

MEMORANDUM OF AGREEMENT

Memorandum of Agreement by and between the County of Westchester (the "County") and the Civil Service Employees Association, Local 860, Local 1000, Unit 9200, AFSCME, AFL-CIO, (the "CSEA") dated this 4th day of September 2018.

WHEREAS, the County and CSEA are parties to a collective bargaining agreement which expired December 31, 2011; and

WHEREAS, authorized representatives for the County and CSEA met in good faith to negotiate a successor agreement and have done so in accordance with their statutory obligations; and

WHEREAS, the parties have reached a tentative agreement, which is subject to ratification by the membership of the CSEA and approval by the Westchester County Board of Legislators; it is stipulated and agreed as follows:

1. The duration of the agreement shall be from January 1, 2012 through December 31, 2021.
2. All proposals not addressed by this Memorandum of Agreement are withdrawn.
3. All provisions of the collective bargaining agreement which expired on December 31, 2011 shall be incorporated into a successor agreement except as modified by this Memorandum of Agreement.
4. Wages
 - a) The following wage and longevity increases and retroactive payments shall be payable to employees on the County's payroll on or after January 1, 2018:

- (1) Effective January 1, 2012 each step in the salary schedule in effect on December 31, 2011 shall be increased by 0.00%.
- (2) Effective January 1, 2013 each step in the salary schedule in effect on December 31, 2012 shall be increased by 0.00%.
- (3) Effective January 1, 2014 each step in the salary schedule in effect on December 31, 2013 shall be increased by 1.00%.
- (4) Effective January 1, 2015 each step in the salary schedule in effect on December 31, 2014 shall be increased by 1.00%.
- (5) Effective January 1, 2016 each step in the salary schedule in effect on December 31, 2015 shall be increased by 1.00%.
- (6) Effective January 1, 2017 each step in the salary schedule in effect on December 31, 2016 shall be increased by 1.00%.
- (7) Effective January 1, 2018 each step in the salary schedule in effect on December 31, 2017 shall be increased by 2.00%.
- (8) Effective January 1, 2019 each step in the salary schedule in effect on December 31, 2018 shall be increased by 2.00%.
- (9) Effective January 1, 2020 each step in the salary schedule in effect on December 31, 2019 shall be increased by 2.25%.
- (10) Effective January 1, 2021 each step in the salary schedule in effect on December 31, 2020 shall be increased by 2.25%.

- b) Employees hired on or after January 1, 2019 shall be placed on an eight-step salary schedule. The first step shall be the existing Step 1 in effect upon ratification of this

Agreement. Step 8 shall be the existing Step 5 in effect upon ratification of this Agreement. Increments between Steps 1 through 8 shall be recalculated and equally distributed among the eight steps.

c) Longevity Schedule

- 1) The Longevity Schedule shall be increased on January 1, 2012 by \$100 at each step, resulting in the following Longevity Schedule:

<u>Effective</u>	<u>Current</u>	<u>1/1/2012</u>
After 5 years	\$1,200	\$1,300
After 10 years	\$1,400	\$1,500
After 15 years	\$1,700	\$1,800
After 20 years	\$2,200	\$2,300
After 25 years	\$3,100	\$3,200

- 2) The Longevity Schedule shall be increased on January 1, 2021 by an additional \$100 at each step, resulting in the following Longevity Schedule:

<u>Effective</u>	<u>1/1/2012</u>	<u>1/1/2021</u>
After 5 years	\$1,300	\$1,400
After 10 years	\$1,500	\$1,600
After 15 years	\$1,800	\$1,900
After 20 years	\$2,300	\$2,400
After 25 years	\$3,200	\$3,300

- 3) Longevity will commence after eight (8) years of service for employees hired on or after January 1, 2019, resulting in the following schedule:

<u>Effective</u>	<u>1/1/2021</u>
After 8 years	\$1,400
After 10 years	\$1,600
After 15 years	\$1,900
After 20 years	\$2,400
After 25 years	\$3,300

6. Health Insurance

- a) Effective January 1, 2019, members of the bargaining unit hired prior to that date shall contribute on a pre-tax basis in accordance with Internal Revenue Code Section 125 to the cost of their health insurance in accordance with the following schedule:
- (1) Employees at Grade 1 through 6 on the salary schedule shall contribute five percent (5%) of the health insurance premium or premium equivalent.
 - (2) Employees at Grades 7 through 11 on the salary schedule shall contribute seven and one-half percent (7.5%) of the health insurance premium or premium equivalent.
 - (3) Employees at Grades 12 and above on the salary schedule shall contribute ten percent (10%) of the health insurance premium or premium equivalent.
- b) Effective January 1, 2019, members of the bargaining unit hired on or after that date shall contribute on a pre-tax basis in accordance with Internal Revenue Code Section 125 to the cost of their health insurance in accordance with the following schedule:
- (1) Employees at Grades 1 through 6 on the salary schedule shall contribute ten percent (10%) of the health insurance premium or premium equivalent.
 - (2) Employees at Grades 7 through 11 on the salary schedule shall contribute fifteen percent (15%) of the health insurance premium or premium equivalent.
 - (3) Employees at Grades 12 or above on the salary schedule shall contribute twenty percent (20%) of the health insurance premium or premium equivalent.

- c) There shall be a cap on employees' increases to health insurance contributions of six percent (6.0%) for each calendar year. Any increase above 6.0% shall be borne by the County.

7. Bereavement

- a) Effective January 1, 2019, Article VIII, Section 4 Bereavement Leave of the collective bargaining agreement shall be amended to include "brother-in-law" and "sister-in-law" in the definition of "immediate family."

8. Overtime

- a) Effective upon ratification of this Agreement, Article 4, Section 9(C) of the collective bargaining agreement shall be amended to include the following: "Each Department shall create an Overtime Rotation List, which shall be posted conspicuously in a location accessible by all affected employees in the bargaining unit and updated periodically."

9. Special Joint Labor Management Committee

- a) Notwithstanding any other provision of this agreement, the parties have agreed to establish a Special Joint Labor Management Committee (hereinafter the "Committee") to discuss two issues relating to this agreement. The Committee shall be comprised of four (4) members appointed by CSEA and four (4) members appointed by the County Executive.
- b) The Committee shall consider the issues of which bargaining unit members are deemed "essential" personnel for purposes of the County's inclement weather

policy. The Committee shall have binding authority to establish and change the list of personnel who will be deemed “essential” for purposes of this policy.

- c) The Committee shall also have the authority to discuss and revise the County’s policy regarding compensation for recalls to duty on holidays.
- d) In the event the Committee recommends, by a majority vote of its members, to change the above referenced policies, any such changes shall be incorporated into the collective bargaining agreement without further approval or ratification.

[CONTINUE TO PAGE 7 FOR SIGNATURES]

For the County

Margaret
[Signature]
[Signature]

For the CSEA

Karen Pearce
[Signature]
John [Signature]
Elio [Signature]
Tessa "T" Pella

Julia [Signature]
[Signature]

[Signature]
[Signature]
[Signature]

Randy Spahr
CSEA TRS

For the CSEA (Continued from Page 7)

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 Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Westchester County Local 860, Unit 9200 (“CSEA” or “the Union”) on a ten (10) year contract commencing on January 1, 2012 and ending on December 31, 2021 (“Memorandum of Agreement” or “Agreement”). A copy of the Agreement is attached. All provisions of the prior collective bargaining agreement 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 dates 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 on the County’s payroll on or after January 1, 2018.

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. Wages

- a) The following wage and longevity increases and retroactive payments shall be payable to employees on the County's payroll on or after January 1, 2018:
- 1) Effective January 1, 2012 each step in the salary schedule in effect on December 31, 2011 shall be increased by 0.00%.
 - 2) Effective January 1, 2013 each step in the salary schedule in effect on December 31, 2012 shall be increased by 0.00%.
 - 3) Effective January 1, 2014 each step in the salary schedule in effect on December 31, 2013 shall be increased by 1.00%.
 - 4) Effective January 1, 2015 each step in the salary schedule in effect on December 31, 2014 shall be increased by 1.00%.
 - 5) Effective January 1, 2016 each step in the salary schedule in effect on December 31, 2015 shall be increased by 1.00%.
 - 6) Effective January 1, 2017 each step in the salary schedule in effect on December 31, 2016 shall be increased by 1.00%.
 - 7) Effective January 1, 2018 each step in the salary schedule in effect on December 31, 2017 shall be increased by 2.00%.
 - 8) Effective January 1, 2019 each step in the salary schedule in effect on December 31, 2018 shall be increased by 2.00%.
 - 9) Effective January 1, 2020 each step in the salary schedule in effect on December 31, 2019 shall be increased by 2.25%.

10) Effective January 1, 2021 each step in the salary schedule in effect on December 31, 2020 shall be increased by 2.25%.

b) Employees hired on or after January 1, 2019 shall be placed on an eight-step salary schedule. The first step shall be the existing Step 1 in effect upon ratification of this Agreement. Step 8 shall be the existing Step 5 in effect upon ratification of this Agreement. Increments between Steps 1 through 8 shall be recalculated and equally distributed among the eight steps.

c) Longevity Schedule

1) The Longevity Schedule shall be increased on January 1, 2012 by \$100 at each step, resulting in the following Longevity Schedule:

<u>Effective</u>	<u>Current</u>	<u>1/1/2012</u>
After 5 years	\$1,200	\$1,300
After 10 years	\$1,400	\$1,500
After 15 years	\$1,700	\$1,800
After 20 years	\$2,200	\$2,300
After 25 years	\$3,100	\$3,200

2) The Longevity Schedule shall be increased on January 1, 2021 by an additional \$100 at each step, resulting in the following Longevity Schedule:

<u>Effective</u>	<u>1/1/2012</u>	<u>1/1/2021</u>
After 5 years	\$1,300	\$1,400
After 10 years	\$1,500	\$1,600
After 15 years	\$1,800	\$1,900

After 20 years	\$2,300	\$2,400
After 25 years	\$3,200	\$3,300

3) Longevity will commence after eight (8) years of service for employees hired on or after January 1, 2019, resulting in the following schedule:

<u>Effective</u>	<u>1/1/2021</u>
After 8 years	\$1,400
After 10 years	\$1,600
After 15 years	\$1,900
After 20 years	\$2,400
After 25 years	\$3,300

2. Health Insurance

a) Effective January 1, 2019, members of the bargaining unit hired prior to that date shall contribute on a pre-tax basis in accordance with Internal Revenue Code Section 125 to the cost of their health insurance in accordance with the following schedule:

1) Employees at Grade 1 through 6 on the salary schedule shall contribute five percent (5%) of the health insurance premium or premium equivalent.

Employees at Grades 7 through 11 on the salary schedule shall contribute seven and one-half percent (7.5%) of the health insurance premium or premium equivalent.

- 2) Employees at Grades 12 and above on the salary schedule shall contribute ten percent (10%) of the health insurance premium or premium equivalent.
- b) Effective January 1, 2019, members of the bargaining unit hired on or after that date shall contribute on a pre-tax basis in accordance with Internal Revenue Code Section 125 to the cost of their health insurance in accordance with the following schedule:
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 2. Employees at Grades 7 through 11 on the salary schedule shall contribute fifteen percent (15%) of the health insurance premium or premium equivalent.
 3. Employees at Grades 12 or above on the salary schedule shall contribute twenty percent (20%) of the health insurance premium or premium equivalent.
- c) There shall be a cap on employees' increases to health insurance contributions of six percent (6.0%) for each calendar year. Any increase above 6.0% shall be borne by the County.

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
10/15, 2018

~~John J....~~
John J. ...
Benjamin Boykett
K. J. ...
Yancy ...

Calvin B.
Margaret A. Cajo
David J. Tubislo
Benjamin Boykett
Yancy ...
Calvin Parker
C. ...

Calvin B.
Margaret A. Cajo
Benjamin Boykett
C. ...
Calvin Parker
C. ...

COMMITTEE ON

Law & Major
Contracts

Budget &
Appropriations

Labor &
Housing

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 Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Westchester County Local 860, Unit 9200 for a ten (10) year period commencing on January 1, 2012 and ending on December 31, 2021.

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

Section 1. All provisions of the prior collective bargaining agreement 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, 2012 and ending on December 31, 2021.

Section 2. Compensation:

Compensation shall be amended to read as follows:

- a) The following wage and longevity increases and retroactive payments shall be payable to employees on the County's payroll on or after January 1, 2018:
- 1) Effective January 1, 2012 each step in the salary schedule in effect on December 31, 2011 shall be increased by 0.00%.
 - 2) Effective January 1, 2013 each step in the salary schedule in effect on December 31, 2012 shall be increased by 0.00%.

- 3) Effective January 1, 2014 each step in the salary schedule in effect on December 31, 2013 shall be increased by 1.00%.
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 - 6) Effective January 1, 2017 each step in the salary schedule in effect on December 31, 2016 shall be increased by 1.00%.
 - 7) Effective January 1, 2018 each step in the salary schedule in effect on December 31, 2017 shall be increased by 2.00%.
 - 8) Effective January 1, 2019 each step in the salary schedule in effect on December 31, 2018 shall be increased by 2.00%.
 - 9) Effective January 1, 2020 each step in the salary schedule in effect on December 31, 2019 shall be increased by 2.25%.
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After 25 years	\$3,100	\$3,200

- 2) The Longevity Schedule shall be increased on January 1, 2021 by an additional \$100 at each step, resulting in the following Longevity Schedule:

<u>Effective</u>	<u>1/1/2012</u>	<u>1/1/2021</u>
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<u>Effective</u>	<u>1/1/2021</u>
After 8 years	\$1,400

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After 20 years	\$2,400
After 25 years	\$3,300

Section 3. Health Insurance:

a) Effective January 1, 2019, members of the bargaining unit hired prior to that date shall contribute on a pre-tax basis in accordance with Internal Revenue Code Section 125 to the cost of their health insurance in accordance with the following schedule:

1) Employees at Grade 1 through 6 on the salary schedule shall contribute five percent (5%) of the health insurance premium or premium equivalent.

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b) Effective January 1, 2019, members of the bargaining unit hired on or after that date shall contribute on a pre-tax basis in accordance with Internal Revenue Code Section 125 to the cost of their health insurance in accordance with the following schedule:

1) Employees at Grades 1 through 6 on the salary schedule shall contribute ten percent (10%) of the health insurance premium or premium equivalent.

- 2) Employees at Grades 7 through 11 on the salary schedule shall contribute fifteen percent (15%) of the health insurance premium or premium equivalent.
 - 3) Employees at Grades 12 or above on the salary schedule shall contribute twenty percent (20%) of the health insurance premium or premium equivalent.
- c) There shall be a cap on employees' increases to health insurance contributions of six percent (6.0%) for each calendar year. Any increase above 6.0% shall be borne by the County.

Section 4. This Act shall take effect immediately.

FISCAL IMPACT STATEMENT

SUBJECT: CSEA CBA 2012-21

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 \$ 37,141,000

Total Current Year Revenue \$ 9,299,000

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

Additional Appropriations

Other (explain)

Identify Accounts: Personal Service, State Aid, and Federal Aid County-wide

Potential Related Operating Budget Expenses: Annual Amount _____

Describe: _____

Potential Related Operating Budget Revenues: Annual Amount _____

Describe: _____

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

Current Year: _____

Next Four Years: 2019: Expenditures of \$18,115,000 and Federal & State Aid of \$6,507,000

2020: Expenditures of \$22,489,000 and Federal & State Aid of \$8,776,000

2021: Expenditures of \$27,897,000 and Federal & State Aid of \$10,841,000

2022 & 2023: Pension contribution totaling \$3,982,000 in 2022-23 for wages paid thru 2021.

Prepared by: Gideon Grande

Title: Deputy Director

Department: Budget

Date: October 9, 2018

Reviewed By: *[Signature]*

Budget Director

Date: 10/9/18