

MEMORANDUM OF AGREEMENT

Memorandum of Agreement dated this ____ day of December, 2017 between the County of Westchester and the Westchester County Corrections Superior Officers Association (SOA)

The parties' last bargaining agreement, as modified by subsequent interest arbitration awards and Memorandum of Agreement, shall be further amended as follows:

1. Term:

This Memorandum of Agreement shall cover the term January 1, 2016 through December 31, 2019.

2. Wages as of the signing of this Memorandum of Agreement:

The following wage increases will apply to all members of the bargaining unit, and/or former members of the bargaining unit during the time periods in subparagraphs "a" through "d" and will be applied retroactively.

- a. Effective January 1, 2016, each step of the salary schedule in effect on December 31, 2015 shall be increased by 2.5 %.
- b. Effective January 1, 2017, each step of the salary schedule in effect on December 31, 2016 shall be increased by 2.5 %.
- c. Effective January 1, 2018, each step of the salary schedule in effect on December 31, 2017 shall be increased by 2.5%.
- d. Effective January 1, 2019, each step of the salary schedule in effect on December 31, 2018 shall be increased by 2.75%.

3. Night Shift Differential:

- a. Effective January 1, 2018, shift differential in effect on December 31, 2015 shall be increased by fifty (50) cents.
- b. Effective January 1, 2019, shift differential in effect on December 31, 2018 shall be increased by fifty (50) cents.

4. Longevity Schedule

Effective January 1, 2019, the Longevity Schedule shall be increased by \$50 at each Step

5. Welfare Fund

The County's contribution to the Welfare Fund shall be increased as follows:

- a. Effective January 1, 2017, increase by \$75.
- b. Effective January 1, 2018, increase by \$50.
- c. Effective January 1, 2019, increase by \$75.

6. K-9 Unit

Based upon the Union's cooperation in securing funding for the establishment of a K-9 program, in the event the County implements a K-9 program in the Department of Corrections, that function shall be assigned, in the sole discretion of the Commissioner of Corrections, to a member or members of the SOA bargaining Unit. In the event said assignment is established, the position will be compensated at a rate equal to that contained in the County's collective bargaining agreement with its Police Benevolent Association (PBA). Nothing herein shall require the County to create or maintain any such unit.

7. Post Bidding

Article III, Paragraph E

Amend to provide that any Sergeants who have completed one year in rank shall be entitled to bid any unencumbered position available at that time (excluding 11 p.m. to 7 a.m.) for their assignments based on seniority. Upon completion of two years in rank, Sergeants may post bid shift, squad or building of their choice, pursuant to the yearly bid schedule.

Captains who have completed two (2) years in rank shall be entitled to bid any unencumbered position at that time based on seniority. Bidding shall begin on their two year anniversary date. Bidding shall be limited to shift, squad and building of their choice.

8. Grievance Mediation Program

Amend to provide that John Perone shall be added as a Panel Mediator.

9. 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 from January 1, 2016 to the date of the execution of this agreement.

10. Zipper Clause

All proposals not addressed by this Memorandum of Agreement are withdrawn.

11. Ratification

This Memorandum is subject to ratification by the membership of the SOA and by the Board of Legislators before its terms may become effective.

FOR THE COUNTY

FOR THE SOA

County Executive (or designee)

President

Date: _____

Date: _____