

MEMORANDUM OF AGREEMENT

By and Between the

COUNTY OF ALBANY

and

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC

Background:

1. The County of Albany (“County”) (County Clerk and Hall of Records) and the Civil Service Employees Association, Inc., AFSCME, AFL-CIO for the Albany County Clerk’s Department Unit #6000-07 of the Albany County Local #801 (“CSEA”) (collectively the “Parties”) are signatories to a Collective Bargaining Agreement for the period of January 1, 2022 through December 31, 2027.

2. At the request of the County Executive and County Clerk, who wished to make market adjustments to the salaries of employees populating titles within the bargaining unit, the Parties engaged in negotiations.

3. The Parties have reached an agreement to make market-based salary adjustments for those employees holding titles within the bargaining unit.

The Agreement:

Now, therefore, the parties agree as follows:

4. Those employees employed on or after January 1, 2026 holding titles set forth in Exhibit A which is attached hereto and made part hereof will receive a market adjustment to their salaries which will be effective January 1, 2026 to be paid prospectively only. There will be no retroactive increase in salary.

5. The salary schedule attached hereto and made part hereof as Exhibit A will become effective on January 1, 2026 and will apply prospectively only. The parties hereby deem this memorandum of agreement to be a modification of the terms of the applicable collective bargaining agreement.

6. Certain members of the bargaining unit hold titles that are represented on the salary schedule but have salaries that are inconsistent with the salaries reflected on the salary schedule attached as Exhibit A. For those employees, the following salary schedule will apply for 2026 prospectively as of January 1, 2026:

- Snure, Gary L., Clerk I: \$42,712
- Lundy, Camisha M., Records Manager II: \$67,635
- Sauter, Adam, Clerk II: \$44,425

Effective January 1, 2027, the January 1, 2026 salaries for Snure, Lundy, and Sauter, listed immediately above in this paragraph will be increased by 3%.

If any of the employees listed above in this paragraph change job titles, the applicable salary schedule(s) for the specific title will be applied to the employee's new title.

7. All other aspects of the administration and operation of the salary schedule will be controlled by the terms of the applicable collective bargaining agreement.

8. This memorandum of agreement is subject to the approval of the Albany County Legislature and ratification by the CSEA membership.

9. This memorandum of agreement constitutes the entire agreement between the Parties and it may not be amended unless agreed to in writing and executed with the same formality as the original.

10. This Agreement may be executed and delivered in any number of counterparts, each of which so executed and delivered shall be deemed to be an original and all of which shall constitute one and the same instrument. Facsimile, documents physically executed, scanned and transmitted electronically, and electronic signatures shall be deemed original signatures for purposes of this Agreement, and all matters related thereto, with such facsimile, scanned, and electronic signatures having the same legal effect as original signatures.

Dated: December 19, 2025

For Albany County:

By: _____
Daniel McCoy, County Executive

For the CSEA, Inc.:

By: Lawrence Lorraine Hazel-Mullen
Lawrence Lorraine Hazel-Mullen
Labor Relations Specialist

**For Albany County Clerks Department
Unit:**

By: Joseph Backes
Joseph Backes, Unit President

Exhibit A

	2025 Current	MOU 1/2026 salary	1/1/2027 (3%)
Archivist	\$ 51,538	\$ 57,252	\$ 58,970
Assistant Archivist	\$ 40,074	\$ 45,905	\$ 47,282
Clerk I	\$ 32,294	\$ 37,294	\$ 38,413
Clerk II	\$ 43,607	\$ 47,490	\$ 48,915
Electronic Records Technicia	\$ 42,219	\$ 46,061	\$ 47,442
Laborer	\$ 31,685	\$ 36,685	\$ 37,786
Microfilm Aide	\$ 31,040	\$ 36,040	\$ 37,121
Records Manager II	\$ 51,538	\$ 56,538	\$ 58,234