



ALBANY COUNTY LEGISLATURE
HAROLD L. JOYCE OFFICE BUILDING
112 STATE STREET, ROOM 710
ALBANY, NEW YORK 12207
(518) 447-7168 - FAX (518) 447-5695
WWW.ALBANYCOUNTY.COM

SEAN E. WARD
CHAIRMAN

PAUL T. DEVANE
CLERK

AGENDA

PERSONNEL COMMITTEE

NOVEMBER 30, 2016

CURRENT BUSINESS:

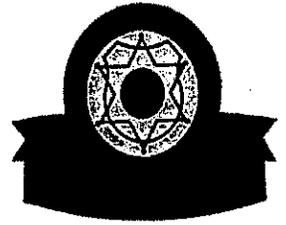
1. APPROVING THE SHERIFF'S DEPARTMENT COLLECTIVE BARGAINING AGREEMENT WITH NEW YORK STATE LAW ENFORCEMENT OFFICERS UNION, COUNCIL 82, LOCAL 9120 ALBANY COUNTY DEPUTIES

1



ALBANY COUNTY SHERIFF'S OFFICE

County Court House Albany, New York 12207 (518) 487-5400
WWW.ALBANYCOUNTYSHERIFF.COM



WILLIAM C. COX
UNDERSHERIFF

CRAIG D. APPLE, SR.
SHERIFF

PAUL M. COURCELLE
CHIEF DEPUTY

MICHAEL S. MONTELEONE
CHIEF DEPUTY

KERRY B. THOMPSON
CHIEF DEPUTY

November 18, 2016

Honorable Gary Domalewicz, Chairman
Albany County Legislature
112 State Street
Room 710
Albany, New York 12207

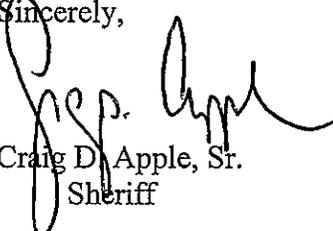
Dear Chairman ^{GARY} Domalewicz:

Please be advised that on November 3, 2016 an agreement was reached between Albany County and Council 82, Local 9120, Albany County Deputy Sheriff's. The agreement will cover the term from January 1, 2017 thru December 31, 2021 and modify the previous collective bargaining agreement.

Attached hereto, please find the detailed salary adjustments which need your consideration for the 2017 County Budget.

If you have any questions, please do not hesitate to contact me directly.

Sincerely,


Craig D. Apple, Sr.
Sheriff

CDA/kld
Att.

Cc: Hon. Frank Commisso, Majority Leader
Hon. F. Patrick Jeffers, Esq., Majority Counsel
Hon. Sean Ward, Chairman
Arnis Zilgme, Esq., Minority Counsel

DEPARTMENT 3110

LINE	POS	CONT	DESCRIPTION	ADOPTED		ADJUSTED		REQUESTED		MOU INCREASE	2017 REVISED REQUESTED
				2016		2016		2017			
138	1	370052	Deputy Sheriff	46,086.00		46,086.00		42,550.00		1,602.00	44,152.00
138	3	370054	Deputy Sheriff	42,550.00		42,550.00		42,550.00		1,602.00	44,152.00
138	4	370055	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	5	370056	Deputy Sheriff	42,550.00		42,550.00		42,550.00		1,602.00	44,152.00
138	6	370057	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00	45,345.00
138	7	370058	Deputy Sheriff	43,715.00		43,715.00		42,550.00		1,602.00	44,152.00
138	8	370059	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	9	370060	Deputy Sheriff	43,715.00		43,715.00		44,896.00		1,651.00	46,547.00
138	10	370061	Deputy Sheriff	43,715.00		43,715.00		42,550.00		1,602.00	44,152.00
138	11	370062	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00	45,345.00
138	12	370063	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	13	370064	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	14	370065	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	15	370066	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	17	370068	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	18	370069	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	19	370070	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	20	370071	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	21	370072	Deputy Sheriff	46,086.00		46,086.00		42,550.00		1,602.00	44,152.00
138	22	370073	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00	45,345.00
138	23	370074	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	24	370075	Deputy Sheriff	44,896.00		44,896.00		46,086.00		5,527.00	51,613.00
138	25	370076	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	26	370077	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00	45,345.00
138	27	370078	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	28	370079	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00	45,345.00
138	29	370080	Deputy Sheriff	51,102.00		51,102.00		42,550.00		1,602.00	44,152.00
138	30	370081	Deputy Sheriff	44,896.00		44,896.00		46,086.00		5,527.00	51,613.00
138	31	370082	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	32	370083	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	33	370084	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00	45,345.00
138	34	370085	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00
138	35	370086	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00	63,734.00

DEPARTMENT 3110

INE	POS	CONT	DESCRIPTION	ADOPTED		ADJUSTED		REQUESTED		MOU INCREASE	2017	
				2016		2016		2017			REQUESTED	REVISED
138	36	370087	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00		45,345.00
138	37	370088	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	38	370089	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	39	370090	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	40	370091	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00		45,345.00
138	41	370092	Deputy Sheriff	62,103.00		62,103.00		42,550.00		1,602.00		44,152.00
138	42	370093	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	43	370094	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	44	370095	Deputy Sheriff	43,715.00		43,715.00		44,896.00		1,651.00		46,547.00
138	45	370096	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00		45,345.00
138	46	370097	Deputy Sheriff	46,086.00		46,086.00		42,550.00		1,602.00		44,152.00
138	48	370099	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	49	370100	Deputy Sheriff					35,700.00		7,275.00		42,975.00
138	50	370101	Deputy Sheriff	51,102.00		51,102.00		62,103.00		1,631.00		63,734.00
138	51	370102	Deputy Sheriff	46,086.00		46,086.00		42,550.00		1,602.00		44,152.00
138	52	370103	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	53	370104	Deputy Sheriff	44,896.00		44,896.00		46,086.00		5,527.00		51,613.00
138	54	370105	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	55	370106	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00		45,345.00
138	56	370107	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	57	370108	Deputy Sheriff	62,103.00		62,103.00		42,550.00		1,602.00		44,152.00
138	58	370109	Deputy Sheriff	62,103.00		62,103.00		43,715.00		1,630.00		45,345.00
138	59	370110	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	60	370111	Deputy Sheriff					35,700.00		7,275.00		42,975.00
138	61	370112	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	62	370113	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	64	370115	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	65	370116	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	66	370117	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	72	370152	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	73	370153	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00		45,345.00
138	67	370154	Deputy Sheriff	51,102.00		51,102.00		51,102.00		12,632.00		63,734.00
138	68	370155	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
138	69	370156	Deputy Sheriff	43,715.00		43,715.00		42,550.00		1,602.00		44,152.00

DEPARTMENT 3110

LINE	POS	CONT	DESCRIPTION	ADOPTED		ADJUSTED		REQUESTED		MOU INCREASE	2017	
				2016		2016		2017			REVISSED REQUESTED	
1138	70	370157	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
1138	71	370158	Deputy Sheriff	44,896.00		44,896.00		46,086.00		5,527.00		51,613.00
1138	79	370180	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00		45,345.00
1138	80	370181	Deputy Sheriff	62,103.00		62,103.00		42,550.00		1,602.00		44,152.00
1138	81	370182	Deputy Sheriff	42,550.00		42,550.00		43,715.00		1,630.00		45,345.00
1138	82	370183	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
1138	83	370184	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
1138	86	370187	Deputy Sheriff	62,103.00		62,103.00		62,103.00		1,631.00		63,734.00
1138	74	370220	Deputy Sheriff					35,700.00		7,275.00		42,975.00
1138	75	370221	Deputy Sheriff					35,700.00		7,275.00		42,975.00
1138	76	370222	Deputy Sheriff					35,700.00		7,275.00		42,975.00
				3,982,385		3,982,385.00		4,090,915.00		181,672.00		4,272,587.00

**County of Albany and Council 82, AFSCME, Local 9120, Albany
County Deputies**

MEMORANDUM OF AGREEMENT

11/3/2016

This Memorandum of Agreement (MOA) is between the County of Albany, hereinafter referred to as the "County", and Council 82, AFSCME, Local 9120, Albany County Deputies, hereinafter referred to as the "Union".

WHEREAS, the County and the Union wish to enter into an agreement with regard to modifying the existing collective bargaining agreement which expires on December 31, 2016.

WHEREAS, the successor collective bargaining agreement will cover the term of January 1, 2017 thru December 31, 2021 and will modify the previous collective bargaining agreement as outlined below. All other terms and conditions of the previous agreement will remain in full force and effect and carry forward into the new collective bargaining agreement described above.

1 Article XIII Salaries & Appendix A

	Acad Rate	Ac. Grad	1 year	2 years	3 years	4 years	5 years
2017	36,057	42,975	44,152	45,345	46,547	51,613	63,734
1%							
2018	37,747	44,989	46,221	47,470	48,728	54,032	66,721
0%							
2019	38,502	45,889	47,145	48,419	49,703	55,112	68,055
2%							
2020	39,272	46,806	48,088	49,387	50,697	56,214	69,416
2%							
2021	40,254	47,976	49,290	50,622	51,964	57,619	71,151
2.50%							

2 Article XIV Section 3

Effective 1/1/2017 BMP Certificate stipend will be \$750/year and will be paid in a separate check by February 15th of each year. To be eligible for this pay, members must have three years or more of service.

3 Article XXII Sub B (2)

Co-pays for Generic and Mail order will increase from \$0 to \$5 (effective 1/1/2017).

NEW Retiree Health Insurance Article XXII Sub C (4)

Upon retirement from County service through the New York State Retirement System, an employee and their spouse shall be eligible for continuation of health insurance benefits in accordance with the county-wide rules and regulations, as may be amended by the Albany County Legislature, provided, however, that such employee shall be exempt from the age eligibility criterion specified in the rules and regulations when the employee is otherwise eligible to retire under a qualified retirement plan through the New York State Retirement System.

The parties agree full-time employees who retire from County service, with health insurance benefits, may continue said health benefits as allowed for as a retiree under the authority of the Albany County Legislature, when and if they return to work for the County, regardless of the hours worked.

4 Health Insurance Article XXII Sub (E) Coordination of Benefits

Delete Section

5 Work Schedules Article IX Section 3

Delete and Replace with Patrol Schedule as shown in Appendix B

6 Article II Section 8

Change PCNY to Council 82

7 Article II Section 3

Change to remit Union Dues to: Council 82
63 Colvin Avenue
Albany, NY 12206

8 Article XIII Section 2

Delete and replace with: Advancement in Grade will follow as outlined in Appendix A

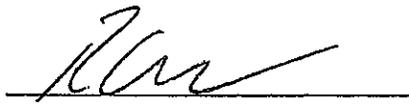
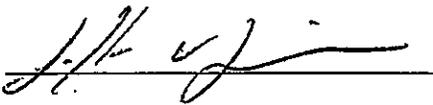
9 Article IX Work Hours and Schedules (Line-up pay)

Line up pay will be figured @ 1 ½ Times the rate of the employees regular rate of pay and may be applied as compensation time at the employees' discretion. Sign-up/opt out periods for this will be done a quarterly basis (Dec 15, Mar 15, June 15, Sept 15). Effective January 1, 2018, Line up pay shall be paid in compensatory time only. All Line up pay shall be compensated as compensatory time at a rate of 1.5 hours accordance with the overtime provision of this agreement.

Implementation of this MOA is subject to ratification by both the County and Union.

COUNTY OF ALBANY

COUNCIL 82, AFSCME, LOCAL 9120 ALBANY
COUNTY DEPUTIES



Date: Nov. 3, 2016

Date: 11-3-16

Jeffrey V. Jarvis, Esq.
Dir. of Employee Relations

Robert Evers
President 9120

**APPENDIX B
PATROL SCHEDULE**

A Line	FRI.	SAT.	SUN.	MON.	TUES.	WED.	THUR.	FRI.	SAT.	SUN.	MON.	TUES.	WED.	THUR.
SGT	RDO	RDO						RDO	RDO					
SGT			RDO	RDO						RDO	RDO			
DEP	RDO			RDO					RDO	RDO				
DEP	RDO			RDO					RDO	RDO				
DEP	RDO			RDO					RDO	RDO				
DEP		RDO	RDO					RDO			RDO			
DEP		RDO	RDO					RDO			RDO			
DEP		RDO	RDO					RDO			RDO			
STAFF	4	4	4	4	8	8	8	4	4	4	4	8	8	8

* Patrol Schedule will be revisited by both Employer and Union 1 year from implementation. Target date is 1/1/17 dependent upon staffing levels for deputy positions. (NOTE: Sgt's aren't part of this bargaining unit, but are shown in Appendix B to illustrate their days off and overall staffing levels per day)

* Those working patrol schedule in Appendix V, will not be allowed to use single vacation days of their scheduled weekends to work, unless granted by the Sheriff or his designee. Personal Days and a full week of vacation does not apply to limitation of time off listed above. Work subs on scheduled weekends to work are permissible.



New York State Law Enforcement Officers Union, Council 82

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO

HOLLIS V. CHASE BUILDING

63 COLVIN AVENUE, ALBANY, NY 12206

(518) 489-8424 (518) 435-1523 FAX

www.council82.org • c82@council82.org



November 22, 2016

To whom it may concern;

Albany County Deputies, Local 9120, recently voted and ratified the Proposed Contract Memorandum of Agreement for the years 2017-2021.

Sincerely,

William LeBeau
Staff Director