



VILLAGE OF DOBBS FERRY BOARD OF TRUSTEES AGENDA

MEETING DATE: OCTOBER 12, 2021
AGENDA ITEM SECTION: RESOLUTIONS
AGENDA ITEM NO. : 2
AGENDA ITEM: RESOLUTION APPROVING RATE INCREASES AND OTHER BENEFITS TO NON-UNION EMPLOYEES AND DEPARTMENT HEADS
ITEM BACKUP DOCUMENTATION: 1. DRAFT RESOLUTION



VILLAGE OF DOBBS FERRY
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RESOLUTION X-2021

**RESOLUTION REGARDING CHANGES IN TERMS AND CONDITIONS OF
EMPLOYMENT FOR DEPARTMENT HEADS AND NON-UNION EMPLOYEES**

WHEREAS, Local No. 456, International Brotherhood of Teamsters approved a Stipulation of Agreement on August 20, 2021 for a successor contract to their collective bargaining agreement that expired May 31, 2020 (the “Stipulation of Agreement”;
and

WHEREAS, the Stipulation of Agreement covers the period of June 1, 2020 to May 31, 2024;
and

WHEREAS, the Village Board approved the Stipulation of Agreement at its meeting held on October 12, 2021; and

WHEREAS, the Village Board has decided to apply the same changes in terms and conditions of employment contained in the agreement with the Teamsters to the Department Heads and Non-Union employees; and

WHEREAS, these changes will supersede the terms of the Employee Handbook only as specifically set forth below and the Handbook will be modified accordingly,

NOW, THEREFORE, BE IT RESOLVED, that the terms and conditions of employment of the Non-Union employees and Department Heads will be modified only as specifically set forth below:

- The annual wage rates in the salary schedules shall be increased as follows:
 - Effective June 1, 2020 – two and one-quarter (2.25%) percent;
 - Effective June 1, 2021 – two and one-half (2.50%) percent;
 - Effective June 1, 2022 – two and one-half (2.50%) percent
 - Effective June 1, 2023 – two and three-quarter (2.75%) percent
- Article IX, HOSPITAL/MEDICAL INSURANCE – Amend to provide as follows:

“Section 1: The Village shall continue to pay the full cost of the medical plan provided to employees and their eligible dependents and such payment shall be continued for retired employees and their eligible dependents, but such coverage for any retired

employee and his/her eligible dependents shall be suspended while such employee is equally covered through other employment, except as follows: (A) active employees hired prior to August 31, 2012 will pay two percent (2%) of their Annual Base Salary toward the cost of Health Insurance coverage each year until their date of retirement; and (B) employees hired on or after September 1, 2012 and before March 22, 2016 shall pay ten (10%) percent of the annual premium for Health Insurance for the plan in which they are enrolled (individual or family) while actively employed and in retirement; (C) employees hired on or after March 22, 2016 shall pay fifteen (15%) percent of the annual premium for health insurance for the plan in which they are enrolled (individual or family) while actively employed and in retirement; and (D) employees hired on or after October 12, 2021 shall pay fifteen percent (15%) of the annual premium for health insurance for the plan in which they are enrolled (individual or family) for the first twenty-four (24) months of employment. Upon reaching twenty-four (24) months of employment, the employee shall then pay eighteen percent (18%) of the annual premium for health insurance for the plan in which they are enrolled (individual or family) while actively employed and in retirement.”

- Article XI, LONGEVITY – Amend to provide as follows:

Effective June 1, 2021, the schedule shall be amended as follows:

- After 10 consecutive years: \$1,200;
- After 15 consecutive years: \$1,300;
- After 20 consecutive years: \$1,400;
- After 25 consecutive years: \$1,500;

- Article XXI, TERM – Amend to provide as follows:

“This Agreement shall continue in effect from June 1, 2020 to May 31, 2024”

BE IT FURTHER RESOLVED that this Resolution shall have an effective date of October 12, 2021.

Motion By: Trustee

Seconded by:

Vote:

Mayor Vincent Rossillo	Y	N	A	Absent
Deputy Mayor Donna Cassell	Y	N	A	Absent
Trustee Christy Knell	Y	N	A	Absent
Trustee Lawrence Taylor	Y	N	A	Absent
Trustee Maura Daroczy	Y	N	A	Absent
Trustee Michael Patino	Y	N	A	Absent
Trustee Nicole Sullivan	Y	N	A	Absent

I hereby attest that the above Resolution was approved by the Board of Trustees at its October 12, 2021 meeting, and that I have been authorized to sign this Resolution by decision of the Board of Trustees.

Elizabeth A. Dreaper
Village Clerk

Date