

TOWN OF CLARKSTOWN
SPECIAL TOWN BOARD MEETING

Town Hall

11/6/78

9:45 P.M.

Present: Co. Holbrook, Longo, Maloney, Piacentile
Supervisor Gerber
Murray Jacobson, Town Attorney
Phil Fogel, Deputy Town Attorney
Stanley Burns, Director of Finance
Patricia Sheridan, Town Clerk

Supervisor Gerber called the Special Town Board Meeting to order.

Supervisor Gerber read a draft re CSEA negotiations for the contract years 1978 through 1980. He said that the Town Board was not prepared tonight to ratify the terms of the contract until we have gone over all of the items indicated on these charts to see that our audit agrees with each of the proposed steps and salaries of each of these individual employees. When the negotiating committee advises the Town Board that all of the items are in order we will then again consider the proposed ratification of this contract.

The draft reads as follows:

"DRAFT

Honorable George S. Gerber, Supervisor

Dear Mr. Gerber:

Please reference the finalization of the CSEA negotiations for the contract year 1978 through 1980.

The following is a summary of this tentative agreement, subject to the Town Board's approval:

- A. A three year agreement.
- B. Wages, increments (steps and longevity) frozen for the year 1978.
- C. The salary schedule has been changed so that no increment is greater than 4.75%. The revised salary schedule for the year 1979 and 1980 will have eight steps in each grade with the first step being the starting salary and the top step being "normal maximum."
- D. Longevity increments will be placed in a separate table so that in the future if an increase is given to the salary schedule it will not necessarily mean that the longevity increments will also be increased.
- E. Longevity will be a flat sum of money, not a percentage and therefore not connected to a general wage increase. Longevity will have to be negotiated separately in the future.
- F. Promotion language has been written so that when an employee is moved to a higher grade, that said employee will not move vertically on the salary schedule but will move diagonally to

CONTINUED ON NEXT PAGE

IB1016

the lowest possible increment but yet above the salary the employee is currently making (this will now be 4.75% increase for a promotion because of the new design of a symmetrical salary schedule).

G. Meal allowance has been increased from \$2.50 to \$4.00.

H. The grievance procedure has been modified so that there will be three members on the panel - one member selected by the union and two members selected by management. However, the chairman of the panel, which is one of the members which is selected by management (Town), will have to be selected from the list of possible candidates which first will need to be discussed with the union on an annual basis.

I. The current dental plan that exists in the contract will be increased 3% in 1979 and 3% in 1980 (no increase to the plan in 1978). Also, the Town can administer the entire plan in the future. All Town employees can now utilize this plan, however, the Town will have to pay the increased premium costs as well as any other implications of premium changes as a result of adding employees not covered by the labor contract into this plan. A separate record will be kept in case a surplus develops because the premiums are less than the monies budgeted in the contract and consequently the union at some later date can ask for a better dental plan if a surplus exists.

J. If an employee has to work on a day that is declared an emergency (example - snow plowing) that the employee that has to work will be given straight time compensatory time off in addition to the employee's normal pay for working on a day other employees are off.

K. The new salary schedule that is added to the proposed labor contract reflects 0% wage increase for the year 1978, a 6-1/2% wage increase for the year 1979 and a 6-1/2% wage increase for the year 1980.

It should be understood that the total increase for the year 1978 is zero. The intent of the agreement for the year 1979 would be a general wage increase of 6.5% plus an increment as stated in "F" above for those employees eligible for such an increment and at most an administrative adjustment of up to approximately 1% to place an employee on step. In 1980 the employee would receive a 6.5% general wage increase and if eligible an increment as indicated in "F" above. The CSEA has given us a list as to the amount of increase each employee should receive in the year 1979. It should be further understood that this list requires an audit by the Town before this agreement can be ratified.

The above reflects the changes that will need to be made to the existing contract.

It is the hope of the Management Negotiating Committee that the above changes to the terms and conditions of employment are satisfactory to the Town Board.

Thank you for your interest and assistance throughout these negotiations.

* * * * *

Mr. Gerber called for the signing of an order regarding violations on the property of one, Franklyn Bacon, 10 New York Avenue, Congers, New York. The order was signed by all Town Board members.

There being no further business before the Board, Special Town Board Meeting was adjourned. Time: 10:05 P.M.

Respectfully submitted,



PATRICIA SHERIDAN,
Town Clerk

IB1016