



**2023 - 2026 CSEA Contract with Onondaga County
Fact Sheet**

WAGES:

- Year 1 (2023) - Grades 1-5 = \$2500, Grades 6-15 = \$1750
- Grades 1-5 are the positions most in need of wage increases. This will improve recruitment.
- Grades 6-15 are equally important, and struggle to retain employees. \$1750 will improve retention.
- Approximately 20 titles will receive grade increases in addition to the flat rate wage increase. See separate document for titles. These titles were selected due to the difficulty in recruiting, as well as the ones with the most vacancies.

RETROACTIVITY:

The flat rate wage increases will be fully retroactive to January 1st. Wage upgrades for those targeted titles will not be retroactive, and will commence at the time of full ratification by the parties.

Years 2-4 apply to all grades and titles.

Year 2 (2024) = 3%

Year 3 (2025) = 3%

Year 4 (2026) = 3%

HEALTHCARE:

There are NO changes to healthcare. The contribution percentage remains the same, but if the premium equivalent goes up, so will the contribution per paycheck. [premium is based on previous year's usage by all members]

SHIFT DIFFERENTIAL:

Increase from \$1.10 to \$1.50 / hr, effective first full pay period after adoption by both parties. In 2026 it will increase from \$1.50 to \$1.75 / hr.



CHILDREN'S PROTECTIVE NIGHT SERVICE / WEEKENDS:

Substantive increases - see separate document.

EMPLOYEE LEAVE BENEFITS:

Daily time records showing actual hours worked by each employee shall be maintained by the **electronic time keeping** method designated by the county.

BEREAVEMENT LEAVE:

If an employee is utilizing accrued leave, and experiences a death in the immediate family, up to four days of any leave may be converted to bereavement leave.

OVERTIME COMPENSATION:

All accrued leave time, holidays, observed holidays, floating holidays, comp time, and sick time verified within 30 days of use, will count for eligibility for overtime premium. Only unverified sick leave and leave without pay will exclude a member for overtime eligibility for hours equal to the hours utilized.

CONTINUOUS RECRUITMENT:

- Shortened time limits / time frames for reapplication
- Shortened time periods to apply after appointment is declined
- New continuous recruitment list will be on a 60 day cycle, giving people more time to bid.

GRIEVANCE AND ARBITRATION PROCEDURES:

Clarification and agreement on how many union and management reps may attend step 1 and 2 meetings.



DRUG & ALCOHOL TESTING:

The union and the employer reached agreement on a drug and alcohol testing policy for all county employees included in this contract not covered under Federal CDL rules and regulations. There shall be no random testing. Testing will be administered under reasonable suspicion only.

HOLIDAY PAY ELIGIBILITY:

Exception to illness before or after a holiday: added language to allow for ONE physician verified illness per calendar year will not result in forfeiture of the holiday pay.