



Committee on Public Safety

~AGENDA~

Monday, October 15, 2018

9:36 AM

Committee Chair: Margaret A Cunzio

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

www.westchesterlegislators.com

CALL TO ORDER

Joint meeting with the committees on Budget & Appropriations and Law & Major Contracts.

MINUTES APPROVAL

1. Monday, October 01, 2018 at 2:30 PM

I. ITEMS FOR DISCUSSION

1. **(ID # 11299) Act – Agreement between the County of Westchester and the D.A.'s Investigators PBA of Westchester County:**

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 District Attorney's Investigators PBA of Westchester County, Inc. for a four (4) year period commencing on January 1, 2016 and ending on December 31, 2019.

II. OTHER BUSINESS

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

III. RECEIVE & FILE

ADJOURNMENT



Committee on Public Safety

~MINUTES~

Monday, October 1, 2018

2:30 PM

Committee Chair: Margaret A Cunzio

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

www.westchesterlegislators.com

CALL TO ORDER

This meeting was held jointly with the committee on Social Services. With a quorum present, Chair Margaret A Cunzio called the meeting to order at 2:31 PM.

Attendee Name	Title	Status	Arrived
Margaret A Cunzio	Chair	Present	
Nancy Barr	D6 Legislator	Present	
Gordon A. Burrows	D15 Legislator (Minority Whip)	Present	
Kitley Covill	D2 Legislator	Present	
Christopher Johnson	D16 Legislator	Present	
Damon Maher	D10 Legislator	Present	
Virginia Perez	D17 Legislator	Absent	
MaryJane Shimsky	D12 Legislator (Majority Whip)	Present	

Guests

Commissioner Joseph Spano (DOC) Deputy Commissioner Louis Molina (DOC) Deputy Commissioner Leandro Diaz (DOC) Director Nory Padilla (DOC)

Mark Giuliano (DCMH) Deputy Commissioner Joseph Glazer (DCMH)

Deputy Commissioner Leonard Townes (DSS)

Clare Degnan (LASW)

MINUTES APPROVAL

- Monday, September 17, 2018 at 9:01 AM

On motion of Legislator Johnson, seconded by Legislator Maher the minutes were approved 7-0.

- Monday, September 17, 2018 at 2:30 PM

On motion of Legislator Johnson, seconded by Legislator Maher the minutes were approved 7-0.

I. ITEMS FOR DISCUSSION

Discharge planning for individuals released from the Westchester County Jail.

How the Department of Corrections and Department of Community Mental Health manages inmates with co-occurring disorders.

Legislator Covill opened the meeting by asking the guests to introduce themselves and to discuss re-entry on the county level. Commissioner Spano explained the work around re-entry in regards to programming and assessment side. He acknowledges there are challenges with the sentenced population, but there are services in place to help with them re-entering society after their incarceration. Inmates are waiting for pre-trial are there for on average of 90 days, while the county jail's sentenced population is there for an average of 45 days which presents a challenge, but the county jail is aggressive in their programming. Furthermore, he acknowledges that a continuation of critical services like, mental health, medical care and job assistance, are essential to the re-entry process. Leg. Covill followed up with asking how many sentenced people have a co-occurring disorder. Commissioner Spano did not have a breakdown of the sentenced/detainees, but that 30% of the overall population is under the care of mental health and of that population 80% have co-occurring disorders.

Leg. Covill asked how DOC works with DSS and how they facilitate contact, transition into public assistance and housing. Nory Padilla, Director of Program Services for DOC, explained that the need to identify what services is needed during their incarceration and matching it up with DSS to follow up with them once they are released. She noted that one challenge that people have is completing the employment package and that DSS comes in to help make sure that once they are released the transition is smoother. Additionally, it was noted that by working with DSS to complete a needs assessment, people are identified quicker and people have more support. Commissioner Spano noted that this is a new initiative between DOC and DSS where they designate a representative to be on site for two days a week. Deputy Commissioner Molina noted that the sooner the person who is released has an intervention the less likely they are to recidivate. He noted that although the program has just begun, there are individuals who have been successful relocated into housing and youth offenders have been facilitated into job start programs through Westchester Community College.

Leg. Covill asked how DOC gets the word out to inmates. Director Padilla explained that there's a weekly program board that looks at your social and criminal history and institutional behavior and come up with a plan to address those areas and they have pre-release counselors that meet with the individuals on a one-on-one to assess their needs and they have a DSS application that can be completed at that moment and then DSS comes in to follow up. Everyone has an opportunity to be a part of the program Leg. Covill asked if DOC has an ability to track their success. Director Padilla noted that it is a challenge to track it because once individuals are released they do not have to follow up with the DOC. However, there are programs (Resolve to Stop the Violence Program (RSVP)) that require follow up within the community that DOC can track. Leg. Covill asked if those who come out of the jail on probation,

Commissioner Spano noted that no most of them who come out are not on probation at the time of their release.

Commissioner Spano described the information sharing between DOC and DCMH that begins at the intake process. On the other side at the end of the day DOC sends them a list of inmates who have been released who are known to need mental health care over the course of the next 30 days. Deputy Commissioner Glazer noted that the continuum of care is a heavy focus of DCMH. Mark Giuliano spoke about the info sharing between mental health and DOC noting that the systems are integrated and help with transition. In 2001, DCMH was funded to provide transitional management services for the NYS Office of Mental health. As result the DCMH has two transitional managers, one who works within the jail. Mr. Giuliano went discussed the levels of planning between DOC, DCMH and Correct Care Solutions. Additionally, he spoke about community partners who come in to provide services to all different types of groups to get them connected to these services out in the community when they re-enter society. Mr. Giuliano also spoke about the medication grant program and how it helps enroll people into a benefits management program so that people don't have a problem coming out and accessing their medication. Leg. Covill asked about the benefits program covering everyone, Mr. Giuliano noted it only covers those who Medicare has lapsed, those identify as needing particular medical service, and the program is not available to everyone at the jail.

Chair Cunzio asked about the database and if the inmates who are going back into the community know about it and do they sign off on permission for it. Mr. Giuliano explained that there is a law enforcement exception that allows that information to be shared. This also ensures that continuum of care is consistent and ensures the safety of personnel and the individual, and on the way out they letting inmates sign off that information.

Leg. Barr asked what offenses are people in there for 45 to 90 days. Commissioner Spano noted that there are different variables that constitute the length of sentencing or pre-trial waiting at the jail. Deputy Commissioner Diaz described the multiple factors and offenses such as assault, petty larceny, substances. Director Padilla noted that by the time they are sentenced there can be anywhere between 30-45 days and by the time DOC is made aware of it they put together an active plan for those people to go home with. Chair Cunzio asked about if beds are provided to other inmates who are within the jail such as parole violators are federal inmates. Director Padilla noted that priority is always to Westchester offenders first and if there is any room left over they would be consider parole offenders who have committed a county crime. Dep. Commissioner Diaz note that of the 30% of the mental health population 30% of them also fall under the special needs population as well which includes youth offenders which is reported on daily. Leg. Covill asked if those minors go through DSS, Dep. Commissioner Diaz noted that they work Samaritan Village to make sure those minors are not left unattended. Deputy Commissioner Glazer also mentioned Health Homes and Health Homes Plus which identifies people with physical and behavioral health needs and trying to identify and answer their needs

in relation to medication. Furthermore, DCMH will petition to help those with the greatest need have access to outpatient treatment and that the program is not available to everyone.

Leg. Covill asked about Health Home and Health Home Plus and who pays for the extra layer of trying to resolve inmate's needs. Deputy Commissioner Glazer noted that the state department of Health has provided the funding for outreach workers and DCMH is trying to find ways to better connect them to what they're doing because there's a substantial part of the population who would be served by them. Mr. Giuliano noted that human development services, mental health associations and CHOICE are all care management providers under Health Home and their incentive is to help individuals who re-enter the community engage in their services.

Leg. Alfreda Williams asked about statistics in regards to people who try to reenter the workforce as the numbers show those who cannot find work are more likely to recidivate. Deputy Commissioner Townes noted that DSS has always taken applications from people in jail upwards to 45 days before their release. He described a PILOT program from the state of 100k for people re-entering from State incarceration. He described the programming at DSS that helps connect people with job training, such as earning a CDL license to drive trucks. Leg. Covill asked for a distinction between state and county inmates who re-entered. Deputy Commissioner Townes said 238 people came from the state with only 70 still on the active role since DSS can't keep people on the rolls. DSS has been out in the community coordinating with organizations across the county to work together and capture the populations who need these services.

Chair Cunzio asked what is the county and DSS doing to grab the younger children who get caught up in the system. Deputy Commissioner Townes noted that targeting children with media that talks about mental health and the impact it has on them would be a good first step. Deputy Commissioner Molina noted that by addressing the needs of the adults now will help correct future behavior. Chair Cunzio noted a program that existed in Yonkers years ago that connected people with job opportunities, clothing, housing by going into the schools.

Leg. Covill asked about the tough spots the county is in within regards to waiting lists. Commissioner Spano said the substance abuse program for inmates when they are in and out of jail. Director Padilla noted that there is a maximum capacity of beds for those people. Further, the issue with long wait times is typically due to location while the ones in the jail are usually cleared within 6-8 weeks. Leg. Covill asked about the WCC component and if it's a part of the re-entry program. Commissioner Spano said he would like to have WCC more involved on site and reiterated the program with Manhattan College in which 4 students successfully completed it and is onto the second part where they have a chance to get a full scholarship. Additionally, Commissioner Spano reiterated the re-entry panels that have been reconstituted that rely on bringing non-profits and law enforcement into the jail to help them get out of jail.

Chair Cunzio asked if it was possible to get DSS to go through the NYS School boards association due to mental health courses are being taught in classes, but would it be possible to get involved in it. Deputy Commissioner Townes said he would be interested in doing that and starting it right here in Westchester County.

II. OTHER BUSINESS

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

III. RECEIVE & FILE

ADJOURNMENT

Moved by Legislator Johnson seconded by Legislator Shimsky the Committee adjourned at 3:27 PM.



George Latimer
County Executive

October 8, 2018

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 District Attorney's Investigators PBA of Westchester County, Inc.

Dear Members of the Honorable Board of Legislators:

This is to advise you that the Administration and the District Attorney's Investigators PBA of Westchester County, Inc. ("the Union") 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 ("Memorandum of Agreement" or "Agreement"). A copy of the Agreement is attached. All provisions of the prior collective bargaining agreement, as continued or changed by a memorandum of agreement and further continued, as modified, by an interest arbitration award through December 31, 2008 (JS Case No. 3988) and a memorandum of agreement between the parties for the six years running from January 1, 2009 through December 31, 2015, shall remain in full force and effect except as agreed to be modified by the provisions contained in the Memorandum of Agreement.

In accordance with the Memorandum of Agreement, I request that this matter be placed on the Board's agenda for a regularly scheduled meeting, as soon as practicable. Upon approval, all terms and conditions of the Agreement shall be implemented as soon as practicable, except those that may have an implementation date(s) that occurs at a specific period within the Agreement period. All terms and conditions that have no specific implementation date shall become effective on the first day of the Agreement.

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 execution of this agreement.

The provisions of the Agreement that require your consideration and approval in

Office of the County Executive

Michaelian Office Building
148 Martine Avenue
White Plains, New York 10601

Telephone: (914)995-2900

E-mail: ce@westchestergov.com



compliance with the Public Employees' Fair Employment Act ("Taylor Law") are outlined below:

1. Duration:

This Agreement shall be effective January 1, 2016 through December 31, 2019.

2. Compensation:

Compensation shall be amended to read as follows:

- 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%.

3. Longevity:

Longevity shall be amended to read as follows:

Years of Service

After 5 Years	\$3,225.00
After 10 Years	\$3,425.00
After 15 Years	\$3,625.00
After 20 Years	\$3,825.00

4 Shift Differential:

The Shift Differential shall be amended to read as follows:

All employees who have a regular starting time of one (1:00) o'clock p.m. or later or have a regular ending time of twelve (12:00) o'clock noon or earlier, shall receive a shift differential as follows:

- a. Effective January 1, 2019, the shift differential shall be increased by \$27.00.

b. Effective January 1, 2020, the shift differential shall be increase by \$27.50.

5. ***Welfare Fund:***

The Welfare Fund shall be amended to read as follows:

The County shall forward the following amount, every year, for each employee to the Association Welfare Fund:

January 1, 2018: \$2,325.00

January 1, 2019: \$2,375.00

January 1, 2020: \$2,450.00

I recommend approval of the Agreement reached between the Administration and the District Attorney's Investigators PBA of Westchester County, Inc., a copy of which is enclosed, for the period commencing on January 1, 2016 and ending on December 31, 2019.

Respectfully submitted,



George Latimer
County Executive

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the County of Westchester (the "County") and the District Attorney's Investigators PBA of Westchester County, Inc. (the "Union") dated this __ day of August, 2018.

WHEREAS, the County and the Union are parties to a collective bargaining agreement which was continued, as modified, by a memorandum of agreement and was further continued, as modified, by an interest arbitration award through December 31, 2008 (JS Case No. 3988); and by a Memorandum of Agreement between the parties for the six years running from January 1, 2009 through December 31, 2015;

WHEREAS, the parties have now reached an agreement as of the date of execution of this Memorandum of Agreement for the terms and conditions of a successor collective bargaining agreement for the period of January 1, 2016 through December 31, 2019 and wish to memorialize their understanding, in writing;

WHEREAS, this Memorandum of Agreement is subject to ratification by the Union and County Legislature as set forth herein; and

WHEREAS, upon execution of this Memorandum of Agreement by the representatives of the County and the Union, the parties agree to comply with the following:

1. All terms and conditions of the collective bargaining agreement, as continued or changed by the interest arbitration award and prior memorandum of agreement as set forth above, shall remain in full force and effect except as agreed to be modified herein.
2. After ratification by the Union and County Legislature, all new terms and conditions shall be implemented as soon as practicable following the date of the County Legislature's ratification vote. Base wage increases for 2016, 2017, 2018, and 2019 shall be implemented as soon as practicable. Retroactive payments shall be paid no later than the second payroll in April 2019.
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 execution of this agreement.
4. The parties agree that upon approval of the County Legislature after ratification by the Union, this Memorandum of Agreement shall have the full force and effect of the collective bargaining agreement between the parties.
5. The parties agree that they will in good faith negotiate revisions to Appendix F of the collective bargaining agreement governing work-related injuries.
6. The parties shall also form a committee to discuss clarification to Article IV, Section 4.2 Hours Worked. In the event the parties reach an agreement which changes any provision(s) of the collective bargaining agreement regarding Article IV, Section 4.2, such changes shall be subject to ratification by the membership of the Union and the County Legislature. In the event the parties are unable to reach agreement, the existing provisions of the CBA shall remain in effect.

NOW, THEREFORE, in consideration of the promises and mutual covenants contained herein, upon ratification by the Union and approval by the County Legislature, the parties agree that a successor collective bargaining agreement as continued or changed by the interest arbitration award and prior memorandum of agreement, as set forth above shall reflect the terms herein below:

1. HOUSEKEEPING

Correct any spelling and grammatical errors throughout the Agreement as mutually agreed upon.

2. DURATION

This Agreement shall be effective January 1, 2016 through December 31, 2019.

3. COMPENSATION

- 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%.

4. LONGEVITY

Effective January 1, 2019, the longevity schedule shall be as follows:

<u>Years of Service</u>	
After 5 Years	\$3,225.00
After 10 Years	\$3,425.00
After 15 Years	\$3,625.00
After 20 Years	\$3,825.00

5. Shift Differential

All employees who have a regular starting time of one (1:00) o'clock p.m. or later or have a regular ending time of twelve (12:00) o'clock noon or earlier, shall receive a shift differential as follows:

- a. Effective January 1, 2019, the shift differential shall be increased by \$27.00.
- b. Effective January 1, 2020, the shift differential shall be increase by \$27.50.

6. Welfare Fund

The County shall forward the following annual amount for each employee, payable in equal monthly installments, to the Association Welfare Fund:

January 1, 2018: \$2,325.00

January 1, 2019: \$2,375.00

January 1, 2020: \$2,450.00

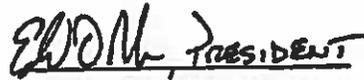
All proposals not addressed by the Memorandum of Agreement are withdrawn by the parties.

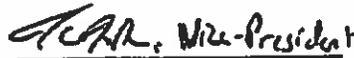
Agreed to by and between the parties' representatives, as set forth below.

FOR THE COUNTY

FOR THE UNION







Date: _____

Date: August 27, 2018

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 District Attorney's Investigators PBA of Westchester County, Inc. ("the Union") on a four (4) year contract commencing on January 1, 2016 and ending on December 31, 2019 ("Memorandum of Agreement" or "Agreement"). A copy of the Agreement is attached. All provisions of the prior collective bargaining agreement, as continued or changed by a memorandum of agreement and further continued, as modified, by an interest arbitration award through December 31, 2008 (JS Case No. 3988) and a memorandum of agreement between the parties for the six years running from January 1, 2009 through December 31, 2015, shall remain in full force and effect except as agreed to be modified by the provisions contained in the Memorandum of Agreement.

Upon approval, all terms and conditions of the Agreement shall be implemented as soon as practicable, except those that may have an implementation date(s) that occurs at a specific period within the Agreement period. All terms and conditions that have no specific implementation date shall become effective on the first day of the Agreement.

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 execution of this agreement.

The provisions of the Agreement that require your consideration and approval in compliance with the Public Employees' Fair Employment Act ("Taylor Law") are outlined below:

1. Duration:

This Agreement shall be effective January 1, 2016 through December 31, 2019.

2. Compensation:

Compensation shall be amended to read as follows:

- 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%.

3. Longevity:

Longevity shall be amended to read as follows:

<u>Years of Service</u>	
After 5 Years	\$3,225.00
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4. Shift Differential:

The Shift Differential shall be amended to read as follows:

All employees who have a regular starting time of one (1:00) o'clock p.m. or later or have a regular ending time of twelve (12:00) o'clock noon or earlier, shall receive a shift differential as follows:

- a. Effective January 1, 2019, the shift differential shall be increased by \$27.00.

- b. Effective January 1, 2020, the shift differential shall be increase by \$27.50.

5. ***Welfare Fund:***

The Welfare Fund shall be amended to read as follows:

The County shall forward the following amount, every year, for each employee to the Association Welfare Fund:

January 1, 2018: \$2,325.00

January 1, 2019: \$2,375.00

January 1, 2020: \$2,450.00

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
 _____, 2018

COMMITTEE ON

ACT NO. _____ 2018

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 District Attorney's Investigators PBA of Westchester County, Inc. for a four (4) year period commencing on January 1, 2016 and ending on December 31, 2019.

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

Section 1. All provisions of the prior collective bargaining agreement, as continued or changed by a memorandum of agreement and further continued, as modified, by an interest arbitration award through December 31, 2008 (JS Case No. 3988) and a memorandum of agreement between the parties for the six years running from January 1, 2009 through December 31, 2015, shall remain in full force and effect except as agreed to be modified by the provisions contained in the Memorandum of Agreement for the term commencing on January 1, 2016 and ending on December 31, 2019.

Section 2. Compensation:

Compensation shall be amended to read as follows:

- 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%.
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Section 3. Longevity:

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Section 4 Shift Differential:

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Section 5. Welfare Fund:

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January 1, 2020: \$2,450.00

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 execution of this agreement.

Section 6. This Act shall take effect immediately.

MEMORANDUM OF AGREEMENT

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WHEREAS, the County and the Union are parties to a collective bargaining agreement which was continued, as modified, by a memorandum of agreement and was further continued, as modified, by an interest arbitration award through December 31, 2008 (JS Case No. 3988); and by a Memorandum of Agreement between the parties for the six years running from January 1, 2009 through December 31, 2015;

WHEREAS, the parties have now reached an agreement as of the date of execution of this Memorandum of Agreement for the terms and conditions of a successor collective bargaining agreement for the period of January 1, 2016 through December 31, 2019 and wish to memorialize their understanding, in writing;

WHEREAS, this Memorandum of Agreement is subject to ratification by the Union and County Legislature as set forth herein; and

WHEREAS, upon execution of this Memorandum of Agreement by the representatives of the County and the Union, the parties agree to comply with the following:

1. All terms and conditions of the collective bargaining agreement, as continued or changed by the interest arbitration award and prior memorandum of agreement as set forth above, shall remain in full force and effect except as agreed to be modified herein.
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6. The parties shall also form a committee to discuss clarification to Article IV, Section 4.2 Hours Worked. In the event the parties reach an agreement which changes any provision(s) of the collective bargaining agreement regarding Article IV, Section 4.2, such changes shall be subject to ratification by the membership of the Union and the County Legislature. In the event the parties are unable to reach agreement, the existing provisions of the CBA shall remain in effect.

NOW, THEREFORE, in consideration of the promises and mutual covenants contained herein, upon ratification by the Union and approval by the County Legislature, the parties agree that a successor collective bargaining agreement as continued or changed by the interest arbitration award and prior memorandum of agreement, as set forth above shall reflect the terms herein below:

1. HOUSEKEEPING

Correct any spelling and grammatical errors throughout the Agreement as mutually agreed upon.

2. DURATION

This Agreement shall be effective January 1, 2016 through December 31, 2019.

3. COMPENSATION

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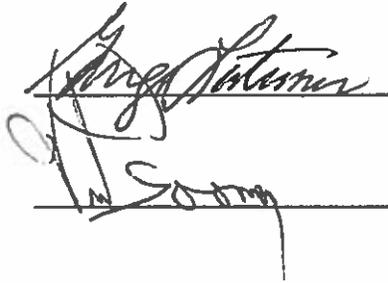
January 1, 2019: \$2,375.00

January 1, 2020: \$2,450.00

All proposals not addressed by the Memorandum of Agreement are withdrawn by the parties.

Agreed to by and between the parties' representatives, as set forth below.

FOR THE COUNTY



Date: 10/9/18

FOR THE UNION


EDOM, PRESIDENT

ACAR, Vice-President

Date: August 27, 2018