



# S U P P O R T

## MEMORANDUM IN

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OF

### **A. 10670 – Hooper / S. 8805 - Rules**

The CSEA strongly supports this legislation.

This legislation amends section 3669 of the public authorities law to allow employees of Nassau County to receive a step increase if a wage freeze is ordered by the Nassau Interim Finance Authority (NIFA).

Many collective bargaining agreements contain wage schedules that require an employee to work for a certain number of years before reaching the top level of pay for a job grade. This arrangement allows employers to increase employee pay gradually over a period of time rather than having to pay job rate immediately.

If NIFA implements a wage freeze all wage increases, including steps, are suspended. Nassau County was recently under a three year wage freeze that caused significant hardship on the working men and women of the county. While the wage freeze has ended, at least for now, the uncertainty over future wages has led to employee recruitment and retention issues. Critical areas such as child protective services and emergency dispatch services are finding it more difficult to recruit new employees. In addition, many employees have left the county workforce for other municipalities due to the uncertainty over future wages.

This legislation aims to ease some of this uncertainty. Under this proposal, employees would be eligible to receive step increases during a wage freeze. This legislation does not create any additional financial commitments to the county since the costs of the step payments are included in the four year financial plan. This legislation will help retain and recruit new employees and will give a basic level of economic security to the workers of Nassau County.

On behalf of 300,000 active and retired public and private employees across New York State, CSEA urges passage of this legislation.

Respectfully submitted,

Fran Turner  
Director