

2/14/2024

**MEMORANDUM OF AGREEMENT**

***By and Between the***

***County of Putnam, Putnam County Sheriff***

***and the***

***Putnam County Sheriff's Department  
Police Benevolent Association, Inc.***

The January 1, 2017 through December 31, 2022 Collective Bargaining Agreement by and between the parties is hereby modified as follows. All other provisions of the Agreement shall remain unchanged except the modification of dates and other housekeeping modifications where applicable. This Memorandum of Agreement shall be subject to approval/ratification by the Putnam County Legislature and the membership of the PBA. Members of the respective negotiating teams affirm that they shall support the approval/ratification of this Memorandum of Agreement by their respective bodies.

1. **Term of Agreement.** January 1, 2023 – December 31, 2027.

2. **Article 10, Base Wage and Longevity.**

Effective January 1, 2023, a 3.50% increase to the salary schedule.

Effective January 1, 2024, a 2.75% increase to the salary schedule.

Effective January 1, 2025, a 2.75% increase to the salary schedule.

Effective January 1, 2026, a 3.00% increase to the salary schedule.

Effective January 1, 2027, a 3.00% increase to the salary schedule.

3. **Article 9.F., Compensatory Time Off in Lieu of Payment of Overtime.**

Modify to provide as follows:

The employee may elect to take time off duty in lieu of payment for overtime worked. Compensatory time off shall be at the rate of one and one-half hours off for each hour of overtime worked. The election to take compensatory time off will be made in writing on forms prescribed by the Sheriff. In the absence of any such election, the overtime work will be paid for at the regular overtime rate.

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Requests for compensatory time off shall be granted in the order that they are received. The granting of compensatory time off shall be at the discretion of the Sheriff. In the event that more than one request is received at the same time, seniority shall govern. The Sheriff shall promulgate rules for the recording, accumulation and use of compensatory time.

Effective January 1, 2024, employees are limited to a maximum of 340 hours of compensatory time in their compensatory time bank. All compensatory time over 340 hours accrued as of December 31, 2023, shall be paid at the 2023 rate no later than December 31, 2024.

4. **Article 11, Section C, Holidays.**

Modify paragraph C to provide as follows:

Employees who rotate shifts and/or days off and/or are regularly scheduled to work on Holidays, shall be entitled to twelve (12) paid Holidays which may be other than those enumerated above as designated by Departmental scheduling and shall be entitled to a lump sum payment of one thousand five hundred dollars (\$1,500.00) (Effective January 1, 2024, three thousand five hundred dollars (\$3,500.00)) in the first (1st) pay period of December of each year.

5. **Article 5, Rights of the Employer.**

Add new paragraph A.6 to provide as follows:

6. At the discretion of the Sheriff, an SPO may be assigned to security detail at the Department of Social Services.

Add a new paragraph 7 to provide as follows:

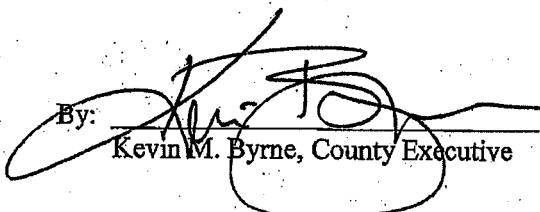
7. Any Sergeant who was assigned a take-home vehicle before January 1, 2023, shall retain the right to a take-home vehicle so long as the employee remains in the Sergeant position. Any employee promoted to the rank of Sergeant on or after January 1, 2023, may receive a take-home vehicle at the discretion of the Sheriff.

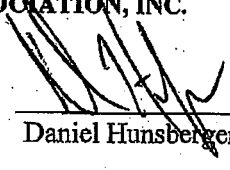
6. The PBA agrees to withdraw, with prejudice, PERB Improper Practice Charge U-38745. Upon request of the PBA, the Sheriff or designee agree to meet and discuss the current Body Worn Camera Policy no later than ninety (90) days following the ratification of this Agreement and will implement such changes upon mutual agreement.

2/14/2024

**COUNTY OF PUTNAM**

**PUTNAM COUNTY SHERIFF'S  
DEPARTMENT POLICE BENEVOLENT  
ASSOCIATION, INC.**

By:   
Kevin M. Byrne, County Executive

By:   
Daniel Hunsberger, PBA President

**PUTNAM COUNTY SHERIFF**

By:   
Kevin McConville, Sheriff

By: \_\_\_\_\_

By: \_\_\_\_\_

Dated: February 16, 2024

Dated: February , 2024