



Office of the County Executive

Monroe County, New York

Adam J. Bello
County Executive

January 10, 2022

OFFICIAL FILE COPY	
No.	220044
Not to be removed from the Office of the Legislature of Monroe County	
Committee Assignment	
URGENT	-L

To The Honorable
Monroe County Legislature
407 County Office Building
Rochester, New York 14614

Subject: Approve the Collective Bargaining Agreement Between the Monroe County Executive and the Civil Service Employees Association, Inc. Monroe County Local 828, Unit 7400

Honorable Legislators:

I recommend that Your Honorable Body approve the Collective Bargaining Agreement between the Monroe County Executive and the Civil Service Employees Association, Inc. ("CSEA") Monroe County local 828, Unit 7400 for the period of January 1, 2022 through December 31, 2024.

The principal terms of this agreement are outlined below:

1. Wage increases, generally, set forth as follows:

2022 – Minimum wage increased to \$15 per hour; salary steps on the schedules increased by \$1.25 per hour

2023 – 3% schedule increase

2024 – 3% schedule increase

2. The salary schedule (SS1) for those hired prior to April 15, 2005 will remain, but the two separate salary schedules (SS2 and SS3) for those hired on or after April 15, 2005 are combined into one schedule, to be known as SS2. A new schedule, to be known as SS3 consisting only of pay groups 60 through 62, has been established for employees in the building trades job titles.
3. Employees will be fully reimbursed up to an annual maximum of \$150 for the purchase of safety shoes required by the County.
4. Tuition reimbursement annual maximums increased to \$2,000 at the rate of 75%. Full reimbursement for tuition costs related to study in the field of health care increased to \$3,000.
5. Domestic partners registered with the County will be covered under the County's health insurance plans effective July 1, 2022.
6. Longevity pay amounts increased by \$100 per year.
7. The schedule of paid holidays is increased with the addition of Juneteenth.
8. Shift premium pay is increased to \$1.25 per hour, from \$0.80 per hour.

9. Employees who are assigned to a downtown location who work some or all hours in person will receive a \$200 annual stipend in order to offset the cost of parking. Employees who have access to free parking are not eligible for this stipend.
10. Employees in the Probation Officer job family will receive a \$250 payment each year for clothing/equipment maintenance.
11. Tool allowance is increased to \$600 per year, from \$300.

I further recommend that Your Honorable Body amend the compensation program for Unrepresented Employees not covered above commensurate with the modifications in the CSEA agreement and amend the compensation program for the Monroe County Sheriff's Executive Staff commensurate with the modifications in the Sheriff's Command agreement previously approved by this Honorable Body. The Sheriff's Executive Staff will also receive a longevity pay schedule increase of 1%, and their work week will be standardized at 41.25 hours.

The estimated costs of this referral are:

2022 – \$ 7,965,971
2023 – \$ 3,715,346
2024 – \$ 3,826,681
2025 – \$ 15,569
2026 – \$ 15,880

The specific legislative actions required are:

1. Approve the Collective Bargaining Agreement between the Monroe County Executive and the Civil Service Employees Association, Inc. Monroe County Local 828, Unit 7400 for the period of January 1, 2022 through December 31, 2024.
2. Amend the 2022 Budget Salary Schedule to reflect the agreement with the Civil Service Employees Association, Inc. Local 828, Unit 7400, amend the applicable Salary Schedule for unrepresented employees commensurate with the modifications to the CSEA Salary Schedule, and amend the applicable Salary Schedule for the Monroe County Sheriff's Executive Staff commensurate with the modifications to the Sheriff's Command Staff Salary Schedule approved in the Sheriff's Command agreement.
3. Amend the compensation program for unrepresented employees commensurate with the modifications in the CSEA agreement, amend the compensation program for the Monroe County Sheriff's Executive Staff commensurate with the modifications in the Sheriff's Command agreement, and extend applicable economic benefits to all employment classes currently covered.

This action is a type II Action pursuant to 6 NYCRR & 617.5 (C)(28) ("collective bargaining activities") and is not subject to further review under the State Environmental Quality Review Act.

I recommend that this matter receive favorable action by Your Honorable Body.

Sincerely,


Adam J. Bello
Monroe County Executive

By Legislators _____ and _____

Intro. No. ____

RESOLUTION NO. ____ OF 2022

**APPROVING COLLECTIVE BARGAINING AGREEMENT BETWEEN MONROE COUNTY
EXECUTIVE AND CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. MONROE COUNTY
LOCAL 828, UNIT 7400**

BE IT RESOLVED BY THE LEGISLATURE OF THE COUNTY OF MONROE, as follows:

Section 1. The Collective Bargaining Agreement between the Monroe County Executive and the Civil Service Employees Association, Inc. Monroe County Local 828, Unit 7400 for the period of January 1, 2022 through December 31, 2024 is hereby approved.

Section 2. The 2022 Budget Salary Schedule is hereby amended to reflect the agreement with the Civil Service Employees Association, Inc. Local 828, Unit 7400, the applicable Salary Schedule for unrepresented employees is amended commensurate with the modifications to the CSEA Salary Schedule, and the applicable Salary Schedule for the Monroe County Sheriff's Executive Staff is amended commensurate with the modifications to the Sheriff's Command Staff Salary Schedule approved in the Sheriff's Command agreement..

Section 3. The compensation program for unrepresented employees is amended commensurate with the modifications in the CSEA agreement, the compensation program for the Monroe County Sheriff's Executive Staff is amended commensurate with the modifications in the Sheriff's Command agreement, and applicable economic benefits are extended to all employment classes currently covered.

Section 4. This resolution shall take effect in accordance with Section C2-7 of the Monroe County Charter.

Matter of Urgency
File No. 22-

ADOPTION: Date: _____ Vote: _____

ACTION BY THE COUNTY EXECUTIVE

APPROVED: _____ VETOED: _____

SIGNATURE: _____ DATE: _____

EFFECTIVE DATE OF RESOLUTION: _____