

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 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 four (4) year period commencing on January 1, 2020 and ending on December 31, 2023 (“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, 2020** to the date of implementation of this MOA. All provisions of the prior collective bargaining agreements, 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 Agreement.

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):

Duration:

This Agreement shall be effective January 1, 2020 through December 31, 2023.

Compensation. Article 5 “Compensation” shall be modified as follows:

5.2 Pay Calculations:

	<i>1/1/20</i>	<i>1/1/21</i>	<i>1/1/22</i>
Lieutenant(s)	\$162,229	\$165,472	\$168,782
Captain(s)	\$189,808	\$193,602	\$197,475
Inspector(s)	\$197,808	\$201,602	\$205,475
Chief Inspector(s)	\$205,808	\$209,602	\$213,475

- (5) Lieutenant(s) receive a 17.0% differential above the Sergeant's Base Wage.
- (6) Captain(s) receive a 17.0% differential above the Lieutenant's Base Wage.
- (7) Inspector(s) receive +\$8,000.00 above the Captain's Base Wage.
- (8) Chief Inspector(s) receive +\$8,000.00 above the Inspector's Base Wage.

	7/1/22	1/1/23
Lieutenant(s)	\$168,782	\$173,846
Captain(s)	\$197,475	\$203,400
Inspector(s)	\$214,260	\$220,689
Chief Inspector(s)	\$231,046	\$237,978

Lieutenant(s) receive a 17.0% differential above the Sergeant's Base Wage.
 Captain(s) receive a 17.0% differential above the Lieutenant's Base Wage.
 Inspector(s) receive a +\$16,785 differential above the Captain's Base Wage as of July 1, 2022.
 Inspector(s) receive a +\$17,289 differential above the Captain's Base Wage as of January 1, 2023.
 Chief Inspector(s) receive a +\$33,571 differential above the Captain's Base Wage as of July 1, 2022.
 Chief Inspector(s) receive a +\$34,578 differential above the Captain's Base Wage as of January 1, 2023.

5.3 Longevity Schedule:

The Longevity Schedule shall be amended to read 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

New g – 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.

6 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>
+\$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:

- a. 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

- b. 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 Reuneration for Special Assignments

a. 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

Employee Benefits. Article 8 "Employee Benefits" shall be modified as follows:

8.2 Welfare Fund – 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>
\$2,450.00/yr.	\$2,450.00/yr.	\$2,500/yr.	\$2,550/yr.

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

Catherine...
Henry Zeller (WOP)
Celia O'Neil (WOP)
Callan Parker *Henry (WOP)*
Vedat G...
[Signature]
[Signature]

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: SPBA 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 \$ 1,285,000

Total Current Year Revenue \$ 2,000

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 \$881,000 and Revenue of \$1,000

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, 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 four (4) year period commencing on January 1, 2020 and ending on 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.

Section 2. Pay Calculations. The pay calculation schedules shall be amended to read as follows:

	1/1/20	1/1/21	1/1/22
Lieutenant(s)	\$162,229	\$165,472	\$168,782
Captain(s)	\$189,808	\$193,602	\$197,475
Inspector(s)	\$197,808	\$201,602	\$205,475
Chief Inspector(s)	\$205,808	\$209,602	\$213,475

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 Chief Inspector(s) receive a +\$34,578 differential above the Captain's Base Wage as of January 1, 2023.

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, 2020** to the date of implementation of this MOA

Section 3. Longevity Schedule.

The Longevity Schedule shall be amended to read as follows:

<i>Years of Service</i>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
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After 20 Years	\$3,825.00	\$3,825.00	\$3,825.00	\$3,825.00

Section 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 5. Differentials and Allowances

Article 6 “Differentials and Allowances” shall be modified as follows:

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

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a. 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

b. 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

a. 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 6. *Welfare Fund*. The Welfare Fund shall be amended to read as follows:

<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/yr.	\$2,550/yr.

Section 7. Upon approval, 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 8. This Act shall take effect immediately.