

RESOLUTION NO. 578

APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH CIVIL SERVICES EMPLOYEES ASSOCIATION-LOCAL 1000 DEPARTMENT OF HEALTH UNIT LOCAL 801 AND AMENDING THE 2023 ALBANY COUNTY DEPARTMENT OF HEALTH BUDGET

Introduced: 12/4/23

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, employees of the Bargaining Unit will receive an increase of \$1000 to base salaries, retroactive to January 1, 2023, 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 2023 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 UNDERSTANDING

By and Between the
COUNTY OF ALBANY
and the

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., Local 1000, AFSCME, AFL-CIO

WHEREAS, the County of Albany (the "County") and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, (the "Union" or "CSEA"), (collectively the "Parties"), are parties to a collective bargaining agreement (the "CBA") for Albany County Department of Health, CSEA, Inc. Bargaining Unit #6000-02 (the "Unit"), covering the period of January 1, 2022 through December 31, 2027;

WHEREAS, pursuant to CBA Article XXV Section 25, the Parties agreed "to meet for continuing discussion of equitable salary increases in consideration of all titles of the Unit" (CBA Appendix "A"); and

WHEREAS, after several meetings the Parties have reached an agreement on the matter.

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

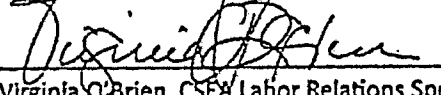
1. The Parties agree to increase the base salary of all current members of the Unit in the amount of one-thousand dollars (\$1,000.00), contingent upon approval by the Albany County Legislature.
2. The Parties agree to amend CBA Appendix "C" Salary Schedule to reflect an increase to starting salaries of all titles in the Unit in the amount of one-thousand dollars (\$1,000.00), contingent upon approval by the Albany County Legislature.
3. The aforementioned one-time salary increases shall be retroactive to January 1, 2023.
4. Increases to the starting salaries on CBA Appendix "C" Salary Schedule shall be contingent upon continued funding pursuant to Article VI of the New York State Public Health Law. In the event funding is discontinued, one-thousand dollars (\$1,000.00) will be deducted from only those starting salaries on CBA Appendix "C" Salary Schedule that increased by one-thousand dollars (\$1,000.00) retroactive to January 1, 2023, affecting only new hires or County employees, who subsequently transfer into the Unit.
5. If any dispute or disagreement arises over the terms and conditions of this agreement, the Parties agree that such issue(s) shall be governed by the grievance procedure contained in the CBA.

Dated: 26 October 2023


Jennifer Clement, Commissioner
Albany County Human Resources


Peter Apostol, Esq.
*Director of Employee Relations
for Albany County*


Marianne Stone, President
CSEA Unit #6000-02


Virginia O'Brien, CSEA Labor Relations Specialist

2023 Health Department Budget Amendment - CSEA MOU

		ACCOUNT NO.		APPROPRIATIONS		RESOLUTION DESCRIPTION		INCREASE		DECREASE		UNIT COST		DEPARTMENT NAME	
A	4010	1	1014	400001		COMMISSIONER PUBLIC		\$	1,000.00					Health Dept.	
A	4010	1	1114	400002		ASSISTANT COMMISSION		\$	1,000.00					Health Dept.	
A	4010	1	1260	400003		DIRECTOR ENVIRONMENTAL MENTAL		\$	1,000.00					Health Dept.	
A	4010	1	1261	400004		DIR OF PUBLIC HEALTH		\$	1,000.00					Health Dept.	
A	4010	1	2161	400014		PUBLIC HEALTH PLAN		\$	1,000.00					Health Dept.	
A	4010	1	2128	400016		REGISTERED NURSE		\$	1,000.00					Health Dept.	
A	4010	1	2128	400017		REGISTERED NURSE		\$	1,000.00					Health Dept.	
A	4010	1	2128	400023		REGISTERED NURSE		\$	1,000.00					Health Dept.	
A	4010	1	2128	400025		REGISTERED NURSE		\$	1,000.00					Health Dept.	
A	4010	1	2129	400030		RN PT 21		\$	1,000.00					Health Dept.	
A	4010	1	2131	400033		PUBLIC HEALTH NURSE		\$	1,000.00					Health Dept.	
A	4010	1	2133	400039		PUBLIC HEALTH NURSE		\$	1,000.00					Health Dept.	
A	4010	1	2133	400040		PUBLIC HEALTH NURSE		\$	1,000.00					Health Dept.	
A	4010	1	2133	400041		PUBLIC HEALTH NURSE		\$	1,000.00					Health Dept.	
A	4010	1	2133	400044		PUBLIC HEALTH NURSE		\$	1,000.00					Health Dept.	
A	4010	1	2137	400046		HIV NURS PT		\$	1,000.00					Health Dept.	
A	4010	1	2138	400050		EPIDEMIOLOGIST		\$	1,000.00					Health Dept.	
A	4010	1	6192	400051		KEYBOARD SPECIALIST		\$	1,000.00					Health Dept.	
A	4010	1	6192	400056		KEYBOARD SPECIALIST		\$	1,000.00					Health Dept.	
A	4010	1	6192	400057		KEYBOARD SPECIALIST		\$	1,000.00					Health Dept.	
A	4010	1	6192	400069		KEYBOARD SPECIALIST		\$	1,000.00					Health Dept.	
A	4010	1	2196	400071		EPIDEMIOLOGY NURSE		\$	1,000.00					Health Dept.	
A	4010	1	2609	400074		ENVIRONMENTAL SPECIA		\$	1,000.00					Health Dept.	
A	4010	1	2802	400080		PUBLIC HEALTH EDUCAT		\$	1,000.00					Health Dept.	
A	4010	1	2803	400081		HEALTH PROGRAM ASSIS		\$	1,000.00					Health Dept.	
A	4010	1	3100	400082		SUPERVISING DENTAL H		\$	1,000.00					Health Dept.	
A	4010	1	3102	400083		DENTAL HYGIENIST		\$	1,000.00					Health Dept.	
A	4010	1	5101	400097		DENTAL ASSISTANT		\$	1,000.00					Health Dept.	
A	4010	1	5101	400098		DENTAL ASSISTANT		\$	1,000.00					Health Dept.	
A	4010	1	5120	400101		CLINICAL ASSISTANT		\$	1,000.00					Health Dept.	
A	4010	1	1259	400106		ASST COMM FIN ADMIN		\$	1,000.00					Health Dept.	
A	4010	1	2612	400108		SR PUBLIC HEALTH ENG		\$	1,000.00					Health Dept.	
A	4010	1	6108	400109		ACCOUNT CLERK III		\$	1,000.00					Health Dept.	
A	4010	1	3101	400110		SUPER COMM HLTH WRKR		\$	1,000.00					Health Dept.	
A	4010	1	2546	400112		PROGRAM DIRECTOR		\$	1,000.00					Health Dept.	
A	4010	1	5165	400120		PUBLIC HEALTH AIDE		\$	1,000.00					Health Dept.	
A	4010	1	5105	400121		PUBLIC HEALTH AIDE		\$	1,000.00					Health Dept.	
A	4010	1	5165	400122		PUBLIC HEALTH AIDE		\$	1,000.00					Health Dept.	

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A	4010	1	5165	400123		PUBLIC HEALTH AIDE	\$	1,000.00			Health Dept.
A	4010	1	5165	400125		PUBLIC HEALTH AIDE	\$	1,000.00			Health Dept.
A	4010	1	5165	400128		PUBLIC HEALTH AIDE	\$	1,000.00			Health Dept.
A	4010	1	5113	400139		PERSONNEL ASSISTANT	\$	1,000.00			Health Dept.
A	4010	1	5208	400142		CLERK I	\$	1,000.00			Health Dept.
A	4010	1	5302	400157		MEDICAL CLERK TYPIST	\$	1,000.00			Health Dept.
A	4010	1	5302	400159		MEDICAL CLERK TYPIST	\$	1,000.00			Health Dept.
A	4010	1	5302	400160		MEDICAL CLERK TYPIST	\$	1,000.00			Health Dept.
A	4010	1	5302	400161		MEDICAL CLERK TYPIST	\$	1,000.00			Health Dept.
A	4010	1	5401	400163		CONFIDENTIAL SECRETA	\$	1,000.00			Health Dept.
A	4010	1	5401	400164		CONFIDENTIAL SECRETA	\$	1,000.00			Health Dept.
A	4010	1	5197	400171		INSURANC BILLING MGR	\$	1,000.00			Health Dept.
A	4010	1	2128	400172		REGISTERED NURSE	\$	1,000.00			Health Dept.
A	4010	1	5404	400184		SECRETARY II	\$	1,000.00			Health Dept.
A	4010	1	1264	400186		DIR PUB HLTH PLAN ED	\$	1,000.00			Health Dept.
A	4010	1	2013	400190		AST DIR ENVIR HEALTH	\$	1,000.00			Health Dept.
A	4010	1	2148	400194		DISEASE INTVN SPEC	\$	1,000.00			Health Dept.
A	4010	1	2159	400195		PH PREPAREDNS COORD	\$	1,000.00			Health Dept.
A	4010	1	5505	400196		DENTIST PART TIME	\$	1,000.00			Health Dept.
A	4010	1	2546	400197		PROGRM DIRECTOR	\$	1,000.00			Health Dept.
A	4010	1	2177	400198		PUBLIC HEALTH AID PT	\$	1,000.00			Health Dept.
A	4010	1	1903	400199		AST DIR PH NURSING	\$	1,000.00			Health Dept.
A	4010	1	2148	400201		DISEASE INTVN SPEC	\$	1,000.00			Health Dept.
A	4010	1	2130	400203		PUBLIC HLTH NURSE II	\$	1,000.00			Health Dept.
A	4010	1	3192	400205		DISEASE INTV SPEC II	\$	1,000.00			Health Dept.
A	4010	1	2504	400206		ASSC PUB HLTH PLANNR	\$	1,000.00			Health Dept.
A	4010	1	5166	400207		PUBLIC HLTH AIDE II	\$	1,000.00			Health Dept.
A	4010	1	5166	400208		PUBLIC HLTH AIDE II	\$	1,000.00			Health Dept.
A	4010	1	3190	400212		LEAD POISON PREV SPE	\$	1,000.00			Health Dept.
A	4010	1	2159	400214		PH PREPAREDNS COORD	\$	1,000.00			Health Dept.
A	4010	1	2147	400216		SCHOOL SPECIALIST	\$	1,000.00			Health Dept.
A	4010	1	2148	400217		GRANTS ADMINISTRATOR	\$	1,000.00			Health Dept.
A	4010	1	2502	400218		PUBLIC HEALTH EDUCAT	\$	1,000.00			Health Dept.
A	4010	1	2193	400219		EPIDEM DATA ANALYST	\$	1,000.00			Health Dept.
A	4010	1	2200	400220		IMMNZ CLIN SERV SPEC	\$	1,000.00			Health Dept.
A	4010	1	2930	400222		PUBLIC HLTH SAN I	\$	1,000.00			Health Dept.
A	4010	1	2930	400223		PUBLIC HLTH SAN I	\$	1,000.00			Health Dept.
A	4010	1	2930	400224		PUBLIC HLTH SAN I	\$	1,000.00			Health Dept.
A	4010	1	2930	400225		PUBLIC HLTH SAN I	\$	1,000.00			Health Dept.

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A	4010	1	2930	400226	PUBLIC HLTH SAN I	\$	1,000.00		Health Dept.
A	4010	1	2930	400227	PUBLIC HLTH SAN I	\$	1,000.00		Health Dept.
A	4010	1	2930	400228	PUBLIC HLTH SAN I	\$	1,000.00		Health Dept.
A	4010	1	2930	400229	PUBLIC HLTH SAN I	\$	1,000.00		Health Dept.
A	4010	1	2930	400230	PUBLIC HLTH SAN I	\$	1,000.00		Health Dept.
A	4010	1	2930	400231	PUBLIC HLTH SAN I	\$	1,000.00		Health Dept.
A	4010	1	2930	400232	PUBLIC HLTH SAN I	\$	1,000.00		Health Dept.
A	4010	1	2930	400233	PUBLIC HLTH SAN I	\$	1,000.00		Health Dept.
A	4010	1	2930	400234	PUBLIC HLTH SAN I	\$	1,000.00		Health Dept.
A	4010	1	2931	400235	PUBLIC HLTH SAN II	\$	1,000.00		Health Dept.
A	4010	1	2931	400236	PUBLIC HLTH SAN II	\$	1,000.00		Health Dept.
A	4010	1	2931	400237	PUBLIC HLTH SAN II	\$	1,000.00		Health Dept.
A	4010	1	2932	400238	PUBLIC HLTH SAN III	\$	1,000.00		Health Dept.
A	4010	1	2932	400239	PUBLIC HLTH SAN III	\$	1,000.00		Health Dept.
A	4010	1	2933	400240	PUBLIC HLTH SAN IV	\$	1,000.00		Health Dept.
A	4010	1	2933	400241	PUBLIC HLTH SAN IV	\$	1,000.00		Health Dept.
A	4010	1	6412	400242	RECEPTIONIST	\$	1,000.00		Health Dept.
A	4010	1	2172	400243	DISEASE INTERVENTION SPECIALIST III	\$	1,000.00		Health Dept.
A	4010	1	2156	400244	PUBLIC HEALTH EDUCATOR II	\$	1,000.00		Health Dept.
A	4010	1	2154	400245	CLINIC HEAD NURSE	\$	1,000.00		Health Dept.
A	4010	1	2800	410043	SR PUBLIC HEALTH ED	\$	1,000.00		Health Dept.
A	4010	1	2802	410044	PUBLIC HEALTH EDUCAT	\$	1,000.00		Health Dept.
A	4010	1	1266	410062	DIRECTOR EPPM	\$	1,000.00		Health Dept.
A	4010	1	3192	410063	DISEASE INTV SPEC II	\$	1,000.00		Health Dept.
A	4010	1	3192	410064	DISEASE INTV SPEC II	\$	1,000.00		Health Dept.
A	4010	1	2120	410065	REGISTERED NURSE II	\$	1,000.00		Health Dept.
A	4010	1	2120	410067	REGISTERED NURSE II	\$	1,000.00		Health Dept.
A	4010	1	9954		Enhanced Pay	\$	104,000.00		Health Dept.
					TOTAL APPROPRIATIONS	\$	104,000.00		
					GRAND TOTALS	\$	104,000.00	\$ 104,000.00	

Adopted by unanimous vote - 12/4/23

State of New York
County of Albany

This is to certify that I, the undersigned, Clerk of the Albany County Legislature, have compared the foregoing copy of the resolution and/or local law with the original resolution and/or local law now on file in the office, and which was passed by the Legislature of said County on the 4th day of December, 2023, a majority of all members elected to the Legislature voting in favor thereof, and that the same is a correct and true transcript of such original resolution and/or local law and the whole thereof.



IN WITNESS THEREOF, I have hereunto set my hand and the official seal of the County Legislature this 4th day of December, 2023.

A handwritten signature in cursive script, reading "Nicole Chamberlain", is written over a horizontal line.

Clerk, Albany County Legislature