

**10/1/21 FINAL
MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement (hereinafter "MOA"), is entered into by and between the representatives for the **Town of New Paltz** (hereinafter "Employer") and the **Town of New Paltz Police Association** (hereinafter "Union"), **for the full and part-time police officers, and dispatchers**, affiliated with the **New York State Union of Police Associations, Inc.** (hereinafter "NYSUPA"), and referred to collectively as the parties.

WHEREAS, the Employer and the Union are parties to a collective bargaining agreement (hereinafter "CBA"), which had an expiration date of **December 31, 2017**; and

WHEREAS, the parties have now reached an agreement as of the date of execution of this MOA on the terms and conditions for a successor CBA for the period of **January 1, 2018 through December 31, 2023**, and wish to memorialize their understanding, in writing, pending the signing of a new CBA; and

WHEREAS, upon execution of this MOA by the representatives of both the Employer and Union, the parties agree to comply with the following:

1. This MOA is subject to ratification by the Union first (1st), and then legislative approval by the Town Board as set forth herein. All parties who sign this MOA shall support and endorse it for ratification by their respective bodies.
2. All terms and conditions of the CBA, which had an expiration date of **December 31, 2017**, shall remain in full force and effect except as agreed to be modified herein.
3. The Union shall hold a ratification vote no later than **October 14, 2021**.
4. Upon a majority vote of the members in attendance at the required ratification vote by the Union of this MOA, the Town's labor attorney and Town Supervisor shall be notified in writing, by NYSUPA of its successful passage or failure.
5. In the event that the majority of members in attendance at the Union ratification vote to support this MOA, the Town Supervisor shall then place this matter on the agenda as soon as practical for its next regularly scheduled or special meeting of the Town Board, after written notification of the successful passage by the Union is received from NYSUPA, to be held no later than **October 21, 2021**, at which its ratification vote to approve this MOA shall be conducted.
6. After the successful ratification votes by the Union and Employer, all new terms and conditions shall be implemented **no later than the first (1st) full pay period** following the Town Board's successful ratification vote date, except those for which this MOA specifically provides for an alternate date of implementation. All terms and conditions that have no specific implementation date shall become effective on the first (1st) day of the CBA, **January 1, 2018**.

7. NYSUPA shall prepare a draft "red-lined" CBA and send to the Employer's labor attorney, in a "word document" for the Employer's review, consideration and its response that it reflects the expired CBA, and this MOA, no later than 75 calendar days after the successful ratification vote date by the Town Board of this MOA. After mutual agreement by the parties to the draft CBA, a Final CBA shall be forwarded thereafter to be executed by the Town Supervisor and PBA President.

8. The Employer agrees that any and all retroactive money due and owing, if any, shall be paid no later than 45 calendar days after the successful ratification vote date of the Town Board to all unit members who are currently employed, and retired, if any, pursuant to the terms contained in this MOA, during the expired CBA period, in a separate payroll check from the regular payroll check. All retroactivity shall be reported to the NYS Comptroller for the Employee Retirement System and the Police and Fire Retirement System by the years it would have been paid and earned, for the purpose of pension calculation. The Employer shall provide a worksheet to everyone receiving retroactive money, detailing by year, the basis of the calculation(s), and what it represents, to the date of implementation of this MOA.

9. The parties agree that upon the successful ratification votes by the parties, this MOA shall have the full force and effect of the CBA, and enforceable through the Grievance Procedure.

NOW, THEREFORE, in consideration of the promises and mutual covenants contained herein, upon ratification of the successful ratification votes by the Union and Town Board, the parties agree that a successor CBA to the one that had an expiration date of **December 31, 2017**, shall reflect the following terms as attached to this MOA.

FOR THE EMPLOYER

Neil Bettez 12-06-21
NEIL BETTEZ Date
Supervisor

FOR THE UNION

Duke Bunce 10/12/21
DUKE BUNCE Date
President

1. **HOUSEKEEPING:** Delete all sections, dates that are no longer applicable and correct grammatical and spelling errors mutually agreed upon.

2. **ARTICLE 6 – EMPLOYEE RIGHTS (pp. 3-19)**

6.7 **DUTY HOURS**

(I) **Travel:**

4. Amend the meal reimbursement amounts as follows:

	(N/C) <u>1/1/18</u>	(N/C) <u>1/1/19</u>	(N/C) <u>1/1/20</u>	(N/C) <u>1/1/21</u>	(+\$.10) <u>1/1/22</u>	(+\$.15) <u>1/1/23</u>
Breakfast	\$ 9.00	\$ 9.00	\$ 9.00	\$ 9.00	\$ 9.10	\$ 9.25
Lunch	\$12.00	\$12.00	\$12.00	\$12.00	\$12.10	\$12.25
Dinner	\$22.00	\$22.00	\$22.00	\$22.00	\$22.10	\$22.25

(J) Amend the meal allowance amount as follows: **(NOTE: Refers to meal allowance for training outside of the Town)**

	(N/C) <u>1/1/18</u>	(N/C) <u>1/1/19</u>	(N/C) <u>1/1/20</u>	(N/C) <u>1/1/21</u>	(+\$.10) <u>1/1/22</u>	(+\$.15) <u>1/1/23</u>
	\$12.50	\$12.50	\$12.50	\$12.50	\$12.60	\$12.75

3. **ARTICLE 8 – CLOTHING ALLOWANCE (pp. 21-24)**

(A) **POLICE OFFICERS:** Amend the dates and amounts of the schedule as follows: **(NOTE: Refers to Cleaning Allowance Reimbursement)**

(7).

(N/C) <u>Payable Dates</u>	<u>Full-time Police Officers</u>	<u>Part-time Police Officers</u>	<u>Detective Division</u>
March 1, 2018	\$435.00 >	\$235.00 >	\$435.00 >
October 1, 2018	\$450.00 > N/C	\$250.00 > N/C	\$450.00 > N/C
March 1, 2019	\$435.00 >	\$235.00 >	\$435.00 >
October 1, 2019	\$450.00 > N/C	\$250.00 > N/C	\$450.00 > N/C
March 1, 2020	\$435.00 >	\$235.00 >	\$435.00 >
October 1, 2020	\$450.00 > N/C	\$250.00 > N/C	\$450.00 > N/C
March 1, 2021	\$435.00 >	\$235.00 >	\$435.00 >
October 1, 2021	\$450.00 > N/C	\$250.00 > N/C	\$450.00 > N/C
March 1, 2022	\$447.50 > Total	\$247.50 > Total	\$447.50 > Total
October 1, 2022	\$462.50 > +\$25.00	\$262.50 > +\$25.00	\$462.50 > +\$25.00
March 1, 2023	\$460.00 > Total	\$260.00 > Total	\$460.00 > Total
October 1, 2023	\$475.00 > +\$25.00	\$275.00 > +\$25.00	\$475.00 > +\$25.00

2nd paragraph, amend dates and amounts of the schedule as follows: **(Refers to Detectives purchasing of work clothing)**

(N/C)

<u>Payable Dates</u>	<u>Amount</u>
March 1, 2018 (N/C)	\$525.00
March 1, 2019 (N/C)	\$525.00
March 1, 2020 (N/C)	\$525.00
March 1, 2021 (N/C)	\$525.00
March 1, 2022 (+\$25.00)	\$550.00
March 1, 2023 (+\$25.00)	\$575.00

3rd paragraph, amend dates and amounts of the schedule as follows: **(Refers to Assignment to Plain Clothes duty after 6 months.)**

<u>Year</u>	<u>Amount</u>
2018 (N/C)	\$450.00
2019 (N/C)	\$450.00
2020 (N/C)	\$450.00
2021 (N/C)	\$450.00
2022 (+\$25.00)	\$475.00
2023 (+\$25.00)	\$500.00

(B) DISPATCHERS: (NOTE: Refers to Cleaning Allowance.)

Amend dates and amounts of the schedule as follows:

(N/C)

<u>Payable Dates</u>	<u>FT Dispatchers</u>	<u>PT Dispatchers</u>
March 1, 2018	\$335.00 >	\$170.00 >
October 1, 2018	\$350.00 > N/C	\$180.00 > N/C
March 1, 2019	\$335.00 >	\$170.00 >
October 1, 2019	\$350.00 > N/C	\$180.00 > N/C
March 1, 2020	\$335.00 >	\$170.00 >
October 1, 2020	\$350.00 > N/C	\$180.00 > N/C
March 1, 2021	\$335.00 >	\$170.00 >
October 1, 2021	\$350.00 > N/C	\$180.00 > N/C
March 1, 2022	\$347.50 > Total	\$182.50 > Total
October 1, 2022	\$362.50 > +\$25.00	\$192.50 > +\$25.00
March 1, 2023	\$360.00 > Total	\$195.00 > Total
October 1, 2023	\$375.00 > +\$25.00	\$205.00 > +\$25.00

NS 10/12/21
DB 10/12/21

4. **ARTICLE 9 – VACATION** (pp. 23-24)

(C) Amend to read as follows:

All vacation time taken during a year, shall be compensated at the employee's current Base Wage, and applicable longevity rate.

(G) Amend the 2nd sentence to read as follows:

Each employee who accumulates more than twenty (20) days of vacation time by December 31st of each year, shall receive no later than January 15th of each year, an amount of compensation equal to the value in excess of twenty (20) days at his/her Base Wage and applicable longevity rate in effect on December 31st.

5. **ARTICLE 11 – COMPENSATED LEAVES OF ABSENCE** (pp. 25-27)

11.1 SICK LEAVE

(E) Amend the last sentence in the 1st and 2nd paragraphs to read as follows:

1st Paragraph

In addition, upon death or retirement under the New York Local Police and Fire Retirement System, an employee will receive a payment for each sick leave day he/she has accumulated in excess of one hundred (100) days, up to two hundred (200) additional days, as follows:

(N/C) <u>1/1/18</u> \$25.00/day	(N/C) <u>1/1/19</u> \$25.00/day	(N/C) <u>1/1/20</u> \$25.00/day	(N/C) <u>1/1/21</u> \$25.00/day	(+\$10.00/day) <u>1/1/22</u> \$35.00/day	(+\$15.00/day) <u>1/1/23</u> \$50.00/day
--	--	--	--	---	---

2nd Paragraph

In addition, upon death or retirement under the New York State and Local Government Employees' Retirement System, a dispatcher will receive a payment for each sick leave day he/she has accumulated in excess of one hundred (100) days, up to one hundred (100) additional days as follows:

(N/C) <u>1/1/18</u> \$17.25/day	(N/C) <u>1/1/19</u> \$17.25/day	(N/C) <u>1/1/20</u> \$17.25/day	(N/C) <u>1/1/21</u> \$17.25/day	(+\$10.00/day) <u>1/1/22</u> \$27.25/day	(+\$15.00/day) <u>1/1/23</u> \$42.25/day
--	--	--	--	---	---

AB 10/12/21
DA 10/12/21

6. ARTICLE 12 – HEALTH INSURANCE, HEALTH INSURANCE ON RETIREMENT AND HEALTH INSURANCE BUY-OUT (pp. 35-38)

(A) Add the following after the last paragraph on page 36 to read as follows:

A full-time employee (police officer and dispatcher) **hired on or after October 1, 2021**, shall contribute in pre-taxed dollars, each pay period in equal amounts, towards the health insurance premium for his/her first (1st) one hundred and forty-four (144) months (12 years) of employment, as set forth herein, based on the Base Wage Schedule in Article 14. However, if an employee (police officer) is hired at the Starting w/o MPTC Certification, he/she shall not be required to make any contribution for the first (1st) twenty-six (26) weeks of employment (6 months). Thereafter, when that employee starts being paid at Step 1 of the Base Wage schedule, he/she shall contribute for the next one hundred and forty-four (144) months (12 years), if enrolled in the Core Plus Medical and Psychiatric Enhancements Plan, or EPO, HMO, or PPO plan(s) as set forth above, at the following percentages of each Step Base Wage:

Individual Premium – 2.0% of that Step Base Wage

Family Premium – 3.0% of that Step Base Wage

An employee hired at Step 1 Starting **on or after October 1, 2021** shall start his/her contribution effective with the first (1st) pay period as set forth above.

The following provides an example of the contribution for a police officer:

A police officer **hired on October 1, 2021** at Step 2 Base Wage of \$51,236, the contribution would be as follows:

Individual 2.0% = \$1,024.72 annual gross, not pre-taxed, divided by the number of pay periods

Family 3.0% = \$1,537.08 annual gross, not pre-taxed, divided by the number of pay periods

Upon completion of one hundred and forty-four (144) months (12 years), whether enrolled or taking the buyout, there shall be no further contribution by the employee, and the Employer shall pay one hundred percent (100%) of the individual or family premium. The health insurance contribution shall only be applicable to the Base Wage of that employee, and shall not include longevity payments.

(B) Insert the following at the end of the 1st sentence of the 1st paragraph to read as follows:

A full-time police officer **hired on or after October 1, 2021** who retires under the New York State Police and Fire Retirement system, with at least fifteen (15) years

AB 10/12/21
OJ 10/14/21

of service with the Employer immediately preceding retirement, shall be provided fully paid health insurance by the employer (Individual/Family). In the event the full-time police officer receives either a performance of duty, or accidental disability retirement, the ten (10) and fifteen (15) years of service shall be deemed as met.

Insert the following at the end of the 1st sentence of the 2nd paragraph to read as follows:

A full-time dispatcher **hired on or after October 1, 2021**, who retires with a minimum of fifteen (15) years of service immediately prior to retirement, shall continue to be provided with health insurance, at no cost to the retiree (Individual/Family). In the event the full-time dispatcher receives a job-related disability retirement, the ten (10) and fifteen (15) years of service shall be deemed as met.

Amend the 3rd paragraph by inserting the following to read as follows:

Insert “which shall exclude the period of coverage required by the plan” where after “one (1) year after the death” appears.

(H) HEALTH INSURANCE BUY-OUT

Add a new paragraph under the existing 2nd paragraph to read as follows:

Effective **January 1, 2022**, and each calendar year thereafter, an employee, or retiree if the plan permits, who retires **on or after January 1, 2018**, who declines and waives health insurance as provided above, shall be paid twenty percent (20%) of the individual premium annually, to be paid in equal amounts on the first (1st) pay period following each calendar quarter. The buyout shall be pro-rated in the event the employee separates from service, or he/she or the retiree resumes health insurance coverage during that calendar quarter (e.g., \$625.00 a quarter to be paid, resumes or separates on the 1st day of the 3rd month of the quarter, employee or retiree paid only \$416.67).

7. **ARTICLE 14 – COMPENSATION (pp. 38-47)**

14.2 – BASE WAGE AND LONGEVITY FOR FULL-TIME POLICE OFFICERS

(A) Amend the schedule as follows:

(N/C) Step	(N/C) Years of Service	(2.125%) 1/1/18	(2.125%) 1/1/19	(2.125%) 1/1/20
1	Starting W/O * MPTC certification	** \$38,436 *** \$18.48/hr.	\$39,253 \$18.87/hr.***	\$40,087 \$19.27/hr.
2	Starting	\$48,045 *** \$23.10/hr.	\$49,066 \$23.59/hr.	\$50,109 \$24.09/hr.

Handwritten initials and dates:
 11/3 10/12/21
 11/3 10/12/21

3	Starting 2 nd Year		\$52,134	\$53,242	\$54,373
		***	\$25.06/hr.	\$25.60/hr.	\$26.14/hr.
4	Starting 3 rd Year		\$55,883	\$57,071	\$58,284
		***	\$26.87/hr.	27.44/hr.	\$28.02/hr.
5	Starting 4 th Year		\$60,466	\$61,751	\$63,063
		***	\$29.07/hr.	\$29.69/hr.	\$30.32/hr.
6	Starting 5 th Year		\$63,006	\$64,345	\$65,712
		***	\$30.29/hr.	\$30.94/hr.	\$31.59/hr.
7	Starting 6 th Year		\$65,949	\$67,350	\$68,781
		***	\$31.71/hr.	\$32.38/hr.	\$33.07/hr.
8	Starting 7 th Year		\$70,211	\$71,703	\$73,227
		***	\$33.76/hr.	\$34.47/hr.	\$35.21/hr.

(N/C)	(N/C)		(2.25%)	(2.25%)	(2.25%)
Step	Years of Service		1/1/21	1/1/22	1/1/23
1	Starting W/O *	**	\$40,989	\$41,911	\$42,854
	MPTC certification	***	\$19.71/hr.	\$20.15/hr.	\$20.60/hr.
2	Starting		\$51,236	\$52,389	\$53,568
		***	\$24.63/hr.	\$25.19/hr.	\$25.75/hr.
3	Starting 2 nd Year		\$55,596	\$56,847	\$58,126
		***	\$26.73/hr.	\$27.33/hr.	\$27.95/hr.
4	Starting 3 rd Year		\$59,595	\$60,936	\$62,307
		***	\$28.65/hr.	\$29.30/hr.	\$29.96/hr.
5	Starting 4 th Year		\$64,482	\$65,933	\$67,416
		***	\$31.00/hr.	\$31.70/hr.	\$32.41/hr.
6	Starting 5 th Year		\$67,191	\$68,703	\$70,249
		***	\$32.30/hr.	\$33.03/hr.	\$33.77/hr.
7	Starting 6 th Year		\$70,329	\$71,911	\$73,529
		***	\$33.81/hr.	\$34.57/hr.	\$35.35/hr.
8	Starting 7 th Year		\$74,875	\$76,560	\$78,283
			\$36.00/hr.	\$36.81/hr.	\$37.64/hr.

* An employee Starting W/O MPTC Certification shall be paid 80% of Step 2 Base Wage for his/her first 26 weeks of employment, thereafter move to Step 2 for the next 26 weeks. On the police officer's anniversary date of hire, he/she shall move to Step 3 and so on.

(N/C)

** All Base Wage amounts are for informational purposes only. (N/C)

*** Hourly rate is based on 2080 hours, and is the exact rate to be paid multiplied by 40 hours per week. (N/C)

Amend the Sergeants schedule as follows:

(N/C)	(N/C)						
<u>Step</u>	<u>Years of Service</u>	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
1	Upon Appointment	*\$76,530	\$78,156	\$79,817	\$81,614	\$83,450	\$85,328
		\$36.79/hr.	\$37.58/hr.	\$38.37/hr.	\$39.24/hr.	\$40.12/hr.	\$41.02/hr.
2	Starting 3 rd Year	**\$81,122	\$82,845	\$84,606	\$86,511	\$88,457	\$90,448
		\$39.00/hr.	\$39.83/hr.	\$40.68/hr.	\$41.59/hr.	\$42.53/hr.	\$43.49/hr.

Step 1 shall be a 9.0% differential above a Step 8 Base Wage of a full-time police officer. **(N/C)**

Step 2 shall be a 6.0% differential above a Step 1 Base Wage of a Sergeant. **(N/C)**

Detectives – Add the following to read as follows:

All Detectives shall be paid a differential over and above a Step 8 Base Wage of a full-time police officer as follows:

(N/C)	(N/C)	(N/C)	(+\$50.00)	(+\$50.00)	(+\$25.00)
<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
\$1,950.00	\$1,950.00	\$1,950.00	\$2,000.00	\$2,050.00	\$2,075.00

NEW All Detective Sergeants shall be paid a differential over and above the Detectives differential as follows:

<u>Step</u>	<u>Years of Service</u>	<u>1/1/22</u>	(+\$50.00) <u>1/1/23</u>
1	Upon Appointment	\$450.00	\$500.00
2	Starting 2 nd Year and Above	\$550.00	\$600.00

The above amounts are not cumulative.

Longevity – Delete the 1st schedule. **(NOTE: Based on the date for those hired on or after January 1, 2000, this schedule is no longer applicable).**

Amend the 2nd paragraph's schedule as follows: **(NOTE: Refers to Full-Time Police Officers hired on or after January 1, 2000).**

(N/C)	(N/C)	(N/C)	(N/C)	(N/C)	(+\$25.00/Step)	(+\$25.00/Step)	(+\$25.00/Step)
<u>Step</u>	<u>Years of Service</u>	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
6	8 th – 9 th	\$925.00 *	\$925.00	\$925.00	\$950.00	\$975.00	\$1,000.00
		\$.45/hr. **	\$.45/hr. **	\$.45/hr. **	\$.46/hr. **	\$.47/hr. **	\$.48/hr. **
7	10 th – 14 th	\$1,925.00	\$1,925.00	\$1,925.00	\$1,950.00	\$1,975.00	\$2,000.00
		\$.93/hr. **	\$.93/hr. **	\$.93/hr. **	\$.94/hr. **	\$.95/hr. **	\$.96/hr. **
8	15 th and above	\$3,425.00	\$3,425.00	\$3,425.00	\$3,450.00	\$3,475.00	\$3,500.00
		\$1.65/hr. **	\$1.65/hr. **	\$1.65/hr. **	\$1.66/hr. **	\$1.67/hr. **	\$1.68/hr. **

NB 10/12/21
[Signature]

* All Longevity amounts are for informational purposes only. (N/C)

** Hourly rate is based on 2080 hours, and is the exact amount to be paid multiplied by 40 hours per week. (N/C)

14.3 – Canine Compensation:

The K-9 Officer shall also receive the following compensation for the care and maintenance of his/her dog: (N/C)

- (N/C) 1/1/18 – 2 hours overtime/week +\$19.00/hr. for 5 hours per week. (+\$95.00/wk.)
- (N/C) 1/1/19 – 2 hours overtime/week +\$19.00/hr. for 5 hours per week. (+\$95.00/wk.)
- (N/C) 1/1/20 – 2 hours overtime/week +\$19.00/hr. for 5 hours per week. (+\$95.00/wk.)
- (N/C) 1/1/21 – 2 hours overtime/week +\$19.00/hr. for 5 hours per week. (+\$95.00/wk.)
- (N/C) 1/1/22 – 2 hours overtime/week +\$19.00/hr. for 5 hours per week. (+\$95.00/wk.)
- (N/C) 1/1/23 – 2 hours overtime/week +\$19.50/hr. for 5 hours per week. (+\$95.00/wk.)

14.4 – Base Hourly Rate for Part-time Police Officers: Amend the schedule as follows:

(+\$.50/hr.)	(+\$.50/hr.)	(+\$.55/hr.)	(+\$.60/hr.)	(+\$.60/hr.)	(+\$.60/hr.)
<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
\$25.80/hr.	\$26.30/hr.	\$26.85/hr.	\$27.45/hr.	\$28.05/hr.	\$28.70/hr.

14.6 – Base Wage and Longevity for Full-time Dispatchers and Hourly Rate for Part-time Dispatchers

1. Amend the schedule as follows:

(N/C) Step	(N/C) Years of Service	(2.125%) <u>1/1/18</u>	(2.125%) <u>1/1/19</u>	(2.125%) <u>1/1/20</u>	(2.25%) <u>1/1/21</u>	(2.25%) <u>1/1/22</u>	(2.25%) <u>1/1/23</u>
1	1 st Year	\$42,534	\$43,438	\$44,361	\$45,359	\$46,380	\$47,424
2	2 nd Year	\$44,696	\$45,646	\$46,616	\$47,665	\$48,737	\$49,834
3	3 rd Year	\$46,895	\$47,892	\$48,910	\$50,010	\$51,135	\$52,286
4	4 th Year	\$50,339	\$51,409	\$52,501	\$53,682	\$54,890	\$56,125
5	5 th Year	\$52,340	\$53,452	\$54,588	\$55,816	\$57,072	\$58,356

2. Longevity Increments – Amend the schedule as follows:

(N/C) Step	(N/C) Years of Service	(N/C) <u>1/1/18</u>	(N/C) <u>1/1/19</u>	(N/C) <u>1/1/20</u>	(+\$25.00) <u>1/1/21</u>	(+\$25.00) <u>1/1/22</u>	(+\$25.00) <u>1/1/23</u>
6	5 th Year	\$ 775.00	\$ 775.00	\$ 775.00	\$ 800.00	\$ 825.00	\$ 850.00
7	10 th Year	\$1,775.00	\$1,775.00	\$1,775.00	\$1,800.00	\$1,825.00	\$1,850.00
8	15 th Year	\$3,275.00	\$3,275.00	\$3,275.00	\$3,300.00	\$3,325.00	\$3,350.00
9	20 th Year and Above	\$3,775.00	\$3,775.00	\$3,775.00	\$3,800.00	\$3,825.00	\$3,850.00

AB 10/12/21
20/11/21
DB

3. **Part-time Hourly Rate Schedule** – Amend schedule as follows:

(N/C) Step	(N/C) Years of Service	(+\$.40/hr.) 1/1/18	(+\$.45/hr.) 1/1/19	(+\$.50/hr.) 1/1/20	(+\$.55/hr.) 1/1/21	(+\$.55/hr.) 1/1/22	(+\$.55/hr.) 1/1/23
1	1 st – 2 nd Year	\$20.05/hr.	\$20.50/hr.	\$21.00/hr.	\$21.55/hr.	\$22.10/hr.	\$22.65/hr.
2	3 rd – 4 th Year	\$21.20/hr.	\$21.65/hr.	\$22.15/hr.	\$22.70/hr.	\$23.25/hr.	\$23.80/hr.
3	5 th and Above	\$22.35/hr.	\$22.80/hr.	\$23.30/hr.	\$23.85/hr.	\$24.40/hr.	\$23.95/hr.

8. **ARTICLE 16 – DURATION** (p. 48):

(A) Insert “2018” and “2023” where “2012” and “2017” appear respectively. **(NOTE: Refers to a 6 year Agreement.)**

9. Upon the successful ratification votes of the Union and Employer of this MOA, the Union shall notify the NYS Public Employment Relations Board (PERB) and withdraw its Improper Practice Charge (U-36404) regarding payment of vacation at the existing rate of pay in effect when paid. See Article 9(C) and (G) Vacation, of this MOA.

10. Upon the successful ratification votes of the Union and Employer of this MOA, the Union shall notify the NYS Public Employment Relations Board (PERB) and withdraw its Improper Practice Charge (U-37340, EASE Registration).

11/3 10/12/21
11/10/21

