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PRESS RELEASE
9/21/2023

At this month's Board of Supervisors meeting, Supervisors voted to ratify a 3-year contract with the Civil Service Employees Association, Supervisory Employee Unit. The unit represents 67 supervisory positions in various departments. Union members voted to ratify the contract on September 6, with 97% of the membership voting in favor of the contract.

Below is a summary of the contract.

WAYNE COUNTY CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
SUPERVISORY EMPLOYEES UNIT NEGOTIATIONS

**Negotiation Team: Supervisors- Lynn Chatfield, Tony Verno, Michael Donalty
Tish Lynn, Legal. Rick House, County Administrator. Chris Kalinski, HR Director**

Contract ratified on Tuesday, September 19, 2023

Major items in final tentative agreement will take effective 1/1/2024 unless noted differently

EFFECTIVE payroll period 9/29 – 10/12/23 paid on 10/19/2023

- 1% increase to the 2023 salary structure; this will be processed by HR.
- Grade level changes for: PSDispatcher Supervisor from grade 2 to grade level 7
- Sign on bonus \$500 FT / \$200 PT on time payment. **Payroll liaison** will be responsible to key this is to all full time and part time staff who are on payroll as of ratification date 9/19/2023. We would like this done in the 9/15-9/28 payroll period. If you have questions regarding a staff member please reach out to HR for clarification. **Substitutes, seasonal, temporary staff do not receive the sign on bonus.**
Payroll codes for input:
FT-628 \$500.00
PT-629 \$200.00
- **NURSING HOME OVERTIME FOR SHIFT STAFF – ALL employees will follow FLSA 40 hours OT eligibility effective 1/1/2024, OT, time and one-half is based on a 40 hour work week. Remove 8/80 FLSA 7(j) for NH shift employees 1/1/2024**

- CSEA General, Supervisory Unit & Managerial Confidential will be allowed to sell back 10 days of leave accruals at end of year, all other units will stay with what their bargained agreement states.

EFFECTIVE JANUARY 1, 2024

CONTRACT TERM - 3 years, January 1, 2024 – December 31, 2026

BASE SALARIES AND WAGES –

2024 - 4.0%

2025 - 4.0%

2026 - 4.0%

WEEKEND SHIFT DIFFERENTIAL – for Shift employees only (Nursing Home, E911, EMS) \$1.00/hour for all hours actually worked for workshift designated by the County as Saturday and Sunday shift. A new pay code - 807 has been designated for weekend shift. The payroll liaison will be responsible to key in weekend pay for Saturday and Sunday for hours actually worked.

40 HOUR WORK WEEK: Beginning 1/1/2024

Shift Employees at Nursing Home (Supervising RN)
Probation Department

LEAVE TIME:

Full Time hired on or after June 7, 2011 effective 1/1/24 will now receive the 10 additional days of vacation when they reach the 10 years.

LEAVE ACCRUAL FOR PART TIME STAFF

Outline of hours needed to work and number of hours credited to part time staff – also PT staff if time not used by end of year the accruals will be paid out in a lump sum in final payroll.

LONGEVITY PAY

1/1/2024 - Add \$75 to 5 & 7 year level and \$150 for all year levels after to longevity.

Currently:

After 5 years - \$425
After 7 years - \$625
After 10 years - \$1,075
After 13 years - \$1,325
After 16 years - \$1,575
After 20 years - \$1,825
After 25 years - \$2,250
After 30 years - \$2,500

New:

After 5 years - \$500
After 7 years - \$700
After 10 years - \$1,225
After 13 years - \$1,475
After 16 years - \$1,725
After 20 years - \$1,975
After 25 years - \$2,475
After 30 years - \$2,650

HEALTH INSURANCE

If an employee chooses not to participate in the County health plan for a full year effective with the December 2024 payment the amounts will increase by \$100.00. New rates \$500.00 single and \$800.00 family. No proration and if employees receives a benefit of County Health Insurance through a family member they are not eligible for the buyout.

MEAL CHARGES TO EMPLOYEES AT NURSING HOME

Nursing Home staff may purchase meals at the Nursing Home for \$4.25 per meal. Said meal charge shall be increased by .25 centers per year - \$4.50 per meal effective January 1, 2024; \$4.75 per meal effective January 1, 2025; \$5.00 per meal effective January 1, 2025.

BUILDING AND GROUNDS / PUBLIC WORKS / NURSING HOME NURSING STAFF

Full Time - \$200 towards boots, shoes, clothing, scrubs.

Part Time Nursing Home staff \$100 towards shoes, scrubs.

All payments will go through county voucher system

HOLIDAY PAY – To be eligible for holiday pay, the employee must work his/her last scheduled workday before and the first scheduled workday after the holiday. Bereavement leave, pre-approved annual leave, pre-approved compensatory time, and/or pre-approved sick leave used immediately prior to and/or following a holiday shall not disqualify an employee from receiving holiday pay.

FLOATING HOLIDAY SCHEDULE FOR SHIFT EMPLOYEES (WCNH, EMS, E911)

All on the same schedule, Nursing home shift employees will now be eligible to be paid-out for unused floating days.

Negotiations have continued with the Teamsters union which represents Sheriff's Deputies, but the parties have been unable to reach agreement. This week, the parties agreed to seek assistance from the New York State Public Employment Relations Board ("PERB"). PERB provides services to public employers and unions to help them achieve collective bargaining agreements. The next step in the process is interest arbitration. The County looks forward to a successful resolution with PERB's assistance.