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Employee Benefits



County employees may receive these kinds of benefits based on their negotiated contracts.

Leave Time

Annual Leave

Personal Leave

Sick Leave

Family Medical

Extended Sick Leave

Maternity Leave

Sick Leave Bank

Bereavement Leave



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Telework Program

(<http://humanresources.westchestergov.com/telework-program>) Employee Assistance Program

(<https://mentalhealth.westchestergov.com/chemical-dependency/employee-assistance-program>)

Workplace Violence Prevention:

WV Prevention Manual [↗](#)

WV Complaint Form [↗](#)

Education

Computer-based training

Westchester County offers employees a broad range of online self-study and instructor-led courses. Course updates and new features are posted frequently.

Tuition Reimbursement Program

Qualified County employees can receive reimbursement of tuition costs.

All county-employed members of CSEA, COBA, SOA, and TEAMSTERS unions, as well as management and confidential employees are eligible. Other unions may have tuition reimbursement programs – contact your union directly.

Courses must be taken at an educational institution accredited or recognized by a state Department of Education.

Courses must benefit the county organization.

Applicant must be on the payroll prior to the start, during, and through the completion of the course, and at the time checks for reimbursement are issued.

Minimum grade requirement for undergraduate or graduate courses: C or better.

Additional eligibility requirements are stated on [application and guidelines](#) [↗](#) (available in the fall) All applications must be filed by the deadline specified (usually during the first week of January).

No pre-approval process before enrolling in courses.

Once-a-year application process for all courses completed in that year.

Reimbursement rate is a percentage based on total amount approved for all applicants and amount available as determined by CSEA contract.

Tuition Waiver

Tuition-free credit courses at [Westchester Community College](#) [↗](#) (defined as courses that give grades). Excludes fees and books. For all County-employed CSEA, COBA, SOA, TEAMSTERS members, and CONFIDENTIAL

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employees. Tuition waiver form must be obtained from your union office, or from Human Resources for Teamsters and Confidential employees.

Tuition Reduction

County employees eligible for benefits receive a reduction in tuition at several colleges and universities.


Ashford University

Westchester County staff and immediate Family members (spouse/children) receive:

- 20 percent tuition reduction


- Tech fees waived


- All required course materials costs waived


Fordham University  - College of Professional and Continuing Studies [West Harrison campus]: 25 percent reduction for undergraduate tuition and 20 percent reduction for graduate tuition.

Graduate School of Social Service [West Harrison campus]: 20 percent discount for MSW program.

These discounts applicable only to On-Campus classes.

Iona University  - Westchester County employees are eligible for a 20% tuition reduction towards graduate degrees and certificates in the School of Arts and Sciences and the LaPenta School of Business. Proof of employment will be required and students must maintain a GPA of 3.0 or greater.

Long Island University  - Westchester County employees and their dependents are eligible for a 30-33% percent tuition reduction for the online MBA degree offered through LIU Hudson Graduate Center at the Purchase campus.

Manhattan College  - Westchester County employees can receive a 25% discount on select programs offered through Manhattan College's School of Continuing and Professional Studies (SCPS). SCPS programs are aimed at serving professional learners offering accelerated and online degree opportunities that align with individual educational and professional aspirations. The SCPS degrees eligible for this opportunity are the Bachelor's of Science in Organizational Leadership, The Bachelor's of Science in Allied Health, and the Master's of Science in Organizational Leadership. For further information, contact the Graduate and Professional Studies Admissions Office at

SCPSadmissions@manhattan.edu

SCPSadmissions@manhattan.edu or call (718) 862-7825.

Manhattanville School of Business  offers several discount opportunities to Westchester government employees and their immediate family members:

- 15 percent discount for graduate business programs

- 15 percent discount for accelerated adult undergraduate (APPEAL) Bachelor degree and dual Bachelor/Master degree options

- 15 percent discount off Professional Development Workshop Series programming

- 10 percent discount for SHRM (Society for Human Resource Management) certificate programs



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For general information on the School of Business please see www.mville.edu/business or call (914) 323-5150

Marist College - Offers several discount opportunities to Westchester government employees and their immediate family members:

Westchester County employees ONLY: receive a 50% Tuition Reduction toward a Master of Public Administration (MPA) degree

Westchester County employees and their immediate family members: receive a 25% Tuition Reduction toward Full-time & Part-time Graduate and Adult Undergraduate programs: Online or On-campus

There are several programs that are not eligible for the partnership discount. For a complete list of eligible programs please visit: (<https://www.marist.edu/admission/graduate/partnerships/eligible-programs-pricing>)
(<https://www.marist.edu/admission/graduate/partnerships/eligible-programs-pricing>)
(<https://www.marist.edu/admission/graduate/partnerships/eligible-programs-pricing>)

NOTE: Qualifying students must be 22 years of age or older upon admission, and applying through either Graduate Admission or Adult Undergraduate Admission.

Mercy College - 15 percent discount.

Monroe College - 20 percent discount for employees enrolled in undergrad or graduate programs at New Rochelle or Bronx campuses, or taking courses online.

New York Medical College - New York Medical College is proud to partner with Westchester County to offer Westchester County employees a 20 percent discount off of tuition for any programs in the department of Public Health.

The College of Westchester (formerly Westchester Business Institute): 20 percent tuition discount for employees (with proof of employment). Immediate family members are eligible for a 12 percent tuition discount.

University of Scranton - offers a 10 percent discount to Westchester County employees in order to allow them the opportunity to continue their education with a high-quality, accredited online degree program. The following programs are eligible for the reduction: Master of Science in Finance (MSF), Master of Accountancy (MAcc), MBA (choose from a variety of specializations), Master of Health Administration (MHA), Master of Science in Health Informatics (MSHI), Master of Science in Human Resources (MSHR), Enterprise Resource Planning Certificate and Supply Chain Management Certificate.