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Contract Database Metadata Elements

Title: **Hempstead, Town of and Sanitary District Number Two Unit III, CSEA Local 1000, AFSCME, AFL-CIO, Nassau County Local 882 (2005) (MOA)**

Employer Name: **Hempstead, Town of**

Union: **Sanitary District Number Two Unit III, CSEA, AFSCME, AFL-CIO**

Local: **1000, Nassau County 882**

Effective Date: **01/01/05**

Expiration Date: **12/31/05**

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GEN
7965

Memorandum of Agreement
by and between
Sanitary District #2, Town of Hempstead
and
CSEA Local 1000, AFSCME, AFL-CIO
Sanitary District #2 Unit III
Nassau County Municipal Employees Local 882

AS PUBLIC EMPLOYMENT RELATIONS
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CONCILIATION

It is hereby agreed to and understood by the undersigned parties that:

1. The Civil Service Employees Association Inc. (CSEA) and the Board of Commissioners of Sanitary District No. 2. Town of Hempstead (the District) are desirous of extending the current Collective Bargaining Agreement (CBA) as follows:

Effective 1/1/2005 all covered employees in the CBA shall receive a 3% wage increase into their base salary.

Effective 1/1/2005 all covered employees shall have a reporting time of 06:15 am and a starting time of 06:30

2. All other provisions of the current CBA shall remain in full force and effect until December 31, 2005.

Donald Brown
Sanitary District NO.2

Cynthia M. Smalls 12/21/04
CSEA Local 1000 AFSCME

Robert A. White

WM

[Signature]
Date: December, 21, 2004
Baldwin, New York

Effective 1/1/2005 all covered employees in the CBA (collective bargaining agreement) shall remain in full force and effect until December 31, 2005.

2005

START	31,495
1st YEAR	33,113
2nd YEAR	34,421
3rd YEAR	36,014
4th YEAR	37,338
5th YEAR	41,357
6th YEAR	46,001
7th YEAR	50,307
8th YEAR	50,982
9th YEAR	51,565
10th YEAR	53,001

SALARY SCHEDULE

All employees will receive an annual pay raise on January 1st of each year. The increase will be based on the Sanitary District No. 2 Unit I top tier Motor Equipment Operator salary as noted below:

Section 1 (For employees hired prior to January 1, 1995)

	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>
START	25,168			
1st YEAR	30,548			
2nd YEAR	34,447			
3rd YEAR	38,956			
4th YEAR	43,138			
5th YEAR	43,792			
6th YEAR	44,358			
7th YEAR	45,752	(+1,767)*	(+1,881)**	(+2,057)**

Section 2 (For employees hired beginning January 1, 1995)

	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>
START	24,873	26,640	28,521	30,578
1 st YEAR	26,444	28,211	30,092	32,149
2 nd YEAR	27,713	29,480	31,361	33,418
3 rd YEAR	29,260	31,027	32,908	34,965
4 th YEAR	30,545	32,312	34,193	36,250
5 th YEAR	34,447	36,214	38,095	40,152
6 th YEAR	38,956	40,723	42,604	44,661
7 th YEAR	43,137	44,904	46,785	48,842
8 th YEAR	43,792	45,559	47,440	49,497
9 th YEAR	44,358	46,125	48,006	50,063
10 th YEAR	45,752	47,519 (+1,767)*	49,400 (+1,881)**	51,457
				(+2,057)***

* Calculated at a 3.5% increase. If the cost of living based on the Bureau of Labor Statistics (national) on January 1, 2002 is more than 3.5%, this amount will be adjusted, but will not exceed 4%.

**Calculated at a 3.6% increase. If the cost of living based on the Bureau of Labor Statistics (national) on January 1, 2003 is more than 3.6%, this amount will be adjusted, but will not exceed 4.25%.

***Calculated at a 3.8% increase. If the cost of living based on the Bureau of Labor Statistics (national) on January 1, 2004 is more than 3.8%, this amount will be adjusted, but will not exceed 4.25%