

**31099**

DATE: December 18, 2012

TO: Board of Acquisition and Contract

FROM: Robert P. Astorino  
County Executive

RE: Authority for the County to:

- 1.) enter into a collective bargaining agreement with those employees of Westchester County represented by the Westchester County Correction Officers Benevolent Association for the seven-year period commencing January 1, 2009 and ending December 31, 2015, and
- 2.) in accordance with the terms of the collective bargaining agreement, enter into an agreement with each correction officer (or his/her survivor(s)) listed on the attached Schedule "A" who is subsequently determined by the County to be eligible, pursuant to the terms of the collective bargaining agreement, to enter into an agreement specifying the health care benefits of eligible person(s) after the retirement of the eligible correction officer.

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Authority is respectfully requested from your Honorable Board for the County of Westchester (the "County") to enter into a collective bargaining agreement with those employees of Westchester County represented by the Westchester County Correction Officers Benevolent Association ("COBA") for the seven-year period commencing January 1, 2009 and ending December 31, 2015 (the "Memorandum of Agreement" or "MOA").

The MOA shall include, but not necessarily be limited to, provisions reflecting the following:

I.) Compensation: Wages for current employees as of the date of the signing of the Memorandum of Agreement ("MOA"), May 3, 2012, will be changed as follows:

- a. Effective January 1, 2009, each step of the salary schedule in effect on December 31, 2008 shall be increased by three percent (3%).
- b. Effective January 1, 2010, each step of the salary schedule in effect on December 31, 2009 shall be increased by three percent (3%).
- c. Effective January 1, 2011, each step of the salary schedule in effect on December 31, 2010 shall be increased by two and one half percent (2.5%).

- d. There shall be no increase from January 1, 2012 through March 31, 2012. Effective April 1, 2012, each step of the salary schedule in effect on December 31, 2011 shall be increased by two and one half percent (2.5%).
- e. There shall be no increase from January 1, 2013 through June 30, 2013. Effective July 1, 2013 each step of the salary schedule in effect on December 31, 2012 shall be increased by two and one half percent (2.5%).
- f. There shall be no increase from January 1, 2014 through June 30, 2014. Effective July 1, 2014 each step of the salary schedule in effect on December 31, 2013 shall be increased by two and one half percent (2.5%).
- g. There shall be no increase from January 1, 2015 through June 30, 2015. Effective July 1, 2015 each step of the salary schedule in effect on December 31, 2014 shall be increased by two and one half percent (2.5%).

Below is a copy of the salary schedule for existing members reflecting the agreed upon changes:

Current Correction Officers

	1/1/2008	1/1/2009	1/1/2010	1/1/2011	4/1/2012	7/1/2013	7/1/2014	7/1/2015
Starting	50,125	51,629	53,178	54,507	55,870	57,266	58,698	60,166
Step 1	57,690	59,421	61,203	62,733	64,302	65,909	67,557	69,246
Step 2	63,330	65,230	67,187	68,866	70,588	72,353	74,162	76,016
Step 3	69,490	71,575	73,722	75,565	77,454	79,390	81,375	83,410
Step 4	78,795	81,159	83,594	85,683	87,826	90,021	92,272	94,579

The above increases will be fully retroactive to any bargaining unit member who worked during any period covered by the term of this agreement except those who retired subject to a retirement incentive offered during calendar year 2010 or who were terminated by a discharge for cause.

Wages for employees hired after the date of the signing of the Memorandum of Agreement, May 3, 2012, shall be as follows:

- a. There shall be no increase from January 1, 2012 through June 30, 2012. Effective July 1, 2012 each step of the salary schedule in effect on December 31, 2008 shall be increased by two and one half percent (2.5%).
- b. There shall be no increase from January 1, 2013 through June 30, 2013. Effective July 1, 2013 each step of the salary schedule in effect on December 31, 2012 shall be increased by two and one half percent (2.5%).
- c. There shall be no increase from January 1, 2014 through June 30, 2014. Effective July 1, 2014 each step of the salary schedule in effect on December 31, 2013 shall be increased by two and one half percent (2.5%).
- d. There shall be no increase from January 1, 2015 through June 30, 2015. Effective July 1, 2015 each step of the salary schedule in effect on December 31, 2014 shall be increased by two and one half percent (2.5%).

Employees hired after the date of execution of the Memorandum of Agreement shall be subject to a new, seven-step ("Starting" plus six additional steps) salary schedule that reflects the foregoing. Below is a copy of that schedule:

New Correction Officers

	1/1/2008	7/1/2012	7/1/2013	7/1/2014	7/1/2015
Starting	50,125	51,378	52,663	53,979	55,329
Step 1	54,903	56,276	57,683	59,125	60,603
Step 2	59,682	61,174	62,703	64,271	65,877
Step 3	64,460	66,072	67,723	69,416	71,152
Step 4	69,238	70,969	72,744	74,562	76,426
Step 5	74,017	75,867	77,764	79,708	81,701
Step 6	78,795	80,765	82,784	84,854	86,975

The Night Shift Differential is to be changed as follows:

- a. Effective January 1, 2013, shift differential in effect on December 31, 2012 shall be increased by one dollar (\$ 1.00) per day.
- b. Effective January 1, 2014, shift differential in effect on December 31, 2013 shall be increased by one dollar (\$ 1.00) per day.
- c. Effective January 1, 2015, shift differential in effect on December 31, 2014 shall be increase by one dollar (\$ 1.00) per day.

Longevity pay is to be changed as follows:

- a. Effective January 1, 2013, longevity in effect on December 31, 2012 shall be increased by one hundred (\$100.00) per step.
- b. Effective January 1, 2014, longevity in effect on December 31, 2013, shall be increased by one hundred dollars (\$100.00) per step.
- c. Effective January 1, 2015, longevity in effect on December 31, 2014 shall be increased by one hundred dollars (\$100.00) per step.

Payments made to the Welfare Fund are to be changed as follows:

- a. Effective January 1, 2012, welfare fund rate in effect on December 31, 2011, shall be increased by one hundred dollars (\$100.00) per year retroactively.
- b. Effective January 1, 2013, welfare fund rate in effect on December 31, 2012, shall be increased by one hundred fifty dollars (\$150.00) per year.
- c. Effective January 1, 2014, welfare fund rate in effect on December 31, 2013, shall be increased by one hundred dollars (\$100.00) per year.
- d. Effective January 1, 2015, welfare fund rate in effect on December 31, 2014, shall be increased by one hundred dollars (\$100.00) per year.

The County will make welfare fund contributions for any active member of COBA who dies with a minimum of fourteen years' service.

II.) Health Benefits:

- a. Effective January 1, 2013 and subject to proof of alternative coverage, a health insurance buyout at fifty percent (50%) of the Individual Premium Rate shall be offered and is to be paid in equal installments semiannually. The choice shall be made each year during the open enrollment period.
- b. Upon ratification by both COBA and the County Legislature, all current employees as of that date shall contribute twelve and one half percent (12.5%) towards the cost of the Health Insurance Premium equivalent. For example, the POMCO premium equivalent for 2012 is \$20,816 for a family plan and \$7,890 for an individual plan.
- c. Effective January 1, 2013, all current employees as of the above ratification date shall contribute thirteen percent (13%) towards the cost of the Health Insurance Premium equivalent. The premium equivalent in effect on December 31, 2012, cannot rise more than 6.5%.
- d. Effective January 1, 2014, all current employees as of the above ratification date shall contribute fourteen percent (14%) towards the cost of the Health Insurance Premium equivalent. The premium equivalent in effect on December 31, 2013 cannot rise more than 6.5%.
- e. Effective January 1, 2015, all current employees as of the above ratification date shall contribute fifteen percent (15%) towards the cost of the Health Insurance Premium equivalent. The premium equivalent in effect on December 31, 2014 cannot rise more than 6.5%.
- f. Bargaining unit employees who choose another offered health insurance program than POMCO shall also pay the difference between the premium for that program and the POMCO premium equivalent.
- g. All members of the bargaining unit from January 1, 2009 to the execution date of the Memorandum of Agreement who have retired or who shall retire shall not contribute to the health insurance premium equivalent following their retirement. This understanding shall be memorialized in writing through individual agreements executed between the County of Westchester and each such member of the bargaining unit. The County and COBA agree to negotiate and draft the terms and conditions to be used in those individual contracts.
- h. Effective January 1, 2012, bargaining unit members hired after the execution date of the Memorandum of Agreement shall contribute twenty percent (20%) towards the cost of the health insurance premium equivalent during their employment and continuing during retirement.
- i. Effective upon the above ratification date, the spouse and dependents of an active bargaining unit member who dies with at least fourteen (14) years of County service shall be covered by fully paid hospitalization.
- j. Effective upon the ratification of this agreement, in the event of a death in the line of duty of an employee, the employee's dependents shall be covered by fully paid hospitalization.

- k. All health insurance premium equivalent contributions made by members of the bargaining unit shall be applied on a pre-tax basis over twenty-four (24) pay periods.
- l. Effective January 1, 2013, the co-pays and deductibles shall be identical to those for the Teamsters bargaining unit, which appear below.

**SCHEDULE OF DEDUCTIBLES AND CO-PAYMENTS**

1. Co-Payment Increase-PPO. For all employees who were members of the bargaining unit represented by COBA, on or before the date of signing of the MOA, the applicable PPO co-payment shall increase from \$16.00 to \$20.00. For all employees hired after the date of signing of the MOA, and for all current employees who become members of the bargaining unit represented by COBA after the date of signing of the MOA, applicable PPO co-payment shall be \$30.00. This includes co-payment for Physical Therapy.
2. Co-Payment Increase-ER. For all employees who were members of the bargaining unit represented by COBA on or before the date of signing of the MOA, the applicable Emergency Room co-payment shall increase from \$35.00 to \$45.00. For all employees hired after the date of signing of the MOA, and for all current employees who become members of the bargaining unit represented by COBA, after the date of signing of the MOA, the applicable Emergency Room co-payment shall be \$60.00.
3. Co-Payment Increase- Prescription Drugs. For all employees who were members of the bargaining unit represented by COBA on or before the date of signing of the MOA, the co-payment for prescription drugs shall be \$0.00 for generic drugs, \$20 for brand name drugs, and \$40.00 for non-preferred brand name drugs. For all employees hired after the date of signing of the MOA, and for all current employees who become members of the bargaining unit represented by COBA after the date of signing of the MOA, the co-payment for prescription drugs shall be \$5.00 for generic drugs, \$30.00 for brand name drugs, and \$60.00 for non-preferred brand name drugs. Effective July 1, 2012, all employees must order all drugs used on a continuing or regular basis, *e.g.*, maintenance drugs, by mail starting with the third refill and each refill thereafter.
4. Preferred Drug Step Therapy Program (PDST). Effective upon signing of the MOA, there shall be a preferred drug step therapy program ("PDST"). The PDST shall be voluntary for all employees who were members of the bargaining unit represented by COBA on or before the date of ratification of the MOA. The PDST shall be mandatory for all employees hired after the signing of the MOA, and for all current employees who become members of the bargaining unit represented by COBA after the date of signing of the MOA.

**III.) Mutual Exchanges:**

Effective upon the above ratification date, the County and COBA agree to add the Mutual

Exchange Policy now in effect to the collective bargaining agreement. The parties also agree to change the monthly allotment of mutual exchanges allowed from five (5) days to ten (10) days. The parties also agree to change the time frame for bargaining unit members to complete mutual exchanges from thirty (30) days to sixty (60) days (i.e., to reciprocate a mutual). Finally, the parties also agree to change the number of mutual exchanges allowed in one year from fifty-two (52) days to eighty (80) days.

IV.) Grievance Mediation Program:

The parties shall implement a grievance mediation program for the resolution of any issue pending at any stage of the grievance procedure, for any issue for which a grievance has not yet been filed, or for any issue that is not subject to the grievance procedure. The following rules shall apply:

- a. The grievance mediation sessions shall take place on a quarterly basis.
- b. John Sands shall preside as the mediator.
- c. The parties agree to share the costs and fees associated with the grievance mediation sessions, which are excluded from the arbitration fee cap as set forth in Article XV, Section 2, J of the parties' 1996-2001 collective bargaining agreement.
- d. Either side may bring up to two (2) issues at each grievance mediation session, unless otherwise agreed to by the parties.

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Act No. 89-2012, which authorized the County to enter into the MOA in compliance with the Fair Employment Act (commonly known as the Taylor Law), was adopted by the Westchester County Board of Legislators on July 9, 2012. In accordance with §161.11(1)(b) of the Laws of Westchester County, authority from your Honorable Board is also required for the County to enter into the MOA.

Authority is also respectfully requested from your Honorable Board for the County to, in accordance with the terms of the MOA, enter into an agreement with each correction officer (or his/her survivor(s)) listed on the attached Schedule "A" who is subsequently determined by the County to be eligible, pursuant to the terms of the MOA, to enter into an agreement specifying the health care benefits of eligible person(s) after the retirement of the eligible correction officer.

I respectfully recommend approval of attached resolution.

RPA/bdm/nm

## RESOLUTION

Upon a communication from the County Executive, be it hereby:

**RESOLVED**, that the County of Westchester (the "County") is hereby authorized to enter into a collective bargaining agreement with those employees of Westchester County represented by the Westchester County Correction Officers Benevolent Association ("COBA") for the seven-year period commencing January 1, 2009 and ending December 31, 2015 (the "Memorandum of Agreement" or "MOA"); and be it further

**RESOLVED**, that the MOA shall include, but not necessarily be limited to, provisions reflecting the following terms:

**I.) Compensation:** Wages for current employees as of the date of the signing of the Memorandum of Agreement ("MOA"), May 3, 2012, will be changed as follows:

- a. Effective January 1, 2009, each step of the salary schedule in effect on December 31, 2008 shall be increased by three percent (3%).
- b. Effective January 1, 2010, each step of the salary schedule in effect on December 31, 2009 shall be increased by three percent (3%).
- c. Effective January 1, 2011, each step of the salary schedule in effect on December 31, 2010 shall be increased by two and one half percent (2.5%).
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### Current Correction Officers

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The above increases will be fully retroactive to any bargaining unit member who worked during any period covered by the term of this agreement except those who retired subject to a retirement incentive offered during calendar year 2010 or who were terminated by a discharge for cause.

Wages for employees hired after the date of the signing of the Memorandum of Agreement, May 3, 2012, shall be as follows:

- a. There shall be no increase from January 1, 2012 through June 30, 2012. Effective July 1, 2012 each step of the salary schedule in effect on December 31, 2008 shall be increased by two and one half percent (2.5%).
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- b. Effective January 1, 2014, shift differential in effect on December 31, 2013 shall be increased by one dollar (\$ 1.00) per day.



- c. Effective January 1, 2015, shift differential in effect on December 31, 2014 shall be increased by one dollar (\$ 1.00) per day.

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The County will make welfare fund contributions for any active member of COBA who dies with a minimum of fourteen years' service.

## II.) Health Benefits:

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- b. Upon ratification by both COBA and the County Legislature, all current employees as of that date shall contribute twelve and one half percent (12.5%) towards the cost of the Health Insurance Premium equivalent. For example, the POMCO premium equivalent for 2012 is \$20,816 for a family plan and \$7,890 for an individual plan.
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- e. Effective January 1, 2015, all current employees as of the above ratification date shall contribute fifteen percent (15%) towards the cost of the Health Insurance Premium equivalent. The premium equivalent in effect on December 31, 2014

- cannot rise more than 6.5%.
- f. Bargaining unit employees who choose another offered health insurance program than POMCO shall also pay the difference between the premium for that program and the POMCO premium equivalent.
  - g. All members of the bargaining unit from January 1, 2009 to the execution date of the Memorandum of Agreement who have retired or who shall retire shall not contribute to the health insurance premium equivalent following their retirement. This understanding shall be memorialized in writing through individual agreements executed between the County of Westchester and each such member of the bargaining unit. The County and COBA agree to negotiate and draft the terms and conditions to be used in those individual contracts.
  - h. Effective January 1, 2012, bargaining unit members hired after the execution date of the Memorandum of Agreement shall contribute twenty percent (20%) towards the cost of the health insurance premium equivalent during their employment and continuing during retirement.
  - i. Effective upon the above ratification date, the spouse and dependents of an active bargaining unit member who dies with at least fourteen (14) years of County service shall be covered by fully paid hospitalization.
  - j. Effective upon the ratification of this agreement, in the event of a death in the line of duty of an employee, the employee's dependents shall be covered by fully paid hospitalization.
  - k. All health insurance premium equivalent contributions made by members of the bargaining unit shall be applied on a pre-tax basis over twenty-four (24) pay periods.
  - l. Effective January 1, 2013, the co-pays and deductibles shall be identical to those for the Teamsters bargaining unit, which appear below.

#### **SCHEDULE OF DEDUCTIBLES AND CO-PAYMENTS**

1. Co-Payment Increase-PPO. For all employees who were members of the bargaining unit represented by COBA, on or before the date of signing of the MOA, the applicable PPO co-payment shall increase from \$16.00 to \$20.00. For all employees hired after the date of signing of the MOA, and for all current employees who become members of the bargaining unit represented by COBA after the date of signing of the MOA, applicable PPO co-payment shall be \$30.00. This includes co-payment for Physical Therapy.
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be \$0.00 for generic drugs, \$20 for brand name drugs, and \$40.00 for non-preferred brand name drugs. For all employees hired after the date of signing of the MOA, and for all current employees who become members of the bargaining unit represented by COBA after the date of signing of the MOA, the co-payment for prescription drugs shall be \$5.00 for generic drugs, \$30.00 for brand name drugs, and \$60.00 for non-preferred brand name drugs. Effective July 1, 2012, all employees must order all drugs used on a continuing or regular basis, *e.g.*, maintenance drugs, by mail starting with the third refill and each refill thereafter.

4. Preferred Drug Step Therapy Program (PDST). Effective upon signing of the MOA, there shall be a preferred drug step therapy program ("PDST"). The PDST shall be voluntary for all employees who were members of the bargaining unit represented by COBA on or before the date of ratification of the MOA. The PDST shall be mandatory for all employees hired after the signing of the MOA, and for all current employees who become members of the bargaining unit represented by COBA after the date of signing of the MOA.

### III.) Mutual Exchanges:

Effective upon the above ratification date, the County and COBA agree to add the Mutual Exchange Policy now in effect to the collective bargaining agreement. The parties also agree to change the monthly allotment of mutual exchanges allowed from five (5) days to ten (10) days. The parties also agree to change the time frame for bargaining unit members to complete mutual exchanges from thirty (30) days to sixty (60) days (*i.e.*, to reciprocate a mutual). Finally, the parties also agree to change the number of mutual exchanges allowed in one year from fifty-two (52) days to eighty (80) days.

### IV.) Grievance Mediation Program:

The parties shall implement a grievance mediation program for the resolution of any issue pending at any stage of the grievance procedure, for any issue for which a grievance has not yet been filed, or for any issue that is not subject to the grievance procedure. The following rules shall apply:

- a. The grievance mediation sessions shall take place on a quarterly basis.
- b. John Sands shall preside as the mediator.
- c. The parties agree to share the costs and fees associated with the grievance mediation sessions, which are excluded from the arbitration fee cap as set forth in Article XV, Section 2, J of the parties' 1996-2001 collective bargaining agreement.
- d. Either side may bring up to two (2) issues at each grievance mediation session, unless otherwise agreed to by the parties.

; and be it further

**RESOLVED**, that the County is hereby authorized to, in accordance with the terms of the MOA, enter into an agreement with each correction officer (or his/her survivor(s)) listed on the attached Schedule "A" who is subsequently determined by the County to be eligible, pursuant to the terms of the MOA, to enter into an agreement specifying the health care benefits of eligible person(s) after the retirement of the eligible correction officer, and be it further

**RESOLVED**, that the County Executive or his duly authorized designee is hereby authorized to execute any documents and take any actions reasonably necessary and appropriate to effectuate the purposes of this Resolution.

Account to be  
Charged/Credited

FY	Fund	Dept	Major Program, Program & Phase Or Unit	Object/ Sub- Object	Trust Account	Dollars
2009-11	101	35	various	various		10,984,000
2012	101	35	various	various		7,959,000
2013	101	35	various	various		6,654,000
2014	101	35	various	various		6,483,000
2015	101	35	various	various		6,423,000

Budget Funding Year(s): 2009-2015 Start Date: 01/01/09 End Date: 12/31/15  
(must match resolution)

Funding Source	Tax Dollars:	<u>\$38,503,000</u>
	State Aid:	_____
<u>\$38,503,000</u>	Federal Aid:	_____
(must match resolution)	Other:	_____

SCHEDULE "A"

COBA ACTIVE

ABBOTT	HENRY
ABRAHAM	MANNY
ADKINS	ANTOINE
ALBERT	JARCIA
ALDARONDO	JAIME
ALEXANDER	DEBORAH
ALEXANDER	KEVIN
ALFONSO	FRANK
ALFORD	DONNA
ALGBEDO	NOSAKHARE
ALLEN	ADRIAN
ALLEN	BRUCE
ALLEYNE	DAREN
ALSTON	LENTON
ALTZ	MATTHEW
ALVAREZ	DANIEL
ANDERSON	SHARELL
ANDREWS	RAMONA
ANGELETTA	JAIME
ANNICCHIARICO	ROBERT
ANTOINE	JOANNE
ANTONY	JOBY
APOSTOLICO	FREDRIC
ARCHER	WANDA
ARENAS	STEVEN
ARNOLD	MICHAEL
ARTERBERRY	SHARON
ASHTERMAN	ANDREA
ATKINSON	JOHN
ATKINSON	THOMAS
AUSTIN	HUGH
AYTON	RAYMOND
BABIO	JOSEPH
BAKER	ROSALIND
BANKS	DANIEL
BARBIERI JR.	JOSEPH
BARNES	HARRIS
BARRESI	JOSEPH
BARRETT	RICHARD
BEAMON	FAYE

APPROVED BOARD OF ACQUISITION & CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

BECKFORD	ROCHELLE
BELL	JASON
BELL	RHONDA
BELL	TORSHELL
BELTON	ERIC
BELTRAN	CHRISTOPHER
BERMUDEZ	CARLOS
BERNAZAR	DESIREE
BERROA	CARLOS
BERRY	BARRINGTON
BEST	KARL
BEYER	ROBBY
BIANCAVILLA	LEONARD
BIELENDA	JAMES
BLAKE	ROBERT
BLEAKLEY	CHARLES
BLOOMFIELD	JOSEPH
BOLT	JASON
BONDS	ETONYA
BONDS	WARREN
BONILLA	RAPHAEL
BOPP	DONALD
BORGES	VINCENT
BOURHILL	MICHAEL
BOWEN	GEORGE
BRAIG	TIMOTHY
BRANDON	TURHAN
BREADY	WILLIAM
BROCKETT	KIMMYL
BROWN	LOUIS
BROWN	REYNARD
BROWN	SINCLAIR
BROWN	STACEYANN
BROWN	STANFORD
BROWN	STOKELY
BRUGGER	DAVID
BUCK	JOANNE
BUCKLEY	JOHN
BUTLER	DAVID
CABRERA	VINCENT
CALDAROLA	ROCCO
CALLAHAN	JOSEPH
CAMPANELLA	JOSEPH

APPROVED BOARD OF ACQUISITION'S CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

CAMPBELL	MICHAEL
CANTY	DANELLA
CAPALBO	DENNIS
CARDE	JASON
CARDILLO	DEAN
CAREY	MICHAEL
CARLUCCI	JOSEPH
CARO	EDWIN
CAROZZA	MICHAEL
CASABLANCA	ANGEL
CASTELLANOS	HEIDI
CASTLEBERRY	NIA
CELESTINE	TONJA
CHAMBERLAIN	CLAYTON
CHANCER	ROBERT
CHESTNUT	CHASTITY
CHIASCIONE	JAMES
CIAMPA	ALEXANDER
CICIO	JOSEPH
CLARK	JEFFREY
CLAUDIO	LOPE
CLIFFORD	CONRAD
COAXUM	STEVE
COBB	DWAYNE
COCCIARDI	PATRICK
COHENS	DOROTHY
COLELLO	JOSEPH
COLEMAN	LEROY
COLON	EDWARD
COMMISSO	STEVEN
CONKLING	CHRISTOPHE
CONKLING	MARK
COOK	WYATT
COOPER	GEORGE
CORONA	JAVIER
CORREIA	NELSON
CORTES	DANIEL
COSTA	BRYAN
COTES	OMAR
COX	CHRISTINE
COX	DAVID
COX	THOMAS
CRAVEN	MILTON

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

CREREND	SCOTT
CRESCENZO	JASON
CRUMP	JOETTA
CUMMINS	ROBERT
CUSMA	JEFFREY
DANI	CHRISTOPHER
DANIELS	ANTHONY
DAVIS	ALEXANDAR
DAVIS	DONALD
DAVIS	FELICIA
DAWSON	CARL
DE ANDREA	ROBERT
DE JESUS	JAUIER
DE YORIO	JOSEPH
DEANDREA	JASON
DEDAJ	MARK
DEDVUKAJ	PETER
DEIFIK	BARRY
DEL BENE	ROBERT
DELANEY	DENNIS
DELFA	SCOTT
DELGADO	JOSEPH
DELGADO	MARK
DELL'ORLETTA	ANTHONY
DELUCCIA	PHILIP
DERING	JAMES
DI PATERIO	SEBASTIANO
DIAS	SERGIO
DIAZ	VALERIE
DICHIARA	PETER
DICKEY-NEULAND	DANA
DINATALE	STEPHEN
DIODATI	ANTHONY
DIXON	ROSALIA
DIXSON	STERLING
DJORDJEVIC	MARK
DOUGLAS	ALMENA
DOWNEY	JOSEPH
DOYLE	MICHAEL
DRUMMOND	MARSHA
DURANT	ROYNELL
EDMONDSON	ROBERT
ELLRODT	FRANK

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY



ENCARNACION	JESUS
ENDERS	MERVIN
ESSIG	MICHAEL
ESTES	KIM
EVANS	GORDON
EVANS	JOSEPH
EVANS	KEITH
EVANS	WALTER
FALLON	MICHAEL
FARRON	HEIDI
FEASTER	JAMES
FEDERIGHI	JOSEPH
FELICIANO	FRANKLIN
FERRAILOLO	ANTHONY
FERRELL	ERICK
FICARROTTA	SALVATORE
FIGUEROA	FERMIN
FINN	ROBERT
FITZGERALD	JOHN
FITZGERALD	JOHN
FLANAGAN	EDWARD
FLORES	HARRY
FLORKOWSKI	JOHN
FOLKES	SHANDON
FOOTES	MARK
FORDE	ERROL
FORLIVIO	NICHOLAS
FORTI	ANDREW
FOY	JOHN
FRANCIS	TISHANA
FRAZIER	GLORIA
FREEMAN	CLYDE
FREEMAN	RONALD
FREEMAN	TONY
FRYCZ	JOHN
FUENTES	ERIC
FUTCH	LA NORRIS
GAINES	FRED
GALLAGHER	MICHAEL
GALLAGHER	WILLIAM
GARCIA	DESIREE
GARCIA	JOHN
GARDENER	KENRICK

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

GAYDEN	HAROLD
GERENA	FRANK
GIACOPPI	FRANK
GIBBS	ROBERT
GIBSON	BRADLEY
GIDDINGS	CURTIS
GILBERT	PAUL
GILYARD	MICHAEL
GIRALDO	ANGEL
GLADMAN	CAMILLE
GLOVER	GAIL
GOLABEK	JOSEPH
GONZALEZ	RAMON
GOULD	STEPHEN
GRACI	ANTHONY
GRAHAM	MARIA
GRAHAM	RANDY
GRANGER	FARLEY
GRANT	KEVIN
GRAY	JOHN
GREEN	ANDRE'
GREEN	CARL
GREEN	KENT
GREEN	SUSIE
GREENFIELD	ALLEN
GRENVILLE	PATRICK
GROOM	TERRI
GUERIN	RICHARD
GUSKI	ANDREW
GUZMAN	DAVID
HALLORAN	DANIEL
HANNON	DEBORA
HARMON	ANTHONY
HARMON	RHEA
HASS	MICHAEL
HAYES	JOSEPH
HAYES	MARGARET
HAYES	TIMOTHY
HEADLEY	ANDRE
HERMANS	GEORGE
HERNANDEZ	HERBERT
HERNANDEZ	RICARDO
HERRERA	PAUL

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

HIGGS	KEVIN
HILLIARD	CLYDE
HILTON	CATINA
HINES	ALFONSO
HINZE	MICHAEL
HOGUE	MELVIN
HOGUE	SHANNEL
HOLBROOK	KIA
HOLIFIELD	DONNELL
HOLLAND	MICHAEL
HOLLIS	KEVIN
HOLLOWAY	KEITH
HOLLOWAY	WINONA
HOLMES	DERRICK
HOSEIN	CINDY
HOSEIN	VINAASH
HOUSTON	JOHN
HOWARD	DEBRA
HUGGINS	TRETTA
HUNT	VANCE
HUNTLEY	JUAN
HURLEY	JEREMY
HUTCHINGS	KIM
HUTCHINSON	GERALD
HUTCHINSON	RANDY
IABONI	RICHARD
IDOWU	JONATHAN
IMBROGNO	JOSEPH
INIGUEZ	JOHN
JAMES	ROBIN
JANDER	PETER
JARVIS	ELRIC
JARVIS	ETROY
JEAN-PAUL	WOLDERS
JEANPIERRE	SELINA
JENKINS	TAMEIKA
JENNINGS	SONYA
JERUSSI	ANTHONY
JOHNSON	CHRISTINE
JOHNSON	CLINT
JOHNSON	JACQUELINE
JOHNSON	KEVIN
JOHNSON	RACQUEL

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

JOHNSTON	BRYAN
JONES	DAMON
JONES	ERIC
JONES	JASON
JONES	NOEL
JONES	RAHI
JONES	RONALD
JONES-MC CLELLAN	DANA
JORDAN	ANTHONY
JOSEPH	DANIEL
JOYNER	LARRY
KAALUND	SPENCER
KASSAS	PAUL
KEENAN	JOHN
KELLER	DANIEL
KELLY	GEORGE
KELLY	JACQUES
KELLY	THEODORE
KELSEY	YVONNE
KEMECH	SAMIA
KERR	MICHAEL
KERSON	JAMEL
KINLOCK	NORMAN
KITT	MATTHEW
KNUDSEN	CHRIS
KOPE	MICHAEL
LAGUNA	RAYMOND
LAINO	FRED
LAMBERT	CHRISTOPHER
LARKIN	CHRISTOPHER
LASSITER	JUSTIN
LAUGHLIN	JUSTIN
LAUGHLIN	WILLIAM
LAWRENCE	MICHAEL
LAWRENCE	REGINALD
LEBEL	SCOTT
LENGYEL	GUY
LENZ	TAMARA
LEWIS	GILBERT
LIBERTINO	MICHAEL
LINDAU	PAUL
LINDERT	PAUL
LINVAL	LUIS

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

LOBELLO	JOSEPH
LOMBARDO	ALFRED
LONG	MARK
LOPEZ	AINSLEY
LOPEZ	DANNY
LOPEZ	IVAN
LOSCO	ROBERT
LOWE	CHARLES
LOWE	MERCEDES
LUGO	JOSE
LUGO	MELISSA
LUICCI	EUGENE
LYNAM	DONNA
MACK	KIRBY
MAGNO	RICHARD
MAGNUSON	ROSS
MALIN	ANTHONY
MALLORY	MICHAEL
MANGUAL	EDWIN
MANOCCHI	DOMINICK
MARCELLE	NICHOLAS
MARCUCCILLI	ANTHONY
MARELLO	CHRISTOPHER
MARROW	SHEILA
MARTIN	JO ANNA
MARTIN	SHARON
MARTINEZ	CARLOS
MARTINEZ	FLAVIO
MARTINEZ	JOSE
MATEO	GLENN
MATTHEWS	SEAN
MATTHEWS	TONI
MATTOX	KEVIN
MAURA	JASON
MAYERS	BARRY
MAYS	KEYONA
MAZZARESE	GERALD
MAZZEI	JONATHAN
MAZZOLA	CARMINE
MC CALLOP	TINA
MC CARRON	NEIL
MC DONALD	HAROLD
MC DUFFY	APRIL

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

MC FARLANE	MILLICENT
MC GEE	SEAN
MCDANIEL	STEVEN
MCHAYLE	DAVID
MCKINLEY	CRYSTAL
MCWILLIAMS	DERRICK
MELENDEZ	ANIBAL
MELENDEZ	LOUIS
MELVIN	SHERIKA
MENA	MARTIN
MERCADO	JOSE
MERCADO	JOSE
MERRELL	CAROL
METICHECCHIA	ANNA
MIDDLETON	KENDALL
MIELE	JOSEPH
MILES	DEXTER
MILIZIANO	IVAN
MILLER	KENNETH
MILLIGAN	DESMOND
MILTON	ELIJAH
MIMS	DAPHNE
MINNELLA	ROCCO
MITCHELL	JACKIE
MOLINA	JOSEPH
MONTELEON	SCOTT
MOORE	SHERMEANA
MORELLI	ANTHONY
MORENO	EDWARD
MORRIS	ERNEST
MORRIS	KEVIN
MORRIS	RICHARD
MORTON	ELGIN
MORTON	GREGORY
MOZON	MICHAEL
MUCCIOLO	MICHAEL
MULLER	BARRY
MURIEL	JOSEPH
NAGEL	MICHAEL
NAPPI	CATHY
NASHID	BAKEER
NELSON	KALI
NEUFVILLE	ANTOINE

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

NEWTON	CURTIS
NIVAR	WILSON
NUNEZ	JOSE
O'LEARY	KRISTIN
O'MEARA	KIERAN
O'MEARA	MICHAEL
OGLESBEE	MONET
OLIMPIO	JOHN
OLIVO	CARLOS
ORIFICI	DAVID
ORTEGA	CLAUDIO
ORTEGAS	ANTONIO
OSBORNE	TERRILL
PACE	STEVEN
PALMER	VAUGHN
PALOMBA	VINCENZO
PARKER	VERNA
PARKER	VICTOR
PARKS	KENNETH
PARRIS	RAHSAAN
PARSONS	ROBIN
PATTERSON	WILLIE
PATTON -III	LEN
PAULK	FATIMA
PECK	RICHARD
PECTOL	BRYAN
PEFFERS	ERIK
PELLONE	NEIL
PERRITANO	RALPH
PERRY	KEVIN
PERRY	REGINA
PETIT	NIGEL
PETRICCIONE	VINCENT
PHITTS	NELSON
PHOX-FIELDS	STACY
PINCUS	RICHARD
PISTORINO	ELIZABETH
POLANCO	MAXIMO
POLLINA	THOMAS
POMPEY	DAVID
POPE	CLIFTON
POPE	EUGENE
PORTER	KHOURY

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

PORTILLO	EDWARD
POWERS	JAMES
PRIEST	JANIECE
PROSETTI	EUGENE
PUENTE	JOSE
PUGLIESE	ANTHONY
PULLIAM	ANGELITA
PUMPHREY	MELVIN
QUAST	DENNIS
QUAST	KENNETH
QUINONES	FRANCISCO
QUINONES	JESUS
QUINOY	EDWARD
QUIRK	JAMES
QUIRK	JOHN
RANDAZZO	MICHAEL
REBOLLO	OSCAR
RECKARD	KELLI
REID	CHRISTOPHER
REID	KIMBERLY
RENCHER	MICHAEL
RENE	MICHELE
RENNALLS	HUGH
REYES-AMARILES	MARIE
REYNOLDS	KEVIN
RICHARDSON	MILTON
RINALDI	DAVID
RITI	ROCCO
RITTER	MYRA
RIVAS	WILFREDO
RIVERA	FREDESWINDA
RIVERA	GILBERT
RIVERA	LUIS
ROANE	BRADLEY
ROBERTS	LUCILLE
ROBERTSON	SPENCER
ROBILLARD	PAMELA
ROBINSON	ADDIE
ROBINSON	ARTHUR
ROBINSON	LEANDER
ROBINSON	SAUNDRA
ROCKER	DIAN
RODAK	MICHAEL

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY



RODRICK	TAMMY
ROGAN	TIMOTHY
ROMAIN	EVELYN
ROMANO	JOSH
ROMANO	VINCENT
ROMANYCH	PAUL
ROMERO	DAVID
ROSADO	THERESA
ROSARIO	ALFRED
ROSARIO	EDUARDO
ROSE	ANTHONY
ROSE	HAROLD
ROSENDORN	MICHAEL
ROSINI	ANTHONY
ROUSE	JEFFREY
ROWLAND	DIANA
RUGGERI	JOSEPH
RUOCCO	ALBERT
SABOL	EDWARD
SABOLIK	JOHN
SADAK	BRIAN
SALAZAR	FREDDY
SANGSTER	SUZETTE
SANNELLA	JOSEPH
SANTANA-SANNELLA	JO ANN
SANTIAGO	STEVEN
SANTIAGO	WILSON
SANTOS	ANGEL
SANTOS	JASON
SAVINO	PETER
SCHAFRANSKI	RICHARD
SCHILIRO	JOHN
SCHNOY	HANS
SCOTT	DAWN
SCOTT	GREGORY
SCOTT	SHAWN
SEARCY	CRYSTAL
SEARLES	GEORGE
SEAWRIGHT	SHAWN
SECKERSON	KEVIN
SELL	STEVEN
SERANTES	MANUEL
SERINO	GIUSEPPE

APPROVED BOARD OF ACQUISITION'S CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

SERRANO	MIGUEL
SEWELL	GREGORY
SHROBA	RICHARD
SHROBA	ROBERT
SHULTIS	GLENN
SIMMONS	MICHAEL
SINGLETON	ANDRE
SKEPPLE	ROMEO
SMITH	CALVIN
SMITH	CHRISTOPHER
SMITH	DONNY
SMITH	FELICIA
SMITH	GLENN
SMITH	GLORIA
SMITH	LAKENYA
SMITH	PAUL
SMITH	RYAN
SMITH	TINA
SMITH	VIRGIL
SMITHSON	CURTIS
SOLANO	FRANCIS
SORIANO	EDWARD
SORRENTINO	SAMUEL
SOTO	ANTHONY
SOTO	JESUS
SOTO	ROBERT
SPINA	LOUIS
SPRUILL	SHAKEA
STANBACK	ROBYN
STARKEY	KERRI
STASIAK	MICHAEL
STASIAK	MICHAEL
STELLA	MICHAEL
STEPHENS	RICHARD
STEPHENSON	JACKQUEE
STEVENSON	JOHN
STEWART	WAYNE
STRACHAN	LEWIS
STUKES	RISHA
SUAREZ	GILBERT
SULLIVAN	PATRICK
SUMMA	DAVID
SZCZUR	TARAS

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

SZOVA	JANOS
TANG	STEPHANIE
TAYLOR	DARRYL
TEJEDA	CASSANDRA
TEJEDA	JEREMIAH
TERRY	STANLEY
THOMAS	MARK
THOMPSON	ERICA
THOMPSON	ROBERT
TILLY	DARYL
TODD	JAMIEN
TODD	LINDA
TOPIILNYCKY	STEPHEN
TORRES	CHRISTOPHE
TORRES	ISRAEL
TORRES	RICHARD
TOSI	MICHAEL
TOWNSEND	COURTNEY
TRICOCHE	JUAN
TURNER	NICOLE
TUTHILL	JONATHAN
VAL	VLADIMIR
VALLES	RAYMOND
VALLESPI	ELSIE
VANCA	STEVEN
VANDER WERFF	MICHAEL
VARIO	ANTHONY
VASCONEZ	DAVID
VASQUEZ	ANDRE
VAUGHN	TERRY
VAZQUEZ JUNIOR	LARRY
VEGA	MANUEL
VIAU	STANLEY
VIGNA	ANTHONY
VUSHAJ	MARK
WALKER	LEROY
WALTON	LILLIAN
WARNER	MICHAEL
WARNER	TRADEAN
WARREN	GREGORY
WASHINGTON	GERALD
WATKINS	CHRISTINE
WATSON	ANTHONY

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

WEISS  
WERNER  
WEST  
WESTON  
WHITE  
WHITE  
WHITE  
WHYTE  
WILCHER  
WILCOX  
WILLIAMS  
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WILLIAMSON  
WILLIS  
WILSON  
WOODTON  
WORRELL  
WORTHY  
WYATT  
WYATT  
YADOR  
YANCY  
YOUNG  
YOUNG  
ZAYAS

LEE  
JOHN  
ALONZO  
ALLEN  
DONALD  
WILLIAM  
WILLIAM  
DAVE  
TONY  
JAMES  
ANDREW  
BARRAKA  
BRENDA  
BRYAN  
CHAD  
LEWIS  
MARY  
MONSERRATE  
PAMELA  
SAMUEL  
SHIRLEE  
PETER  
MARK  
SHERYL  
TROY  
DONALD  
KARL  
KEITH  
JULIUS  
PATRICIA  
JOSEPH  
LANE  
JOSE

COBA CURRENTLY RETIRED

ABBOTT  
ARMSTRONG  
AUSTIN  
BADIA  
BAKER  
BANNISTER

HENRY  
LORINE  
SHARON  
DOMINICK  
JESSIE  
HARRY

BARNETT	TANYA ANN
BESS	JAMES
BIANCO	JOSEPH
BOCK	DANIEL
BOYLE	JERRY
BRINSON	THELMA
BROWN-SUMMA	DAPHNE
BRYANT	ALICE
BYNUM	DARIN
CALHOUN	JIMMIE
CAMPANARO	LISA
CARRIGAN	WILLIAM
CARUSO	JOSEPH
CASTELLUCCI	NICHOLAS
CELESTINO	STEPHEN
CHILDS	NELSON
CHISOLM	ROBERT LEE
COLE	MICHAEL
COLELLO	ANTHONY
COLOMBOTTI	JAMES
CRISCI	DENISE
DANIELS	JANET
DE NARDO	ALLEN
DEANS	PAULINE
DESIR	ULYSSES
DICOLA	MICHAEL
DINGMAN	KEITH
DRUMMOND	FREDERICK
DULAK	JOSEPH
ESTES	NATHANIAL
FARMER	ANTHONY
FARMER	GERALD
GEORGIO	RONALD
GERMANO	DAN
GILMORE	TERENCE
HARGRAVES	MICHAEL
HARRIS	VICTOR
HECKMAN	ROY
HELFRICH	MICHAEL
HILLS	ROXY
HOUSTON	BRUCE
HUTCHISON	RONALD
IRBY	LOUISE

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

JACOBS	KENT
JOHNSON	VERONICA
JOSEPH	THOMAS
KAVANA	KEVIN
KOLAITIS	CHARLES
KRESSMAN	ROBERT
LEE	ORLANDO
LOWE	JAMIE
MANCUSI	ANDREW
MANGUAL	EDWIN
MARCHESE	JOSEPH
MARELLO	ROBERT
MASKIELL	ANDREW
MCCARRON	RICHARD
MCDOYLE	DONALD
MCGHEE	ALBERT
MCGHEE	SANDRA
MCKENZIE	ALAN
MCKNIGHT-HARRIS	YVONNE
MCPMAHON	SCOTT
MCQUAID	JOHN
MOEN	KEVIN
MORDINI	DOROTHY
MORENO	FRANK
MOSLEY	ROOSEVELT
MOSS	JIMMIE
MURPHY	FRANCIS
MURTHA	JAMES
NIEVES	ELIZABETH
O'DELL	ROBERT
O'HALLORAN	SALLY
OCASIO	FELIX
OCHS	DAVID
PALMER	SHIRLEY
PARK	KENNETH
PEW	GILBERT
PINCKNEY	DELPHIA
PORTELLA	FREDERICK
POWELL	ANTHONY
PRESTON-CRUTE	YURBA
REYES	CARLOS
REYNOLDS	ROBERT
RICE	WAYNE

APPROVED BOARD OF ACQUISITION CONTRACT - 01/10/2013 - JOMARY VIEIRA, SECRETARY

RICKS	DWAYNE
SCHUPP	THOMAS
SHALLO	JOHN
SHEEHAN	MICHAEL
SHELTON	FRANCINE
SHERMAN	JOSEPH
SMITH	MARK
SMITH	MATTHEW
STANBACK	SAMUEL
STANSON	RONALD
STASIAK	THOMAS
STRUMKE	JOHN
SUBER	SCOTT JOHN
TOBIN	ROBERT
UCCELLO	CARMELO
VACIRCA	JOHN
VILLANUEVA	JOANNE
WALKER	MYRONE
WASHINGTON	VIVIAN
WEAVER	GLEN
WENZ	DEAN
WHITE	ARTHUR
WHITE	ISAAC
WILLIAMS	KEVIN
ZIVICA	ROBERT

**SURVIVING SPOUSE**

COVELLI	LOIS	DECEASED 7/2011 ELIGIBLE SURVIVOR
LOMBARDO	JOSEPH	DECEASED 12/2010 ELIGIBLE SURVIVOR
WALKER JR	SAMUEL	DECEASED 12/28/11 ELIGIBLE SURVIVORS