

Labor & Human Rights Meeting Agenda



800 Michaelian Office Bldg.
148 Martine Avenue, 8th Floor
White Plains, NY 10601
www.westchesterlegislators.com

Committee Chair: Emiljana Ulaj

Monday, October 21, 2024

1:30 PM

Committee Room

Joint w/ B&A and PS

CALL TO ORDER

Please note: Meetings of the Board of Legislators and its committees are held at the Michaelian Office Building, 148 Martine Avenue, White Plains, New York, 10601, and remotely via the WebEx video conferencing system. Legislators may participate in person or via Webex. Members of the public may attend meetings in person at any of its locations, or view it online on the Westchester County Legislature's website: <https://westchestercountyny.legistar.com/> This website also provides links to materials for all matters to be discussed at a given meeting.

MINUTES APPROVAL

I. ITEMS FOR DISCUSSION

[2024-557](#) **ACT-Agreement-Correction Officers Benevolent Association, Inc.**

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 Correction Officers Benevolent Association, Inc. for the eight (8) year period commencing January 1, 2020 and ending December 31, 2027.

Guests:

Law Office of Vince Toomey

Vince Toomey, Chief Labor Negotiator and Labor Counsel to Westchester County

Jasmine Brown, Associate Attorney

II. OTHER BUSINESS

III. RECEIVE & FILE

ADJOURNMENT



George Latimer
County Executive

Office of the County Executive

October 18, 2024

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 Westchester County Correction Officers Benevolent Association, Inc.

Dear Members of the Honorable Board of Legislators:

This is to advise you that the Administration and the Westchester County Correction Officers Benevolent Association, Inc. (“COBA”) have, subject to the approval of your Honorable Board, reached an Agreement on an eight (8) year contract commencing on January 1, 2020 and ending on December 31, 2027 (“Agreement”). In compliance with the Fair Employment Act (Taylor Law), I am outlining those provisions of the Agreement that require legislative action for your consideration and approval.

Compensation:

The following wage increases will apply:

- a. Effective January 1, 2020, and retroactive to that date, each step of the salary schedule in effect on December 31, 2019 shall be increased by three percent (3.00%).
- b. Effective January 1, 2021, and retroactive to that date, each step of the salary schedule in effect on December 31, 2020 shall be increased by three percent (3.00%).
- c. Effective January 1, 2022, and retroactive to that date, each step of the salary schedule in effect on December 31, 2021 shall be increased by two percent (2.00%).
- d. 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 percent (2.00%).
- e. Effective January 1, 2024, and retroactive to that date, each step of the salary schedule in effect on December 31, 2023 shall be increased by two and three-quarters percent (2.75%).

- f. Effective January 1, 2025, each step of the salary schedule in effect on December 31, 2024 shall be increased by three percent (3.00%).
- g. Effective January 1, 2026, each step of the salary schedule in effect on December 31, 2025 shall be increased by three percent (3.00%).
- h. Effective January 1, 2027, each step of the salary schedule in effect on December 31, 2026 shall be increased by three percent (3.00%).

Payments of Retroactive Money:

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 during the period from January 1, 2020 to the date of the execution of this agreement. The County will use its best efforts to pay all retroactive money due and owing by no later than the first pay period of November 2024.

Longevity Schedule:

- a. Effective January 1, 2024, each step of the longevity schedule in effect on December 31, 2023 shall be increased by seventy-five dollars (\$75.00).
- b. Effective January 1, 2025, each step of the longevity schedule in effect on December 31, 2024 shall be increased by seventy-five dollars (\$75.00).
- c. Effective January 1, 2026, each step of the longevity schedule in effect on December 31, 2025 shall be increased by seventy-five dollars (\$75.00).
- d. Effective January 1, 2027, each step of the longevity schedule in effect on December 31, 2026 shall be increased by seventy-five dollars (\$75.00).

Shift Differential:

- a. Effective January 1, 2025, the shift differential in effect on December 31, 2024 shall be increased by fifty cents (\$0.50).
- b. Effective January 1, 2026, the shift differential in effect on December 31, 2025 shall be increased by fifty cents (\$0.50).
- c. Effective January 1, 2027, the shift differential in effect on December 31, 2026 shall be increased by fifty cents (\$0.50).

Welfare Fund:

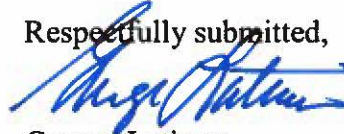
Effective January 1, 2025, the County's contribution to the Welfare Fund shall be increased by one hundred dollars (\$100.00).

Equipment Allowance:

Effective January 1, 2025, the equipment allowance shall be increased by one hundred twenty dollars (\$120.00).

Therefore, I recommend approval of the Agreement reached between the Administration and COBA for an eight (8) year contract commencing on January 1, 2020 and ending on December 31, 2024.

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 Westchester County Correction Officers Benevolent Association, Inc. (“COBA”) for an eight (8) year contract commencing on January 1, 2020 and ending on December 31, 2024 (“Memorandum of Agreement” or “Agreement”). In compliance with the Fair Employment Act (Taylor Law) those provisions of the Agreement that require legislative action are outlined below.

Compensation:

The following wage increases will apply:

- a. Effective January 1, 2020, and retroactive to that date, each step of the salary schedule in effect on December 31, 2019 shall be increased by three percent (3.00%).
- b. Effective January 1, 2021, and retroactive to that date, each step of the salary schedule in effect on December 31, 2020 shall be increased by three percent (3.00%).
- c. Effective January 1, 2022, and retroactive to that date, each step of the salary schedule in effect on December 31, 2021 shall be increased by two percent (2.00%).
- d. 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 percent (2.00%).
- e. Effective January 1, 2024, and retroactive to that date, each step of the salary schedule in effect on December 31, 2023 shall be increased by two and three-quarters percent (2.75%).
- f. Effective January 1, 2025, each step of the salary schedule in effect on December 31, 2024 shall be increased by three percent (3.00%).
- g. Effective January 1, 2026, each step of the salary schedule in effect on December 31, 2025 shall be increased by three percent (3.00%).
- h. Effective January 1, 2027, each step of the salary schedule in effect on

December 31, 2026 shall be increased by three percent (3.00%).

Payments of Retroactive Money:

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 during the period from January 1, 2020 to the date of the execution of this agreement. The County will use its best efforts to pay all retroactive money due and owing by no later than the first pay period of November 2024.

Longevity Schedule:

- a. Effective January 1, 2024, each step of the longevity schedule in effect on December 31, 2023 shall be increased by seventy-five dollars (\$75.00).
- b. Effective January 1, 2025, each step of the longevity schedule in effect on December 31, 2024 shall be increased by seventy-five dollars (\$75.00).
- c. Effective January 1, 2026, each step of the longevity schedule in effect on December 31, 2025 shall be increased by seventy-five dollars (\$75.00).
- d. Effective January 1, 2027, each step of the longevity schedule in effect on December 31, 2026 shall be increased by seventy-five dollars (\$75.00).

Shift Differential:

- a. Effective January 1, 2025, the shift differential in effect on December 31, 2024 shall be increased by fifty cents (\$0.50).
- b. Effective January 1, 2026, the shift differential in effect on December 31, 2025 shall be increased by fifty cents (\$0.50).
- c. Effective January 1, 2027, the shift differential in effect on December 31, 2026 shall be increased by fifty cents (\$0.50).

Welfare Fund:

Effective January 1, 2025, the County's contribution to the Welfare Fund shall be increased by one hundred dollars (\$100.00).

Equipment Allowance:

Effective January 1, 2025, the equipment allowance shall be increased by one hundred twenty dollars (\$120.00).

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 ____, 2024

COMMITTEE ON

FISCAL IMPACT STATEMENT

SUBJECT: COBA 2020-2027 MOA 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 \$ 37,887,896

Total Current Year Revenue \$ -

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

Additional Appropriations Other (explain)

Identify Accounts: Various personal service accounts and prior year reserves (2020-2023)

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: 2025: Expense of \$15,701,363 ; 2026: Expense of \$18,974,344 ;

2027: Expense of \$22,345,129.

Prepared by: Michael Dunn

Title: Senior Budget Analyst

Department: Budget

Date: October 18, 2024

Reviewed By: 

Budget Director

Date: 10/18/24

ACT NO. _____ 2024

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 Correction Officers Benevolent Association, Inc. for the eight (8) year period commencing January 1, 2020 and ending December 31, 2027.

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

Section 1. Duration: The Collective Bargaining Agreement for those employees of Westchester County represented by the Westchester County Correction Officers Benevolent Association, Inc., shall commence on January 1, 2020 and end on December 31, 2027.

Section 2. Compensation:

The following wage increases will apply:

a. Effective January 1, 2020, and retroactive to that date, each step of the salary schedule in effect on December 31, 2019 shall be increased by three percent (3.00%).

b. Effective January 1, 2021, and retroactive to that date, each step of the salary schedule in effect on December 31, 2020 shall be increased by three percent (3.00%).

c. Effective January 1, 2022, and retroactive to that date, each step of the salary schedule in effect on December 31, 2021 shall be increased by two percent (2.00%).

d. 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 percent (2.00%).

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

f. Effective January 1, 2025, each step of the salary schedule in effect on December

31, 2024 shall be increased by three percent (3.00%).

g. Effective January 1, 2026, each step of the salary schedule in effect on December 31, 2025 shall be increased by three percent (3.00%).

h. Effective January 1, 2027, each step of the salary schedule in effect on December 31, 2026 shall be increased by three percent (3.00%).

Section 3. Payments of Retroactive Money:

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 during the period from January 1, 2020 to the date of the execution of this agreement. The County will use its best efforts to pay all retroactive money due and owing by no later than the first pay period of November 2024.

Section 4. Longevity Schedule:

a. Effective January 1, 2024, each step of the longevity schedule in effect on December 31, 2023 shall be increased by seventy-five dollars (\$75.00).

b. Effective January 1, 2025, each step of the longevity schedule in effect on December 31, 2024 shall be increased by seventy-five dollars (\$75.00).

c. Effective January 1, 2026, each step of the longevity schedule in effect on December 31, 2025 shall be increased by seventy-five dollars (\$75.00).

d. Effective January 1, 2027, each step of the longevity schedule in effect on December 31, 2026 shall be increased by seventy-five dollars (\$75.00).

Section 5. Shift Differential:

a. Effective January 1, 2025, the shift differential in effect on December 31, 2024 shall be increased by fifty cents (\$0.50).

b. Effective January 1, 2026, the shift differential in effect on December 31, 2025 shall be increased by fifty cents (\$0.50).

c. Effective January 1, 2027, the shift differential in effect on December 31, 2026 shall be increased by fifty cents (\$0.50).

Section 6. Welfare Fund:

Effective January 1, 2025, the County's contribution to the Welfare Fund shall be increased by one hundred dollars (\$100.00).

Section 7. Equipment Allowance:

Effective January 1, 2025, the equipment allowance shall be increased by one hundred

twenty dollars (\$120.00).

Section 8. This Act shall take effect immediately.

Vedat Gashi
Chairman of the Board
Legislator, 4th District



TO: Hon. Jewel Williams Johnson
Chair, Budget & Appropriations

Hon. Emiljana Ulaj
Chair, Labor & Human Rights

Hon. Terry Clements
Chair, Public Safety

FROM: Hon. Vedat Gashi *Vedat Gashi*
Chairman of the Board

DATE: October 18, 2024

RE: Items 2024-557 - ACT-Agreement-Correction Officers Benevolent Association, Inc

As Chairman of the Board of Legislators, I am placing the below item directly into the Committees on Budget & Appropriations, Labor & Human Rights and Public Safety.

Thank you.

(ID: 2024-557) ACT-Agreement-Correction Officers Benevolent Association, Inc.

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 Correction Officers Benevolent Association, Inc. for the eight (8) year period commencing January 1, 2020 and ending December 31, 2027.

CC: Marcello Figueroa
Shatika Parker
James Silverberg
Dylan Tragni
Sunday Vanderberg

WESTCHESTER COUNTY
BOARD OF LEGISLATORS

2024 OCT 18 PM 3:07

RECEIVED