

MEMORANDUM OF AGREEMENT

WHEREAS, the County of Greene (the "Employer") and Unit 7002 of the CSEA Local 820 (the "Union") are parties to a Collective Bargaining Agreement (the "CBA") for the term January 1, 2024 through December 31, 2027.

WHEREAS, this Agreement ("Agreement") is made by and between the Employer, the Union and the covered employees of the Emergency Services Department, (Employees) as a result of a Labor/Management ("L/M") meeting held on August 25, 2025.

WHEREAS, the Employer has purchased and implemented a new Employee work shift scheduling software that requires modification to Article 7, Section 7.4 of the CBA regarding Equalization of Overtime. As a result of the above referenced L/M meeting, the parties agree that Article 7, Section 7.4 of the current CBA shall be replaced as follows:

7.4 Fairness Score (F-Score) Calculation for Overtime and Open Shifts

7.4.1 Purpose

The Fairness Score (F-Score) system shall be utilized to ensure equitable distribution of voluntary Overtime and Open Shift assignments, including mandatory Overtime, among eligible employees. The intent of this system is to promote fairness and transparency in the awarding of additional hours.

7.4.2 Calculation of the Fairness Score

The F-Score is calculated based on how many Open Shift hours are awarded to an employee through Open Shift requests and approvals. Shifts added or filled manually on the Calendar Editor are *not* included in the F-Score. Use of the "Fill Shift" function directly from the Calendar Editor will cause the shift to be excluded from the F-Score.

Employees are responsible for using the proper request and approval process for Open Shifts. Failure to do so may result in not being awarded Overtime they would otherwise have qualified for, and they will not receive F-Score credit for any shifts worked outside the approved process. This may negatively affect their F-Score and place them at higher risk of mandatory assignment under the ranking system.

7.4.3 Scoring and Ranking

- a. Employees shall be ranked based on total awarded hours, from least to most.
- b. The employee with the fewest awarded hours shall be ranked #1.
- c. Priority will go to the employee who can provide the most hours of coverage to ensure that if someone lower on the F score list can fill the entire vacancy, they will be awarded the hours over an employee who can only cover a part of the vacancy. Similarly, priority will go to the employee who can provide the most hours of coverage to ensure that if someone lower on the F score list can fill a higher number of hours for the vacancy, they will be awarded the hours and the employee who can cover less hours of the vacancy will be awarded the **remaining** hours of the vacancy regardless of the number of initial hours they volunteered to cover.
- c. Ties in F-Scores shall be broken as follows:
 - I. For voluntary overtime: the employee with the highest seniority shall receive the shift.
 - II. For mandated coverage: the employee with the *lowest* seniority shall be assigned.

7.4.4 Range Setting

The range over which F-Score hours are calculated shall be set to April 1st through March 31st.

WHEREAS, the parties agree that Article 7, Section 7.2.4 of the current CBA is revised as follows:

7.2.4 An employee called for duty in addition to the employee's regular working hours shall receive pay for not less than four (4) hours. As set forth in Articles 7.2.1 and 7.2.2, such employee shall receive the overtime rate if the time actually worked is in excess of the employee's normal work week. If the employee does not work the full four (4) hours, the employee shall receive the straight-time rate for the remaining portion of the four (4) hours. This provision does not apply to voluntary overtime assignments pursuant to Section 7.4 that result in less than four (4) hours.

WHEREAS, the agenda for the above referenced L/M meeting also included discussion of a Member in Charge ("MIC") stipend resulting from the adoption on January 29, 2025 of updated Public Safety Answering Point ("PSAP") Minimum Standards. Pursuant to the updated standards, "All PSAPs shall be staffed 24 hours a day, seven days a week, by a minimum of two qualified, certified public safety telecommunicators with at least one person located within the PSAP designated as in charge."

WHEREAS, the parties agreed that when a shift is missing a Senior Emergency Operations Dispatcher, pursuant to the PSAP standards requirement, the most senior Employee on the shift will be designated as the MIC and will receive an additional \$1.00 per hour for the time they are actually working in the capacity of a MIC.

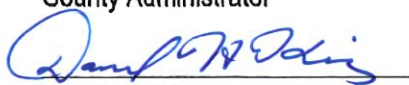
This MOA shall not be precedent setting by and between these parties.

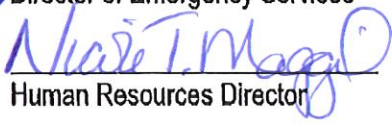
This MOA shall be in effect through the term of the Agreement (that is, through the 2027 year and any time while negotiations for a successor are proceeding), at which time the terms will be reviewed and considered for addition to any subsequent CBA or the MOA will otherwise automatically become null & void.

Agreed to this _____ day of September 2025.

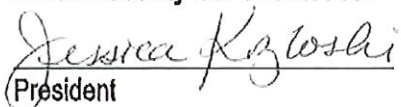
COUNTY


County Administrator

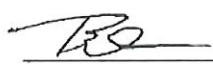

Deputy Director of Emergency Services

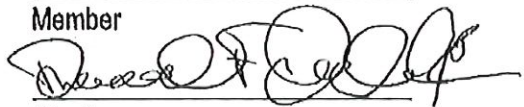

Human Resources Director

Greene County CSEA Unit 7002


President

Area Representative


Member


Member


Member