

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

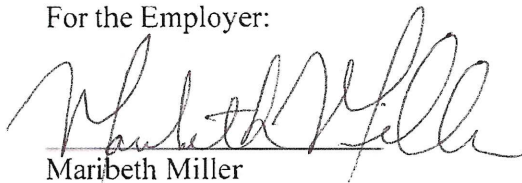
WHEREAS, the Parties have reached an agreement relating to the amendment of terms of a collective bargaining agreement between the parties and;

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 Lorraine Hazel-Mullen
Lawrence Mullen, CSEA



Counsel for the County Dept. of Health

Marianne P. Stone
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