



# Schenectady County Legislature

## Committee on Rules

Hon. Philip Fields, Chair

6th Floor County Office Building 620 State Street, Schenectady, New York 12305

Phone: (518) 388-4280 Fax: (518) 388-4591

DATE: November 9, 2023  
TO: Honorable Schenectady County Legislators  
FROM: Geoffrey T. Hall, Clerk of the Legislature  
SUBJECT: COMMITTEE AGENDA  
Committee on Rules  
Honorable Philip Fields, Chair  
Tuesday, November 14, 2023 at 7:00p.m.  
Schenectady County Office Building,  
Legislative Chambers, Sixth Floor

Item	Title	Sponsor	Co-Sponsor
R	101 A RESOLUTION RECOGNIZING NOVEMBER 2023 AS NATIONAL ADOPTION MONTH	The Committee on Rules	
R	102 A RESOLUTION CONGRATULATING THE MOHONASEN MARCHING BAND ON PLACING FIRST IN THE SMALL SCHOOL 3 DIVISION AT THE NEW YORK STATE FIELD BAND CONFERENCE CHAMPIONSHIP	The Committee on Rules	
R	103 A RESOLUTION DECLARING NOVEMBER 25th TO DECEMBER 2nd AS SMALL BUSINESS WEEK IN SCHENECTADY COUNTY	The Committee on Rules	
R	104 A RESOLUTION CONFIRMING THE APPOINTMENT OF PERSONS TO VARIOUS BOARDS, COUNCILS OR COMMISSIONS	The Committee on Rules	

<b>Item</b>	<b>Title</b>	<b>Sponsor</b>	<b>Co-Sponsor</b>
R	105 A RESOLUTION AUTHORIZING THE COUNTY MANAGER TO ENTER INTO AMENDMENTS OF THE COLLECTIVE BARGAINING AGREEMENTS FOR THE CORRECTIONS BARGAINING UNITS AND THE CORRECTIONS SUPERVISORS BARGAINING UNIT WITH THE SCHENECTADY COUNTY SHERIFF'S BENEVOLENT ASSOCIATION, LOCAL 3874, COUNCIL 82, AFSCME, AFL-CIO	The Committee on Rules	

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**LEGISLATIVE INITIATIVE FORM**

**Date:** 11/9/2023  
**Reference:** Rules  
**Dual Reference:**  
**Initiative:** R 101

**Title of Proposed Resolution:**

A RESOLUTION RECOGNIZING NOVEMBER 2023 AS NATIONAL ADOPTION MONTH

**Purpose and General Idea:**

A RESOLUTION RECOGNIZING NOVEMBER 2023 AS NATIONAL ADOPTION MONTH

**Summary of Specific Provisions:**

A RESOLUTION RECOGNIZING NOVEMBER 2023 AS NATIONAL ADOPTION MONTH

**Effects Upon Present Law:**

None.

**Justification:**

A RESOLUTION RECOGNIZING NOVEMBER 2023 AS NATIONAL ADOPTION MONTH

**Sponsor: The Committee on Rules**

**Co-Sponsor:**

**LEGISLATIVE INITIATIVE FORM**

**Date:** 11/9/2023  
**Reference:** Rules  
**Dual Reference:**  
**Initiative:** R 102

**Title of Proposed Resolution:**

A RESOLUTION CONGRATULATING THE MOHONASEN MARCHING BAND ON PLACING FIRST IN THE SMALL SCHOOL 3 DIVISION AT THE NEW YORK STATE FIELD BAND CONFERENCE CHAMPIONSHIP

**Purpose and General Idea:**

A RESOLUTION CONGRATULATING THE MOHONASEN MARCHING BAND ON PLACING FIRST IN THE SMALL SCHOOL 3 DIVISION AT THE NEW YORK STATE FIELD BAND CONFERENCE CHAMPIONSHIP

**Summary of Specific Provisions:**

A RESOLUTION CONGRATULATING THE MOHONASEN MARCHING BAND ON PLACING FIRST IN THE SMALL SCHOOL 3 DIVISION AT THE NEW YORK STATE FIELD BAND CONFERENCE CHAMPIONSHIP

**Effects Upon Present Law:**

None.

**Justification:**

A RESOLUTION CONGRATULATING THE MOHONASEN MARCHING BAND ON PLACING FIRST IN THE SMALL SCHOOL 3 DIVISION AT THE NEW YORK STATE FIELD BAND CONFERENCE CHAMPIONSHIP

**Sponsor: The Committee on Rules**

**Co-Sponsor:**

**LEGISLATIVE INITIATIVE FORM**

**Date:** 11/9/2023  
**Reference:** Rules  
**Dual Reference:**  
**Initiative:** R 103

**Title of Proposed Resolution:**

A RESOLUTION DECLARING NOVEMBER 25th TO DECEMBER 2nd AS SMALL BUSINESS WEEK IN SCHENECTADY COUNTY

**Purpose and General Idea:**

A RESOLUTION DECLARING NOVEMBER 25th TO DECEMBER 2nd AS SMALL BUSINESS WEEK IN SCHENECTADY COUNTY

**Summary of Specific Provisions:**

A RESOLUTION DECLARING NOVEMBER 25th TO DECEMBER 2nd AS SMALL BUSINESS WEEK IN SCHENECTADY COUNTY

**Effects Upon Present Law:**

None.

**Justification:**

A RESOLUTION DECLARING NOVEMBER 25th TO DECEMBER 2nd AS SMALL BUSINESS WEEK IN SCHENECTADY COUNTY

**Sponsor: The Committee on Rules**

**Co-Sponsor:**

**LEGISLATIVE INITIATIVE FORM**

**Date:** 11/9/2023  
**Reference:** Rules  
**Dual Reference:**  
**Initiative:** R 104

**Title of Proposed Resolution:**

A RESOLUTION CONFIRMING THE APPOINTMENT OF PERSONS TO VARIOUS  
BOARDS, COUNCILS OR COMMISSIONS

**Purpose and General Idea:**

A RESOLUTION CONFIRMING THE APPOINTMENT OF PERSONS TO VARIOUS  
BOARDS, COUNCILS OR COMMISSIONS

**Summary of Specific Provisions:**

A RESOLUTION CONFIRMING THE APPOINTMENT OF PERSONS TO VARIOUS  
BOARDS, COUNCILS OR COMMISSIONS

**Effects Upon Present Law:**

None.

**Justification:**

A RESOLUTION CONFIRMING THE APPOINTMENT OF PERSONS TO VARIOUS  
BOARDS, COUNCILS OR COMMISSIONS

**Sponsor: The Committee on Rules**

**Co-Sponsor:**

# COUNTY OF SCHENECTADY

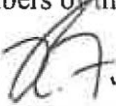


RORY FLUMAN  
COUNTY MANAGER

OFFICE OF THE COUNTY MANAGER  
620 STATE STREET  
SCHENECTADY, NEW YORK 12305

TELEPHONE: (518) 388-4355  
FAX: (518) 388-4590

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**To:** Honorable Chairperson and Members of the Legislature  
**From:** Rory Fluman, County Manager   
**CC:** Geoffrey T. Hall, Clerk of the Legislature  
Alissa Foster, Deputy Clerk of the Legislature  
**Date:** November 9, 2023  
**Re:** Confirmation of Appointment to the Schenectady County Environmental  
Advisory Council

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I hereby appoint, subject to your confirmation, the following individuals to the boards indicated for the terms indicated:

**Schenectady County Environmental Advisory Council**

**Term Expires**

Ryan Szepek  
Grace Stearns

(Replacing Joshua Hawley)  
(Replacing Hailey Stoltenberg)

June 30, 2026  
June 30, 2024



**SCHENECTADY COUNTY ENVIRONMENTAL ADVISORY COUNCIL**

**Resolution Number 2023-6 (October 12<sup>th</sup>, 2023)**

**RECOMMENDING THE APPOINTMENT OF RYAN SZEPEK TO THE  
SCHENECTADY ENVIRONMENTAL ADVISORY COUNCIL**

**WHEREAS**, In accordance Section 80.03 subsection A of the SCEAC Enabling Legislation details one of the responsibilities of the Council is filling seats of the council with 12 members selected at large from the county “The council shall consist of members appointed by the County Manager and approved by the legislature... 12 members selected at large from the county, who shall be representative of a broad range of interests and disciplines related to the quality of our environmental and sensitive to the environmental needs and concerns of our present and future generations.”;

**WHEREAS**, The Schenectady County Environmental Advisory Council (SCEAC) has evaluated the qualifications of Ryan Szepek through a brief interview regarding their interest and qualifications for the position;

**WHEREAS**, SCEAC would like to recommend the appointment of Ryan Szepek to a term of three years beginning July 1<sup>st</sup> 2023 and ending June 30<sup>th</sup> 2026;

**THEREFORE, BE IT HEREBY RESOLVED THAT**, Ryan Szepek will be recommended to be appointed the position of Board Member within SCEAC by the County Manager.

Moved By Heather Ipsen Seconded By: Portia Zwicker

Voting in favor: 7 Abstaining: 0 Voting Opposed: 0 Absent: 0

SCEAC Co-Chair: Portia Zwicker

Portia Zwicker

SCEAC Co-Chair: Heather Ipsen

Heather Ipsen

SCEAC Staff: \_\_\_\_\_

Charlie Davidson





**SCHENECTADY COUNTY ENVIRONMENTAL ADVISORY COUNCIL**

**Resolution Number 2023-7 (October 27<sup>th</sup>, 2023)**

**RECOMMENDING THE APPOINTMENT OF GRACE STEARNS TO THE  
POSITION OF STUDENT LIAISON TO UNION COLLEGE**

**WHEREAS**, In accordance with Section 80.03 subsection A2 of the SCEAC Enabling Legislation details one of the responsibilities of the Council is filling positions of a student liaison for Union College and Schenectady County Community College by “[Two] student members selected, one from each of the two major colleges in Schenectady County, Union College and Schenectady County Community College, respectively. Such student members shall be recommended by the respective colleges, appointed by the County manager, and approved by the Legislature.

**WHEREAS**, The Schenectady County Environmental Advisory Council (SCEAC) is making an effort to increase its ability to connect with students and local educational institutions;

**WHEREAS**, SCEAC would like to recommend the appointment of Grace Stearns to a term of one year beginning July 1<sup>st</sup> 2023, and ending June 30<sup>th</sup> 2024;

**THEREFORE, BE IT HEREBY RESOLVED THAT**, Grace Stearns will be recommended to be appointed the position of Student Liaison within SCEAC by the County Manager.

**Moved By Portia Zwicker Seconded By: Heather Ipsen**

**Voting in favor: 5 Abstaining: 0 Voting Opposed: 0 Absent: 0**

**SCEAC Co-Chair: Portia Zwicker**

**Portia Zwicker**

**SCEAC Co-Chair: Heather Ipsen**

**Heather Ipsen**

**SCEAC Staff: \_\_\_\_\_**

**Charlie Davidson**

## LEGISLATIVE INITIATIVE FORM

**Date:** 11/9/2023  
**Reference:** Rules  
**Dual Reference:**  
**Initiative:** R 105

**Title of Proposed Resolution:**

A RESOLUTION AUTHORIZING THE COUNTY MANAGER TO ENTER INTO AMENDMENTS OF THE COLLECTIVE BARGAINING AGREEMENTS FOR THE CORRECTIONS BARGAINING UNITS AND THE CORRECTIONS SUPERVISORS BARGAINING UNIT WITH THE SCHENECTADY COUNTY SHERIFF'S BENEVOLENT ASSOCIATION, LOCAL 3874, COUNCIL 82, AFSCME, AFL-CIO

**Purpose and General Idea:**

Provides authorization for approval of an amendment to a Collective Bargaining Agreement with the Schenectady County Sheriff's Benevolent Association, Local 3874, Council 82, AFSCME, AFL-CIO.

**Summary of Specific Provisions:**

Authorizes approval of an amendment to a Collective Bargaining Agreement with the Schenectady County Sheriff's Benevolent Association, Local 3874, Council 82, AFSCME, AFL-CIO. The current agreement has a term beginning January 1, 2021 and ending December 31, 2025. Under this agreement, the Corrections Unit will undergo changes that will eliminate Steps 1 and 2 of the Correction Officers pay scale, increase pay for Step 6 by 3%, approve of a new 26-year longevity step that is 3% higher than the 25 year longevity, and permit the hiring of part-time correction officers. The Correction Supervisors Unit will have the same 26-year longevity step, increase Steps 1, 2, and 3, and allow for those who will retire to work as part-time Correction Officers. These changes will take effect on January 1, 2024.

**Effects Upon Present Law:**

None.

**Justification:**

These amendments are to address the severe staffing shortage at the Schenectady County Correctional Facility.

**Sponsor:** The Committee on Rules

**Co-Sponsor:**

# COUNTY OF SCHENECTADY



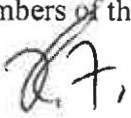
RORY FLUMAN  
COUNTY MANAGER

OFFICE OF THE COUNTY MANAGER  
620 STATE STREET  
SCHENECTADY, NEW YORK 12305

TELEPHONE: (518) 388-4355  
FAX: (518) 388-4590

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**To:** Honorable Chairperson and Members of the Legislature

**From:** Rory Fluman, County Manager 

**CC:** Geoffrey T. Hall, Clerk of the Legislature  
Christopher Gardner, County Attorney

**Date:** October 9, 2023

**RE:** Approval of an Amendment to a Collective Bargaining Agreement with the Schenectady County Sheriff's Benevolent Association, Local 3874, Council 82, AFSCME, AFL-CIO

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I am requesting approval of an Amendment to a Collective Bargaining Agreement with the Schenectady County Sheriff's Benevolent Association, Local 3874, Council 82, AFSCME, AFL-CIO. The current agreement has a term beginning January 1, 2021, and ending December 31, 2025.

Attached is a memorandum from Christopher Gardner, County Attorney, regarding the proposed amendment and its changes to the Correction Officers Bargaining Unit and the Correction Supervisors Bargaining Unit. Under this agreement, the Corrections Unit will undergo changes that will eliminate Steps 1 and 2 of the Correction Officers pay scale, increase pay for Step 6 by 3%, approve of a new 26-year longevity step that is 3% higher than the 25-year longevity, and permit the hiring of part-time Correction Officers. The Correction Supervisors Unit will have the same 26-year longevity step, increase Steps 1, 2, and 3, and allow for those who will retire to work as part-time Correction Officers. These changes will take effect on January 1, 2024.

As Mr. Gardner indicates, these will address sever staffing issues at the Correctional Facility.

I recommend your approval.

**COUNTY OF SCHENECTADY  
OFFICE OF THE COUNTY ATTORNEY  
Inter-Department Correspondence Sheet**

**To:** Rory Fluman  
County Manager

**From:** Christopher H. Gardner  
County Attorney



**Dated:** November 9, 2023

**Copies to:** Sheriff Dominic Dagostino  
Undersheriff James Barrett  
Superintendent Ronald Walsh  
Geoffrey Hall, Clerk of the Legislature  
M. Joe Landry, Counsel to the Legislature  
Jaclyn Falotico, Commissioner of Finance  
Julie McDonnell, County Auditor  
Joseph McQueen, Director of Human Services  
Dennine LaPlante, Deputy Director of Civil Service  
Marylou Riddle, Executive Secretary to the County Manager

**Re:** Amendments to the Collective Bargaining Agreements for Correction Officers Bargaining Unit and the Correction Supervisors Bargaining Unit to Address the Severe Staffing Shortage at the Schenectady County Correctional Facility

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INTRODUCTION

The County of Schenectady and Sheriff Dominic Dagostino have reached tentative agreements with the Schenectady County Sheriff's Benevolent Association, Local 3874, Council 82, AFSCME, AFL-CIO, to amend the existing Collective Bargaining Agreements for the Correction Officers Bargaining Unit and the Correction Supervisors Bargaining Unit which are in effect until December 31, 2025, to address the severe staffing shortage at the Schenectady County Correctional Facility. The members of the Correction Officers Bargaining Unit voted 60-39 to ratify the tentative agreement. The members of the Correction Supervisors Bargaining Unit voted to ratify the tentative agreement by a vote of 17-1.

## ORIGINS OF THE SEVERE STAFFING SHORTAGE

One primary factor in the staffing shortage is low starting pay for newly hired correction officers.

The starting pay for Correction Officers in Albany, Rensselaer, Saratoga and Schenectady County in 2023 is as follows:

<u>County</u>	<u>2023 Starting Pay</u>
Albany	\$49,000
Rensselaer	\$52,245
Saratoga	\$56,145
Schenectady	\$42,747

## ANALYSIS OF THE STAFFING SHORTAGE AT THE SCHENECTADY COUNTY CORRECTIONAL FACILITY

The New York State Commission of Corrections requires that there be 161 Correction Officers at the Schenectady County Jail. There are 124 Correction Officers on the payroll, and as of August 10<sup>th</sup>, nine Correction Officers were out due to injuries, leaving 115 Correction Officers available.

There are 117 mandated posts Monday through Friday and 98 mandated posts on Saturday and Sunday, which are required to be filled by the New York State Commission of Corrections. Currently, the County Correctional facility is not filling all mandated posts, as required by the State.

## HALT ACT

The passage of Correction Law 137 in 2021, known as the HALT Solitary Confinement Act, which placed limitations on the use of solitary confinement to keep violent inmates from committing additional violent acts may be one factor in the increase in inmate violence following its passage. Assaults by inmates on inmate are up 171%. Inmate assaults on staff are up 36% and overall violent incidents are up 74%. The increased violence leads directly to increased Correction Officer injuries and absences under General Municipal Law Section 207-C.

## POST-COVID CIVIL SERVICE EXAMINATION PARTICIPATION DOWN 80%

Pre-Covid there were 150-200 applicants for the Correction Officers Civil Service Examinations each year.

In 2022, just 17 individuals took the Correction Officer exam and 16 passed.

In 2023, 23 individuals took the Correction Officer examination and 17 passed.

The current level of examination participating is inadequate to bring the staffing to mandated levels.

TENTATIVE AGREEMENTS IMPACT  
UPON CORRECTION OFFICERS STAFFING

The County and the Sheriff adopted a four-prong approach to addressing the staffing crisis.

Prong One – Corrections Unit

Effective January 1, 2024, steps 1 and 2 of the Correction Officers pay scale are eliminated.

Prong Two – Corrections Unit

Effective January 1, 2024, step 6 is increased 3% above existing step 6, and cooks and senior cooks also receive a 3% increase.

Prong Three – Corrections Unit

Effective January 1, 2024, a new 26-year longevity step is put in place which is 3% higher than the 25-year longevity.

Prong Four – Corrections Unit

Part-time Correction Officers will be permitted effective January 1, 2024. They will be hired from retiring full-time Correction Officers who request part-time duties with 30 days of their retirement.

CORRECTION SUPERVISORS UNIT

In this Unit, steps 1, 2, and 3 will be increased on January 1, 2024. A new 26-year longevity step, which is 3% more than the 25-year longevity step also goes into effect on January 1, 2024. Finally, Correction Supervisors who do retire will be eligible to work part-time as Correction Officers

OVERALL STRATEGY

The 2024 starting salary is increased from \$42,129 to \$51,864. Step 6 job-rate is increased from \$65,328 to \$67,195. A new 26-yr longevity step is set at 3% above the 25-year longevity.

Through these actions, we are hopeful that we will be able to hire more new Correction Officers, get more Correction Officers and Correction Supervisors, Sergeants, and Lieutenants to stay more than 25 years, and also utilize part-timers to fill some vacant posts.

There was some significant opposition among the Corrections Unit to permitting part-time Correction Officers, but the contract did pass by a 70-49 vote.

I recommend that both tentative agreements be forwarded to the County Legislature at the meeting on November 14<sup>th</sup>.

CHG/pmp  
Enclosures

**Tentative Agreement for  
Proposed Amendments to the Collective Bargaining  
Agreement in Effect for the Period  
January 1, 2021 – December 31, 2025**

**Correction Officers Bargaining Unit**

1. Effective January 1, 2024, the parties agree to eliminate steps 1 and 2 of the salary scale. On that date, all unit members are steps 1 and 2 shall move to step 3.
2. Effective January 1, 2024, step 6 shall be increased 3% above the existing step 6.
3. Effective January 1, 2024, all cooks and senior cooks shall be granted a 3% pay increase above the existing pay scale.
4. Effective January 1, 2024, a new 26-year longevity step which is 3% higher than the 25-year longevity step shall be implemented for all unit members.
5. Part-Timers

The parties agree that notwithstanding any provision of any agreements between the parties, the Sheriff may hire part-time Correction Officers effective January 1, 2024. Article 7.6 shall be amended as follows:

**7.6 Part-Time Rate:**

7.6.1 Part-Time Employees shall be compensated at an hourly rate calculated using the last step of the salary grade of the job classification in which they are employed. Part-time employees shall receive Hazardous Duty and Meal Break pay same as full-time Correction Officers and shall be payable on a weekly basis and shall be subject to future pay increases.

7.6.2 Part-Time Employees will receive 8 hours of vacation and 8 hours of sick leave for every 200 hours worked each year and may use up to 16 hours of sick leave as personal leave.

- a. Part-time Employees shall be permitted to accumulate sick days, at the annual rate of 5 days per year, to a maximum of 185 days,

7.6.3 Part-time Employees will receive in-service training as required by the Department.

7.6.4 Part-time Employees shall receive one complete uniform. Part-time Employees shall receive a pro-rated annual uniform allowance based on the full-time Correction Officers

annual uniform allowance rate. The uniform is the property of the Sheriff's Department and shall be turned in upon separation from employment.

7.6.5 The Union will have the opportunity to provide input to the Sheriff concerning part-time employment qualifications.

7.6.6 Retiring Correction Officers:

Any retiring Correction Officer who wishes to be considered for part-time employment must file a written request with the Sheriff within 90 days following their retirement.



**Tentative Agreement for  
Proposed Amendments to the Collective Bargaining  
Agreement in Effect for the Period  
January 1, 2021 – December 31, 2025**

**Correction Supervisors Bargaining Unit**

1. Effective January 1, 2024, steps 1, 2 and 3 of the salary scale shall be increased 3%.
2. Effective January 1, 2024, a new 26-year longevity step which is 3% higher than the 25-year longevity step shall be implemented for all unit members.
3. Part-Timers:

The parties agree that notwithstanding any provision of any agreements between the parties, the Sheriff may hire retired Correction Supervisors as part-time Correction officers, as set forth in the amended Article 7.6 of Correction Officers bargaining unit as follows:

**7.6 Part-Time Rate:**

7.6.1 Part-Time Employees shall be compensated at an hourly rate calculated using the last step of the salary grade of the job classification in which they are employed. Part-time employees shall receive Hazardous Duty and Meal Break pay same as full-time Correction Officers and shall be payable on a weekly basis and shall be subject to future pay increases.

7.6.2 Part-Time Employees will receive 8 hours of vacation and 8 hours of sick leave for every 200 hours worked each year and may use up to 16 hours of sick leave as personal leave.

- a. Part-time Employees shall be permitted to accumulate sick days, at the annual rate of 5 days per year, to a maximum of 185 days,

7.6.3 Part-time Employees will receive in-service training as required by the Department.

7.6.4 Part-time Employees shall receive one complete uniform. Part-time Employees shall receive a pro-rated annual uniform allowance based on the full-time Correction Officers annual uniform allowance rate. The uniform is the property of the Sheriff's Department and shall be turned in upon separation from employment.

7.6.5 The Union will have the opportunity to provide input to the Sheriff concerning part-time employment qualifications.

**7.6.6 Retiring Correction Supervisors:**

Any retiring Correction Supervisors who wishes to be considered for part-time employment must file a written request with the Sheriff within 90 days following their retirement.

**RESOLUTION 23-**

*Sponsored by the Committee on Rules:*

**A RESOLUTION AUTHORIZING THE COUNTY MANAGER TO ENTER INTO  
AMENDMENTS OF THE COLLECTIVE BARGAINING AGREEMENTS FOR THE  
CORRECTIONS BARGAINING UNITS AND THE CORRECTIONS SUPERVISORS  
BARGAINING UNIT WITH THE SCHENECTADY COUNTY SHERIFF'S BENEVOLENT  
ASSOCIATION, LOCAL 3874, COUNCIL 82, AFSCME, AFL-CIO**

**BE IT ENACTED**, by the Legislature of the County of Schenectady, as follows:

**WHEREAS**, the County Attorney by a memorandum dated November 9, 2023, that the County of Schenectady and Sheriff Dominic Dagostino have reached tentative agreements with the Schenectady County Sheriff's Benevolent Association, Local 3874, Council 82, AFSCME, AFL-CIO to amend the existing Collective Bargaining Agreements for both the Corrections Bargaining Unit and the Corrections Supervisors Bargaining Agreement, which are currently in effect for the period January 1, 2021 through December, 2025, for the purpose of addressing a severe staffing shortage; and

**WHEREAS**, the proposed amendments would be effective January 1, 2024; and

**WHEREAS**, the County Attorney advises that the Amendments to the Corrections Bargaining Unit contract are as follows:

**Tentative Agreement for  
Proposed Amendments to the Collective Bargaining  
Agreement in Effect for the Period  
January 1, 2021 – December 31, 2025**

**Correction Officers Bargaining Unit**

1. Effective January 1, 2024, the parties agree to eliminate steps 1 and 2 of the salary scale. On that date, all unit members are steps 1 and 2 shall move to step 3.

2. Effective January 1, 2024, step 6 shall be increased 3% above the existing step 6.
3. Effective January 1, 2024, all cooks and senior cooks shall be granted a 3% pay increase above the existing pay scale.
4. Effective January 1, 2024, a new 26-year longevity step which is 3% higher than the 25-year longevity step shall be implemented for all unit members.
5. Part-Timers

The parties agree that notwithstanding any provision of any agreements between the parties, the Sheriff may hire part-time Correction Officers effective January 1, 2024. Article 7.6 shall be amended as follows:

#### 7.6 Part-Time Rate:

7.6.1 Part-Time Employees shall be compensated at an hourly rate calculated using the last step of the salary grade of the job classification in which they are employed. Part-time employees shall receive Hazardous Duty and Meal Break pay same as full-time Correction Officers and shall be payable on a weekly basis and shall be subject to future pay increases.

7.6.2 Part-Time Employees will receive 8 hours of vacation and 8 hours of sick leave for every 200 hours worked each year and may use up to 16 hours of sick leave as personal leave.

- a. Part-time Employees shall be permitted to accumulate sick days, at the annual rate of 5 days per year, to a maximum of 185 days,

7.6.3 Part-time Employees will receive in-service training as required by the Department.

7.6.4 Part-time Employees shall receive one complete uniform. Part-time Employees shall receive a pro-rated annual uniform allowance based on the full-time Correction Officers annual uniform allowance rate. The uniform is the property of the Sheriff's Department and shall be turned in upon separation from employment.

7.6.5 The Union will have the opportunity to provide input to the Sheriff concerning part-time employment qualifications.

#### 7.6.6 Retiring Correction Officers:

Any retiring Correction Officer who wishes to be considered for part-time employment must file a written request with the Sheriff within 90 days following their retirement; and

**WHEREAS**, the County Attorney advises that the proposed amendments to the Correction Supervisors Bargaining Unit contract are as follows:

**Tentative Agreement for  
Proposed Amendments to the Collective Bargaining  
Agreement in Effect for the Period  
January 1, 2021 – December 31, 2025**

**Correction Supervisors Bargaining Unit**

1. Effective January 1, 2024, steps 1, 2 and 3 of the salary scale shall be increased 3%.
2. Effective January 1, 2024, a new 26-year longevity step which is 3% higher than the 25-year longevity step shall be implemented for all unit members.
3. Part-Timers:

The parties agree that notwithstanding any provision of any agreements between the parties, the Sheriff may hire retired Correction Supervisors as part-time Correction officers, as set forth in the amended Article 7.6 of Correction Officers bargaining unit as follows:

7.6 Part-Time Rate:

7.6.1 Part-Time Employees shall be compensated at an hourly rate calculated using the last step of the salary grade of the job classification in which they are employed. Part-time employees shall receive Hazardous Duty and Meal Break pay same as full-time Correction Officers and shall be payable on a weekly basis and shall be subject to future pay increases.

7.6.2 Part-Time Employees will receive 8 hours of vacation and 8 hours of sick leave for every 200 hours worked each year and may use up to 16 hours of sick leave as personal leave.

- a. Part-time Employees shall be permitted to accumulate sick days, at the annual rate of 5 days per year, to a maximum of 185 days,

7.6.3 Part-time Employees will receive in-service training as required by the Department.

7.6.4 Part-time Employees shall receive one complete uniform. Part-time Employees shall receive a pro-rated annual uniform allowance based on the full-time Correction Officers annual uniform allowance rate. The uniform is the property of the Sheriff's Department and shall be turned in upon separation from employment.

7.6.5 The Union will have the opportunity to provide input to the Sheriff concerning part-time employment qualifications.

7.6.6 Retiring Correction Supervisors:

Any retiring Correction Supervisors who wish to be considered for part-time employment must file a written request with the Sheriff within 90 days following their retirement; and

**WHEREAS**, the County Manager by a memorandum dated November 9, 2023, that the County enter into both of these agreements; and

**WHEREAS**, the parties are hopeful that these amendments will help address the acute staffing shortage at the Schenectady County Correctional Facility, now therefore be it

**RESOLVED**, that the County Legislature hereby approves these proposed amendments and authorizes the County Manager to execute these amendments and all documents necessary to effectuate the implementation of these amendments.