

## **RESOLUTION NO. 373**

### **AUTHORIZING A COLLECTIVE BARGAINING AGREEMENT WITH THE ALBANY COUNTY DEPUTY SHERIFF'S PBA LOCAL 3872 COUNCIL 82 AND AMENDING THE 2023 SHERIFF'S OFFICE BUDGET**

Introduced: 9/11/23

By Personnel Committee, A. Joyce, Feeney, Beston, Chapman, Cleary, Commisso, Cunningham, Fein, Lekakis, Mayo, McLaughlin, McLean Lane, Miller, Peter, Reidy, Reinhardt, Ricard, Rosano and Simpson:

WHEREAS, Legislative approval is required to authorize Albany County to enter into a collective bargaining agreement with the Albany County Deputy Sheriff's PBA Local 3872 Council 82 for a term commencing January 1, 2022 and ending December 31, 2027, and

WHEREAS, This agreement would provide for a 2% salary increase retroactive to January 1 for year 2022, a 2% increase in 2023 with a \$1,500 increase to base salary retroactive to January 1, a 3% salary increase for years 2024 through 2027, and a one-time retention bonus in the amount of \$2,500, and

WHEREAS, Additional terms and conditions of employment were modified in accordance with the annexed collective bargaining agreement and ratified by the membership of the bargaining unit, and

WHEREAS, The Sheriff 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 Albany County Deputy Sheriff's PBA Local 3872 Council 82 as annexed hereto, for a term commencing January 1, 2022 and ending December 31, 2027, and, be it further

RESOLVED, That the 2023 Sheriff's Office Budget is hereby amended as indicated on the spreadsheet annexed hereto, and, be it further

RESOLVED, That the Albany County Attorney is authorized to approve said agreement as to form and content, 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 AGREEMENT  
BY AND BETWEEN  
ALBANY COUNTY  
AND  
ALBANY COUNTY DEPUTY SHERIFF'S PBA  
LOCAL 3872 COUNCIL 82, AFSCME, AFL-CIO**

This Memorandum of Agreement by and between the County of Albany ("County") and the Albany County Deputy Sheriff's PBA, Local 3872 Council 82, AFSCME, AFL-CIO ("Union") sets forth the full agreement of the parties to a successor agreement relating to the January 1, 2017, to December 31, 2021, collective bargaining agreement for the period January 1, 2022, to December 31, 2027. The terms and conditions of the 2017-2021 collective bargaining agreement shall remain in full force and effect unless otherwise specifically modified, changed, or altered by the Memorandum of Agreement. This Memorandum of Agreement is subject to ratification by members of the Union and approval by the County Legislators of Albany County.

**Article XXII Health Insurance**

County proposal # 2 – attached to and made part of this MOA.

**Article XV Section 1 Holidays**

*(Effective and retroactive to 1/1/2023)*

Add Juneteenth to be used as a floating holiday; used for time off or paid for the holiday (if not used by the end of the calendar year, employee is paid for the day).

July 4<sup>th</sup>, Thanksgiving, Christmas, and New Years Day will be considered premium holidays. Employees working their regularly scheduled day will receive 8 hours of compensatory time. If an employee volunteers or is ordered for overtime, they will receive pay at the rate of double time plus 8 hours of compensatory time.

**Article XIII Section 4**

**Lateral Transfers**

Lateral transfers starting salaries shall be commensurate with their years of experience as a Police Officer or Deputy with the final decision on starting salary being the Sheriff's.

Prior experience at other Police agencies will not count toward credit for seniority. Prior service with Albany County Corrections will count toward years of service for salary and accruals, but not seniority. Those who transferred from Corrections to the Deputy's who are currently employed will be grandfathered in under this provision.

Special details within the Albany County Sheriff's Department, the Deputy must have a minimum of two (2) years of full-time service with the Department to be considered for the detail.

**Article XIV Section 3**

**BMP Certification Pay**

Modify as follows:

*(Effective and retroactive to 1/1/2023)*

2022	\$750
2023	\$1,000
2024	\$1,000
2025	\$1,250
2026	\$1,250
2027	\$1,500

**New Shift Differential**

Officers working the A-Line and C-Line shifts will receive a shift differential in the amount of:

*(Effective and retroactive to 1/1/2023)*

A-Line	\$1.00/hour
C-Line	\$ .80/hour

**NEW**

**Fitness Incentive**

Cooper Fitness Standard test administered to evaluate the physical fitness of participating Deputies (voluntary). Deputies who complete the test with a passing grade based off of Academy standards, employees receive a five hundred dollar (\$500). If a Deputy takes the test and completes the test parameters but does not qualify according to the testing scale, they shall receive a two-hundred- and fifty-dollar (\$250) bonus.

**Article XX Section 1(A)**

**Bereavement Leave**

Modify language changing calendar days to scheduled workdays.

**Article XXVII Section 15**

**FTO Compensation**

Modify language to compensate FTO's two (2) hours compensatory time per eight (8) hours worked when assigned to FTO duty.

**Article IX**

**Work Hours and Schedules**

Memorialize Transportation Unit hours as 0800-1600 and 0900-1700hours.  
Memorialize the new patrol schedule currently in operation.

**Article VIII Section 4 (F)**

**Seniority**

Remove Family Court detail from the list of postings.

**Article XXII Section C Paragraph 4 Spousal/ Dependent Coverage**

All provisions pertaining to the continuation of Health Insurance for retirees as outlined in Rules and Regulations shall continue, with the below exception, which grants continued Health Insurance Coverage for Spouse/Dependents, regardless of employment date with Albany County, but in accordance with the below eligibility and contribution requirements.

**Spousal/Dependent Coverage -**

Spouses and eligible dependents of County retirees (employees) remain covered as long as the retiree maintains an active enrollment. At the time of death of a retired, or active, County employee, spouse and dependent coverage may be extended as follows:

a. Spouses and eligible dependents will be covered for a three (3) month period. At the end of three months spouses and eligible dependents have the option of electing COBRA benefits; or may be eligible for extended benefits in b. or c. as follows:

b. For all full time employees or retirees with a minimum of fifteen (15) years of full time equivalent County service coverage will be extended for one (1) year of health benefits for every two (2) years of completed County service credit with a premium contribution as follows:

Years of Completed Full Time Equivalent County Service	Number of Years Eligible for Continuation of Health Insurance Benefits	Premium Contribution Rate
15 - 17.5 years	7.5 - 8.75 years	Fifty Percent (50%)
17.5 - 20 years	8.75 - 10 years	Forty Percent (40%)
20 - 22.5 years	10 - 11.25 years	Thirty Percent (30%)
22.5 - 25 years	11.25 - 12.5 years	Twenty Percent (20%)
25 - 30 years	12.5 - 15 years	Ten Percent (10%)
30 years or more	15+ years	No Contribution

When number of years of eligibility is exhausted dependent spouses and eligible dependents have the option of continuing in the County sponsored health plan at one hundred percent (100%) premium contribution.

#### Article XXVII

#### Weight Standards

Delete this section.

#### Article XIII

#### Longevity

*(Effective and Retroactive to 1/1/2022)*

3-4 years	\$150
5-6 years	\$500
7-9 years	\$1,000
10-14 years	\$1,500
15-19 years	\$2,000
20+ years	\$5,000

#### Article XIII Appendix A

#### Salaries

*Effective upon and retroactive to 1/1/2022:*

2022	2%
2023	\$1,500 on base plus 2%
2024	3% on all steps except top deputy which will increase to \$80,000.
2025	2.75%
2026	2.75%
2027	3%

**Article XXXVIII One-Time Bonus**

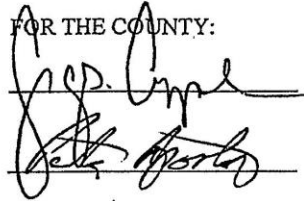
There will be a one-time Bonus of \$2,500 paid to all employees on the payroll upon execution of the new contract.

*The Union agrees not to contest the County removing the six (6) Deputies positions that were previously assigned to Family Court in future County budgets.*

**\*\*NOTE: All retroactive payments will be paid to employees on the payroll, or who separated from service due to retirement or disability. Retroactive payments shall be made upon execution of the new contract. \*\***

DATED: July 18, 2023

FOR THE COUNTY:



FOR THE UNION;


RZP

Albany County Proposal 2

Increased Health Insurance Coverage

Current Coverage	Proposed Enhanced Coverage
Hearing Aids – not currently covered under our plan	Hearing Aids – One per ear, every 3 years
Vision Coverage – 1 exam every two years  Eye wear discount through Blue View Vision at 35% on select lenses and frames. No non-collection coverage.	Vision Coverage – 1 exam every 12 months  1 pair of glasses or contacts every 24 months – on select lenses and frames covered collection at 100%, up to \$75 allowance for non-covered collection.
Dental Coverage – <ul style="list-style-type: none"><li>- Maximum: 1,000 per person each calendar year</li><li>- Diagnostic and Preventative Care counts toward maximum</li><li>- Basic Services, Endodontics, periodontics, oral surgery – 80% in network and 70% out of network</li><li>- Major services, prosthodontics - 50% in network and 40% out of network</li><li>- Temporomandibular Joint Benefits – 50% in network and 50% out of network</li><li>- Orthodontic Maximums - \$1,000 lifetime</li></ul>	Dental Coverage – <ul style="list-style-type: none"><li>- Maximum: 1,500 per person each calendar year</li><li>- Diagnostic and Preventative Care Do NOT count toward maximum</li><li>- Basic Services, Endodontics, periodontics, oral surgery, major services, prosthodontics – 100% in network and 85% out of network</li><li>- Temporomandibular joint benefits – 100% in network and 50%</li><li>- Orthodontic Maximums - \$2,000 lifetime</li></ul>



**APPROPRIATIONS**

BUDGET LINE					DESCRIPTION		INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME	
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY							
				STATE POS. CODE	POSITION CONTROL						
A	3110	1	4138	10000	4	370055	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000	12	370063	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000	18	370069	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000	23	370074	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000	32	370083	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000	48	370099	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000	52	370103	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000	55	370106	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000	83	370184	Deputy Sheriff	\$3,521		\$52,811	Sheriff
A	3110	1	4138	10000	3	370054	Deputy Sheriff	\$4,907		\$54,197	Sheriff
A	3110	1	4138	10000	11	370062	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	14	370065	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	20	370071	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	21	370072	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	22	370073	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	26	370077	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	37	370088	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	47	370098	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	51	370102	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	56	370107	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	59	370110	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	62	370113	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	68	370155	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	80	370181	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	81	370182	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	91	370229	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	92	370303	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	102	379264	Deputy Sheriff	\$3,575		\$54,197	Sheriff
A	3110	1	4138	10000	15	370066	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000	24	370075	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000	53	370104	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000	66	370117	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000	85	370186	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000	88	370226	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000	95	370306	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000	99	370309	Deputy Sheriff	\$3,629		\$55,593	Sheriff
A	3110	1	4138	10000	9	370060	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	27	370078	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	40	370091	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	49	370100	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	70	370157	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	79	370180	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	96	370151	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	98	370308	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	100	370310	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	101	370311	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	103	379265	Deputy Sheriff	\$3,858		\$61,477	Sheriff
A	3110	1	4138	10000	1	370052	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	2	370053	Deputy Sheriff	\$23,592		\$75,556	Sheriff
A	3110	1	4138	10000	5	370056	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	6	370057	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	7	370058	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	10	370061	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	13	370064	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	16	370067	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	19	370070	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	25	370076	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	28	370079	Deputy Sheriff	\$24,934		\$75,556	Sheriff
A	3110	1	4138	10000	29	370080	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	30	370081	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	31	370082	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	33	370084	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	34	370085	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	35	370086	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	36	370087	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	38	370089	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	39	370090	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	41	370092	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	42	370093	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	43	370094	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	44	370095	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	45	370096	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	46	370097	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	50	370101	Deputy Sheriff	\$4,405		\$75,556	Sheriff
A	3110	1	4138	10000	54	370105	Deputy Sheriff	\$4,405		\$75,556	Sheriff

A	3110	1	4138	10000	57	370108	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	58	370109	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	60	370111	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	61	370112	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	63	370114	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	64	370115	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	65	370116	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	67	370154	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	69	370156	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	71	370158	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	72	370152	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	73	370153	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	74	370220	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	75	370221	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	76	370222	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	77	370223	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	78	370224	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	82	370183	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	84	370185	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	86	370187	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	87	370225	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	89	370227	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	90	370228	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	93	370304	Deputy Sheriff	\$24,934	\$75,556	Sheriff
A	3110	1	4138	10000	94	370305	Deputy Sheriff	\$4,405	\$75,556	Sheriff
A	3110	1	4138	10000	97	370307	Deputy Sheriff	\$17,937	\$75,556	Sheriff
A	3110	8	9030				Social Security	\$37,031	\$1,374,991	Sheriff
A	3110	1	9900				Overtime	\$173,529	\$1,744,249	Sheriff
A	3110	1	9948				Shift Differential	\$60,000	\$159,000	Sheriff
A	3110	1	9954				Enhanced Pay	\$250,000	\$369,500	Sheriff
A	3110	1	9950				Longevity	\$74,900	\$315,250	Sheriff
A	3110	1	9915				Hazardous Duty Pay	\$25,000	\$92,000	Sheriff
A	0599						Appropriated Fund Balance		\$502,404	
A	6100	4	4252				Medical Services Therapy		\$602,119	

<b>TOTAL APPROPRIATIONS</b>	<b>\$1,104,523</b>	<b>\$1,104,523</b>
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**ESTIMATED REVENUES**

BUDGET LINE				DESCRIPTION		DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY					
				STATE POS. CODE	POSITION CONTROL				
A	0000	00000	00000	000	000000				
TOTAL REVENUES						\$0	\$0		
GRAND TOTAL						\$1,104,523	\$1,104,523		