



George Latimer  
County Executive

November 3, 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 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 five (5) year contract commencing on January 1, 2020 and ending on December 31, 2024 ("Memorandum of Agreement" or "Agreement"). All terms and conditions of the collective bargaining agreement, as continued or changed by an interest arbitration award and prior memoranda of agreement, shall remain in full force and effect except as agreed to be modified herein.

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 by the Union membership and Your Honorable Board, all new terms and conditions shall be implemented as soon as practicable. Base wage increases for 2020, 2021, 2022, 2023, and 2024 shall also be implemented as soon as practicable.

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 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, 2020 and ending on December 31, 2024.

Office of the County Executive

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

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[westchestergov.com](http://westchestergov.com)

**2. Compensation:**

Compensation shall be amended to read as follows:

- a. Effective January 1, 2020, each step of the salary schedule in effect on December 31, 2019 shall be increased by 3.0%.
- b. Effective January 1, 2021, each step of the salary schedule in effect on December 31, 2020 shall be increased by 3.0%.
- c. Effective January 1, 2022, each step of the salary schedule in effect on December 31, 2021 shall be increased by 2.0%.
- d. Effective January 1, 2023, each step of the salary schedule in effect on December 31, 2022 shall be increased by 2.0%.
- e. Effective January 1, 2024, each step of the salary schedule in effect on December 31, 2023 shall be increased by 2.75%.

**3. Holidays**

Effective June 19, 2023, and each January 1<sup>st</sup> thereafter, Juneteenth shall be credited holiday to all employees as a non-accruable “chart day” to be used within the calendar year.

**4 Shift Differential:**

The Shift Differential shall be amended to read as follows:

- a. Effective January 1, 2023, the shift differential shall be increased to \$28.00.

**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:

- a. Effective January 1, 2022, increase annual payment by \$100 (total for each employee — \$2,550).
- b. Effective January 1, 2023, increase annual payment by \$100 (total for each employee — \$2,650).

c. Effective January 1, 2024, increase annual payment by \$75 (total for each employee — \$2,725).

I recommend approval of the Agreement reached between the Administration and the District Attorney's Investigators PBA of Westchester County, Inc.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "George Latimer".

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 District Attorney's Investigators PBA of Westchester County, Inc. ("the Union") on a four (5) year contract commencing on January 1, 2020 and ending on December 31, 2024 ("Memorandum of Agreement" or "Agreement"). All terms and conditions of the collective bargaining agreement, as continued or changed by an interest arbitration award and prior memoranda of agreement, shall remain in full force and effect except as agreed to be modified herein.

Upon approval by the Union membership and Your Honorable Board, all new terms and conditions shall be implemented as soon as practicable. Base wage increases for 2020, 2021, 2022, 2023, and 2024 shall also be implemented as soon as practicable.

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 execution of this agreement.

The provisions of the Agreement that this Board's 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, 2020 and ending on December 31, 2024.

**2. Compensation:**

Compensation shall be amended to read as follows:

- a. Effective January 1, 2020, each step of the salary schedule in effect on December 31, 2019 shall be increased by 3.0%.
- b. Effective January 1, 2021, each step of the salary schedule in effect on December 31, 2020 shall be increased by 3.0%.
- c. Effective January 1, 2022, each step of the salary schedule in effect on December 31, 2021 shall be increased by 2.0%.
- d. Effective January 1, 2023, each step of the salary schedule in effect on December 31, 2022 shall be increased by 2.0%.
- e. Effective January 1, 2024, each step of the salary schedule in effect on December 31, 2023 shall be increased by 2.75%.

**3. *Holidays***

Effective June 19, 2023, and each January 1<sup>st</sup> thereafter, Juneteenth shall be credited holiday to all employees as a non-accruable “chart day” to be used within the calendar year.

**4. *Shift Differential:***

The Shift Differential shall be amended to read as follows:

Effective January 1, 2023, the shift differential shall be increased to \$28.00.

**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:

- a. Effective January 1, 2022, increase annual payment by \$100 (total for each employee — \$2,550).
- b. Effective January 1, 2023, increase annual payment by \$100 (total for each employee — \$2,650).
- c. Effective January 1, 2024, increase annual payment by \$75 (total for each employee — \$2,725).

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: UFPO Contract 2020-2024  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 \$ 1,688,000

Total Current Year Revenue \$ 143,000

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: 2024 - Expense of \$780,000 and Revenue of \$66,000

Prepared by: Mark Medwid

Title: Associate Budget Director

Department: Budget

Date: November 3, 2023

Reviewed By: *[Signature]*  
Budget Director

Date: 11/2/23

### 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 1<sup>st</sup> day of November, 2023.

WHEREAS, the County and the Union are parties to a collective bargaining agreement which was continued, as modified, by an interest arbitration award and several memoranda of agreement, most recently covering the period of January 1, 2016 through December 31, 2019; and

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, 2020 through December 31, 2024 and wish to memorialize their understanding, in writing; and

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 memoranda 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 2020, 2021, 2022, 2023, and 2024 shall be implemented as soon as practicable.
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, 2020 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.

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. DURATION

This Agreement shall be effective January 1, 2020 through December 31, 2024.

#### 2. COMPENSATION



- a. Effective January 1, 2020, each step of the salary schedule in effect on December 31, 2019 shall be increased by 3.0%.
- b. Effective January 1, 2021, each step of the salary schedule in effect on December 31, 2020 shall be increased by 3.0%.
- c. Effective January 1, 2022, each step of the salary schedule in effect on December 31, 2021 shall be increased by 2.0%.
- d. Effective January 1, 2023, each step of the salary schedule in effect on December 31, 2022 shall be increased by 2.0%.
- e. Effective January 1, 2024, each step of the salary schedule in effect on December 31, 2023 shall be increased by 2.75%.

**3. HOLIDAYS**

Effective June 19, 2023, and each January 1<sup>st</sup> thereafter, Juneteenth shall be credited holiday to all employees as a non-accruable "chart day" to be used within the calendar year.

**4. SHIFT DIFFERENTIAL**

Effective January 1, 2023, the shift differential shall be increased to \$28.00.

**5. WELFARE FUND**

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

- a. Effective January 1, 2022, increase annual payment by \$100 – \$2,550
- b. Effective January 1, 2023, increase annual payment by \$100 – \$2,650
- c. Effective January 1, 2024, increase annual payment by \$75 – \$2,725

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

*EWORL*, President 11/1/2023

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 District Attorney's Investigators PBA of Westchester County, Inc. for a five (5) year period commencing on January 1, 2020 and ending on December 31, 2024.

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

**Section 1.** All terms and conditions of the collective bargaining agreement, as continued or changed by an interest arbitration award and prior memoranda of agreement, shall remain in full force and effect except as agreed to be modified herein.

**Section 2. Compensation:**

Compensation shall be amended to read as follows:

- a. Effective January 1, 2020, each step of the salary schedule in effect on December 31, 2019 shall be increased by 3.0%.
- b. Effective January 1, 2021, each step of the salary schedule in effect on December 31, 2020 shall be increased by 3.0%.
- c. Effective January 1, 2022, each step of the salary schedule in effect on December 31, 2021 shall be increased by 2.0%.
- d. Effective January 1, 2023, each step of the salary schedule in effect on December 31, 2022 shall be increased by 2.0%.
- e. Effective January 1, 2024, each step of the salary schedule in effect on December 31, 2023 shall be increased by 2.75%.

**Section 3. Holidays:**

Effective June 19, 2023, and each January 1<sup>st</sup> thereafter, Juneteenth shall be credited holiday to all employees as a non-accruable “chart day” to be used within the calendar year.

**Section 4 Shift Differential:**

The Shift Differential shall be amended to read as follows:

Effective January 1, 2023, the shift differential shall be increased to \$28.00.

**Section 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:

- a. Effective January 1, 2022, increase annual payment by \$100 (total for each employee — \$2,550).
- b. Effective January 1, 2023, increase annual payment by \$100 (total for each employee — \$2,650).
- c. Effective January 1, 2024, increase annual payment by \$75 (total for each employee — \$2,725).

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 execution of this agreement.

**Section 6. This Act shall take effect immediately.**