

## RESOLUTION NO. 249

### APPROVING THE DEPARTMENT OF HEALTH COLLECTIVE BARGAINING AGREEMENT WITH CSEA LOCAL 801 DEPARTMENT OF HEALTH UNIT AND AMENDING THE 2017 HEALTH DEPARTMENT BUDGET

Introduced: 6/12/17

By Personnel and Audit and Finance Committee and Messrs Miller, Bullock and Clenahan:

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, Albany County Local 801 (the "Bargaining Unit") on the terms and conditions of employment for the period January 1, 2017 through December 31, 2021, and

WHEREAS, Under terms of the agreement, employees of the bargaining unit will receive a 2% raise annually commencing retroactive to January 1, 2017 and ending December 31, 2021, 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 on April 20, 2017, now, therefore be it

RESOLVED, By the Albany County Legislature that the terms and conditions of employment set forth in the existing collective bargaining agreement between the County of Albany and the Bargaining Unit shall continue except as modified by the annexed Memorandum of Understanding, and, be it further

RESOLVED, That the 2017 Department of Health budget is 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.

*Adopted by unanimous vote. 6/12/17*

2017 Budget Amendment

APPROPRIATIONS						
	ACCOUNT NO.	RESOLUTION DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME
A	4010 1 2128 001	REGISTERED NURSE	\$ 993.00		\$ 50,596.00	Health Dept.
A	4010 1 2128 002	REGISTERED NURSE	\$ 147.00		\$ 49,662.00	Health Dept.
A	4010 1 2128 004	REGISTERED NURSE	\$ 985.00		\$ 50,212.00	Health Dept.
A	4010 1 2128 011	REGISTERED NURSE	\$ 974.00		\$ 50,070.00	Health Dept.
A	4010 1 2129 005	REGISTERED NURSE PT	\$ 600.00		\$ 30,576.00	Health Dept.
A	4010 1 2131 001	PUBLIC HEALTH NURSE	\$ 1,264.00		\$ 64,459.00	Health Dept.
A	4010 1 2131 003	PUBLIC HEALTH NURSE	\$ 1,133.00		\$ 64,336.00	Health Dept.
A	4010 1 2131 004	PUBLIC HEALTH NURSE	\$ 1,266.00		\$ 64,549.00	Health Dept.
A	4010 1 2133 004	PUBLIC HEALTH NURSE	\$ 1,089.00		\$ 55,512.00	Health Dept.
A	4010 1 2133 005	PUBLIC HEALTH NURSE	\$ 1,070.00		\$ 54,941.00	Health Dept.
A	4010 1 2133 006	PUBLIC HEALTH NURSE	\$ 1,092.00		\$ 55,644.00	Health Dept.
A	4010 1 2133 009	PUBLIC HEALTH NURSE	\$ 1,091.00		\$ 55,615.00	Health Dept.
A	4010 1 6192 006	KEYBOARD SPECIALIST	\$ 652.00		\$ 33,216.00	Health Dept.
A	4010 1 2192 001	ASSOCIATE SANITARIAN	\$ 1,424.00		\$ 72,581.00	Health Dept.
A	4010 1 2192 002	ASSOCIATE SANITARIAN	\$ 1,433.00		\$ 73,046.00	Health Dept.
A	4010 1 2194 002	PUBLIC HEALTH SANITA	\$ 978.00		\$ 49,876.00	Health Dept.
A	4010 1 2194 003	PUBLIC HEALTH SANITA	\$ 984.00		\$ 50,180.00	Health Dept.
A	4010 1 2194 004	PUBLIC HEALTH SANITA	\$ 978.00		\$ 49,849.00	Health Dept.
A	4010 1 2207 002	MEDICAL SOCIAL WORKE	\$ 619.00		\$ 31,520.00	Health Dept.
A	4010 1 6192 004	KEYBOARD SPECIALIST	\$ 632.00		\$ 32,617.00	Health Dept.
A	4010 1 3100 001	SUPERVISING DENTAL H	\$ 1,350.00		\$ 68,835.00	Health Dept.
A	4010 1 3102 002	DENTAL HYGIENIST	\$ 1,108.00		\$ 56,483.00	Health Dept.
A	4010 1 3152 001	SENIOR PUBLIC HEALTH	\$ 998.00		\$ 50,884.00	Health Dept.
A	4010 1 3153 009	PUBLIC HEALTH HEALTH	\$ 1,140.00		\$ 58,134.00	Health Dept.
A	4010 1 3153 001	PUBLIC HEALTH TECHNI	\$ 873.00		\$ 44,487.00	Health Dept.
A	4010 1 3153 002	PUBLIC HEALTH TECHNI	\$ 879.00		\$ 44,829.00	Health Dept.
A	4010 1 3153 003	PUBLIC HEALTH TECHNI	\$ 28.00		\$ 43,155.00	Health Dept.
A	4010 1 3153 003	PUBLIC HEALTH TECHNI	\$ 855.00		\$ 43,963.00	Health Dept.
A	4010 1 3153 004	PUBLIC HEALTH TECHNI	\$ 873.00		\$ 44,487.00	Health Dept.
A	4010 1 3153 005	PUBLIC HEALTH TECHNI	\$ 875.00		\$ 44,593.00	Health Dept.
A	4010 1 3153 006	PUBLIC HEALTH TECHNI	\$ 873.00		\$ 44,510.00	Health Dept.
A	4010 1 3153 007	PUBLIC HEALTH TECHNI	\$ 871.00		\$ 44,397.00	Health Dept.
A	4010 1 3153 008	PUBLIC HEALTH TECHNI	\$ 874.00		\$ 44,565.00	Health Dept.
A	4010 1 5101 001	DENTAL ASSISTANT	\$ 709.00		\$ 36,118.00	Health Dept.
A	4010 1 5101 002	DENTAL ASSISTANT	\$ 711.00		\$ 36,214.00	Health Dept.
A	4010 1 5113 001	NURSES AIDE	\$ 624.00		\$ 32,203.00	Health Dept.
A	4010 1 5120 001	CLINICAL ASSISTANT	\$ 714.00		\$ 36,372.00	Health Dept.
A	4010 1 5162 001	SENIOR PUBLIC HEALTH	\$ 1,058.00		\$ 53,941.00	Health Dept.
A	4010 1 2612 002	SR PUBLIC HEALTH ENG	\$ 1,484.00		\$ 75,682.00	Health Dept.
A	4010 1 6106 001	ACCOUNT CLERK III	\$ 1,049.00		\$ 53,497.00	Health Dept.
A	4010 1 3101 001	SUPER COMM HLTH WRKR	\$ 1,026.00		\$ 52,681.00	Health Dept.
A	4010 1 2546 001	PROGRM DIRECTOR	\$ 1,247.00		\$ 63,961.00	Health Dept.

2017 Budget Amendment

A	4010	1	5165	001	400118	PUBLIC HEALTH AIDE	\$	624.00		\$	31,792.00	Health Dept.
A	4010	1	5165	002	400119	PUBLIC HEALTH AIDE	\$	625.00		\$	31,859.00	Health Dept.
A	4010	1	5165	003	400120	PUBLIC HEALTH AIDE	\$	617.00		\$	31,432.00	Health Dept.
A	4010	1	5165	004	400121	PUBLIC HEALTH AIDE	\$	591.00		\$	30,525.00	Health Dept.
A	4010	1	5165	005	400122	PUBLIC HEALTH AIDE	\$	617.00		\$	31,459.00	Health Dept.
A	4010	1	5165	006	400123	PUBLIC HEALTH AIDE	\$	616.00		\$	31,406.00	Health Dept.
A	4010	1	5165	011	400128	PUBLIC HEALTH AIDE	\$	599.00		\$	30,933.00	Health Dept.
A	4010	1	6113	001	400139	PERSONNEL ASSISTANT	\$	753.00		\$	38,359.00	Health Dept.
A	4010	1	6195	002	400141	MEDICAL BILLING CLER	\$	701.00		\$	35,739.00	Health Dept.
A	4010	1	6206	007	400142	CLERK I	\$	639.00		\$	32,549.00	Health Dept.
A	4010	1	6302	001	400157	MEDICAL CLERK TYPIST	\$	730.00		\$	37,181.00	Health Dept.
A	4010	1	6302	005	400159	MEDICAL CLERK TYPIST	\$	743.00		\$	37,890.00	Health Dept.
A	4010	1	6302	006	400160	MEDICAL CLERK TYPIST	\$	725.00		\$	36,952.00	Health Dept.
A	4010	1	6302	007	400161	MEDICAL CLERK TYPIST	\$	731.00		\$	37,266.00	Health Dept.
A	4010	1	6302	008	400170	MEDICAL CLERK TYPIST	\$	705.00		\$	36,323.00	Health Dept.
A	4010	1	2128	016	400172	REGISTERED NURSE	\$	39.00		\$	30,043.00	Health Dept.
A	4010	1	6404	001	400184	SECRETARY II	\$	794.00		\$	40,884.00	Health Dept.
A	4010	1	3152	002	400188	SENIOR PUBLIC HEALTH	\$	1,134.00		\$	57,828.00	Health Dept.
A	4010	1	3153	010	400189	PUBLIC HEALTH TECHNI	\$	847.00		\$	43,555.00	Health Dept.
A	4010	1	2146	001	400194	DISEASE INTVN SPEC	\$	1,009.00		\$	51,444.00	Health Dept.
A	4010	1	2546	002	400197	PROGRM DIRECTOR	\$	1,200.00		\$	61,600.00	Health Dept.
A	4010	1	2177	001	400198	PUBLIC HEALTH AID PT	\$	263.00		\$	15,263.00	Health Dept.
A	4010	1	2146	002	400200	DISEASE INTVN SPEC	\$	1,009.00		\$	51,444.00	Health Dept.
A	4010	1	2146	003	400201	DISEASE INTVN SPEC	\$	1,009.00		\$	51,444.00	Health Dept.
A	4010	1	3153	011	400202	PUBLIC HEALTH TECHNI	\$	847.00		\$	43,155.00	Health Dept.
A	4010	1	2800	001	410043	SR PUBLIC HEALTH ED	\$	1,163.00		\$	59,294.00	Health Dept.
A	4010	8	9060			Hospital and Medical Insurance			\$	58,953.00		
						TOTAL APPROPRIATIONS	\$	58,953.00	\$	58,953.00		
						ACCOUNT NO.						
						RESOLUTION DESCRIPTION	DECREASE		INCREASE		UNIT COST	DEPARTMENT NAME
						REVENUES						
						GRAND TOTALS	\$	58,953.00	\$	58,953.00		

## MEMORANDUM OF UNDERSTANDING

Made by and between Albany County (Employer) and CSEA Albany County Department of Health Unit (Employee Collective Bargaining Unit) (collectively the "Parties") this \_\_\_ day of March, 2017, subject to approval of the County Legislature and ratification by the Employee Collective Bargaining Unit.

WHEREAS, the Parties entered into a collective bargaining agreement that expired on December 31, 2016; and

WHEREAS, the Parties agreed to meet collectively at a "Coalition Meeting" with other CSEA collective bargaining units to discuss issues of (1) the term of the collective bargaining agreements; (2) the percentage of salary increase (if any) for each year of the collective bargaining agreements; and (3) the terms of health care coverage for each member of the collective bargaining units; and

WHEREAS, the Parties reached an agreement for all of the CSEA collective bargaining units relating to the term, health care coverage and the percentage of salary increase; and

WHEREAS, the Parties continued to hold negotiation meetings; 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 terms of a collective bargaining agreement between the parties;

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

1. The term of the collective bargaining agreement shall be from January 1, 2017 through December 31, 2021.
2. All other Articles, terms, conditions and provisions of the Collective Bargaining Agreement not mentioned herein, shall remain and be the same as set forth in the January 1, 2010 through December 31, 2016 Collective Bargaining Agreement and shall have full force and effect for the term of the agreement between the Parties from January 1, 2017 through December 31, 2021.
3. Article VI Section 1 – shall be amended to include the following:

1/1/2017	2% salary increase
1/1/2018	2% salary increase
1/1/2019	2% salary increase
1/1/2020	2% salary increase
1/1/2021	2% salary increase


4. Article VI Section 3 – shall be amended to provide the following longevity on January 1, 2018

5-9	\$600
10-15	\$750
16-19	\$1100
20-24	\$1450
25+	\$1800


5. Article XII Section 1(B) – shall be amended to change the copays for Retail Generic and Domestic Mail Generic from \$0 to \$5 beginning 1/1/2020.
6. Article XII Section 1(D) – additional language shall be added to state that any current collective bargaining member that is not receiving the "Coordination of Benefits" shall not be entitled to this benefit from January 1, 2017 and beyond. Any person joining the collective bargaining unit after January 1, 2017 shall not be entitled to this benefit. For those collective bargaining members that are currently receiving this benefit, said members shall be "grandfathered" for the years of 2017, 2018, 2019 and 2020 and shall continue to be eligible for the benefit in said years providing that all other criteria is met. The benefit for "grandfathered" members shall cease January 1, 2021. In the event the County of Albany elects to no longer be self-insured, the coordination of benefits shall be available for all collective bargaining members that meet all other criteria.
7. Article XXV – add a new Section 23 which indicates that the County shall reimburse employees for training, licensing, certification and continuing legal education for those that are directly related to the current position of the employee and that are approved by the Commissioner or her designee. For those training or classes approved by the Commissioner or her designee, the employee shall not be required to use accruals.
8. Article XXVII Section 3 (a) shall be amended by changing the word "beeper" to "cell phone". Subsection (b) shall be amended to include "nursing services on weekends and holidays for patients scheduled by 4:30 pm on Friday before a weekend and Monday holiday assignment, and by 4:30 pm the day before a weekday Holiday, will be provided by assignments of regular field staff nurses in rotation and volunteers from the regular field staff. For times when the field staff has not been given an assignment, the on-call Nursing Supervisor or Assistant Director will take the assignment." Section 4 shall be amended by changing the word "beeper" to "cell phone".

Dated this 30 day of March, 2017:

For the Employer:


  
JEFFERY V. JAMISON, Esq.  
Director of Employee Relations

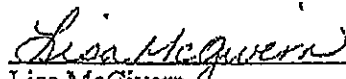
For the Collective Bargaining Unit:

  
Eric Muldoon  
Labor Relations Specialist

  
Marianne P. Stone, President

  
Kathleen DeThomasis

  
Melissa Gage

  
Lisa McGivern

  
Patricia M. Preston