dept
A	4310	1	6197	001	430171	Insurance Billing Manager 35	986.00		50,302.00	Mental Health Dept
A	4310	8	9060			Hospital and Medical Insurance		\$ 24,497.00	1,331,462.00	
A	4221	4	4046			Fees For Service		\$ 54,773.00	0.00	
						TOTAL APPROPRIATIONS	\$ 79,270.00	\$ 79,270.00		
						RESOLUTION DESCRIPTION				
						REVENUES	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
						GRAND TOTALS	\$ 79,270.00	\$ 79,270.00		



## DEPARTMENT NAME

Fund	Dept Code	Object	Position
A	4610	12292	1 450003 Clinical Supervisor
A	4610	12235	1 450005 CV Therapist 1
A	4610	12235	1 450006 Child CV Therapist
A	4610	12272	1 450026 Campus SA Coordinator
A	4610	12237	3 450011 CV Caseworker 1
A	4610	12237	4 450012 CV Caseworker 2
A	4610	12237	5 450012 CV Caseworker 3
A	4610	12238	1 450018 Supervising CW
A	4610	12239	1 450013 Prevention Educator
A	4610	16192	1 450019 Administrative Aide
A	4610	89060	Hospital And Medical Insurance
TOTAL APPROPRIATIONS	\$ 8,929.00	\$ 8,929.00	

### ESTIMATED REVENUES

Fund	Dept Code	Account No.	Object	Position	Date	Resolution Description	Decrease	Increase	Unit Cost	Department Name
						TOTAL ESTIMATED REVENUES	\$ -	\$ -		
						GRAND TOTALS	\$ 8,929.00	\$ 8,929.00		