

# Warren County Board of Supervisors

## RESOLUTION NO. 221 OF 2023

**RESOLUTION INTRODUCED BY SUPERVISORS WILD, THOMAS, FRASIER, RUNYON, MCDEVITT, BEATY AND STEC**

**RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF WARREN AND THE WARREN COUNTY POLICE BENEVOLENT ASSOCIATION (“PBA”), AND AUTHORIZING A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN WARREN COUNTY AND WARREN COUNTY POLICE BENEVOLENT ASSOCIATION FOR A TERM COMMENCING JANUARY 1, 2023 THROUGH DECEMBER 31, 2025**

WHEREAS, as a result of collective bargaining, a proposed agreement has been reached establishing the terms and conditions of a new Collective Bargaining Agreement between the PBA and Warren County, and

WHEREAS, the terms and conditions of which are set forth in a Memorandum of Agreement, a copy of which Memorandum of Agreement is annexed to this resolution as “Schedule A,” now, therefore, be it

RESOLVED, that the Memorandum of Agreement between the County of Warren and the PBA, negotiated by the County’s representatives, is hereby ratified and approved, and be it further

RESOLVED, that the Warren County Board of Supervisors authorizes the preparation and execution of a new Collective Bargaining Agreement between Warren County and the PBA for a term to commence January 1, 2023 and to terminate December 31, 2025, and to incorporate all of the terms and conditions set forth in the Memorandum of Agreement, and be it further

RESOLVED, that the Warren County Board of Supervisors hereby authorizes the Chair of the Board of Supervisors and the Warren County Sheriff to execute a new Collective Bargaining Agreement for a term to commence January 1, 2023 and to terminate on December 31, 2025, which incorporates the terms and conditions set forth in the Memorandum of Agreement, in a form approved by the County Attorney.

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on March 13, 2023 by and between the COUNTY OF WARREN ("County") and WARREN COUNTY PBA ("PBA") as follows:

1. Article 5 - Salary – Effective January 1, 2023, increase 1<sup>st</sup> year through 5<sup>th</sup> year and 10<sup>th</sup> year by 2.85%; effective January 1, 2024, increase 1<sup>st</sup> year through 5<sup>th</sup> year and 10<sup>th</sup> year by 2.85%; effective January 1, 2025, increase 1<sup>st</sup> year through 5<sup>th</sup> year and 10<sup>th</sup> year by 2.85%; Increase Investigative Sergeant and Sergeant differential from \$7,325 to \$10,000. Increase Investigator differential from \$6,325 to \$7,500. The increases will be applied retroactively to January 1, 2023 for all employees on the County payroll as of the date both parties ratify this Memorandum of Agreement.
2. Article 8 - Sick Leave - In Sections 2A and 2B, delete subsection (b)(f).
3. Article 8 – Sick Leave Bank – Add the attached provisions as a new Section 2C.
4. Article 8 – Leaves – Clarify the implementation of vacation and other leaves. See attached revised language.
5. Article 9 - Health Insurance Plan - Substitute the following for Sections 1(a) and 1(b):

“Section 1 - Health Insurance

(a) Effective January 1, 2023, for employees hired on or before June 30, 2015, the County shall contribute 80% of the health insurance premium, and the employee shall contribute 20% of the health insurance premium for the current self funded health insurance plan for active employees, and non-Medicare eligible retirees, or a substantially similar plan offered through the County.

Commencing December 1, 2023 for employees hired on or before June 30, 2015, the County shall contribute 76% of the health insurance premium and the employee shall contribute 24% of the health insurance premium for the current self-funded health insurance plan for active employees, and non-Medicare eligible retirees, or a substantially similar plan offered through the County. Commencing December 1, 2024, the County shall contribute 75% of the health insurance premium, and the employee shall contribute 25% of the health insurance premium. The balance of the applicable health insurance premiums shall be paid by the employee through payroll deduction.

(b) Effective January 1, 2023 for employees hired on or after July 1, 2015, and commencing on the first of the month immediately following the initial month of hire for a new full-time employee, the County shall contribute 77% of the health insurance premium, and the employee shall contribute 23% of the self-funded health insurance plan for active employees, and non-Medicare eligible retirees, or a substantially similar plan offered through the County. Commencing December 1, 2023, the County shall

contribute 76% of the health insurance premium, and the employee shall contribute 24% of the premium of the self-funded health insurance plan for active employees, and non-Medicare eligible retirees. Commencing December 1, 2024, the County shall contribute 75% of the health insurance premium, and the employee shall contribute 25% of the premium of the self-funded health insurance plan for active employees, and non-Medicare eligible employees.”

6. Article 14 - Miscellaneous Provisions – In Section 7, delete Section 7, and renumber the balance of the article.
7. Article 18 – Field Recruit Training Officer – Increase the daily stipend from \$20 to \$50.

WARREN COUNTY

By: /s/ J. Lawrence Paltrowitz

WARREN COUNTY PBA

By: /s/ Greg Seeley