



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.