



Office of the County Executive

Monroe County, New York

Adam J. Bello
County Executive

January 10, 2025

OFFICIAL FILE COPY	
No. <u>250023</u>	
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, 2025 through December 31, 2027.

The principal terms of this agreement are outlined below:

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

2025 – Salary steps on the schedules increased by \$1.60 per hour
2026 – Salary steps on the schedules increased by \$1.25 per hour
2027 – 4% schedule increase

2. Employees will be fully reimbursed up to an annual maximum of \$200 for the purchase of safety shoes required by the County.
3. Full-time employees will receive twenty-four (24) hours of personal time added to their PTO time bank annually. The 24 hours do not roll over year to year and have no cash value.
4. New 3-year of service longevity payment at \$375, new 5-year longevity payment at \$475, 10-year payment to \$675, 15-year payment to \$775, 20-year payment to \$875, and the 25 or more year payment to \$975.
5. Employees who are assigned to a work location that does not have free parking available who work some or all hours in person will receive a \$600 annual stipend in order to offset the cost of parking. Employees who have access to free parking are not eligible for this stipend.
6. Employees in the Probation Officer job family will receive a \$400 payment each year for clothing/equipment maintenance.
7. All employees in bargaining unit now follow the same vacation accrual schedule.

I further recommend that Your Honorable Body approve and amend the salary schedules and compensation program for unrepresented employees, and approve updates to the Management & Professional Handbook, commensurate with the modifications in the CSEA agreement.

The principal terms of this update are outlined below:

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

2025 – 3.25% schedule increase
2026 – 3% schedule increase
2027 – 4% schedule increase

2. Tuition reimbursement increased to a maximum of \$3,000.00 each calendar year.
3. Employees whose M&P Flexible Time Bank is maxed may, in exceptional circumstances as agreed upon by the Human Resources and Finance directors, be paid out at their regular rate of pay for those hours worked above eighty (80) in a pay period.

The estimated costs of this referral for Civil Service Employees Association, Inc. Local 828, Unit 7400 and unrepresented employees is:

2025 – \$9,306,514.00
2026 – \$7,257,968.00
2027 – \$7,394,655.00

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, 2025 through December 31, 2027.
2. Amend the 2025 Budget Salary Schedules for CSEA to reflect the agreement with the Civil Service Employees Association, Inc. Local 828, Unit 7400.
3. Amend the 2025 Budget Salary Schedule for Flat and Hourly Employees commensurate with the modifications to the CSEA Salary Schedule and to align the salaries of Deputy Sheriff, Part Time and Deputy Sheriff-Civil, Part Time with the salary for Special Patrol Officer.
4. Amend the 2025 Budget Salary Schedule for Management and Professional Employees commensurate with the modifications to the CSEA Salary Schedule.
5. Amend the compensation program for unrepresented employees commensurate with the modifications in the CSEA agreement, including amending the Management & Professional Handbook.

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.

Funding for this agreement is included in the 2025 operating budget and will be requested in future years' budgets. No additional net County support is required in the current Monroe County budget.

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 2025

**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, 2025 through December 31, 2027 is hereby approved.

Section 2. The 2025 Budget Salary Schedules for CSEA is hereby amended to reflect the agreement with the Civil Service Employees Association, Inc. Local 828, Unit 7400.

Section 3. The 2025 Budget Salary Schedule for Flat and Hourly Employees is hereby amended commensurate with the modifications to the CSEA Salary Schedule and to align the salaries of Deputy Sheriff, Part Time and Deputy Sheriff-Civil, Part Time with the salary for Special Patrol Officer.

Section 4. The 2025 Budget Salary Schedule for Management and Professional Employees is hereby amended commensurate with the modifications to the CSEA Salary Schedule.

Section 5. The compensation program for unrepresented employees is hereby amended commensurate with the modifications in the CSEA agreement, including amending the Management & Professional Handbook.

Section 6. Funding for this agreement is included in the 2025 operating budget and will be requested in future years' budgets.

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

Matter of Urgency
File No. 25-

ADOPTION: Date: _____ Vote: _____

ACTION BY THE COUNTY EXECUTIVE

APPROVED: _____ VETOED: _____

SIGNATURE: _____ DATE: _____

EFFECTIVE DATE OF RESOLUTION: _____