



Office of the County Executive

MONROE COUNTY, NEW YORK

Cheryl Dinolfo
County Executive

December 12, 2016

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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 Agreement Among the Monroe County Executive, Monroe County Sheriff and the Civil Service Employee Association - Sheriff Command Unit

Honorable Legislators:

I recommend that Your Honorable Body approve the agreement among the Monroe County Executive and the Monroe County Sheriff with the Civil Service Employee Association - Sheriff Command Unit, for the period of January 1, 2013 through December 31, 2021.

The agreement was ratified by the Union membership on November 18, 2016. The principal terms of this agreement are outlined below:

1. Wage increases, generally, set forth as follows:
 - 2013 - 0% schedule increase
 - 2014 - 0% schedule increase
 - 2015 - 0% schedule increase
 - 2016 - 0% schedule increase
 - 2017 - 1.5% schedule increase
 - 2018 - 1.5% schedule increase
 - 2019 - 1.5% schedule increase
 - 2020 - 1.5% schedule increase
 - 2021 - 1.5% schedule increase
2. Current employees on payroll shall receive a bonus equal to 1.5% of their base annual salary. Longevity and shift differential pay will be increased.
3. Employees will be moved to a lower-cost health insurance plan with employee contributions increasing in each year of the agreement. The annual health insurance buy-out will be increased to \$2,500 and extended to pre-Medicare retirees. Dental insurance coverage and contributions will be increased.
4. Changes will be made to retiree health insurance to reduce long-term County liability.
5. Clarifications to the overtime provisions in the Collective Bargaining Agreement.
6. Employees occupying the position of Internal Affairs Lieutenant will be excluded from the bargaining unit.

I further recommend that Your Honorable Body extend the health insurance changes applicable to the Command Staff to the Sheriff and the Sheriff's Executive Staff, currently consisting of the titles of Undersheriff, Chief Deputy, Commander, Jail Superintendent, Court Security Bureau Chief, Civil Bureau Chief and Internal Affairs Lieutenant; and extend wage increases and overtime provisions of the Collective Bargaining Agreement to the Sheriff's Executive Staff effective January 1, 2017.

The estimated costs of this agreement are:

2013 - \$0
2014 - \$0
2015 - \$0
2016 - \$0
2017 - \$156,323
2018 - \$146,963
2019 - \$192,924
2020 - \$238,884
2021 - \$284,845

The specific legislative actions required are:

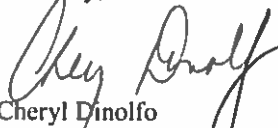
1. Approve the Collective Bargaining Agreement among the Monroe County Executive, the Monroe County Sheriff and the Civil Service Employee Association - Sheriff Command Unit, for the period of January 1, 2013 through December 31, 2021.
2. Extend health insurance provisions applicable to Command Staff to the Sheriff and the Sheriff's Executive Staff, effective January 1, 2017.
3. Extend wage increases and overtime provisions of the Collective Bargaining Agreement to the Sheriff's Executive Staff, effective January 1, 2017.
4. Amend the proposed 2017 Budget Salary Schedule to reflect the agreement with the Civil Service Employee Association - Sheriff Command Unit and the compensation program for the Sheriff's Executive Staff.

Environmental assessments were completed for this action and it was determined that there would be no significant effect on the environment.

Funding for this agreement is included in the proposed 2017 operating budget of the Sheriff's Office 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,


Cheryl Dinolfo
Monroe County Executive