

Memorandum of Agreement
City of Syracuse & Syracuse PBA
May 28, 2014

- ① Duration: Five year agreement (Jan 1, 2011 - Dec 31, 2015)
- ② Wage Increases: Effective Jan 1 each year:
- | | |
|-------|----|
| 2011: | 0 |
| 2012: | 0 |
| 2013: | 2% |
| 2014: | 2% |
| 2015: | 2% |
- ③ Health Insurance Contribution by ^{active} employees or those employees who retire at the following rates:
- Effective Aug 1, 2014 increase to \$65 / \$130 (mo.)
- Effective July 1, 2015 increase to \$100 / \$200 (mo.)
- ④ Sick Leave Incentive
- Effective 7/1/14 there will be four (4) quarter ~~semesters~~ of 3 months each and unit members will receive \$300 for perfect attendance during each ~~semester~~ quarter.
- Conversion - for the ~~period~~ existing trimester beginning May 1, 2014 it shall cease on June 30 and perfect attendance for this period shall be \$150.
- ⑤ Retroactivity for 2013 and 2014 shall be made to unit members on the payroll Aug 1, 2014.

⑥ Prescription Drugs

Effective as soon as practicable after ratification and approval by the parties, Co-pay shall be Generic \$0 / Brand Name \$25.

⑦ Life Insurance - ~~as soon as~~ effective upon ratification and approval by both parties shall increase the benefit to those age 60 and older to \$10,000

⑧ Bereavement. effective upon ratification and approval by both parties ~~then~~ the City agrees to:

- (a) provide one (1) day for "aunt or uncle"
- (b) add spousal grandparents to the current definition and will provide up to 3 days bereavement leave.

⑨ Shift Differential - (a) effective 1/1/14 add .25/hour for the first and third shifts
(b) effective 1/1/15 add .25 (raise to 1.25) to 1st Platoon

⑩ 207-C: The parties agree to negotiate and recognize that if impasse results this is an interest dispute under the Taylor Law.

⑪ Family Sick Leave (a) effective upon ratification and approval 3 days may be used from sick leave accruals; (b) these days are non-chargeable for the sick leave incentive.

⑫ Job Posting: applies to non-supervisory newly ~~created~~ created positions after ratification.

⑬ Accident Review Committee - changes to be determined by committee

⑭ Widows and Orphans: For any line-of-duty death of a unit member, health insurance shall continue at no charge ~~unless~~ until children reach emancipation age ~~(and out)~~ and for spouses until such time as they remarry.

⑮ Furlough Donations for those returning from Sick Bank

- (a) Cap of 5 days
- (b) Deadline: back to work by October 31
- (c) Seniority cannot bump pre-scheduled time off.

All other terms of the prior agreement shall remain in effect unless modified herein.

For the City:

Derek [Signature], Director of Personnel

For the PBA:

Jeffrey [Signature]