

## **RESOLUTION NO. 577**

### **APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE ALBANY COUNTY SHERIFF'S CORRECTIONS SUPERVISORY UNIT LOCAL 294 INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND AMENDING THE 2023 SHERIFF'S OFFICE BUDGET**

Introduced: 12/4/23

By Personnel Committee:

WHEREAS, Legislative approval is required to authorize Albany County to enter into a collective bargaining agreement with the International Brotherhood of Teamsters Local 294, Albany County Sheriff's Office Law Enforcement Supervisor's Unit 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 years 2022 and 2023, a \$1500 increase to all titles and then a 2% salary increase retroactive to January 1 for 2023, a \$1000 increase to all titles and then a 3% increase for 2024, a 3% salary increase to all members annually from 2025 to 2027, and a one time-retention bonus paid to all members in the amount of \$2500, 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 International Brotherhood of Teamsters Local 294, Albany County Sheriff's Office Law Enforcement Supervisor's Unit 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 UNDERSTANDING

The parties agree, subject to approval by the Albany County Legislature and ratification by the bargaining unit, that all terms of the agreement that expired December 31, 2021 will continue forward except as modified below.

1. TERM OF THE AGREEMENT:

The terms of the agreement shall be from January 1 2022 through December 31, 2027.

2. Amend Appendix B as follows:

- Effective January 1, 2022 a 2% increase to all salaries.
- Effective January 1, 2023 a \$1500 increase to all titles and then a 2% increase to all salaries.
- Effective January 1, 2024 a \$1,000 increase to all titles and then a 3% increase to all salaries.
- Effective January 1, 2025 a 3% increase to all salaries.
- Effective January 1, 2026 a 3% increase to all salaries.
- Effective January 1, 2027 a 3% increase to all salaries.

Add New Section: a one-time retention bonus shall be paid to all members of the bargaining unit on payroll at the time of the contract execution payable as soon as practicable thereafter in the amount of \$2500.

3. Amend Appendix C as follows:

Amend the Longevity Schedule as follows:

Retroactive to January 1, 2022: Upon reaching 20 years of service the longevity amount shall be increased to \$5,000.00.

4. Increase the Shift Differential to the following:

3-11 shift \$0.80/hr

11-7 shift \$1.00/hr

5. Amend Article VII Paragraph 12 to reflect the following:

Effective 1-1-22, at the start of each calendar year Employees will have the ability to select in writing whether to receive "line-up" pay in cash or compensatory time. If no change is made, the following year will default to the previous years selection.

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6. Amend Article X to reflect the following:

Increase the hazardous duty payments according to the following schedule:

2022: \$1,000

2023: \$1,000

2024: \$1250

2025: \$1250

2026: \$1500

2027: \$1500

Retroactive to 1-1-2022

Amend Article X section 2 as follows:

"The hazardous duty pay shall be paid in bi-annual installments each year."

7. Amend Article XI to add a new section regarding the following:

"Any employee of the bargaining unit who works an eight (8) hour shift on a day recognized as a premium day pursuant to this section shall be entitled to receive four (4) hours of "premium day compensatory time" in addition to their standard wage.

The employee must complete their entire shift to receive the premium day compensatory hours. An employee who does not complete their entire shift shall forfeit the four (4) hours of premium compensatory time.

Premium day compensatory time shall be paid out at straight pay.

Premium Day Compensatory time shall be recorded separately from the Employee's bank of standard Compensatory Time.

Each member shall be allowed to carry over twenty (20) hours of premium day compensatory time to the following year or receive payment for that time at the end of the calendar year at the employee's discretion. Each employee may accumulate up to forty (40) hours of premium day compensatory time during the calendar year."

8. Amend Article XI to add the following:

Delete Lincoln's Birthday and Washington's birthday from the list of Holiday/premium days. Replace with President's Day.

Add: Juneteenth is to be designated as a floating holiday.

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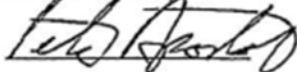
9. Amend Article XIV Section 9 to reflect the following:

Increase the sick leave incentive to \$1000 in the 2<sup>nd</sup> and 3<sup>rd</sup> quarters of each year, the 1<sup>st</sup> and 4<sup>th</sup> quarter payments shall now be \$500. Retroactive to January 1, 2022.


10. ADD: Employees within this bargaining unit shall be eligible to participate in the Teamster Defense Plan.

IN WITNESS THEREOF, the parties hereto have caused this MOU to be signed by their respective representatives on this ~~5<sup>th</sup>~~ day of October 2023.

For the County:




Peter Apostol, Esq.



Mike Lyons, Superintendant



Rafael Nicosia, Teamsters



Joshua Sherman Teamsters Local President

## APPENDIX B

### INTERNATIONAL BROTHERHOOD OF TEAMSTERS PER MEMORANDUM OF AGREEMENT DATED OCTOBER 5TH 2023

	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
Captain	92,548	95,929	99,837	102,833	105,918	109,096
Lieutenant	86,415	89,674	93,395	96,197	99,083	102,056
Sergeant	79,866	82,994	86,514	89,110	91,784	94,538
First Sergeant	84,165	87,379	91,031	93,762	96,575	99,473
Clerk III	78,738	81,843	85,329	87,889	90,526	93,242
Maintenance Mechanic III	78,738	81,843	85,329	87,889	90,526	93,242

## APPROPRIATIONS

BUDGET LINE				DESCRIPTION		DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PROJECT	STATE POS. CODE	POSITION CONTROL	FOR POSITIONS ONLY			
A	3150	1	2301	001	390018	Corrections Captain	\$5,196	\$95,926	Correctional Facility
A	3150	1	2301	002	390019	Corrections Captain	\$5,196	\$95,926	Correctional Facility
A	3150	1	2301	003	390020	Corrections Captain	\$5,196	\$95,926	Correctional Facility
A	3150	1	2301	004	390021	Corrections Captain	\$5,196	\$95,926	Correctional Facility
A	3150	1	2302	001	390023	Corrections Lieutenant	\$4,954	\$89,672	Correctional Facility
A	3150	1	2302	002	390024	Corrections Lieutenant	\$4,954	\$89,672	Correctional Facility
A	3150	1	2302	003	390025	Corrections Lieutenant	\$4,954	\$89,672	Correctional Facility
A	3150	1	2302	004	390026	Corrections Lieutenant	\$4,954	\$89,672	Correctional Facility
A	3150	1	2302	005	390027	Corrections Lieutenant	\$4,954	\$89,672	Correctional Facility
A	3150	1	2302	006	390028	Corrections Lieutenant	\$4,954	\$89,672	Correctional Facility
A	3150	1	2302	007	390029	Corrections Lieutenant	\$4,954	\$89,672	Correctional Facility
A	3150	1	2302	008	390030	Corrections Lieutenant	\$4,954	\$89,672	Correctional Facility
A	3150	1	2302	009	390031	Corrections Lieutenant	\$4,954	\$89,672	Correctional Facility
A	3150	1	2302	010	390032	Corrections Lieutenant	\$4,954	\$89,672	Correctional Facility
A	3150	1	4112	001	390448	Corrections First Sergeant	\$4,865	\$87,377	Correctional Facility
A	3150	1	4112	003	390450	Corrections First Sergeant	\$4,865	\$87,377	Correctional Facility
A	3150	1	4113	001	390051	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	002	390052	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	005	390055	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	006	390056	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	007	390057	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	008	390058	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	009	390059	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	010	390060	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	011	390061	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	012	390062	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	013	390063	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	014	390064	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	015	390065	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	016	390066	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	017	390067	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	018	390068	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility

A	3150	1	4113	020	390069	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	022	390071	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	4113	023	390072	Corrections Sergeant	\$4,694	\$82,991	Correctional Facility
A	3150	1	6202	001	390394	Clerk III	\$4,649	\$81,841	Correctional Facility
A	3150	1	7021	001	390445	Maintenance Mechanic III	\$4,649	\$81,841	Correctional Facility
A	3150	1	7021	002	390452	Maintenance Mechanic III	\$4,649	\$81,841	Correctional Facility
A	3150	1	4131	001	390484	Correction Senior Investigator	\$4,760	\$84,712	Correctional Facility
A	3150	1	4131	002	390485	Correction Senior Investigator	\$4,760	\$84,712	Correctional Facility
A	3150	8	9030	10000		Social Security	\$12,278	\$2,056,306	Correctional Facility
A	3150	1	9900	10000		Overtime	\$320,000	\$2,696,008	Correctional Facility
A	3150	1	9954	10000		Enhanced Pay	\$102,500	\$857,000	Correctional Facility
A	3150	1	9950	10000		Longevity	\$139,000	\$1,270,050	Correctional Facility
A	3150	1	9915	10000		Hazardous Duty Pay	\$20,500	\$376,000	Correctional Facility
A	0599					Appropriated Fund Balance	\$307,364		
A	6100	4	4252			Medical Services Therapy	\$479,621		

TOTAL APPROPRIATIONS	\$786,985	\$786,985
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# REVENUE

BUDGET LINE				DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME
FUND	ORG	OBJ	PROJECT	FOR POSITIONS ONLY				

TOTAL REVENUES	\$0	\$0
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GRAND TOTALS	\$786,985	\$786,985
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