



PRESS RELEASE

FOR IMMEDIATE RELEASE

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SARATOGA COUNTY ANNOUNCES CONTRACT WITH CSEA

BALLSTON SPA, NY – Saratoga County Board of Supervisors Chairman Phil Barrett today announced the County's CSEA membership has voted to approve a five-year contract. The County's negotiating team and CSEA leadership reached the agreement on June 18th following two mediation sessions.

Saratoga County Board of Supervisors Chairman Phil Barrett (Clifton Park) said, "We were pleased to work with our CSEA partners to reach an agreement that provides a fair and balanced contract for both our dedicated employees and the taxpayers of Saratoga County. The mediation process was a positive experience for both the County negotiating team and CSEA leadership and worked as intended, bringing a swift resolution that satisfies both parties' interests."

The contract covers January 1, 2024, through December 31, 2028.

Highlights of the CSEA collective bargaining agreement include:

- **Wage Increases:** A \$4,000 increase at signing, which equates to a 7.3% pay increase based on the average CSEA salary, and a 2.95% annual wage increase in each year from 2025 to 2028. Retroactive payments will be made to employees on payroll from January 1, 2024.
- **Compensatory Time:** New language allows for automatic rollover of 40 hours of comp time to be used the next year, with the County retaining the right to buy out comp time in excess of 40 hours with notice by November 1st each year.
- **Health Insurance Premium Contributions:** Gradual increase in employee contributions toward health and dental premiums based on hire date beginning in 2026 for those who currently contribute less than 20%. Fifteen-percent contributors increase to 16% in 2026, 18% in 2027 and 20% in 2028. Five-percent contributors increase to 6% in 2026, 8% in 2027, and 10% in 2028.
- **Health Insurance Co-pays:** Co-pays will remain the same for the remainder of 2024 with nominal increases beginning in 2025 for office visits, specialist visits, emergency room visits, and prescriptions.
- **Additional Holiday:** The addition of Juneteeth as a paid holiday, providing employees with a total of 12 paid holidays each year.
- **Vacation:** An updated vacation schedule based on years of service to extend additional day per year of service for years four through 11.

The agreement also includes other adjustments and administrative changes. The full contract will be made available on the human resources page at www.saratogacountyny.gov once it is ratified.

This is the fourth contract the County has negotiated in the past two years: twice with CSEA and once each with UPSEU, and PBA.

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