

MEMORANDUM OF AGREEMENT

[GREENE.250123]

Greene County (the "County) and the Greene County Sheriff Office Road Patrol, Local 927, New York State Law Enforcement Officers Union, Council 82, AFSCME, AFL-CIO (The "Union) are the parties to a Collective Bargaining Agreement for the term January 1, 2023 – December 31, 2025 (the "Agreement"). The Union and County wish to modify the Agreement as follows:

1. Term: January 1, 2026 – December 31, 2028.
2. Article 1, Section 1.1 (p. 1) shall be amended by deleting "criminal."
3. Article 1, Section 1.2.1 (p. 1) shall be amended to read:

Deductions: The Employer agrees that it shall deduct from the wages of the member of the Union and remit to Council 82 at 63 Colvin Ave, Albany, NY 12206, the regular membership dues and other authorized deductions for those members of the Union who sign authorizations permitting such payroll deductions. Such deductions shall be made in accordance with the authorization signed by the member and shall be revocable only in accordance with the instructions contained in the written authorization.

4. Article 1, Section 1.2.2 (p. 1) shall be amended to read:

Indemnification Clause: The Union will indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, action taken or not taken by the Employer in reliance upon dues deduction authorization cards furnished by an employee and/ or the Union.

5. Article 1, Section 1.2.3 (p. 1) shall be amended to delete the subsection in its entirety.

Credit Union: A credit union, through payroll deductions, shall be made available to all County employees.

6. Article 1, Section 2.4.1 (p. 2) shall be amended to read:

The President of the Union, and or the President's designee, shall be allowed release time without loss of pay or leave credits, to attend conferences and conventions of affiliated Unions and organizations. Such leave shall not exceed eighty (80) hours, in the aggregate, in any one calendar year for all such leave.

7. Article 7, Section 7.1 (p. 4) shall be amended as follows: The salary of each employee covered by this Agreement will be modified in accordance with Appendix "A" and beginning in 2026 as follows:

- Effective and retroactive to 1/1/26, each employee will receive a \$3,000 increase to salary plus a 3% increase.
- Effective 1/1/27, each employee will receive a \$3,000 increase to salary plus a 3% increase.
- Effective 1/1/28, each employee will receive a \$3,000 increase to salary plus a 3% increase.

8. Article 7, at Section 7.2.4 (p. 5) shall be amended to add:

On-Call Code Blue

(New Section 7.2.4.a)

In accordance with the November 29, 2024, Memorandum of Agreement.

9. Article 7, Section 7.5 (p. 6) shall be amended to add a new paragraph to read:

When any of the Holidays falls on the employee's regular day off, the employee shall have a day transferred or added to vacation.

10. Article 7, Section 7.5 (p.6) shall be amended to read:

If an employee works on:

New Year's Day

President's Day

Memorial Day

Labor Day

~~Election Day~~

Thanksgiving Day

Martin Luther King Day

Independence Day

Veterans' Day

Christmas Day

Juneteenth

11. Article 7, Section 7.6.1 (p. 6) shall be amended to add a new section to read:

Effective January 1, 2026, members who obtain and maintain the following certifications will be eligible for a stipend of \$500 per year for the first certification and \$500 for each additional certification, up to a max total (for all certifications) of \$1,500. The listed requirements must be met for each certification every calendar year, proof of such to be submitted to the Undersheriff.

Stipend to be paid annually during the first pay period in the month of December:

Evidence Tech – must process a minimum of (2) scenes

Car Seat Tech – must perform (3) separate seat checks or (1) community event

Dive Team – must attend 8 out of 12 trainings or physically respond to (2) call outs

IDC – must instruct (1) time at minimum

Drone Operator- must deploy (1) time at minimum

DRE – must perform (1) eval

SRT - must attend 8 out of 12 trainings or physically respond to (2) call outs

Marshals Task Force – must attend yearly required training(s) and respond to (2) call outs

Marine Patrol Exception:

Members who obtain an Operator Certification shall receive an annual stipend of \$1,000 and members who obtain a Deckhand Certification will receive an annual stipend of \$500, provided that the member completes a minimum of (40) hours of work in Marine Patrol duties during the calendar year. Max Marine Patrol Exception stipend is \$1,000.

12. Article 7, Section 7.8 (p. 6-7) shall be amended to add a new paragraph to read:

6. Reimbursement. Any monies due and owing shall be deducted from the employee's last paycheck and/or accrued leave. Should there be insufficient pay and/or leave credits, the employee agrees to reimburse the county by making weekly payments in an amount established by the County, until all monies due and owing are repaid.

13. Article 7, Compensation (p. 4) shall be amended to add a new paragraph to read:

Add: A lateral transfer may, at the discretion of the Sheriff, be hired up to a Step (5) on the compensation schedule dependent upon the number of years of credited service completed in the NYS Retirement System.

14. Article 10, Section 10.1.1 (p. 12) shall be amended to convert days to hours to read:

Date of employment to completion of 4 years' service (eighty (80) hours annually)

Beginning 5<sup>th</sup> year of completion to 9 years' service (one hundred-twenty (120) hours annually)

Beginning 10<sup>th</sup> year to 14 years' service (one hundred-sixty (160) hours annually)

Beginning 15<sup>th</sup> year to completion of employment (two hundred (200) hours annually)

15. Article 10, Section 10.2.2 (p. 14) shall be amended to clarify the following language to read:

Employees hired after January 1, 1994 will accumulate eighty (80) hours of sick leave annually

16. Article 10, Section 10.2.4 (p. 14) shall be amended to delete “. . . within seven (7) work days of . . .” and replace with “. . . is provided upon return to duty from absence.”

17. Article 10, Section 10.2.5 (p. 14) shall be amended to clarify that the “two hundred (200) days” are “two hundred (200) eight hour days.”

18. Article 10, Section 10.2.5 (p. 14) shall be amended to convert days to hours to read:

An employee may accumulate sick leave credits to a maximum of one thousand six hundred (1,600) hours.

19. Article 10, Section 10.2.6, subsection (a) (p. 14) shall be amended to convert days to hours to read:

Unused sick leave credits, for up to a maximum of one thousand, two hundred-eighty (1,280) hours shall be paid at the rate of seventy-five percent (75%) upon the retirement, voluntary quit or death of an employee who has at least (5) years of continuous service with the Employer. Effective February 15, 2023, the payout rate shall increase to eighty (80%) percent.

20. Article 10, Section 10.3.1 (p. 15) shall be amended to convert days to hours

to read:

Equivalent of forty (40) hours per year.

21. Article 10, Section 10.3.2 (p. 15) shall be amended to convert days to hours

to read:

Personal leave may be accumulated to a maximum of forty (40) hours.

22. Article 10, Section 10.4 (p. 15) shall be amended to add:

For the purposes of a memorial service or burial, bereavement leave may be used even when the burial or memorial service is not within the three (3) days of death. Documentation to substantiate the memorial service or burial is to be provided to the County's Human Resources Department upon request.

23. Article 10, Section 10.4 (p. 15) shall be amended to read:

Each employee shall be allowed three (3) consecutive work shifts Bereavement Leave for death in his/her immediate family, including mother, father, stepparents, son, daughter, brother, sister, husband, wife, mother-in-law, father-in-law, grandmother, grandfather, grandchildren and stepchildren provided leave is taken within the immediate time frame of death and/or burial.

24. Article 10, Section 10.5 (p. 15) shall be amended to read:

In the event of a County declared weather emergency, an employee who has made every diligent and reasonable effort to report to work at the regular starting time and who is subsequently late shall not be penalized through the reduction of accrued benefits.

**75% of the total tuition reimbursement cost;**

**The employee completes three years or less of employment following the conclusion of their last tuition reimbursement payment; reimburse 50% of the total tuition reimbursement cost;**

**The employee completes four years or less of employment following the conclusion of their last tuition reimbursement payment; reimburse 25% of the total tuition reimbursement cost;**

**The employee completes five of more years of employment following the conclusion of their last tuition reimbursement payment; no reimbursement is required.**

**Any monies due and owing shall be deducted from the employee's last paycheck and/or accrued leave. Should there be insufficient pay and/or leave credits the employee agrees to reimburse the county by making weekly payments in an amount established by the County, until all monies due and owing are repaid.**

26. Article 12, Section 12.2 (p. 17) shall be amended by deleting the current language in its entirety and replacing with the following to read:

The Employer shall pay a meal allowance to an employee on approved Employer business outside of Greene County in compliance with and in following the current amounts as found in the County Administrative manual.

27. Article 18, Section 18.8 (p. 22) shall be amended by adding the following language to read:

Any investigator who is mandated to perform road patrol supervisory coverage on overtime due to the absence of a Road Patrol Sergeant shall be compensated at the overtime rate in addition to one dollar (\$1) per hour while performing said supervision between the hours of 7PM and 7AM (A-line).

28. Article 25, Section 25.2 shall be deleted in its entirety.

29. Article 26, Section 2.3 (p. 25) shall be amended to delete the second sentence and replaced with the following language to read:

The failure of the County/Sheriff to answer within the time limits set forth will advance the grievance to the immediate next step of the grievance procedure.

30. Article 27, (p. 27-31) shall be amended to add the following language to read [specific placement within the article is to be determined]:

Direction to undergo an independent medical examination (IME) shall be adhered to. Direction to undergo an IME shall occur every 45 days. The Sheriff may waive this requirement to undergo an IME, or reduce the frequency based upon the facts of each claimed injury/illness.

31. Article 28, Section 3.5.4 (p. 34) shall be amended by:

delete: “no more than eight hours . . .”  
replace with: the aforementioned language with “no more than three (3) hours . . .”

32. Article 30, paragraph 13 (p. 37) shall be amended to add:

“ . . . unless, in the sole opinion of the Sheriff the use of leave will adversely impact the operations of the Department.”

33. Article 30, paragraph 16 (p. 28) shall be amended to clarify the last sentence to read:

The days/times to work these additional four (4) hours will be mutually agreed upon between the Sheriff and the SRO.

34. Article 30 – Section 8 shall be amended to revise to read:

The SRO’s hours will coincide with those the SRO is assigned to; any hours over 84 in a pay period will be compensated as follows:

The first ten (10) hours of overtime will be compensatory time off accrued at the overtime rate of pay. The SRO can accumulate up to (10) hours per month of compensatory time. Note that overtime pay will not be earned for after hour school functions until the SRO has reached the 10 hour/month cap.

In a one year period, the SRO may accrue up to a maximum of 150 compensatory time hours. The SRO may roll over (into the next year) 50 of these hours with the remaining time to be paid out in the first pay period of December.

35. Appendix "A" shall be amended to read:

After six (6) years of continuous service, the bargaining unit member is eligible for \$1,000.00

After ten (10) years of continuous service, the bargaining unit member is eligible for \$1,000.00

After fifteen (15) years of continuous service, the bargaining unit member is eligible for \$2,000.00

Completed Years of Service	Longevity Stipend	Longevity Total Cumulative
Six (6) Years	\$1,000	\$1,000
Ten (10) Years	\$1,000	\$2,000
Fifteen (15) Years	\$2,000	\$4,000

36. This MOA constitutes the entire understanding by and between the County/ Sheriff and the Union as to modification to the Agreement.

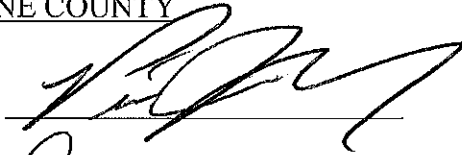
37. Items not detailed herein are deemed withdrawn.

38. The Union reserves the right to have this tentative Agreement brought before its membership for a ratification vote. The County reserves the right to bring this tentative agreement before the County Legislature for a ratification vote.

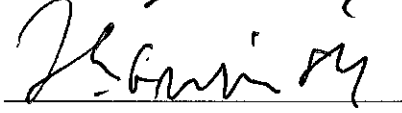
Agreed to this 26 day of May 2026.

GREENE COUNTY

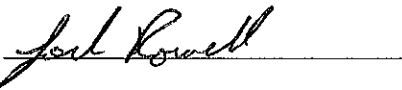
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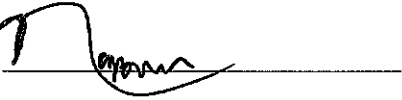
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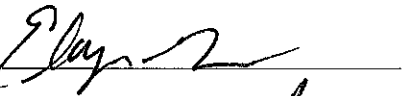
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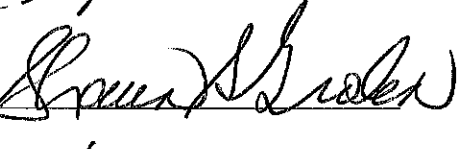
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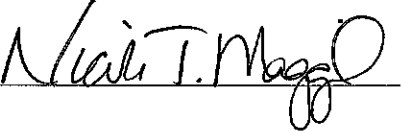
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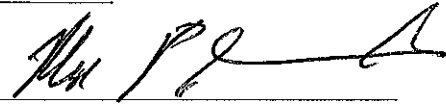


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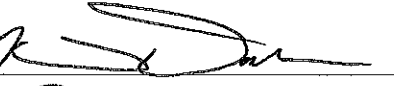


COUNCIL 82

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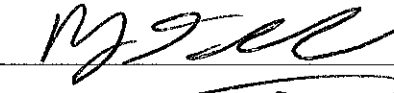
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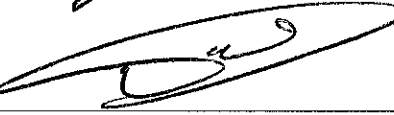
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ATTACHMENTS:

- Appendix A (Longevity and Salary)

