

AGREEMENT
Among
MONROE COUNTY
And
CSEA, MONROE COUNTY EMPLOYEE UNIT
Local 828 Unit 7400

This Agreement is made by and between Monroe County (hereafter referred to as "County") and the Civil Service Employees Association Inc., Local 1000, AFSCME, AFL-CIO, Monroe County Local 828, Monroe County Employees Full-Time Unit 7400 (hereafter referred to as "CSEA" or the "Bargaining Unit"), and collectively referred to as the "Parties."


Whereas, The County and CSEA are parties to a collective bargaining agreement under the terms of the Taylor Law, and;

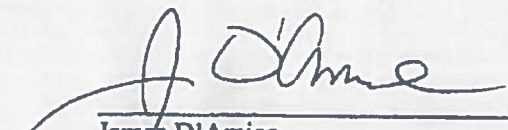
Whereas, The County recognizes the hard work and commitment of CSEA employees and in an effort to recruit and retain employees, the Parties agree to the follow

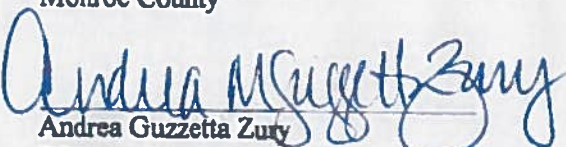
1. All full-time employees of the Bargaining Unit on active payroll entitled to the \$500.00 retention payment, will have that amount increased to \$1000.00 starting (Pay Period 7) 2023. This retention payment (\$1000.00) will repeat on a quarterly basis through 2024 and will be paid to all full-time employees on active payroll at the end of each quarter.
2. The aforementioned retention payments are contingent upon approval by the Monroe County Legislature.
3. All new and existing full time employees will also receive five (5) personal days (40 hours). This will be a onetime allotment and once used the hours will not be replaced. The personal days will remain until used by the employee. The personal days will have no cash value and will not be cashed out at time of separation from the County. Department approval for these days off will be governed by the CBA for current leave days, and department practices. The personal days can only be used for sick days if the employee has no time in their current sick bank. This bank will be available pay period 7 2023.

This agreement constitutes neither a past practice nor will it be referenced in any manner in any other action or proceeding as evidence of a past practice.

DATED: February 13, 2023


Adam J. Bello
County Executive
Monroe County


James D'Amico
President
CSEA, Monroe County Unit


Andrea Guzzetta Zury
Director, Human Resources
Monroe County


Robert Ellis
Labor Relations Specialist
CSEA