

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 Department of Public Safety PBA (hereinafter “PBA” for the unit consisting of police officers, detectives and sergeants) for the four (4) year period commencing on January 1, 2020 and ending on December 31, 2023 (“Agreement”). All provisions of the prior collective bargaining agreement, as continued or changed by the Interest Arbitration Awards 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, 2020 and ending on December 31, 2023.

The following is an outline of the provisions of the Agreement, including those that require legislative action in compliance with the Fair Employment Act (Taylor Law):

ARTICLE 5 – COMPENSATION

5.2 Pay Calculations – Amend the dates and amounts as follows:

	(3.0%) <u>1/1/20</u>	(2.0%) <u>1/1/21</u>	(2.0%) <u>1/1/22</u>	(3.0%) <u>1/1/23</u>
<u>Police Officer</u>				
Starting	\$64,597	\$65,889	\$67,207	\$69,223
After 1 Year	\$77,973	\$79,532	\$81,123	\$83,557
After 2 Years	\$91,329	\$93,156	\$95,019	\$97,870
After 3 Years	\$104,707	\$106,801	\$108,937	\$112,205
After 4 Years	\$118,056	\$120,417	\$122,825	\$126,510

<u>Detectives</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
(1) 1 st and 2 nd Year of such employment	\$126,320	\$128,846	\$131,423	\$135,366
(2) 3 rd and 4 th Year of such employment	\$127,205	\$129,749	\$132,344	\$136,315
(3) 5 th Year of such employment and Above	\$128,386	\$130,953	\$133,572	\$137,580

- (1) 7.0% differential above After 4 Year Police Officer.
(2) 7.75% differential above After 4 Year Police Officer.)
(3) 8.75% differential above After 4 Year Police Officer.

<u>Sergeants</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
	\$138,657	\$141,429	\$144,258	\$148,586

- (2) 8.0% differential above a 5th Year Detective.

5.3 Longevity Schedule – Amend the dates and amounts as follows:

<u>Years of Service</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
After 5 Years	\$3,225.00	\$3,225.00	\$3,225.00	\$3,225.00
After 10 Years	\$3,425.00	\$3,425.00	\$3,425.00	\$3,425.00
After 15 Years	\$3,625.00	\$3,625.00	\$3,625.00	\$3,625.00
After 20 Years	\$3,825.00	\$3,825.00	\$3,825.00	\$3,825.00

5.4 Holidays

Effective June 19, 2022, and each January 1st thereafter, Juneteenth shall be a credited holiday to all employees as a non-accruable “chart day” to be used within the calendar year.

ARTICLE 6 – DIFFERENTIALS AND ALLOWANCES

6.2 Shift Differential – Amend the dates and amounts as follows:

<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
+\$27.50	+\$27.50	+\$27.50	+\$28.00

6.3 Clothing Allowance – Amend the dates and amounts as follows:

<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
+\$1,475.00	+\$1,475.00	+\$1,475.00	+\$1,475.00

6.5 Meal Allowance – Amend the dates and amounts as follows:

		<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
Without Receipt (Allowance)	Break	\$3.00	\$3.00	\$3.00	\$3.00
	Lunch	\$5.00	\$5.00	\$5.00	\$5.00
	Dinner	\$7.00	\$7.00	\$7.00	\$7.00
With Receipt (Reimbursement)	Break	\$4.00	\$4.00	\$4.00	\$4.00
	Lunch	\$6.00	\$6.00	\$6.00	\$6.00
	Dinner	\$9.00	\$9.00	\$9.00	\$9.00
With Receipt (Out of County)	Break	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00
	Lunch	\$ 7.00	\$ 7.00	\$ 7.00	\$ 7.00
	Dinner	\$18.00	\$18.00	\$18.00	\$18.00

6.6 Stand-By Allowance – Amend dates and amounts as follows:

- c. Refers to the County Executive’s Security Detail.

<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
\$1,100.00	\$1,100.00	\$1,100.00	\$1,100.00

- d. Refers to Hazardous Devices.

<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
\$4,300.00	\$4,300.00	\$4,300.00	\$4,300.00

6.7 Remuneration for Special Assignments

- b. Amend dates and amounts to read as follows:

	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
Aviation	\$4,150.00	\$4,150.00	\$4,150.00	\$4,150.00
K-9	\$4,250.00	\$4,250.00	\$4,250.00	\$4,250.00

ARTICLE 8 – EMPLOYEE BENEFITS

1.3 Welfare Fund – Amend the dates and amounts as follows:

b.

<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
\$2,450.00/yr.	\$2,450.00/yr.	\$2,500.00/yr.	\$2,550.00/yr.

ARTICLE 9 – MISCELLANEOUS

9.4 Voluntary Overtime Rate – Amend the dates and amounts as follows:

)	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>7/1/22</u>	<u>1/1/23</u>
Police Officers and Detectives	\$53.00/hr.	\$53.00/hr.	\$53.00/hr.	\$63.10/hr.*	\$64.99/hr.
Sergeants	\$58.00/hr.	\$58.00/hr.	\$58.00/hr.	\$74.11/hr.**	\$76.33/hr.

* The voluntary overtime rate for Police Officers and Detectives is calculated by dividing the police officer after 4 years pay calculation by 243.3 and then by 8.

** The voluntary overtime rate for Sergeants is calculated by dividing the Sergeant's after 4 years pay calculation by 243.3 and then by 8.

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
October 3, 2022


COMMITTEE ON
Budget & Appropriations


Dated: October 3, 2022
White Plains, New York

The following members attended the meeting remotely and approved this item out of Committee with an affirmative vote. Their electronic signature was authorized and is below.

Budget & Appropriations

A handwritten signature in black ink, appearing to be "James J. ...", written in a cursive style.

FISCAL IMPACT STATEMENT

SUBJECT: PBA Contract 2020-2023

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 \$ 8,620,000

Total Current Year Revenue \$ 1,013,000

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

Additional Appropriations

Other (explain)

Identify Accounts: Various Personal Services Accounts

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: 2023 - Expense of \$5,942,000 and Revenue of \$694,000

Prepared by: Mark Medwid

Title: Associate Budget Director

Department: Budget

Date: September 21, 2022

Reviewed By:

Budget Director

Date: 9/21/22

ACT NO. _____ 2022

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 four (4) year period commencing January 1, 2020 and ending December 31, 2023.

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 Interest Arbitration Awards 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, 2020 and ending on December 31, 2023.

Section 2. Compensation. Article 5 "Compensation" shall be modified as follows:

5.2 Pay Calculations

ARTICLE 5 – COMPENSATION

5.2 Pay Calculations – Amend the dates and amounts as follows:

	(3.0%) <u>1/1/20</u>	(2.0%) <u>1/1/21</u>	(2.0%) <u>1/1/22</u>	(3.0%) <u>1/1/23</u>
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<u>Detectives</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
(3) 1 st and 2 nd Year of such employment	\$126,320	\$128,846	\$131,423	\$135,366
(2) 3 rd and 4 th Year of such employment	\$127,205	\$129,749	\$132,344	\$136,315
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	\$138,657	\$141,429	\$144,258	\$148,586

- (4) 8.0% differential above a 5th Year Detective.

5.3 Longevity Schedule – Amend the dates and amounts as follows:

<u>Years of Service</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
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5.4 Holidays

Effective June 19, 2022, and each January 1st thereafter, Juneteenth shall be a credited holiday to all employees as a non-accruable “chart day” to be used within the calendar year.

Section 3. Differentials and Allowances. Article 6 “Differentials and Allowances”

shall be modified as follows:

6.2 Shift Differential – Amend the dates and amounts as follows:

<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
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<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
\$1,100.00	\$1,100.00	\$1,100.00	\$1,100.00

- f. Refers to Hazardous Devices.

<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
\$4,300.00	\$4,300.00	\$4,300.00	\$4,300.00

6.7 Remuneration for Special Assignments

- c. Amend dates and amounts to read as follows:

	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
Aviation	\$4,150.00	\$4,150.00	\$4,150.00	\$4,150.00
K-9	\$4,250.00	\$4,250.00	\$4,250.00	\$4,250.00

Section 4. Employee Benefits. Article 8 “Employee Benefits” shall be modified as follows:

1.4 Welfare Fund – Amend the dates and amounts as follows:

c.

<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
\$2,450.00/yr.	\$2,450.00/yr.	\$2,500.00/yr.	\$2,550.00/yr.

Section 5. Miscellaneous. Article 9 “Miscellaneous” shall be amended as follows:

9.4 Voluntary Overtime Rate – Amend the dates and amounts as follows:

)	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>7/1/22</u>	<u>1/1/23</u>
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* The voluntary overtime rate for Police Officers and Detectives is calculated by dividing the police officer after 4 years pay calculation by 243.3 and then by 8.

** The voluntary overtime rate for Sergeants is calculated by dividing the Sergeant’s after 4 years pay calculation by 243.3 and then by 8.

Section 6. All terms and conditions of the Agreement shall become effective as soon as practicable except those that have a specific implementation date in the Agreement.

Section 7. This Act shall take effect immediately.