

MEMORANDUM OF AGREEMENT

By and Between the

County of Ulster
(“County”)

and the

Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO
for the
Ulster County Unit 8950
Ulster County Local 856
(“CSEA” or “Union”)

The January 1, 2020 through December 31, 2024 Collective Bargaining Agreement by and between the parties is hereby modified as follows. All other provisions shall remain unchanged except modification of dates where applicable and other housekeeping items. This Memorandum of Agreement is subject to approval by the Ulster County Legislature and the membership of the CSEA. Members of the respective bargaining teams affirm to support the Memorandum of Agreement.

1. ***Term of Agreement.***

January 1, 2025 through December 31, 2028.

2. ***Article 7, Section 1, Salary Increases.***

7-hour Salary Schedules:

Effective 12/31/2025:

Grades 1 through 16: 3% to Entry Level. Steps 1 through 6 shall be increased by \$2.00 above the 2024 steps 1-6.

Grades 17 and above: 3% to Entry Level. Steps 1 through 6 shall be increased by 5.5% above the 2024 steps 1-6.

Effective 1/1/2026:

Grades 1 through 16: 3% to Entry Level. Steps 1 through 6 shall be increased by \$2.00 above the 2025 steps 1-6.

Grades 17 and above: 3% to Entry Level. Steps 1 through 6 shall be increased by 5% above the 2025 steps 1-6.

Effective 1/1/2027:

Grades 1 through 16: 3% to Entry Level. Steps 1 through 6 shall be increased by \$2.00 above the 2026 steps 1-6.

Grades 17 and above: 3% to Entry Level. Steps 1 through 6 shall be increased by 4% above the 2026 steps 1-6.

Effective 1/1/2028:

Grades 1 through 16: 3% to Entry Level. Steps 1 through 6 shall be increased by \$2.00 above the 2027 steps 1-6.

Grades 17 and above: 3% to Entry Level. Steps 1 through 6 shall be increased by 4% above the 2027 steps 1-6.

For the DPW Salary Schedule:

Effective 12/31/2025:

All Grades 3% to Entry Level. Steps 1 through 6 shall be increased by \$2.00 above the 2024 steps 1-6.

Effective 1/1/2026:

All Grades 3% to Entry Level. Steps 1 through 6 shall be increased by 3.5% above the 2025 steps 1-6.

Effective 1/1/2027:

All Grades 3% to Entry Level. Steps 1 through 6 shall be increased by 3.25% above the 2026 steps 1-6.

Effective 1/1/2028:

All Grades 3% to Entry Level. Steps 1 through 6 shall be increased by 3% above the 2027 steps 1-6.

Psychiatrist Salary Schedule:

Effective 12/31/2025:

All Grades 3% to Entry Level. Steps 1 through 6 shall be increased by 3.5% above the 2024 steps 1-6.

Effective 1/1/2026; 1/1/2027; and 1/1/2028:

Entry Level through Step 6 a 3% increase each year above the year prior.

Elimination of the 8-hour pay schedules

Anyone currently on an 8-hour pay schedule (911 all titles and Engineering in DPW, but not the Assistant) shall move to the 7-hour pay schedule and shall be placed 1 grade lower on the 7-hour schedule than their current grade on the 8-hour schedule.

3. *Article 3, Section 2, Bargaining Unit Information*, shall be modified to read as follows:

The County shall provide the Union, Labor Relations Specialist and Unit President, on a yearly basis, a full list, and on a monthly basis, new hires and change of status in January of each year, with a list containing the name, home address, job title, union dues status, work location, hours status (FT, PT, LTHT) and date of employment of each bargaining unit employee. The County shall, as soon as practicable, notify the Unit President, or designee, if there is a change to the dues and/or membership status of a bargaining unit member.

4. *Article 8, Section 3, Call In Pay*, shall be modified to read as follows:

Any full-time employee, who is called in and reports for work before or after the employee's regular day of work, shall be guaranteed a minimum of two hours (effective January 1, 2026 – minimum of three hours) pay at the applicable rate which shall be straight time for all hours up to 40 hours. This guarantee shall not apply to work which runs into or immediately follows the normal day or shift. All hours in excess of 40 hours, or on a Saturday, Sunday, or Holiday, shall be paid at the overtime rate of time and one-half.

5. *Article 9, Section 2 (A), Uniform Allowance*, shall be modified to read as follows:

A. The County agrees to provide coveralls (pants and shirts) to maintenance employees of the Department of Public Works (highway and B&G), and the Ulster County Community College at no cost. The Department Head shall determine the number of uniforms. Employees who are provided uniforms shall be required to wear such uniforms and to properly maintain them. In lieu of the County providing pants and pursuant to the existing side agreement and practice (currently \$175), Effective January 1, 2026, and each January thereafter, blue collar employees in the Department of Public Works (highway and B&G) shall receive an allowance of \$200 annually to purchase their own work pants. (Effective January 1, 2028, blue collar employees in the Department of Public Works (highway and B&G) shall receive an allowance of \$225 annually). The County shall continue to provide DPW auto mechanics uniform pants. As per the current practice, an employee shall be paid the pants allowance directly, without submission of a receipt, if are not obtained through a County merchant voucher system. As soon as practicable after ratification of the agreement, but no sooner than September 1, 2021, The full-time college housekeeping/cleaning employees shall be provided with 11 uniform t-shirts and

part-time and less-than-half-time employees shall be provided with 6 uniform t-shirts.

6. *Article 9, Section 2 (C), Uniform Allowance*, shall be modified to read as follows:

C. All security personnel required to wear a uniform shall receive \$600.00 annually. Effective January 1, 2026, the uniform allowance shall be \$650 and effective January 1, 2028, the uniform allowance shall be \$675.

7. *Article 9, Section 2 (D), Uniform Allowance*, shall be modified to read as follows:

D. OSHA Safety Shoes must be worn by designated employees. Effective January 1, 20202025, the County will provide an annual safety shoe allowance of \$150.00\$200.00. Effective January 1, 2026, the County shall provide a shoe allowance to employees of the Environmental Sanitation Division of the Health Department.

Effective January 1, 20222026, the annual safety shoe allowance shall be increased by \$50.00 to \$200.00 annually\$250.00 to all employees. Effective January 1, 2027, the annual shoe allowance for the DPW (highway and B&G) and the College shall be \$275 and effective January 1, 2028, the annual shoe allowance for the DPW (highway and B&G) and the College shall be \$300. The annual shoe allowance for employees in the Environmental Sanitation Division of the Health Department shall remain at \$250. This shoe allowance is for maintenance/highway titles and automotive mechanics, and B&G Maintenance Employees (excluding cleaning personnel) in the Department of Public Works, Ulster County Area Transit, Purchasing Department, and Ulster County Community College and employees in the Environmental Sanitation Division of the Health Department. The safety shoe must meet OSHA requirements; the Safety Officer will provide a brand name and style number list of acceptable safety shoes and outlets where obtainable. As per the current practice, an employee shall be paid the shoe allowance directly, without submission of a receipt, if shoes are not obtained through a County merchant voucher system.

8. *Article 9, Section 3, Meal Allowance*, shall be modified to read as follows:

Except as provided in Section 4, and where authorized by the Department Head, the maximum reimbursable daily meal allowance for employees traveling on approved County business shall be as follows: (Meal allowances will not be paid if meals are included in the training, conference etc.)

Breakfast - - - - - \$7.00 (effective January 1, 2026 - \$10.00)

(On County business or in travel status 2 hours prior to the start of the normal workday)

Lunch - - - - - \$13.00 (effective January 1, 2026 - \$15.00)

(On County business or in travel status between 11:00 am – 2:00 pm)

Dinner - - - - - \$20.00 (effective January 1, 2026 - \$30.00)

(On County business or in travel status 2 hours after the end of the normal workday)

If traveling out of Ulster County for an overnight conference a \$40.00 meal allowance, per diem without receipts, will be provided subject to departure and arrival times. Effective January 1, 2026, the meal allowance shall be increased to \$55.00. (See Appendix E Meal Allowance Memo dated 12/20/2010)

Meal allowance requests shall be submitted within ninety (90) days of the date the meal allowance was incurred. Any request for meal allowance made in excess of ninety (90) days shall not be paid.

9. *Article 9, Section 4, Meal Allowance (Department of Public Works)*, shall be modified to read as follows:

Employees in the Department of Public Works who work four hours beyond their regular work shift shall receive a meal allowance of ~~\$10.00~~\$12.00 and shall receive an additional allowance of ~~\$10.00~~\$12.00 for each additional four hours of work.

Effective January 1, ~~2022~~2026, the meal allowance for employees in the Department of Public Works ~~(Highway and B&G) who work three hours beyond their regular work shift shall receive a meal allowance of \$15.00. shall be increased by \$2.00 to \$12.00.~~

10. *Article 10, Section 7, Emergency Closings*, shall be modified to read as follows:

When County Departments are closed and/or employees are directed to leave work as a result of a State of Emergency declared by the County Executive, or as a result of an unsafe condition as determined by the County Executive, employees shall be released from work without charge to accruals. Employees who can or must report for work (including essential service employees), shall receive equivalent compensatory time off computed at the straight time rate for such time worked. The maximum amount of compensatory time earned in any 24 consecutive hour period shall be 7 hours for a 35 hour employee and 8 hours for a 40 hour employee. Employees who are directed or required to remain when County offices are declared closed, shall also be eligible for equivalent compensatory time. Employees, who have notified the County of an absence chargeable to their leave accruals before the emergency has been declared, shall not be allowed to change such leave request and thereby achieve a windfall benefit. ~~An employee on an alternative work schedule, and not working due to the emergency, shall be compensated for that day based upon the hours regularly scheduled for that day. For example, an employee in the department of probation who would have worked beyond 8 hours on a particular day due to regularly scheduled programs, or generally regularly works beyond 8 hours in a regular pattern on a particular day each week, would be paid for the hours they would have worked that day had their department not closed for the emergency.~~ The County Executive may terminate the emergency declaration at any time, when in his or her sole judgment the conditions have improved to warrant such determination. Coincident therewith, the excused absence and pay procedures in effect during the declared emergency closing shall cease to be in effect. However, an employee assigned to E-911, who reports to work during a declared State of Emergency, shall receive compensatory time off for the full extent of the shift that employee was scheduled and actually worked, regardless of when the State of Emergency is terminated by the Executive. ~~For example, a 911 employee working a scheduled 12-hour shift shall receive compensatory time for the full 12 hours of their scheduled shift, regardless of the time off with~~

pay that employees in other departments received during the emergency closing period.

The parties agree that this section shall apply to weather-related situations or other short-term emergency situations when the County Executive closes County operation.

11. *Article 11, Section 3, Holiday Pay*, shall be modified to read as follows:

When a full-time employee is required to work on a holiday, such employee shall be compensated at the overtime rate for all hours worked and in addition, such employee shall be given commensurate time off. In lieu of commensurate time off, the employee can be paid out upon the employee's request, including the Department of Public Works.

Part-time employees (20 or more hours per week on a regular basis) of Fire Control/911 who work on a holiday, shall receive time and one half for hours so worked.

E-911 employees when required to work on a holiday, such employee shall be compensated at the overtime rate for all hours worked. In addition, E-911 shall maintain a bank of holidays equal to the 1415 contractual paid holidays, to be utilized by employees throughout the year. Any unused holidays shall be paid out. The first half of the holidays shall be credited on January 1st each year and the second half of the holidays shall be credited on July 1st each year. Additionally, upon separation of service, employees will only be paid out for unused holidays that have passed and not for future holidays.

For all other (not 911) 40-hour employees, a separate holiday comp bank shall be maintained for when an employee works a holiday and chooses to be given commensurate time off for the holiday. The banked compensatory time must be used by the following holiday (i.e. Christmas – Christmas). Unused compensatory time will be paid out, at the employee's then current rate, if not used by the next same holiday, or upon separation for any reason.

12. *Article 12, Section 6, Unused Sick Leave*, shall be modified to read as follows:

Employees terminated for cause upon the recommendation of the Section 75 Panel Hearing Officer, shall receive no payout of sick leave. Employees terminated by the County, despite the hearing officer recommending a penalty less than termination, shall receive payout of unused sick leave, subject to the payout cap in Section 5 above. Employees terminated by the County, with the hearing officer also recommending termination as the penalty, shall not receive any payout of unused sick leave.

Employees who voluntarily separate from County service for reasons other than retirement or death, shall not be entitled to payment for unused sick leave.

13. *Article 12, Section 12, Bereavement Leave*, shall be modified to read as follows:

In the event of a death in the immediate family, an employee shall be allowed five bereavement days with pay for each such death. The immediate family shall be defined as: spouse/significant other, child, sibling or parent.

In the event of a death in the secondary immediate family, an employee shall be allowed three bereavement days with pay for each such death. The secondary immediate family shall be

defined as: step-parent, step-sister, step-brother, father-in-law, mother-in-law, step-father-in-law, step-mother-in-law, son-in-law, daughter-in-law, grandparents, grandparent-in-law, brother-in-law, sister-in-law, grandchildren, stepchildren, or any person residing in the immediate household of the employee.

For clarification, the bereavement leave of 3 or 5 days, as outlined above, shall give the employee the ability to choose to use those bereavement days consecutively, beginning the date of the death forward. Should memorial and/or funeral services be at any other time beyond the 3 or 5 days following the date of the death, the employee may choose to save some, or all, of those bereavement days for the memorial and/or funeral services. In any event, the employee shall be entitled to the specified number of days in full, with paid time off, regardless of their schedule or status (FT, PT, LTHT).

A bereavement leave day shall be defined as a full day based upon the number of hours the employee is scheduled to work. The use of contractual bereavement leave shall not result in a loss of pay.

14. *Article 13, Section 2, Health Insurance*, shall be modified to read as follows:

The parties agree that the County shall have the right to substitute through a carrier of their choice (or become self-insured) for the health insurance coverage indicated in the paragraphs above. In doing so, the County will provide CSEA with at least 90 days' notice of the effective date of such change. CSEA will have the right to review and study the benefits of said proposed plan to insure that it is at least comparable to the benefits of the plan in effect at the time of said change.

Should the County maintain a self-insured plan(s), any residual monies allocated and/or collected and/or not spent for actual coverage expenses under the health insurance plan(s) each year, shall be maintained within a separate Health Insurance Fund/Budget line and exclusively used toward the costs of health insurance. The balance in this fund shall be considered, in conjunction with other industry standards, to account for any projected costs and/or anticipated or actual premium increases for health insurance in the following year. At no time shall these allocated health coverage monies in this separate fund be used or spent on any other County expense and/or added to any other County purpose other than health insurance related expenses.

15. *Article 16, Section 4 (C), Grievance Procedure*, shall be modified as follows:

C. In the event the Union is not satisfied with the statement with respect to the grievance or if no response is forthcoming by the Director of Employee Relations, the Union may, within 15 days thereafter, refer the grievance- the grievance shall automatically be referred to the Triage Procedure as outlined in Appendix C, unless the parties mutually agree to settle the grievance and/or CSEA withdraws the grievance or moves the grievance to formal arbitration. Regardless of the number of grievances pending. The parties agree to meet in triage at least once per year, no later than October in each year of the agreement.

16. *Article 20, Section 1, Maternity Leave*, shall be modified to read as follows:

SECTION 1: MATERNITY LEAVE

A pregnant County employee, employed by the County for 26 weeks or more, shall be granted a leave of absence without pay for a period up to 12 months. ~~The employee shall notify her Department Head of her pregnancy no later than the fourth month of her pregnancy. The Department Head and the employee shall decide when the leave shall begin and the length of the leave. The employee may continue to work up to the ninth month of pregnancy if such employee so desires. However, the employee must provide the employer with a physician's statement of physical fitness to continue to work beyond the sixth month.~~ The employee shall be allowed to reduce the 12 month period of leave or other designated period by using any or all of their earned leave credits. ~~A physician's statement shall be required prior to the return of the employee to duty. In addition, eligible employees shall be permitted to participate in the County's Parental Leave Policy, as reference in Appendix () "The Parental Leave MOA" (attached).~~

17. *Appendix C, Less than Half-Time Agreement*

A full-time employee who retires with a pension and returns as a less-than-half-time employee shall not be paid out for any sick leave upon separation as a subsequent less-than-half-time employee.

18. *Add Certified Training Officer MOA*

J. Update name of department and all 911 references in contract to current County designation of Emergency Services Communications.

19. *Article 23, Section 2, Tuition Reimbursement Program*, shall be modified to read

as follows:

A. Tuition Reimbursement Program (currently \$60,000) is administered by the Labor/Management Committee. Effective January 1, 2026, the tuition reimbursement shall be increased to \$90,000 per year.

B. Unused funds from the previous year shall be rolled over to a maximum allotment of \$85,000 (effective January 1, 2026, \$110,000) per year.

20. *Article 13, Section 5, Retiree Health Insurance*, existing language shall be deleted and shall be modified to read as follows:

~~Employees, who retire from the County with six years of County service, shall be eligible for retiree health, dental and vision insurance. Employees who retire from the County with six (6) years of County service, the County shall pay 50% of the premium cost and the employee shall pay 50% of the premium cost. Employees who retire from the County~~

~~with ten (10) years of County service, the County shall pay 60% of the premium cost and the employee shall pay 40% of the premium cost. Employees who retire from the County with fifteen (15) years of County service, the County shall pay 65% of the premium cost and the employee shall pay 35%.~~

1. Employees hired prior to ratification of this contract and who retire with six consecutive full-time years of county service shall be eligible for retiree health, dental, and vision insurance, with premiums based upon consecutive full-time years of County service as outlined in the provisions 'a' through 'e' below.
2. Employees hired after ratification of the contract must have a minimum of ten-years of consecutive full-time service to be eligible for retiree health, dental and vision insurance, with premiums based upon consecutive full-time years of County service as outlined in provisions 'b' through 'e' below.
 - a. For employees hired prior to ratification, who retire with six (6) years of service, but less than ten (10) years of service: The County shall pay 50% of the premium cost and the employee shall pay 50% of the premium cost.
 - b. Employees who retire with ten (10) years of service, but less than fifteen (15) years of service: The County shall pay 60% of the premium cost, and the employee shall pay 40% of the premium cost.
 - c. Employees who retire with fifteen (15) years of service, but less than twenty (20) years of service: The County shall pay 65% of the premium cost, and the employee shall pay 35% of the premium cost.
 - d. Employees who retire with twenty (20) years of service, but less than twenty-five (25) years of service: The County shall pay 70% of the premium cost, and the employee shall pay 30% of the premium cost.
 - e. Employees who retire with twenty-five (25) or more years of service: The County shall pay 75% of the premium cost, and the employee shall pay 25% of the premium cost.

21. *Article 7, Section 7, Parking*, shall be modified to read as follows:

Employees who are regularly assigned to the Fair Street County Office Building shall be reimbursed after the previous quarter up to \$300.00 annually, payable \$75.00 per quarter, at the beginning of each quarter (on or about January 1, April 1, July 1, and October 1 of each year). In order to be eligible for the reimbursement, the employee must submit the appropriate attestation and verification. ~~This provision shall be effective January 1, 2022.~~ The parties shall meet to establish the appropriate procedure and the appropriate forms which are to be submitted. This provision shall not apply to employees who are otherwise provided free parking for the entire year.

22. *Article 9, Section 2 (A), Uniform Allowance*, shall be modified to read as follows:

A. ~~The County agrees to provide coveralls (pants and shirts) to maintenance employees of the Department of Public Works, and the Ulster County Community College at no cost. The County agrees that the College shall continue the current practice of providing and laundering uniforms to maintenance employees of the Department of Plant Operations at the Ulster County Community College at no cost.~~ The Department Head shall determine the number of uniforms. Employees who are provided uniforms shall be required to wear such uniforms and to properly maintain them. ~~As soon as practicable after ratification of the agreement, but no sooner than September 1, 2021,~~ Full-time college housekeeping/cleaning employees shall be provided with 11 uniform t-shirts and part-time and less-than-half-time employees shall be provided with 6 uniform t-shirts.

23. *Article 12, Section 8, Sick Leave Buyback*, shall be modified to read as follows:

A. Employees with more than 30 days accrued sick leave and more than five years of continuous service may sell back to the County, a block of five sick days annually, payable the ~~second~~ first pay period in November in each year, each employee must maintain 30 sick days of accrued sick leave to be eligible.

B. Employees with more than 60 days accrued sick time and more than five years of continuous service may sell back to the County, a block of ten sick days annually, payable the second pay period in November of each year, each employee must maintain 60 days of accrued sick leave to be eligible.

24. *Article 13, Section 3, Health Insurance Buyout*, shall be modified to read as follows:

- A. Candidate must demonstrate and maintain adequate coverage with another Health Insurance Program. ~~Where both employees, including dependents, are employed by the County and receiving County provided health insurance, neither of the employees shall be eligible to receive the buyout. This buyout exclusion shall not apply to the College.~~
- B. Employee withdraws for one year.
- C. Selection must occur during the annual enrollment period, or after a life changing event. Employees who buyout of the health insurance plan after the annual enrollment period shall receive a prorated amount based upon the number of months remaining in the year. Participants must renew the buyout option on an annual basis.
- D. The Health Insurance Buyout of \$1,000 per year shall be in quarterly installments of \$250.00 each.

25. Add to Article 14, Section 3, a new provision, as written below, to provide that an employee in the DPW who voluntarily transfers shall relinquish his/her hold on the plow run going forward. The employee shall retain a hold when involuntarily reassigned to a new substation.

An employee in the DPW highway division, who, after ratification, chooses to voluntarily transfer to another substation from their existing location, shall relinquish their hold on their plow run, and/or other substation related assignment(s) in their existing location. The parties shall establish a “voluntary transfer form”, which shall include advisement and agreement of relinquishment of the hold. The transferring employee, and the department head (or designee) shall sign the transfer form before the voluntary transfer takes place and a copy of the fully executed form shall be given to the employee and CSEA unit president.

The employee shall retain a hold when involuntarily reassigned to a new substation.

26. Add a new Section 5 provision to Article 8, titled Emergency Closing Comp 40-Hour Employees to provide as follows:

For 40-hour employees, the County shall maintain a separate compensatory leave bank for employees who accrual comp time for working during an emergency closing, with a forty (40) hour maximum. If this comp bank is full, or becomes full, the employee shall be paid straight-time for any emergency closing comp hours for which the employee is entitled beyond the 40 hours maximum in the comp bank. All unused compensatory time shall be paid out, at the employee's then current rate, upon separation for any reason.

27. Canine MOA – *see attached.*
28. Parental Leave MOA – *see attached.*
29. Vehicle Use Policy – *see attached.*

10/29/25

Dated: 11/3/, 2025

COUNTY OF ULSTER

By:


Jamie Capuano,
Deputy County Executive

Dated: 10/31, 2025

**CIVIL SERVICE EMPLOYEES
ASSOCIATION, INC., LOCAL 1000,
AFSCME, AFL-CIO, ULSTER
COUNTY UNIT 8950, ULSTER
COUNTY LOCAL 856**

By:


Tina Buono, President

By:


Howard Baul, Labor Relations Specialist

**MEMORANDUM OF AGREEMENT
BY and BETWEEN
THE COUNTY OF ULSTER
And
CIVIL SERVICE EMPLOYEES' ASSOCIATION, Inc.
LOCAL 1000, AFSCME, AFL-CIO
For
THE ULSTER COUNTY UNIT #8950**

Whereas, the County of Ulster (County) and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO (CSEA) are signatories to a Collective Bargaining Agreement; and

Whereas, the County has created the need for a K-9 Handler within the Ulster County Department of Emergency Services; and

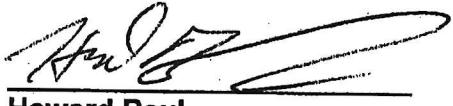
Whereas the County has assigned the position to an Emergency Dispatcher within the CSEA bargaining unit; and

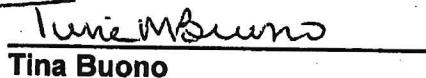
Now, as and for a Memorandum of Agreement, the parties hereto have agreed on this day of February 2025, as follows:

1. The appointment of a K-9 Handler shall be at the discretion of the Director of Emergency Services from those employees who have volunteered for this assignment.
2. The K-9 Handler shall be provided with the appropriate training to qualify as a K-9 Handler at no cost to the employee.
3. The K-9 Handler shall be responsible for the "at home care" of the K-9. Any costs associated with the care of the K-9 shall be borne by the Department (vet costs, food etc.).
4. The K-9 Handler at the discretion of the Director of Emergency Services dependent upon departmental needs may be placed on an alternative work schedule, such as an 8-hour, 5-day schedule, 40 hours per week.
5. If a uniform is required by the Department, the uniform shall be provided by the Department. The uniform may consist of pants, shirts, jackets, sweatshirts or any other apparel deemed appropriate by the department. The number of each item will be determined based upon need in conjunction with an ongoing review of the K-9 program. Uniforms will be replaced by the department as needed.
6. The K-9 Handler shall be compensated for "at home care", at the straight time rate for 1 hour each workday, when working.
7. The K-9 Handler shall be compensated for "at home care", at the overtime rate of 1.5x for 60 minutes for any days the Handler is off shift (weekends, holidays, days off, etc.).

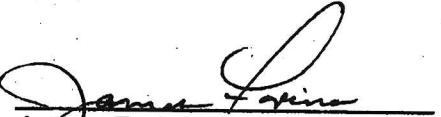
8. When the K-9 is not assigned to the Handler, due to leaves, kenneling, temporary assignments etc., the "at home care" compensation shall not be paid.

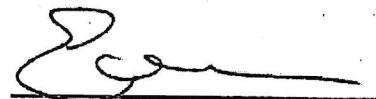
**Civil Service Employees
Association, Inc., Local 1000**


**Howard Baul
Labor Relations Specialist**


**Tina Buono
CSEA President Unit 8950**

County of Ulster


**James Farina
Director of Employee Relations**


**Everett Erichsen
Dir of Emergency Services**

Dated: February 11, 2025

**MEMORANDUM OF AGREEMENT
BY and BETWEEN
THE COUNTY OF ULMSTER
And
CIVIL SERVICE EMPLOYEES' ASSOCIATION, Inc.
LOCAL 1000, AFSCME, AFL-CIO
For
THE ULMSTER COUNTY UNIT #8950**

Whereas the County of Ulster (County) and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO (CSEA) are signatories to a Collective Bargaining Agreement; and

Whereas, the County has instituted a Parental Leave Policy effective February 20, 2025; and

Now, as and for a Memorandum of Agreement, the parties hereto have agreed on this day of March 2025 as follows:

1. The Ulster County Parental Leave Policy shall be available to all full-time County employees (excluding employees at the Ulster County Community College [SUNY Ulster]) who have at least six (6) months of County employment at no cost to the employee.
2. The purpose of the Parental Leave Policy is to allow the parent(s) a twelve (12) week period of bonding with the child, following the birth or adoption of a child.
3. The twelve (12) weeks of leave shall run concurrently with FMLA, if eligible.
4. Parental Leave shall be for a maximum of twelve (12) weeks with full pay, not subject to the use of accruals.
5. The twelve (12) weeks of parental leave shall be utilized in twelve (12) consecutive weeks.
6. If both parents are employed by the County, the twelve (12) weeks of Parental Leave must be taken concurrently, with each parent receiving 12 weeks of leave.
7. County employees may only utilize the twelve (12) weeks of Parental Leave once during a twelve (12) month period, commencing with the birth of the child and/or the date of adoption.

CSEA, Inc.

**Tina Buono
CSEA Unit 8950 President**

**Howard Baul
CSEA Labor Relations Specialist**

County of Ulster

**Jen Metzger
Ulster County Executive**

**James Farina
Director of Employee Relations**

VEHICLE USE POLICY PROPOSAL:

1. All current members of the CSEA bargaining unit in DPW who currently are assigned a take-home vehicle shall continue to be provided such take-home vehicle provided they remain employed in a title, or are promoted/moved to a different title in the CSEA bargaining unit that is designated a take-home vehicle (ADD CURRENT TITLES)
2. Any employee who is hired or promoted to a position after the ratification (Add Date) of the Collective Bargaining Agreement, that is not already assigned a take-home vehicle prior to ratification (Add Date) may be assigned a take-home vehicle at the sole discretion of the County. The assignment of the take-home vehicle shall be in conformity with the Ulster County Fleet Vehicle Take-Home Policy, however, regardless of any provisions contained within this policy, the assignment of the take-home vehicle shall be granted to any employee who is currently assigned a take-home vehicle prior to ratification (Add Date) and remain in their current title or move to another title in the CSEA bargaining unit designated for a take-home vehicle (ADD CURRENT TITLES).
3. An employee currently assigned a take-home vehicle prior to ratification (Add Date) and moves to any other title (whether a take-home vehicle designated title or not), but, during a probationary period in the new title, returns to the title previously assigned a take-home vehicle, shall be assigned their take-home vehicle upon return to their original title and remain in their original title or move to another title in the CSEA bargaining unit designated for a take home vehicle (ADD CURRENT TITLES).
4. Any employee who is not already assigned a take-home vehicle prior to ratification (Add Date), but is assigned a take-home vehicle after the ratification of this Agreement (Add Date) may have said vehicle rescinded at the discretion of the County..
5. Any employee who is assigned a take-home vehicle must adhere to the following:
 - (a) Reside within the geographical boundaries of Ulster County unless otherwise approved by the department head and the County Executive's Office. However, an employee currently assigned a take-home vehicle, and/or is appointed or moved to another title that is designated for a take-home vehicle (ADD CURRENT TITLES) in the future, and already resides outside Ulster County prior to ratification (Add Date), shall be exempt from the requirement to reside within Ulster County and shall be provided with a take-home vehicle and exempt from the conditions outlined in (b) below. However, unless already residing outside of Ulster County prior to ratification (Add Date), the conditions outlined in (b) below shall apply.

- (b) Unless already assigned a take-home vehicle and residing outside of Ulster County prior to ratification (Add Date), Take-home vehicles must be left at the nearest substation within the County, for out-of-county residents, when applicable. If an employee, prior to ratification (Add Date) currently resides in Ulster County and is assigned a take-home vehicle prior to ratification (Add Date) moves outside Ulster County after ratification (Add Date), the conditions in this section (b) shall apply.
- (c) Submit completed Take-Home Vehicle Authorization Request Form to the department supervisor or director for review and approval. Employees shall sign the form, certifying that they have read and understand the County Code and Executive Policy governing Take-Home Vehicle Assignment. An employee assigned a take-home vehicle prior to ratification (Add Date), shall continue to be assigned the take-home vehicle provided they are in a title that is designated for a take-home vehicle (ADD CURRENT TITLES).
- (d) Complete the Weekly Vehicle Mileage/Call-Out Log Form (Attached) for the assigned vehicle and submit a copy to the director or supervisor, or his or her designee, no later than the 2nd working day after the end of each week. The trip log shall contain all information required on the form:
 - (i) Vehicle number, month, year, department name, division name, employee name, employee position, title, phone number, regular work hours, odometer beginning of each total shift, odometer end of each total shift.
 - (ii) Enter the total daily trip mileage in the column showing miles traveled, and check the appropriate column for commute, business or emergency call-out. The daily commute, business and total mileage data must be summarized on the log. Emergency call-outs shall be recorded in the column, nature of call-out.
- (e) Forward copies of the Vehicle Trip Logs to the departmental payroll clerks no later than 2 working days after the end of each week so that auto fringe withholdings can be made for those days on which a county vehicle was used for commuting.
- (f) Employees driving assigned or pool vehicles are required to complete a Weekly Vehicle Mileage Form for each overnight trip in a county vehicle and shall submit the forms to their department director at the end of the trip.
- (g) Employees with assigned vehicles must comply with established policies and procedures, including scheduled preventative maintenance scheduling, fuel card usage, accurate odometer reporting and timely submission of vehicle trip logs. Repeated failure by employees to comply will result in fuel card deactivation or cancellation by Fleet Manager. Fuel card privileges shall only be restored after the employee complies with the established policies.

- (h) Provide Fleet Manager or department director with a photocopy of their respective New York State driver's license upon request.
- 6. This policy shall have no impact and/or shall not change any current procedures in place for departments outside of DPW that assign a take-home vehicle(s) to an employee(s) as part of an on-call situation, or on-call agreement.

