

George Latimer  
County Executive

April 25, 2023

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 Civil Service Employees Association, Inc., Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO, Westchester County Local 860, Unit 9200

Dear Members of the Honorable Board of Legislators:

This is to advise you that the Administration 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") have, subject to the approval of your Honorable Board, reached an agreement on a five (5) year contract commencing on January 1, 2023 and ending on December 31, 2027 ("Agreement"). A copy of the Agreement is attached. All other 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 Agreement.

In accordance with the 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 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.

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. Compensation – Article IV, Section 3 shall be amended as follows:

The following wage increases and retroactive payments shall be payable to bargaining unit members:

Office of the County Executive

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

Email: GLatimer@westchestergov.com  
Telephone: (914)995-2900

westchestergov.com

- a. Effective January 1, 2023, and retroactive to that date, each step of the salary schedule in effect on December 31, 2022 shall be increased by two and three-quarters percent (2.75%).
- b. Effective January 1, 2024, each step of the salary schedule in effect on December 31, 2023 shall be increased by two and three-quarters percent (2.75%).
- c. Effective January 1, 2025, each step of the salary schedule in effect on December 31, 2024 shall be increased by two and three-quarters percent (2.75%).
- d. Effective January 1, 2026, each step of the salary schedule in effect on December 31, 2025 shall be increased by three percent (3%).
- e. Effective January 1, 2027, each step of the salary schedule in effect on December 31, 2026 shall be increased by three percent (3%).

2. Longevity – Article IV, Section 4 (“Longevity”) shall be amended as follows:

<u>Effective</u>	<u>1/1/2024</u>
After 5 years (hired on or before 12/31/18)	\$1,900
After 8 years (hired on or after 1/1/19)	\$1,900
After 10 years	\$2,100
After 15 years	\$2,400
After 20 years	\$3,000
After 25 years	\$4,000

3. Shift Differential – Article IV, Section 10, subsection A shall be amended as follows:

- a. Effective January 1, 2024, all employees who have a regular starting time of one o’clock (1:00 p.m.) or later or have a regular quitting time of twelve o’clock (12:00 p.m.) or earlier shall receive additional compensation while regularly working such second or third shift hours of one hundred dollars (\$100.00).
- b. Effective January 1, 2024, all employees who are regularly assigned to any twelve (12) hour work shift shall receive additional compensation while regularly working such shift of one hundred dollars (\$100.00).

4. Meal Reimbursement/Allowance – Amend Article IV, Section 10, subsection E to provide that employees shall receive meal reimbursements or meal allowances in accordance with the County Travel Policy.

5. Uniforms and Equipment

a. Amend Article V, Section 2, subsection D, 2. to read as follows:

Additionally, Employees in the Department of Health, who are required to purchase and maintain uniforms, shall receive a yearly allowance of two hundred seventy-five dollars (\$275.00).

Employees required to wear work boots shall receive an annual boot reimbursement of up to two hundred dollars (\$200.00) with a receipt.

Employees who are not properly attired will receive one warning. On any subsequent occasion when the employee is not properly attired, they will be sent home without pay.

b. Amend Article V, Section 2, subsection D, 5 to read as follows:

Mechanics at the Central County Garage shall receive a tool allowance of seven hundred fifty dollars (\$750.00) per annum payable in the month of December.

New Employees shall receive a pro-rata payment based upon the number of months worked.

6. Tuition Reimbursement – Delete Article VIII, Section 11, subsection B.

7. Co-Payments – Effective upon full ratification of this Memorandum of Agreement, Article X, Section 1, subsection A, 1. shall be amended as follows:

Prescription Drug Co-Payments (for thirty (30) day retail supply):

Generic	\$0
Brand	\$30
Non-preferred	\$60

Outpatient Co-Payments

Emergency Room	\$50
Ambulatory Surgery	\$50
Doctors Office Visit	\$25
Laboratory/Radiology Tests	\$25
Physical Therapy	\$15

Chiropractic Treatment        \$25

8. Working Spouse Rule – Effective upon full ratification of this Memorandum of Agreement, delete Article X, Section 1, subsection A, 2.
9. Retiree Health Insurance – Article X, Section 1, subsection A, 6. shall be amended as follows:

Any employee hired on or after the date of full ratification of this Memorandum of Agreement, who qualifies for the County health plan, shall receive continued family and individual coverage according to the following:

- |                                 |                     |                         |
|---------------------------------|---------------------|-------------------------|
| a. 25 years or more of service: | Individual coverage | 100% paid by the County |
|                                 | Family coverage     | 80% paid by the County  |
| b. 20 years through 24 years    | Individual coverage | 75% paid by the County  |
|                                 | Family coverage     | 50% paid by the County  |
| c. 10 years through 19 years:   | Individual coverage | 50% paid by the County  |
|                                 | Family coverage     | 25% paid by the County  |

I recommend approval of the Agreement reached between the Administration and the CSEA, for the period commencing on January 1, 2023 and ending on December 31, 2027.

Respectfully submitted,



George Latimer  
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 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 five (5) year contract commencing on January 1, 2023 and ending on December 31, 2027 (“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.

The provisions of the Agreement that require this Honorable Board’s consideration and approval in compliance with the Public Employees’ Fair Employment Act (“Taylor Law”) are outlined below:

1. Compensation – Article IV, Section 3 shall be amended as follows:

The following wage increases and retroactive payments shall be payable to bargaining unit members:

- a. Effective January 1, 2023, and retroactive to that date, each step of the salary schedule in effect on December 31, 2022 shall be increased by two and three-quarters percent (2.75%).

- b. Effective January 1, 2024, each step of the salary schedule in effect on December 31, 2023 shall be increased by two and three-quarters percent (2.75%).
- c. Effective January 1, 2025, each step of the salary schedule in effect on December 31, 2024 shall be increased by two and three-quarters percent (2.75%).
- d. Effective January 1, 2026, each step of the salary schedule in effect on December 31, 2025 shall be increased by three percent (3%).
- e. Effective January 1, 2027, each step of the salary schedule in effect on December 31, 2026 shall be increased by three percent (3%).

2. Longevity – Article IV, Section 4 (“Longevity”) shall be amended as follows:

<u>Effective</u>	<u>1/1/2024</u>
After 5 years (hired on or before 12/31/18)	\$1,900
After 8 years (hired on or after 1/1/19)	\$1,900
After 10 years	\$2,100
After 15 years	\$2,400
After 20 years	\$3,000
After 25 years	\$4,000

3. Shift Differential – Article IV, Section 10, subsection A shall be amended as follows:

- a. Effective January 1, 2024, all employees who have a regular starting time of one o’clock (1:00 p.m.) or later or have a regular quitting time of twelve o’clock (12:00 p.m.) or earlier shall receive additional compensation while regularly working such second or third shift hours of one hundred dollars (\$100.00).
- b. Effective January 1, 2024, all employees who are regularly assigned to any twelve (12) hour work shift shall receive additional compensation while regularly working such shift of one hundred dollars (\$100.00).

4. Meal Reimbursement/Allowance – Amend Article IV, Section 10, subsection E to provide that employees shall receive meal reimbursements or meal allowances in accordance with the County Travel Policy.

5. Uniforms and Equipment

- a. Amend Article V, Section 2, subsection D, 2. to read as follows:

Additionally, Employees in the Department of Health, who are required to purchase and maintain uniforms, shall receive a yearly allowance of two hundred seventy-five dollars (\$275.00).

Employees required to wear work boots shall receive an annual boot reimbursement of up to two hundred dollars (\$200.00) with a receipt.

Employees who are not properly attired will receive one warning. On any subsequent occasion when the employee is not properly attired, they will be sent home without pay.

- b. Amend Article V, Section 2, subsection D, 5 to read as follows:

Mechanics at the Central County Garage shall receive a tool allowance of seven hundred fifty dollars (\$750.00) per annum payable in the month of December.

New Employees shall receive a pro-rata payment based upon the number of months worked.

6. Tuition Reimbursement – Delete Article VIII, Section 11, subsection B.

7. Co-Payments – Effective upon full ratification of this Memorandum of Agreement, Article X, Section 1, subsection A, 1. shall be amended as follows:

Prescription Drug Co-Payments (for thirty (30) day retail supply):

Generic	\$0
Brand	\$30
Non-preferred	\$60

Outpatient Co-Payments

Emergency Room	\$50
Ambulatory Surgery	\$50
Doctors Office Visit	\$25
Laboratory/Radiology Tests	\$25
Physical Therapy	\$15
Chiropractic Treatment	\$25

8. Working Spouse Rule – Effective upon full ratification of this Memorandum of Agreement, delete Article X, Section 1, subsection A, 2.

9. Retiree Health Insurance – Article X, Section 1, subsection A, 6. shall be amended as follows:

Any employee hired on or after the date of full ratification of this Memorandum of Agreement, who qualifies for the County health plan, shall receive continued family and individual coverage according to the following:

a. 25 years or more of service:	Individual coverage	100% paid by the County
	Family coverage	80% paid by the County
b. 20 years through 24 years	Individual coverage	75% paid by the County
	Family coverage	50% paid by the County
c. 10 years through 19 years:	Individual coverage	50% paid by the County
	Family coverage	25% paid 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  
\_\_\_\_\_, 2023

COMMITTEE ON



# FISCAL IMPACT STATEMENT

SUBJECT: CSEA CBA 2023-27

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 \$ 7,129,750

Total Current Year Revenue \$ 3,965,195

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: 2024: Expenditures of \$16,601,277 and Federal and State Aid of \$6,243,004

2025: Expenditures of \$24,682,827 and Federal and State Aid of \$8,110,807

2026: Expenditures of \$33,741,511 and Federal and State Aid of \$10,492,256

2027: Expenditures of \$43,071,955 and Federal and State Aid of \$13,421,438

Prepared by: Michael Dunn

Title: Senior Budget Analyst

Department: Budget

Date: April 25, 2023

Reviewed By: 

Budget Director

Date: 4/26/23

## 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 30<sup>th</sup> day of March 2023.

WHEREAS, the County and CSEA are the parties to a collective bargaining agreement which expired on December 31, 2021 and a subsequent memorandum of agreement which expired on December 31, 2022; 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, 2023 through December 31, 2027.
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, 2021 and memorandum of agreement which expired on December 31, 2022 shall be incorporated into a successor agreement except as modified by this Memorandum of Agreement.
4. Compensation – Article IV, Section 3 shall be amended as follows:

The following wage increases and retroactive payments shall be payable to bargaining unit members:

- a. Effective January 1, 2023, and retroactive to that date, each step of the salary schedule in effect on December 31, 2022 shall be increased by two and three-quarters percent (2.75%).
- b. Effective January 1, 2024, each step of the salary schedule in effect on December 31, 2023 shall be increased by two and three-quarters percent (2.75%).
- c. Effective January 1, 2025, each step of the salary schedule in effect on December 31, 2024 shall be increased by two and three-quarters percent (2.75%).
- d. Effective January 1, 2026, each step of the salary schedule in effect on December 31, 2025 shall be increased by three percent (3%).
- e. Effective January 1, 2027, each step of the salary schedule in effect on December 31, 2026 shall be increased by three percent (3%).

5. Longevity – Article IV, Section 4 (“Longevity”) shall be amended as follows:

<u>Effective</u>	<u>1/1/2024</u>
After 5 years (hired on or before 12/31/18)	\$1,900
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After 10 years	\$2,100
After 15 years	\$2,400
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6. Shift Differential – Article IV, Section 10, subsection A shall be amended as follows:

- a. Effective January 1, 2024, all employees who have a regular starting time of one o’clock (1:00 p.m.) or later or have a regular quitting time of twelve o’clock (12:00 p.m.) or earlier shall receive additional compensation while regularly working such second or third shift hours of one hundred dollars (\$100.00).
- b. Effective January 1, 2024, all employees who are regularly assigned to any twelve (12) hour work shift shall receive additional compensation while regularly working such shift of one hundred dollars (\$100.00).

7. Meal Reimbursement/Allowance – Amend Article IV, Section 10, subsection E to provide that employees shall receive meal reimbursements or meal allowances in accordance with the County Travel Policy.

8. Uniforms and Equipment

- a. Amend Article V, Section 2, subsection D, 2. to read as follows:

Additionally, Employees in the Department of Health, who are required to purchase and maintain uniforms, shall receive a yearly allowance of two hundred seventy-five dollars (\$275.00).

Employees required to wear work boots shall receive an annual boot reimbursement of up to two hundred dollars (\$200.00) with a receipt.

Employees who are not properly attired will receive one warning. On any subsequent occasion when the employee is not properly attired, they will be sent home without pay.

- b. Amend Article V, Section 2, subsection D, 5 to read as follows:

Mechanics at the Central County Garage shall receive a tool allowance of seven hundred fifty dollars (\$750.00) per annum payable in the month of December. New Employees shall receive a pro-rata payment based upon the number of months worked.

9. Tuition Reimbursement – Delete Article VIII, Section 11, subsection B.

10. Co-Payments – Effective upon full ratification of this Memorandum of Agreement, Article X, Section 1, subsection A, 1. shall be amended as follows:

Prescription Drug Co-Payments (for thirty (30) day retail supply):

Generic	\$0
Brand	\$30
Non-preferred	\$60

Outpatient Co-Payments

Emergency Room	\$50
Ambulatory Surgery	\$50
Doctors Office Visit	\$25
Laboratory/Radiology Tests	\$25
Physical Therapy	\$15
Chiropractic Treatment	\$25

11. Working Spouse Rule – Effective upon full ratification of this Memorandum of Agreement, delete Article X, Section 1, subsection A, 2.

12. Retiree Health Insurance – Article X, Section 1, subsection A, 6. shall be amended as follows:

Any employee hired on or after the date of full ratification of this Memorandum of Agreement, who qualifies for the County health plan, shall receive continued family and individual coverage according to the following:

a. 25 years or more of service:	Individual coverage	100% paid by the County
	Family coverage	80% paid by the County
b. 20 years through 24 years	Individual coverage	75% paid by the County
	Family coverage	50% paid by the County
c. 10 years through 19 years:	Individual coverage	50% paid by the County
	Family coverage	25% paid by the County

[CONTINUE TO PAGE 4 FOR SIGNATURES]

For the County

James K. Kattman  
Paul Gormey

For the CSEA

Hettie Adams  
Randy Sparker

CSEA PROPOSAL 2023-27 (2.75% / 2.75% / 2.75% / 3.0% / 3.0%)

2023				
	GEN FUND	TRUST FUNDS	DISTRICT FUNDS	ALL FUNDS
Wages (2.75%)	5,149,283	376,331	673,067	6,198,680
Longevity	-	-	-	-
Shift	-	-	-	-
Sick Leave Buyout	-	-	-	-
Waivers	-	-	-	-
Pension	798,139	58,331	104,325	960,795
Payroll Taxes	411,428	30,069	53,778	495,275
Health Savings	(436,121)	(31,874)	(57,006)	(525,000)
Aid	(3,735,303)	(229,893)	-	(3,965,195)
<b>NET COUNTY</b>	<b>2,187,426</b>	<b>202,965</b>	<b>774,165</b>	<b>3,164,555</b>
2024				
	GEN FUND	TRUST FUNDS	DISTRICT FUNDS	ALL FUNDS
Wages (2.75%)	10,440,171	763,011	1,364,643	12,567,824
Longevity	943,586	61,645	115,745	1,120,976
Shift	275,864	3,775	117,338	396,977
Sick Leave Buyout	-	-	-	-
Waivers	-	-	-	-
Pension	1,764,482	127,822	229,460	2,121,764
Payroll Taxes	909,562	65,890	118,283	1,093,735
Health Savings	(581,494)	(42,498)	(76,008)	(700,000)
Aid	(5,881,049)	(361,954)	-	(6,243,004)
<b>NET COUNTY</b>	<b>7,871,122</b>	<b>617,690</b>	<b>1,869,462</b>	<b>10,358,273</b>
2025				
	GEN FUND	TRUST FUNDS	DISTRICT FUNDS	ALL FUNDS
Wages (2.75%)	15,876,558	1,160,324	2,075,238	19,112,120
Bonus	-	-	-	-
Longevity	943,586	61,645	115,745	1,120,976
Shift	275,864	3,775	117,338	396,977
Sick Leave Buyout	-	-	-	-
Waivers	-	-	-	-
Pension	2,607,122	189,405	339,602	3,136,130
Payroll Taxes	1,343,930	97,635	175,060	1,616,624
Health Savings	(581,494)	(42,498)	(76,008)	(700,000)
Aid	(7,640,562)	(470,245)	-	(8,110,807)
<b>NET COUNTY</b>	<b>12,825,004</b>	<b>1,000,042</b>	<b>2,746,975</b>	<b>16,572,020</b>
2026				
	GEN FUND	TRUST FUNDS	DISTRICT FUNDS	ALL FUNDS
Wages (3.0%)	21,970,254	1,605,677	2,871,749	26,447,680
Bonus	-	-	-	-
Longevity	943,586	61,645	115,745	1,120,976
Shift	275,864	3,775	117,338	396,977
Sick Leave Buyout	-	-	-	-
Waivers	-	-	-	-
Pension	3,551,645	258,435	463,062	4,273,142
Payroll Taxes	1,830,816	133,219	238,701	2,202,736
Health Savings	(581,494)	(42,498)	(76,008)	(700,000)
Aid	(9,883,940)	(608,316)	-	(10,492,256)
<b>NET COUNTY</b>	<b>18,106,731</b>	<b>1,411,936</b>	<b>3,730,587</b>	<b>23,249,255</b>
2027				
	GEN FUND	TRUST FUNDS	DISTRICT FUNDS	ALL FUNDS
Wages (3.0%)	28,246,761	2,064,390	3,692,157	34,003,307
Bonus	-	-	-	-
Longevity	943,586	61,645	115,745	1,120,976
Shift	275,864	3,775	117,338	396,977
Sick Leave Buyout	-	-	-	-
Waivers	-	-	-	-
Pension	4,524,504	329,535	590,225	5,444,264
Payroll Taxes	2,332,309	169,870	304,251	2,806,430
Health Savings	(581,494)	(42,498)	(76,008)	(700,000)
Aid	(12,643,295)	(778,143)	-	(13,421,438)
<b>NET COUNTY</b>	<b>23,098,234</b>	<b>1,808,574</b>	<b>4,743,708</b>	<b>29,650,517</b>
<b>GRAND TOTAL</b>				<b>82,994,620</b>

Changes to the copay plan as provided would result in a roughly 1% savings to the plan costs associated with CSEA actives and retirees. The annual savings is estimated as follows:

CESA Actives:	582,510
Retirees:	172,137
<b>Total:</b>	<b>754,647</b>

ACT NO. \_\_\_\_\_ 2023

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 five (5) year period commencing on January 1, 2023 and ending on December 31, 2027.

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, 2023 and ending on December 31, 2027.

**Section 2. Compensation:** Article IV, Section 3 shall be amended as follows:

The following wage increases and retroactive payments shall be payable to bargaining unit members:

- a. Effective January 1, 2023, and retroactive to that date, each step of the salary schedule in effect on December 31, 2022 shall be increased by two and three-quarters percent (2.75%).
- b. Effective January 1, 2024, each step of the salary schedule in effect on December 31, 2023 shall be increased by two and three-quarters percent (2.75%).
- c. Effective January 1, 2025, each step of the salary schedule in effect on December 31, 2024 shall be increased by two and three-quarters percent (2.75%).

- d. Effective January 1, 2026, each step of the salary schedule in effect on December 31, 2025 shall be increased by three percent (3%).
- e. Effective January 1, 2027, each step of the salary schedule in effect on December 31, 2026 shall be increased by three percent (3%).

**Section 3.** Longevity – Article IV, Section 4 (“Longevity”) shall be amended as follows:

<u>Effective</u>	<u>1/1/2024</u>
After 5 years (hired on or before 12/31/18)	\$1,900
After 8 years (hired on or after 1/1/19)	\$1,900
After 10 years	\$2,100
After 15 years	\$2,400
After 20 years	\$3,000
After 25 years	\$4,000

**Section 4.** Shift Differential – Article IV, Section 10, subsection A shall be amended as follows:

- a. Effective January 1, 2024, all employees who have a regular starting time of one o’clock (1:00 p.m.) or later or have a regular quitting time of twelve o’clock (12:00 p.m.) or earlier shall receive additional compensation while regularly working such second or third shift hours of one hundred dollars (\$100.00).
- b. Effective January 1, 2024, all employees who are regularly assigned to any twelve (12) hour work shift shall receive additional compensation while regularly working such shift of one hundred dollars (\$100.00).

**Section 5** Meal Reimbursement/Allowance– Amend Article IV, Section 10, subsection E to provide that employees shall receive meal reimbursements or meal allowances in accordance with the County Travel Policy.



**Section 6**      **Uniforms and Equipment**

a. Amend Article V, Section 2, subsection D, 2. to read as follows:

Additionally, Employees in the Department of Health, who are required to purchase and maintain uniforms, shall receive a yearly allowance of two hundred seventy-five dollars (\$275.00).

Employees required to wear work boots shall receive an annual boot reimbursement of up to two hundred dollars (\$200.00) with a receipt.

Employees who are not properly attired will receive one warning. On any subsequent occasion when the employee is not properly attired, they will be sent home without pay.

b. Amend Article V, Section 2, subsection D, 5 to read as follows:

Mechanics at the Central County Garage shall receive a tool allowance of seven hundred fifty dollars (\$750.00) per annum payable in the month of December. New Employees shall receive a pro-rata payment based upon the number of months worked.

**Section 7**      **Tuition Reimbursement** – Delete Article VIII, Section 11, subsection B.

**Section 8**      **Co-Payments** – Effective upon full ratification of this Memorandum of Agreement, Article X, Section 1, subsection A, 1. shall be amended as follows:

Prescription Drug Co-Payments (for thirty (30) day retail supply):

Generic	\$0
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Emergency Room	\$50
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Laboratory/Radiology Tests	\$25
Physical Therapy	\$15
Chiropractic Treatment	\$25

**Section 9** Working Spouse Rule – Effective upon full ratification of this Memorandum of Agreement, delete Article X, Section 1, subsection A, 2.

**Section 10** Article X, Section 1, subsection A, 6. shall be amended as follows:

Any employee hired on or after the date of full ratification of this Memorandum of Agreement, who qualifies for the County health plan, shall receive continued family and individual coverage according to the following:

- |                                 |                     |                         |
|---------------------------------|---------------------|-------------------------|
| d. 25 years or more of service: | Individual coverage | 100% paid by the County |
|                                 | Family coverage     | 80% paid by the County  |
| e. 20 years through 24 years    | Individual coverage | 75% paid by the County  |
|                                 | Family coverage     | 50% paid by the County  |
| f. 10 years through 19 years:   | Individual coverage | 50% paid by the County  |
|                                 | Family coverage     | 25% paid by the County  |

**Section 11.** This Act shall take effect immediately.