**PERSONNEL COMMITTEE**

**TUESDAY, JANUARY 3, 2023**

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| **Per/C/J/B/R** | **G/3** | **RESOLUTION APPROVING MEMO OF AGREEMENT BETWEEN THE COUNTY OF RENSSELAER AND RENSSELAER COUNTY SHERIFF'S OFFICE AND THE UNITED PUBLIC SERVICE EMPLOYEES' UNION COALITION OF PUBLIC SAFETY DIVISION – BUREAU OF HUMAN RESOURCES**<br><br>**Motion Made By:**<br>**Seconded By:**<br>**Moved:**<br><br>**Notes:** |
| | | |
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# RENSSELAER COUNTY LEGISLATURE

**Introduced by Legislator(s)** Wysocki, Patire, Zalewski

**Sent To:** Personnel **Committee** **Date** January 10, 2023

**Resolution No. G/3**

**RESOLUTION APPROVING MEMO OF AGREEMENT BETWEEN THE COUNTY OF RENSSELAER AND RENSSELAER COUNTY SHERIFF'S OFFICE AND THE UNITED PUBLIC SERVICE EMPLOYEES' UNION COALITION OF PUBLIC SAFETY DIVISION – BUREAU OF HUMAN RESOURCES**

**WHEREAS**, This Resolution is filed with the Rensselaer County Legislature by the Rensselaer County Executive; and

**WHEREAS**, The County of Rensselaer ("County"), the Rensselaer County Sheriff's Office ("RCSO")(jointly as "Employers") and the United Public Service Employees' Union Coalition of Public Safety Division ("UPSEU") (collectively as "Parties")have engaged in negotiations to arrive at Memo of Agreement ("MOA"); and

**WHEREAS**, UPSEU understands and agrees that the MOA is subject to review and approval by the Rensselaer County Legislature; and

**WHEREAS**, Once approved by the legislature, the Employers will recognize UPSEU as the exclusive representative of the command staff employees permanently assigned to the RSCO at the County Jail, excluding the titles of Captain and Chief; and

**WHEREAS**, UPSEU shall be deemed the representative of the above-referenced employees effective at 9:00am on the first business day following the Legislature's approval of the MOA; and

**WHEREAS**, The Parties understand and agree that the current benefits and terms and conditions of employment for the covered employees in place as of the date of employers sign this MOA shall remain in place and no modifications shall be made to the benefits and terms and conditions until a collective bargaining agreement is agreed upon between the Employers and UPSEU; and

**WHEREAS**, The Parties will meet to begin negotiations for an original collective bargaining agreement as soon as practicable following legislative approval of the MOA, with the collective bargaining agreement being effective when agreed upon by the Parties; now therefore, be it

**RESOLVED,** That the Rensselaer County Legislature hereby approves the Memo of Agreement and hereby authorizes the Rensselaer County Executive, or his designee, to enter into a collective bargaining agreement with the UPSEU which incorporates the terms and conditions of the above-referenced Settlement Agreement, subject to the approval as to form by the Rensselaer County Attorney.

**Resolution ADOPTED by the following vote:**
**Ayes:**
**Nays:**
**Abstain:**
**January 10, 2023**

**Clerk of the Legislature**

**Sent to County Executive**_____

**Received from County Executive**_____

**Clerk of the Legislature**

**Executive Action**

**Approved**_____ **Date**_____

**Disapproved**_____
**Veto Message Attached and Returned to Clerk**

**County Executive**

**MEMORANDUM OF AGREEMENT**
**BETWEEN**
**RENSSELAER COUNTY**
**AND**
**THE RENSSELAER COUNTY SHERIFF**
**AND**
**THE UNITED PUBLIC SERVICE EMPLOYEES' UNION**
**COALITION OF PUBLIC SAFETY DIVISION**

1. The parties to this agreement ("Agreement") are Rensselaer County (the "County"), the Rensselaer County Sheriff's Office ("RCSO") (the employers are collectively referred to herein as the "Employers") and the United Public Service Employees Union, Coalition of Public Safety Division (COPS) ("UPSEU"), (collectively referred to as the "Parties").
2. UPSEU understands and agrees that this Agreement is subject to review and approval by the County Legislature ("Legislature").
3. Provided this Agreement is approved by the Legislature, the Employers will voluntarily recognize UPSEU as the exclusive representative of the command staff employees permanently assigned to the RCSO at the County Jail, excluding the titles of Captain and Chief.
4. UPSEU shall be deemed the representative of the employees listed in paragraph 3, above, effective at 9:00 am on the first business day following the Legislature's approval of this Agreement.
5. The Parties understand and agree that the current benefits and terms and conditions of employment for the covered employees in place as of the date the Employers sign this Agreement shall remain in place and no modifications shall be made to the benefits and terms and conditions until a collective bargaining agreement is agreed upon between the Employers and UPSEU. The Parties will meet to begin negotiations for an original collective bargaining agreement as soon as practicable following legislative approval of this Agreement. The collective bargaining agreement will be effective when agreed upon by the Parties.

FOR THE COUNTY: Date: 11/16/22

FOR THE RCSO: Date: 11/10/22

FOR UPSEU: Date: 11/7/22