

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

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

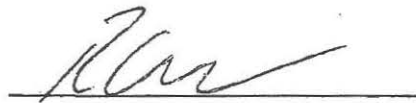
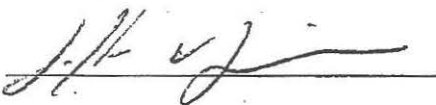
9 Article IX Work Hours and Schedules (Line-up pay)

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. Jamison, 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.