

Westchester County CSEA Unit 9200 Local 860 FACT SHEET

The County of Westchester and CSEA Unit 9200 has reached a tentative agreement to the contract that expired on December 31, 2005.

The following are the major highlights as stipulated by the PERB appointed Fact Finder which, if ratified by the CSEA Unit 9200 membership and approved by the Westchester County Legislature, will be incorporated into the successor agreement.

*(Copies of the actual signed Memorandum of Agreement shall be furnished upon request.)

1. Duration

The parties have agreed to a duration of January 1, 2006 through December 31, 2011.

2. Longevity

	Current	Effective January 1, 2010
After 5 years	\$1,000	\$1,200
After 10 years	\$1,200	\$1,400
After 15 years	\$1,500	\$1,700
After 20 years	\$2,000	\$2,200
After 25 years	\$2,900	\$3,100

All increases shall be retroactive and be applied to all current employees and those employees retiring since January 1, 2006.

3. Benefit Fund

The current schedule of benefits provided by Westchester County for employees for Dental and Optical shall, effective January 1, 2010, be increased by the value of \$100.00 (one hundred), per annum. This increase in the schedule of benefits shall cover only the Dental portion of the Benefit Fund.

Effective January 1, 2011, the then current schedule of benefits provided by Westchester County for employees for Dental and Optical shall be increased by the value of \$100.00 (one hundred), per annum. This increase in the schedule of benefits also shall cover only the Dental portion of the Benefit Fund.

4. Sick Leave Buyout

On the date this recommendation becomes effective, the maximum payout for Sick Leave shall be increased from 125 days to 150 days.

5. Social Services

The Child Protective Services Differential shall no longer apply to any employee whose title is upgraded during the term of this Recommendation. Anyone in the title of Manager 1 shall continue to receive this differential until the last upgrading of the titles then receiving this differential.

6. Tuition Reimbursement

Effective January 1, 2008 the following formulation shall apply. Members of the bargaining unit assigned to Westchester County Community College shall no longer be considered within the calculation set forth in contract Article VIII, Section 11. Instead, the amount indicated shall be modified to reflect the bargaining unit members, minus Westchester County Community College employees. Thereafter, the amount Westchester County is obligated to fund for Tuition Reimbursement shall be increased by \$50,000.00 in both 2008 and 2009.

7. Retiree Health

On the date this Recommendation becomes effective, all employees with 15 years of Westchester County service who are eligible for a non-reduced pension, shall be eligible for 100% single and 80% family health insurance. This new provision shall supplement the current language on health insurance. This provision sunsets on 12/31/10.

8. Emergency Sick Leave Bank

On the date this Recommendation becomes effective, the Emergency Sick Leave Bank ("Bank") currently suspended shall be restored.

Westchester County's claim for reimbursement of the deficit days in the Bank shall be waived. The current procedure and maximum for donations of days to the Bank shall remain unchanged.

Employees who had their request to use days from the Bank granted, but who were unable to receive those days once the Bank was suspended, shall have their previously approved days paid to them through new donations which shall be received.

9. Lifeguards

Effective December 31, 2008, Lifeguards shall no longer be members of the bargaining unit.

However, any Lifeguard who worked the Summer of 2008 shall be eligible for the salary increases set forth in Number 2, above, retroactive to January 1, 2006, if he or she worked the Summer of 2006, Summer of 2007 or Summer of 2008. That is, if the Lifeguard worked the Summer of 2008, he or she will be paid for the Summer of 2008 and will also receive the increase for the Summer of 2006 and Summer of 2007 if he or she worked either or both of those summers.

10. Working Spouse Rule

The changes recommended below apply only to new hires after December 30, 2008. An employee whose non-County spouse (as spouse is defined by Westchester County) has health insurance through another employer is ineligible for Westchester County provided health insurance for the non-County spouse.

If the non-County spouse has family health insurance coverage from another employer, as to which plan shall be primary (the County or the other plan), the birthday rule shall apply.

If the non-County spouse has individual coverage, while the non-County spouse is ineligible to be covered under the County's plan, the County shall cover eligible dependants.

11. Health Insurance

Health Insurance Items

*Health Risk Assessment Survey

All employees and their covered spouses are required to fill out the attached survey, no more than once a year in its entirety. Existing employees and covered spouses must fill out the survey by December 15, 2008. New employees and covered spouses have thirty (30) days from hire to complete the Health Risk Assessment Survey.

Failure to satisfactorily complete the survey requires the employee to pay a contribution of 20% of the cost of the plan they are in for three (3) months, starting the month after their lack of compliance or until they and their spouse complete the survey, whichever date is later.

Once an employee and spouse, if covered, satisfactorily complete the survey, they may be contacted by a health coach. The employee and covered spouse are required to hear out the suggestions of the coach. Having heard out the coach, the employee and spouse shall be considered in compliance with the program.

Failure of the employee or spouse to properly hear out the suggestion of the coach shall put the employee out of compliance.

If found out of compliance, the employee shall pay a contribution of 20% of the cost of their plan for three (3) months or until they are in compliance, whichever comes later.

*Drug Co Pay

* 30 Day retail supply

	Present	12/30/08	1/1/11
*Generic	\$5	\$0	\$0
Brand	\$10	\$20	\$25
Non Preferred Brand	\$25	\$40	\$50

Mail Order December 30, 2008

Change one (1) co-pay for a ninety (90) day supply to two (2) co-pays for a ninety (90) day supply.

Must use mail order for 3rd refill and thereafter for any maintenance prescription as of December 30, 2008.

\$50 co-pay shall be charged for allergy and proton pump inhibitor medications that are available as an over-the-counter alternative.

Physician Co-Pays

Effective January 1, 2010 - \$18

Effective January 1, 2011 - \$20

Effective 2009, 2010 and 2011, but not thereafter, employees shall be eligible for an annual physical without paying any co-pays related to the physical.

12. Salaries

The current Pay Plan shall be increased across the board for all Steps on the Pay Plan. All increases shall be compounded.

**January 1, 2006 – 3%
January 1, 2007 – 3%
January 1, 2008 – 3%
January 1, 2009 – 3.25%
January 1, 2010 – 4%
January 1, 2011 – 4%**

All increases shall be retroactive and be applied to all current employees and to those employees retiring since January 1, 2006.

Official ballot will follow in the mail

In addition to the acceptance of the Fact Finder's recommendations above, the parties agree to the following:

1. Night Shift Differential

Effective January 1, 2010, increase to \$75 per week.

2. Meal Allowance

Effective January 1, 2010, increase the in-County with Receipt meals to:

Breakfast	\$6
Lunch	\$8
Dinner	\$11

3. Direct Deposit

Effective January 1, 2010: All NEW employees hired must use direct deposit.

Effective January 1, 2010: All employees hired before January 1, 2010 shall have all payments, including reimbursements made through direct deposit. In addition, any lost check replacement will require a \$10.00 fee.

4. Uniforms

The Uniform issue shall be resolved by mutual agreement of both parties. If not resolved by both parties, it shall be remanded back to the Fact Finder for determination.

CSEA Salary Schedule - 1/1/2006 to 1/1/2011

1/1/2006					
	Step 1	Step 2	Step 3	Step 4	Step 5
C01	26,970	27,960	29,035	30,055	31,110
C02	27,960	29,070	30,150	31,260	32,440
C03	28,895	30,055	31,260	32,565	33,965
C04	30,255	31,590	33,070	34,555	36,160
C05	32,060	33,635	35,295	37,020	38,720
C06	34,660	36,555	38,455	40,350	42,235
C07	37,720	39,860	42,065	44,260	46,450
C08	40,990	43,490	45,990	48,575	51,090
C09	45,005	47,815	50,575	53,350	56,110
C10	49,720	52,760	55,775	58,815	61,840
C11	53,160	57,500	61,880	66,205	70,585
C12	59,055	63,975	68,895	73,820	78,715
C13	65,445	70,805	76,225	81,630	86,425
C14	72,430	78,410	84,170	89,295	94,455
C15	80,260	86,275	91,930	97,605	103,250
1/1/2007					
	Step 1	Step 2	Step 3	Step 4	Step 5
C01	27,780	28,800	29,905	30,955	32,045
C02	28,800	29,940	31,055	32,200	33,415
C03	29,760	30,955	32,200	33,540	34,985
C04	31,165	32,540	34,060	35,590	37,245
C05	33,020	34,645	36,355	38,130	39,880
C06	35,700	37,650	39,610	41,560	43,500
C07	38,850	41,055	43,325	45,590	47,845
C08	42,220	44,795	47,370	50,030	52,625
C09	46,355	49,250	52,090	54,950	57,795
C10	51,210	54,345	57,450	60,580	63,695
C11	54,755	59,225	63,735	68,190	72,705
C12	60,825	65,895	70,960	76,035	81,075
C13	67,410	72,930	78,510	84,080	89,020
C14	74,605	80,760	86,695	91,975	97,290
C15	82,670	88,865	94,690	100,535	106,350
1/1/2008					
	Step 1	Step 2	Step 3	Step 4	Step 5
C01	28,615	29,665	30,800	31,885	33,005
C02	29,665	30,840	31,985	33,165	34,415
C03	30,655	31,885	33,165	34,545	36,035
C04	32,100	33,515	35,080	36,660	38,360
C05	34,010	35,685	37,445	39,275	41,075
C06	36,770	38,780	40,800	42,805	44,805
C07	40,015	42,285	44,625	46,960	49,280
C08	43,485	46,140	48,790	51,530	54,205
C09	47,745	50,730	53,655	56,600	59,530
C10	52,745	55,975	59,175	62,395	65,605
C11	56,400	61,000	65,645	70,235	74,885
C12	62,650	67,870	73,090	78,315	83,505
C13	69,430	75,120	80,865	86,600	91,690
C14	76,845	83,185	89,295	94,735	100,210
C15	85,150	91,530	97,530	103,550	109,540

CSEA Salary Schedule - 1/1/2006 to 1/1/2011

1/1/2009					
	Step 1	Step 2	Step 3	Step 4	Step 5
C01	29,545	30,630	31,800	32,920	34,080
C02	30,630	31,840	33,025	34,245	35,535
C03	31,650	32,920	34,245	35,670	37,205
C04	33,145	34,605	36,220	37,850	39,605
C05	35,115	36,845	38,660	40,550	42,410
C06	37,965	40,040	42,125	44,195	46,260
C07	41,315	43,660	46,075	48,485	50,880
C08	44,900	47,640	50,375	53,205	55,965
C09	49,295	52,380	55,400	58,440	61,465
C10	54,460	57,795	61,100	64,425	67,735
C11	58,235	62,985	67,780	72,520	77,320
C12	64,685	70,075	75,465	80,860	86,220
C13	71,685	77,560	83,495	89,415	94,670
C14	79,340	85,890	92,195	97,815	103,465
C15	87,915	94,505	100,700	106,915	113,100
1/1/2010					
	Step 1	Step 2	Step 3	Step 4	Step 5
C01	30,725	31,855	33,070	34,235	35,445
C02	31,855	33,115	34,345	35,615	36,955
C03	32,915	34,235	35,615	37,095	38,695
C04	34,470	35,990	37,670	39,365	41,190
C05	36,520	38,320	40,205	42,170	44,105
C06	39,485	41,640	43,810	45,965	48,110
C07	42,970	45,405	47,920	50,425	52,915
C08	46,695	49,545	52,390	55,335	58,205
C09	51,265	54,475	57,615	60,780	63,925
C10	56,640	60,105	63,545	67,000	70,445
C11	60,565	65,505	70,490	75,420	80,415
C12	67,270	72,880	78,485	84,095	89,670
C13	74,550	80,660	86,835	92,990	98,455
C14	82,515	89,325	95,885	101,730	107,605
C15	91,430	98,285	104,730	111,190	117,625
1/1/2011					
	Step 1	Step 2	Step 3	Step 4	Step 5
C01	31,955	33,130	34,395	35,605	36,865
C02	33,130	34,440	35,720	37,040	38,435
C03	34,230	35,605	37,040	38,580	40,245
C04	35,850	37,430	39,175	40,940	42,840
C05	37,980	39,855	41,815	43,855	45,870
C06	41,065	43,305	45,560	47,805	50,035
C07	44,690	47,220	49,835	52,440	55,030
C08	48,565	51,525	54,485	57,550	60,535
C09	53,315	56,655	59,920	63,210	66,480
C10	58,905	62,510	66,085	69,680	73,265
C11	62,990	68,125	73,310	78,435	83,630
C12	69,960	75,795	81,625	87,460	93,255
C13	77,530	83,885	90,310	96,710	102,395
C14	85,815	92,900	99,720	105,800	111,910
C15	95,085	102,215	108,920	115,640	122,330