



Committee on Labor/Parks/Planning/Housing

~AGENDA~

Friday, December 8, 2017

10:02 AM

Committee Chair: David B. Gelfarb

Committee Room, 148 Martine Avenue, 8th Floor, White Plains, NY 10601

www.westchesterlegislators.com

CALL TO ORDER

MINUTES APPROVAL

1. Monday, December 04, 2017 at 10:30 AM

I. ITEMS FOR DISCUSSION

Meeting jointly with the Committee on Budget & Appropriations.

1. **(ID # 10596) Act – Agreement-Local 456, International Brotherhood of Teamsters:**

AN ACT approving certain financial terms and conditions of employment requiring legislative approval by law in a Collective Bargaining Agreement for those employees of Westchester County represented by the Local 456, International Brotherhood of Teamsters for the five (5) year period commencing January 1, 2016 and ending December 31, 2020.

2. **(ID # 10599) Act – Agreement-Correction Officers Benevolent Association, Inc.:**

AN ACT approving certain financial terms and conditions of employment requiring legislative approval by law in a Collective Bargaining Agreement for those employees of Westchester County represented by the Westchester County Correction Officers Benevolent Association, Inc. for the four (4) year period commencing January 1, 2016 and ending December 31, 2019.

3. **(ID # 10600) Act – Agreement-Corrections Superior Officers Association:**

AN ACT approving certain financial terms and conditions of employment requiring legislative approval by law in a Collective Bargaining Agreement for those employees of Westchester County represented by the Westchester County Corrections Superior Officers Association for the four (4) year period commencing January 1, 2016 and ending December 31, 2019.

II. OTHER BUSINESS

Unfinished Business and any other agenda items to come before the Committee.

III. RECEIVE & FILE

ADJOURNMENT



CALL TO ORDER

Attendee Name	Title	Status	Arrived
David B. Gelfarb	Chair	Present	
Francis Corcoran	D2 Legislator	Present	
Margaret A Cunzio	D3 Legislator	Present	
Kenneth W. Jenkins	D16 Legislator	Absent	
Catherine Parker	D7 Legislator	Present	
Alfreda Williams	D8 Legislator (Majority Whip)	Present	
Michael Kaplowitz	D4 Legislator (Chairman of the Board)	Present	
Alessandra Restiano	Comm. Coor.	Present	

Others In Attendance: BOL: Sheila Marcotte, Catherine Borgia, Ben Boykin, John Testa, Virginia Perez, Finance: Anne Marie Berg Budget: Loraine Yazzetta, Mark Medwid Guests: Vincent Toomey, Michael Hagen, Stephen Smith, Rich Mc Spedon, Janet Lubin Kirschner, Jan Fisher, Barbara Finkelstein, Rachel Halpern, Howard Milbert, Cindy Kanusher, Carlla Horton, Cora Greenberg, Kathy Halas

MINUTES APPROVAL

- Monday, November 27, 2017 at 1:01 PM

On motion of Legislator Corcoran the minutes were approved 6-0.

I. ITEMS FOR DISCUSSION

Meeting jointly with the Committees on Budget & Appropriations and Public Safety & Social Services.

- (ID # 10570) Act – Agreement-West Co Public Safety PBA-Superior Officer's Unit:**

An ACT approving certain financial terms and conditions of employment requiring legislative approval by law in a collective bargaining agreement for those employees of Westchester County represented by the Westchester County Department of Public Safety PBA, Inc. ("PBA" for the Superior Officer's Unit ("SOU") consisting of Lieutenants and Captains, some of whom are assigned additional duties for which they are compensated as Inspectors or Chief Inspectors) for a five (5) year period commencing on January 1, 2015 and ending on December 31, 2019.

Minutes Acceptance: Minutes of Dec 4, 2017 10:30 AM (MINUTES APPROVAL)

Finance Commissioner Berg, Mr. Toomey arbitrator for the County of Westchester, Michael Hagen and Stephen Smith from the Westchester County Police Department came before the Committee to discuss the Agreement reached between the Westchester County and the Westchester County Department of Public Safety Superior Officers (Captains and Lieutenants). With a motion by Legislator Corcoran the item was approved with a vote of 6-0.

RESULT: SIGNED BY COMMITTEE

2. (ID # 10571) Act – Agreement-West Co Public Safety PBA:

An ACT approving certain financial terms and conditions of employment requiring legislative approval by law in a Collective Bargaining Agreement for those employees of Westchester County represented by the Westchester County Department of Public Safety PBA (hereinafter "PBA" for the unit consisting of police officers, detectives and sergeants) for the five (5) year period commencing January 1, 2015 and ending December 31, 2019.

Finance Commissioner Berg, Mr. Toomey arbitrator for the County of Westchester, Michael Hagen and Stephen Smith from the Westchester County Police Department came before the Committee to discuss the Agreement reached between the Westchester County and the Westchester County Department of Public Safety Officers (Police Officers, Detectives and Sergeants). With a motion by Legislator Corcoran the item was approved with a vote of 6-0.

RESULT: SIGNED BY COMMITTEE

II. OTHER BUSINESS

Unfinished Business and any other agenda items to come before the Committee.

III. RECEIVE & FILE

ADJOURNMENT

Moved by Legislator Corcoran the Committee adjourned at 1:35 PM.

Minutes Acceptance: Minutes of Dec 4, 2017 10:30 AM (MINUTES APPROVAL)



Robert P. Astorino
County Executive

December 6, 2017

Honorable Westchester County Board of Legislators
County of Westchester
800 Michaelian Office Building
148 Martine Avenue
White Plains, New York 10601

Re: Approval of Agreement Between the County of Westchester and Local 456,
International Brotherhood of Teamsters

Dear Members of the Honorable Board of Legislators:

This is to advise you that the Administration and Local 456, International Brotherhood of Teamsters (“Teamsters”) have, subject to the approval of your Honorable Board, reached an Agreement on a five (5) year contract commencing on January 1, 2016 and ending on December 31, 2020 (“Agreement”). In compliance with the Fair Employment Act (Taylor Law), I am outlining those provisions of the Agreement that require legislative action for your consideration and approval.

Compensation:

Article IV, Section 4 of the Collective Bargaining Agreement shall be amended to provide the following:

- a. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall remain unchanged;
- b. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall remain unchanged;
- c. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by two and one half percent (2.50%);
- d. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by two and one half percent (2.50%);
- e. Effective January 1, 2020, each step of the salary schedule in effect on December 31, 2019 shall be increased by three percent (3.00%);

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E-mail: ce@westchestergov.com

Provisions of Existing Agreement:

All provisions of the prior Agreement for the term of January 1, 2009 through December 31, 2015 shall continue in full force and effect unless altered by the provisions contained in this legislation with respect to the term commencing on January 1, 2016 and ending on December 31, 2020.

Therefore, I recommend approval of the Agreement reached between the Administration and the Teamsters on a five (5) year contract commencing on January 1, 2016 and ending on December 31, 2020.

Respectfully submitted,



Robert P. Astorino
County Executive

RPA/fs

HONORABLE BOARD OF LEGISLATORS
WESTCHESTER COUNTY

Your Committee is in receipt of a communication from the County Executive pertaining to approval of the Agreement between the County of Westchester and Local 456, International Brotherhood of Teamsters (“Teamsters”) on a five (5) year contract commencing on January 1, 2016 and ending on December 31, 2020 (“Memorandum of Agreement” or “Agreement”). In compliance with the Fair Employment Act (Taylor Law) those provisions of the Agreement that require legislative action are outlined below.

Compensation:

Article IV, Section 4 of the Collective Bargaining Agreement shall be amended to provide the following:

- a. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall remain unchanged;
- b. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall remain unchanged;
- c. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by two and one half percent (2.50%);
- d. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by two and one half percent (2.50%);
- e. Effective January 1, 2020, each step of the salary schedule in effect on December 31, 2019 shall be increased by three percent (3.00%);

Provisions of Existing Agreement:

All provisions of the prior Agreement for the term of January 1, 2009 through December 31, 2015 shall continue in full force and effect unless altered by the provisions contained in this legislation with respect to the term commencing on January 1, 2016 and ending on December 31, 2020.

Your Committee has carefully considered the subject matter, the Agreement, and the attached act and recommends approval of the Agreement.

Dated: White Plains, New York
December____, 2017

l:fms

COMMITTEE ON

FISCAL IMPACT STATEMENT

1.1.a

SUBJECT: Teamster Contract 2016-2020 NO FISCAL IMPACT PROJECTED

OPERATING BUDGET IMPACT

To Be Completed by Submitting Department and Reviewed by Budget

SECTION A - FUND

GENERAL FUND AIRPORT FUND SPECIAL DISTRICTS FUND

SECTION B - EXPENSES AND REVENUES

Total Current Year Expense \$ 384,000

Total Current Year Revenue \$ 61,000

Source of Funds (check one): Current Appropriations Transfer of Existing Appropriations
 Additional Appropriations Other (explain)

Identify Accounts: Various Depts Personnel Service Accounts

Potential Related Operating Budget Expenses: Annual Amount \$384,000

Describe: \$355,000 (General Funds) & \$29,000 (DEF)

Potential Related Operating Budget Revenues: Annual Amount \$61,000

Describe: NYS & Federal Aid on Reimbursable depts (General Fund)

Anticipated Savings to County and/or Impact on Department Operations:

Current Year: _____

Next Four Years: _____

2019: Net costs of \$584,000 (General Fund) & \$57,000 (DEF)

2020: Net costs of \$987,000 (General Fund) & \$97,000 (DEF)

Prepared by: Mark Medwid

Title: Associate Budget Director

Department: Budget

Date: December 5, 2017

Reviewed By: 

Budget Director

Date: 12/6/17

Attachment: ACT-Agreement-Local 456, International Brotherhood of Teamsters-DRAFT (10596 : Agreement-Local 456, International

OPERATING + DEF

Teamster 2018-20 Score_2017-12-05.xlsx

	2018	2019	2020
Wages	351,758	712,310	1,155,789
Pension	9,893	51,354	102,453
Payroll Taxes	21,820	44,185	71,694
NYS & USA Aid	(60,831)	(123,182)	(199,875)
Add'l Health Contrib		(43,043)	(45,625)
NET COUNTY	322,640	641,624	1,084,436
OVER SS CAP	28.82%	28.82%	28.82%
0.0145	5,100	10,328	16,759
0.062	15,523	31,435	51,005
	20,624	41,763	67,764

TEAMSTER PROPOSAL SCORE			
	2018	2019	2020
Wages	352,000	712,000	1,156,000
Pension*	10,000	51,000	102,000
Payroll Taxes	22,000	44,000	72,000
NYS & USA Aid	(61,000)	(123,000)	(200,000)
Add'l Health Contrib	-	(43,000)	(46,000)
NET COUNTY	323,000	641,000	1,084,000
*An additional \$117k is owed in 2021, and \$29k in 2022 resulting from the wages incurred through 12/31/2020			

Attachment: ACT-Agreement-Local 456, International Brotherhood of Teamsters-DRAFT (10596 : Agreement-Local 456, International

	2018	2019	2020
Wages	26,401	53,463	86,748
Pension	743	3,854	7,690
Payroll Taxes	1,638	3,316	5,381
NYS & USA Aid	-	-	-
Add'l Health Contrib		(3,231)	(3,424)
NET COUNTY	28,781	57,403	96,394
OVER SS CAP	28.82%	28.82%	28.82%
0.0145	383	775	1,258
0.062	1,165	2,359	3,828
	1,548	3,135	5,086

TEAMSTER PROPOSAL SCORE			
	2018	2019	2020
Wages	26,000	53,000	87,000
Pension*	1,000	4,000	8,000
Payroll Taxes	2,000	3,000	5,000
NYS & USA Aid	-	-	-
Add'l Health Contrib	-	(3,000)	(3,000)
NET COUNTY	29,000	57,000	97,000
*An additional \$117k is owed in 2021, and \$29k in 2022 resulting from the wages incurred through 12/31/2020			

ACT NO. _____ 2017

AN ACT approving certain financial terms and conditions of employment requiring legislative approval by law in a Collective Bargaining Agreement for those employees of Westchester County represented by the Local 456, International Brotherhood of Teamsters for the five (5) year period commencing January 1, 2016 and ending December 31, 2020.

BE IT ENACTED by the Westchester County Board of Legislators as follows:

Section 1. Duration: The Collective Bargaining Agreement for those employees of Westchester County represented by the Local 456, International Brotherhood of Teamsters shall commence on January 1, 2016 and end on December 31, 2020.

Section 2. Compensation: Article IV, Section 4 of the Collective Bargaining Agreement shall be amended to provide the following:

- a. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall remain unchanged;
- b. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall remain unchanged;
- c. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by two and one half percent (2.50%);
- d. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by two and one half percent (2.50%);
- e. Effective January 1, 2020, each step of the salary schedule in effect on December 31, 2019 shall be increased by three percent (3.00%);

Section 3. All provisions of the prior Agreement which expired on December 31, 2015 shall be incorporated into a successor agreement except as altered by the provisions contained in this legislation or the Memorandum of Agreement executed by the parties with respect to the term commencing on January 1, 2016 and ending on December 31, 2020.

Section 4. This Act shall take effect immediately.



Robert P. Astorino
County Executive

December 7, 2017

Honorable Westchester County Board of Legislators
County of Westchester
800 Michaelian Office Building
148 Martine Avenue
White Plains, New York 10601

Re: Approval of agreement between the County of Westchester and the Westchester County Correction Officers Benevolent Association, Inc.

Dear Members of the Honorable Board of Legislators:

This is to advise you that the Administration and the Westchester County Correction Officers Benevolent Association, Inc. (“COBA”) have, subject to the approval of your Honorable Board, reached an Agreement on a seven (4) year contract commencing on January 1, 2016 and ending on December 31, 2019 (“Agreement”). In compliance with the Fair Employment Act (Taylor Law), I am outlining those provisions of the Agreement that require legislative action for your consideration and approval.

Compensation:

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining unit hired prior to January 1, 2012:

- a. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall be increased by 2.05 %.
- b. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall be increased by 2.05 %.
- c. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by 2.05%.
- d. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by 2.75%.

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining hired after January 1, 2012:

- e. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall be increased by 2.95 %.
- f. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall be increased by 2.95 %.
- g. Effective January 1, 2018, each step of the salary schedule in effect on

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Telephone: (914)995-2900 E-mail: ce@westchestergov.com

December 31, 2017 shall be increased by 2.95%.

- h. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by 2.95%.

Payments of Retroactive Money:

The County agrees that any and all retroactive money due and owing, if any, shall be paid as soon as practicable to all unit members employed from January 1, 2016 to the date of the execution of this agreement.

Night Shift Differential:

- a. Effective January 1, 2018, shift differential in effect on December 31, 2015 shall be increased by fifty (50) cents.
 b. Effective January 1, 2019, shift differential in effect on December 31, 2018 shall be increased by fifty (50) cents.

Longevity Schedule:

Effective January 1, 2019, the Longevity Schedule shall be increased by \$50 at each Step, except for the five year Step, which will be increased by \$200.


Welfare Fund

The County's contribution to the Welfare Fund shall be increased as follows:

- a. Effective January 1, 2017, increase by \$75.
 b. Effective January 1, 2018, increase by \$50.
 c. Effective January 1, 2019, increase by \$75.

Therefore, I recommend approval of the Agreement reached between the Administration and COBA on a four (4) year contract commencing on January 1, 2016 and ending on December 31, 2019.

Respectfully submitted,

for Acting

 Robert P. Astorino
 County Executive

HONORABLE BOARD OF LEGISLATORS

WESTCHESTER COUNTY

Your Committee is in receipt of a communication from the County Executive pertaining to approval of the Agreement between the County of Westchester and the Westchester County Correction Officers Benevolent Association, Inc. (“COBA”) on a four (4) year contract commencing on January 1, 2016 and ending on December 31, 2019 (“Memorandum of Agreement” or “Agreement”). In compliance with the Fair Employment Act (Taylor Law) those provisions of the Agreement that require legislative action are outlined below.

Compensation:

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining unit hired prior to January 1, 2012:

- a. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall be increased by 2.05 %.
- b. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall be increased by 2.05 %.
- c. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by 2.05%.
- d. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by 2.75%.

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining hired after January 1, 2012:

- e. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall be increased by 2.95 %.
- f. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall be increased by 2.95 %.
- g. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by 2.95%.
- h. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by 2.95%.

Payments of Retroactive Money:

The County agrees that any and all retroactive money due and owing, if any, shall be paid as soon as practicable to all unit members employed from January 1, 2016 to the date of the execution of this agreement.

Night Shift Differential:

- a. Effective January 1, 2018, shift differential in effect on December 31, 2015 shall be increased by fifty (50) cents.
- b. Effective January 1, 2019, shift differential in effect on December 31, 2018 shall be increased by fifty (50) cents.

Longevity Schedule:

Effective January 1, 2019, the Longevity Schedule shall be increased by \$50 at each Step, except for the five year Step, which will be increased by \$200.

Welfare Fund

The County's contribution to the Welfare Fund shall be increased as follows:

- a. Effective January 1, 2017, increase by \$75.
- b. Effective January 1, 2018, increase by \$50.
- c. Effective January 1, 2019, increase by \$75.

Your Committee has carefully considered the subject matter, the Agreement, and the attached act and recommends approval of the Agreement. An affirmative vote of a majority of the Board is required to pass this legislation.

Dated: White Plains, New York
December __, 2017

l:

COMMITTEE ON

ACT NO. _____ 2017

AN ACT approving certain financial terms and conditions of employment requiring legislative approval by law in a Collective Bargaining Agreement for those employees of Westchester County represented by the Westchester County Correction Officers Benevolent Association, Inc. for the four (4) year period commencing January 1, 2016 and ending December 31, 2019.

BE IT ENACTED by the Westchester County Board of Legislators as follows:

Section 1. Duration: The Collective Bargaining Agreement for those employees of Westchester County represented by the Westchester County Correction Officers Benevolent Association, Inc., shall commence on January 1, 2016 and end on December 31, 2019.

Section 2. Compensation:

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining unit hired prior to January 1, 2012:

- a. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall be increased by 2.05 %.
- b. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall be increased by 2.05 %.
- c. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by 2.05%.
- d. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by 2.75%.

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining hired after January 1, 2012:

- e. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall be increased by 2.95 %.
- f. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall be increased by 2.95 %.

- g. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by 2.95%.
- h. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by 2.95%.

Section 3. Payments of Retroactive Money:

The County agrees that any and all retroactive money due and owing, if any, shall be paid as soon as practicable to all unit members employed from January 1, 2016 to the date of the execution of this agreement.

Section 4. Night Shift Differential:

- a. Effective January 1, 2018, shift differential in effect on December 31, 2015 shall be increased by fifty (50) cents.
- b. Effective January 1, 2019, shift differential in effect on December 31, 2018 shall be increased by fifty (50) cents.

Section 5. Longevity Schedule:

Effective January 1, 2019, the Longevity Schedule shall be increased by \$50 at each Step, except for the five year Step, which will be increased by \$200.

Section 6. Welfare Fund

The County's contribution to the Welfare Fund shall be increased as follows:

- a. Effective January 1, 2017, increase by \$75.
- b. Effective January 1, 2018, increase by \$50.
- c. Effective January 1, 2019, increase by \$75.

Section 6. This Act shall take effect immediately.



Robert P. Astorino
County Executive

December 7, 2017

Honorable Westchester County Board of Legislators
County of Westchester
800 Michaelian Office Building
148 Martine Avenue
White Plains, New York 10601

Re: Approval of agreement between the County of Westchester and the Westchester
County Corrections Superior Officers Association

Dear Members of the Honorable Board of Legislators:

This is to advise you that the Administration and the Westchester County Corrections Superior Officers Association (“SOA”) have, subject to the approval of your Honorable Board, reached an Agreement on a four (4) year contract commencing on January 1, 2016 and ending on December 31, 2019 (“Agreement”). In compliance with the Fair Employment Act (Taylor Law), I am outlining those provisions of the Agreement that require legislative action for your consideration and approval.

Compensation:

Wages are to be changed as follows:

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining unit during the time periods in subparagraphs “a” through “d” and will be applied retroactively.

- a. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall be increased by 2.5 %.
- b. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall be increased by 2.5 %.
- c. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by 2.5%.
- d. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by 2.75%.

The County agrees that any and all retroactive money due and owing, if any, shall be paid as soon as practicable to all unit members employed from January 1, 2016 to the date of the execution of this agreement.

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Night Shift Differential is to be changed as follows:

- a. Effective January 1, 2018, shift differential in effect on December 31, 2015 shall be increased by fifty (50) cents.
- b. Effective January 1, 2019, shift differential in effect on December 31, 2018 shall be increased by fifty (50) cents.

Longevity pay is to be changed as follows:

Effective January 1, 2019, the Longevity Schedule shall be increased by \$50 at each Step. Payments made to the Welfare Fund are to be changed as follows:

Welfare Fund:

The County's contribution to the Welfare Fund shall be increased as follows:

- a. Effective January 1, 2017, increase by \$75.
- b. Effective January 1, 2018, increase by \$50.
- c. Effective January 1, 2019, increase by \$75.

K-9 Unit:

Based upon the Union's cooperation in securing funding for the establishment of a K-9 program, in the event the County implements a K-9 program in the Department of Correction, that function shall be assigned, in the sole discretion of the Commissioner of Corrections, to a member or members of the SOA bargaining Unit. In the event said assignment is established, the position will be compensated at a rate equal to that contained in the County's collective bargaining agreement with its Police Benevolent Association (PBA). Nothing herein shall require the County to create or maintain any such unit.

Therefore, I recommend approval of the Agreement reached between the Administration and SOA on a four (4) year contract commencing on January 1, 2016 and ending on December 31, 2019.

Respectfully submitted,

Karen Pinkett
for Robert P. Astorino
Acting County Executive

RPA/fs

HONORABLE BOARD OF LEGISLATORS
WESTCHESTER COUNTY

Your Committee is in receipt of a communication from the County Executive pertaining to approval of the Agreement between the County of Westchester and the Westchester County Corrections Superior Officers Association (“SOA”) on a four (4) year contract commencing on January 1, 2016 and ending on December 31, 2019 (“Agreement”). In compliance with the Fair Employment Act (Taylor Law) those provisions of the Agreement that require legislative action are outlined below.

Wages are to be changed as follows:

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining unit during the time periods in subparagraphs “a” through “d” and will be applied retroactively.

- e. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall be increased by 2.5 %.
- f. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall be increased by 2.5 %.
- g. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by 2.5%.
- h. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by 2.75%.

The County agrees that any and all retroactive money due and owing, if any, shall be paid as soon as practicable to all unit members employed from January 1, 2016 to the date of the execution of this agreement.

Night Shift Differential is to be changed as follows:

- c. Effective January 1, 2018, shift differential in effect on December 31, 2015 shall be increased by fifty (50) cents.
- d. Effective January 1, 2019, shift differential in effect on December 31, 2018 shall be increased by fifty (50) cents.

Longevity pay is to be changed as follows:

Effective January 1, 2019, the Longevity Schedule shall be increased by \$50 at each Step

Welfare Fund:

The County's contribution to the Welfare Fund shall be increased as follows:

- d. Effective January 1, 2017, increase by \$75.
- e. Effective January 1, 2018, increase by \$50.
- f. Effective January 1, 2019, increase by \$75.

K-9 Unit:

Based upon the Union's cooperation in securing funding for the establishment of a K-9 program, in the event the County implements a K-9 program in the Department of Correction, that function shall be assigned, in the sole discretion of the Commissioner of Corrections, to a member or members of the SOA bargaining Unit. In the event said assignment is established, the position will be compensated at a rate equal to that contained in the County's collective bargaining agreement with its Police Benevolent Association (PBA). Nothing herein shall require the County to create or maintain any such unit.

Your Committee has carefully considered the subject matter, the Agreement, and the attached act and recommends approval of the Agreement. An affirmative vote of a majority of the Board is required to pass this legislation.

Dated: White Plains, New York
December ____, 2017

1:

COMMITTEE ON

ACT NO. _____ 2017

AN ACT approving certain financial terms and conditions of employment requiring legislative approval by law in a Collective Bargaining Agreement for those employees of Westchester County represented by the Westchester County Corrections Superior Officers Association for the four (4) year period commencing January 1, 2016 and ending December 31, 2019.

BE IT ENACTED by the Westchester County Board of Legislators as follows:

Section 1. Duration: The Collective Bargaining Agreement for those employees of Westchester County represented by the Westchester County Corrections Superior Officers Association (“SOA”) shall commence on January 1, 2016 and end on December 31, 2019.

Section 2. Wages are to be changed as follows:

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining unit during the time periods in subparagraphs “a” through “d” and will be applied retroactively.

- i. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall be increased by 2.5 %.
- j. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall be increased by 2.5 %.
- k. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by 2.5%.
- l. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by 2.75%.

Section 3. The County agrees that any and all retroactive money due and owing, if any, shall be paid as soon as practicable to all unit members employed from January 1, 2016 to the date of the execution of this agreement.

Section 4. Night Shift Differential is to be changed as follows:

- e. Effective January 1, 2018, shift differential in effect on December 31, 2015 shall be increased by fifty (50) cents.
- f. Effective January 1, 2019, shift differential in effect on December 31, 2018 shall be increased by fifty (50) cents.

Section 5. Longevity pay is to be changed as follows:

Effective January 1, 2019, the Longevity Schedule shall be increased by \$50 at each Step. Payments made to the Welfare Fund are to be changed as follows:

Section 6. Welfare Fund:

The County's contribution to the Welfare Fund shall be increased as follows:

- g. Effective January 1, 2017, increase by \$75.
- h. Effective January 1, 2018, increase by \$50.
- i. Effective January 1, 2019, increase by \$75.

Section 7. K-9 Unit:

Based upon the Union's cooperation in securing funding for the establishment of a K-9 program, in the event the County implements a K-9 program in the Department of Correction, that function shall be assigned, in the sole discretion of the Commissioner of Corrections, to a member or members of the SOA bargaining Unit. In the event said assignment is established, the position will be compensated at a rate equal to that contained in the County's collective bargaining agreement with its Police Benevolent Association (PBA). Nothing herein shall require the County to create or maintain any such unit.

Section 5. This Act shall take effect immediately.