

Approving The Memorandum Of Agreement Between The County Of Ulster And The Ulster County Civil Service Employees Association Inc., For The Years 2025, 2026, 2027, 2028

Referred to: The Ways and Means Committee (Chairman Gavaris and Legislators Collins, Hansut, Kovacs, Nolan, Roberts, and Uchitelle)

Chair of the Legislature, Peter J. Criswell, Chairman of the Ways and Means Committee, John Gavaris, and Deputy Chair Kevin A. Roberts offer the following:

WHEREAS, this resolution has been submitted at the request of the County Executive on behalf of the Department of Personnel; and

WHEREAS, pursuant to section A3-4(J) of the Ulster County Administrative Code, the County Executive has negotiated a collective bargaining agreement between the County and the Ulster County Civil Service Employees Association Inc.; and

WHEREAS, the agreement is for the period January 1, 2025 through December 31, 2028; and

WHEREAS, the contract results in the following:

- **7- Hour and DSS Salary Schedule:**

Effective December 31, 2025 at 11:59 PM: Grades 1-16, 3.0% increase to the entry rate. Steps 1-6 increased by \$2.00. Grades 17 and above, entry rate increase by 3%. Steps 1-6 increase by 5.5%;

Effective January 1, 2026: Grades 1-16, 3.0% increase to the entry step. Steps 1-6 increased by \$2.00. Grades 17 and above, entry rate increase by 3%. Steps 1-6 increase by 5.0%;

Effective January 1, 2027: Grades 1 –16, 3.0% increase to the entry rate. Steps 1-6 increased by \$2.00. Grades 17 and above, entry rate increase by 3%. Steps 1-6 increase by 4.0%;

Effective January 1. 2028: Grades 1-16, 3.0% increase to the entry rate. Steps 1-6 increased by \$2.00. Grades 17 and above 3% to the entry rate. Steps 1-6 increase by 4.0%;

- **DPW Salary Schedule:**

Effective December 31, 2025 at 11:59 PM: All grades, 3% increase to the entry rate. Steps 1-6 increased by \$2.00;

Effective January 1, 2026: All grades, 3% increase to the entry rate. Steps 1-6, increased by 3.5%;

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Effective January 1, 2027: All grades 3% increase to the entry rate. Steps 1-6, increased by 3.25%;

Effective January 1, 2028: All grades 3% to increase to the entry rate. Steps 1-6 increased by 3.0%;

- **Psychiatric Salary Schedule;**

Effective December 31, 2025 at 11:59 PM: All grades 3% increase to the entry rate. Steps 1-6 increased by 3.5%;

2026, 2027, 2028: 3.0% increase to the entry level through step 6; and

WHEREAS, the Memorandum of Agreement further makes adjustments to call-in pay, uniform allowance, meal allowance, bereavement leave and contains a new take-home vehicle use policy; and

WHEREAS, pursuant to section A2-5(9) of the Ulster County Administrative Code, all labor contracts must be approved by the County Legislature; now, therefore, be it

RESOLVED, that the Ulster County Legislature hereby approves the Memorandum of Agreement covering the period January 1, 2025 through December 31, 2028, between the County of Ulster and the Ulster County Civil Service Employees Association Inc.; and, be it further

RESOLVED, that the County Executive is hereby authorized to execute a Collective Bargaining Agreement with the Ulster County Civil Service Employees Association Inc. in accordance with the executed Memorandum of Agreement;

and moves its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

Passed Committee: Ways and Means on _____.

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Ulster And The Ulster County Civil Service Employees Association
Inc., For The Years 2025, 2026, 2027, 2028**

FINANCIAL IMPACT:

\$ 0.00 – 2025 APPROPRIATION DOLLARS

\$ 6,220,578.00 – 2026 COUNTY EXECUTIVE RECOMMENDED BUDGET
APPROPRIATION DOLLARS

\$ 2,906,357.00 – 2027 ADDITIONAL ANTICIPATED APPROPRIATION
DOLLARS

\$ 2,703,902.00 – 2028 ADDITIONAL ANTICIPATED APPROPRIATION
DOLLARS

\$11,830,837.00 – TOTAL ANTICIPATED INCREASES TO 2025, 2026, 2027, and
2028 APPROPRIATION DOLLARS