

Memorandum of Agreement 9/25/25

By And Between

The City of Oneida

And The

**Civil Service Employees Association, Inc. Local 1000 AFSCME, AFL-CIO,
Madison County Local 827, Oneida City Unit #7351**

This Agreement acknowledges that the City of Oneida and the Civil Service Employees Association, Inc. have concluded negotiations for a successor to the January 1, 2022 – December 31, 2025 collective bargaining agreement. Said successor agreement, for the period of January 1, 2026 – December 31 2028, is subject to ratification by their respective bodies.

Upon ratification, the successor agreement will include the tentative agreements annexed hereto and those provisions of the above referenced 2022 -2025 agreement not amended, changes, deleted or otherwise made subject to these negotiations. All other proposals and counterproposal is without prejudice to the parties and does not constitute any concession or waiver by any parties.

Upon ratification, the parties agree to execute a formal document integrating the terms of the Memorandum of Agreement and the expired agreement.

For the City:

Name

Kyle Loren

Date

10/10/25

For CSEA:

Name

Date

SECTION 1 RECOGNITION

The Employer hereby recognizes the Civil Service Employees Association, Inc. as the exclusive employee organization representing the full-time, permanent employees of the City exclusive of those employed in the Police and Fire Departments. Non-confidential clerical positions not included in the PBA unit shall be deemed included in the CSEA unit. The term "employee" shall not include the persons occupying the following positions, which for the purpose of this Agreement are deemed managerial, supervisory, or confidential within the meaning of the Taylor Law, to wit:

Add Assistant City Engineer

SECTION 5 HOLIDAYS

Employees of the City covered by this Agreement shall have paid holidays as follows:

Update list of holidays to include Easter, Juneteenth, and Columbus day.

~~If an additional holiday negotiated by the City with the Police Department or the Fire Department employees, such additional holiday shall be deemed included in this Agreement.~~

SECTION 6 SICK LEAVE

The purpose of paid sick leave is to reasonably assure the receipt of income by an employee during one or more periods of illness that do not exceed the employee's accumulative sick leave credits. Under no circumstances is sick leave to be considered as an earned credit to be used for any other purpose. In computing future accruals of sick leave credits, eligible employees shall receive one **and one-half** days of sick leave for each four (4) weeks of continuous service in the employ of the City. The maximum accumulative sick leave time shall be a maximum of 192 days.

SECTION 7 HEALTH INSURANCE

Refer new proposed language to labor-management for possible Memorandum of agreement.

of accrued sick leave up to a maximum of 30 leave days per year. Such "buy back" will be at 75% of the employee's regular salary or hourly wage and payment shall be issued in a separate check in the first paycheck in December in the year of election. An employee's sick leave accruals will be adjusted accordingly.

SECTION 9 VACATIONS

Vacation time for the employees shall be as follows:

6 months of service 3 working days vacation

After 1 year of service 10 working days vacation

After 5 years of service 15 working days vacation

After 10 years of service 20 working days vacation

After 15 years of service 22 working days vacation

After 20 years of service 25 working days vacation

After 21 years of service, and after, employees shall earn one additional day per year to a maximum of 30 days. *OK*

~~After 22 years of service 22 working days vacation~~

~~After 23 years of service 23 working days vacation~~

~~After 24 years of service 24 working days vacation~~

~~After 25 years of service 25 working days vacation~~

SECTION 18 RETIREMENT

The City will provide the non-contributory retirement plan of the State Retirement System pursuant to Section 75-i of the Retirement and Social Security Law for Tier I and Tier II employees.

The City will continue to provide the ~~present~~ contributory plans for Tier 3, 4, 5, and 6 employees as required by **Statute**.

The City agrees to provide Section 41(j) of the State Retirement and Social Security Law on a non-contributory basis for all employees. Section 41(j) allows for unused sick leave credits to be applied as additional service credit upon retirement.

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The City agrees to provide Section 41(j) of the State Retirement and Social Security Law on a non-contributory basis for all employees. Section 41(j) allows for unused sick leave credits to be applied as additional service credit upon retirement.

SECTION 29 WAGES

Increase base wages as indicated below:

2026: 5.5%

2027: 5.5%

2028: 5.5%

Market adjust the following position as indicated:

Clerk series Account Clerk, Police Records Clerk, and Telephone Operator: Adjust positions to 2026 base rate of \$22.59/hour (before application of percentage increase) and market adjust base wage by \$1.00/hour in 2027 and 2028 (before application of percentage increase each year).

Entry level DPW/Water/Wastewater series position (MEO, Water Maintenance Worker, Water Treatment Plant Operator Trainee, Waste Water Treatment Plant Operator Trainee):

Market adjust base wage by \$1.00/hour in 2026, 2027, 2028 (before application of percentage increase each year).

SECTION 30 LONGEVITY

Effective upon ratification and approval of this Agreement, longevity increments shall be paid for total length of service as follows:

Years of Service	Amount	Years of Service	Amount
5 years of service	\$800.00	5 years of service	\$1,000
10 years of service	\$1,500.00	8 years of service	\$1,250
15 years of service	\$2,000.00	10 years of service	\$1,750
20 years of service	\$2,500.00	12 years of service	\$2,000
25 years of service	\$3,000.00	15 years of service	\$2,250
30 years of service	\$3,500.00	20 years of service	\$2,750
35 years of service	\$4,000.00	25 years of service	\$3,250
		30 years of service	\$3,750
		35 years of service	\$4,500

Longevity payments shall be paid annually in equal installments paid each pay period beginning January 1 according to the employee's service anniversary achieved each year and annually each year thereafter in accordance with Section 19 Seniority.

SECTION 31 MEAL ALLOWANCES

When required to work before 6:00 AM. on a regular workday, employees will be entitled to a meal allowance. When required to work 2 hours after shift on a regular workday, employees will be entitled to a meal allowance. For each four (4) hours outside the above hours on a regular workday a meal allowance will be granted. All such meal allowances as provided in this paragraph shall be in the amount of ~~ten dollars (\$10.00)~~ **twelve dollars (\$12.00)**.

Employees who are required to work four (4) or more consecutive hours on a regular day off shall be entitled to a meal allowance for each complete four (4) hour intervals. For example, an employee who works two (2) hours shall not be entitled to a meal allowance. An employee who works six (6) hours shall be entitled to a single meal allowance. In order to be entitled to two (2) meal allowances, the employee must work eight (8) or more

consecutive hours. All such meal allowances as provided in this paragraph shall be in the amount of ~~ten dollars (\$10.00)~~ **twelve dollars (\$12.00)**.

Any employee required to attend training outside the Oneida City limits shall be entitled to a ~~ten dollars (\$10.00)~~ **twelve dollars (\$12.00)** meal allowance.

Payments for meal allowances will be made on a quarterly basis upon signed sworn vouchers bearing the written approval of the Department Head upon audit and approval by the Common Council.

SECTION 32 TOOL ALLOWANCE AND MISCELLANEOUS REIMBURSEMENT

Full-time employees who work in the Central Garage who are required to buy tools shall receive an annual tool allowance of ~~one thousand dollars (\$1,000.00)~~ **one thousand four hundred dollars (\$1,400)**.

New Language

Employees who provide Human Resources written documentation, shall receive a one-time five-hundred-dollar (\$500) education bonus for any job related post-secondary school degree, certification, or license.

New Language

Employees shall receive a boot allowance of two-hundred-dollars (\$200) for the purchase of work boots. In order to be reimbursed, employees must provide a receipt to their department's Account Clerk and such request must be approved by Human Resources.

Update Language

Change language to gender neutral