

MEMORANDUM OF AGREEMENT

By and Between

The Town of Poughkeepsie

And

***The Civil Service Employees Association, Inc.
Local 1000 AFSCME, AFL-CIO
Town of Poughkeepsie Employees Unit***

This Memorandum of Agreement shall set forth the complete agreement between the parties regarding the successor agreement they have reached to their 1/1/05 – 12/31/07 contract and shall be effective 1/1/08 –12/31/10

The terms and conditions of this Memorandum of Agreement shall be subject to ratification by the CSEA membership and the approval of the members of the Board of the Town of Poughkeepsie.

Unless otherwise specifically modified, amended or addressed hereunder, all of the provisions of the 1/1/05 through 12/31/07 collective bargaining agreement between the Town of Poughkeepsie and the CSEA shall remain in full force and effect.

1. ***Term of Agreement.*** January 1, 2008 through December 31, 2010.
2. ***Article III, Section 1, Wages.***
 - Effective January 1, 2008, all employees will have three and one-half percent (3.5%) added to their base pay.
 - Effective January 1, 2009, all employees will have three and one-half percent (3.5%) added to their base pay.
 - Effective January 1, 2010, all employees will have three and one-half percent (3.5%) added to their base pay.

3. ***Article III, Section 8, Longevity.***

Effective January 1, 2009, each longevity step shall be increased by \$150.00 to

as follows:

9 – 12 years of service	\$1150.00
13 – 19 years of service	\$1700.00

20 years or more \$3000.00

4. **Article VIII, Section 1, Insurance and Retirement.**

Modify Section 8.1 to provide that the Town shall offer the following medical insurance plans:

- Empire HMO with \$10/\$20/\$40 drug co-pay.
- MVP HMO with \$5/\$20/\$40 drug co-pay.
- MVP-POS with \$5/\$20/\$40 drug card.
- NYSHIP
- Effective January 1, 2009, for employees enrolled in the base plan, the employer will establish a flexible spending account and will seed that account with \$200.00 annually for employees enrolled in the individual plan and \$400.00 for employees enrolled in the family plan the base plan. For employees enrolled in other than the base plan, the employer shall seed the flexible spending account with \$100.00 annually for individual coverage and \$200.00 annually for family coverage.
- For employees with thirty or more years of service who retire on or before December 31, 2008, the Town shall pay 100% of the retiree health insurance.
- Effective May 27, 2008, employees hired after that date shall be required to contribute 15% of the premium of the base plan in addition to paying 25% of the premium cost between the base plan and any more expensive plan offered by the Town should they select other than the base plan.

- Effective January 1, 2009, the optical plan shall be enhanced as agreed.

Add: Riders - Anti reflective, ultra violet coating, high index lenses, polarized lenses, plastic photosensitive lens occupational vision.

5. **Article VII, Section 8, Bereavement Leave**

It should be as follows modified to provide:

Bereavement leave for step children, step siblings and step parent.

Dated: PH
8/9/08

TOWN OF POUGHKEEPSIE

By: Michael G. [Signature]

By: [Signature]

Dated: PH
7/16/08

**CIVIL SERVICE EMPLOYEES
ASSOCIATION, INC.,
TOWN OF POUGHKEEPSIE
EMPLOYEES UNIT**

By: Salvatore Lopez

By: James Podenzak

By: [Signature]

By: Patricia Brown

By: Devy Morin