

MEMORANDUM OF AGREEMENT

By and Between the

County of Sullivan
(hereinafter referred to as “County” or “Employer”)

and the

Teamsters Local 445,
International Brotherhood of Teamsters
(Department of Public Works – Supervisory Unit)
(hereinafter referred to as the “Teamsters” or “Union”)

WHEREAS, the County, and the Union are parties to a Collective Bargaining Agreement for the term January 1, 2022 through December 31, 2025; and

WHEREAS, the County and the Union have been engaged in collective bargaining, which has led to a mutual understanding between the County and the Union for the terms and conditions of employment for a Successor Agreement; and

WHEREAS, the County and the Union are desirous of reducing that mutual understanding to a written document.

NOW, THEREFORE, the County and the Union agree as follows:

1. All terms and conditions of the existing Collective Bargaining Agreement shall continue in full force and effect unless specifically modified by this Memorandum of Agreement and/or the terms of the expired Agreement.

2. This Memorandum of Agreement is subject to ratification by the membership of the Union and by the County Legislature of the County of Sullivan.

3. **Section 302, Wages and Compensation**, shall be amended to read as follows:

Compensation adjustments for 2026 through 2029 are shown in Attachment A.

4. **Section 601, at the County's option, the current Holiday Schedule can be replaced with the following:**

601. The following days shall be recognized and observed as paid holidays:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Juneteenth	Day after Thanksgiving
Independence Day	Christmas Day

In addition, employees will receive two (2) Floating Holidays which must be used prior to using vacation time.

Whenever any holidays listed above fall on Saturday, the preceding Friday shall be observed as the holiday. Whenever any of the holidays listed above shall fall on a Sunday, the succeeding Monday shall be observed as the holiday. An employee must have worked his last scheduled work day before the holiday and the first scheduled work day after the holiday to receive compensation for the holiday, unless he/she was off because of illness, vacation, personal leave or any other reason which is acceptable to the Employer. Should the President of the United States or the Governor of New York State declare any day other than the above as a day of mourning, said day shall be honored by the County and applicable as paid leave to the employee covered by this Agreement. Should a holiday fall within an approved paid leave time, such holiday will be paid as a holiday and not charged to the employee's approved leave.

5. Amend **Section 602** to read as follows:

602. An employee who is required to work on the actual holiday shall be paid at the rate of double the employee's regular hourly rate of pay for all hours worked in addition to their holiday pay for the day. An employee who is required to work on the observed (as opposed to actual) holiday shall be paid at the rate of one and one-half (1 ½) times the employee's regular hourly rate of pay in addition to their holiday pay for the day.

6. Amend **Section 403** to read as follows:

403. A minimum of three (3) hours shall be paid at the rate of time and one-half (1 ½) whenever the employee is either called or requested in person to work anytime other than an extension of his regular work day or

scheduled to report an hour early. Any employee who receives authorized work related calls, which are documented by the employee, outside his normal hours of work shall be paid in fifteen (15) minute increments at the appropriate wage rate for answering the call(s).

7. DELETE Section 501.a.

8. **Article XI, Pensions, Health Insurance and other Benefits, Section 1105.b.vi.**

shall be amended to read as follows:

vi. Effective January 1, 2026, an employee who is entitled to individual coverage who opts out of that coverage shall be paid \$6,000.00. An employee who is entitled to family coverage but opts only to take individual coverage shall be entitled to an opt out payment of \$6,000.00. An employee who is entitled to family coverage who opts out completely will be entitled to an annul payment of \$12,000.00. No employee shall be eligible to receive such payment unless the employee shall have presented proof to the Director of Risk Management that such employee and such employee's eligible dependents are covered by a comparable plan of medical and health insurance benefits for the entire year that such employee elected not to be covered by the plan of medical and health insurance benefits provided by the employer.

9. Effective January 1, 2026, amend Section 1301.5 to read as follows:

1301.5 Effective January 1, 2026, the meal allowance shall be \$20.00.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals
this 17 day of December, 2025.

By: Julie Diescher, HR Commissioner

By: Ray Stanishia
Ray Stanishia, Business Agent

TSUP Salary Schedule - 2026 - 2029

Grade I	<u>2026 Proposed 3%</u>	<u>2027 Proposed 3%</u>	<u>2028 Proposed 3%</u>	<u>2029 Proposed 3%</u>
<u>Entry</u>	\$72,331	\$74,501	\$76,736	\$79,038
<u>Year 1</u>	\$73,416	\$75,619	\$77,887	\$80,224
<u>Year 5</u>	\$74,517	\$76,753	\$79,055	\$81,427
<u>Year 10</u>	\$75,635	\$77,904	\$80,241	\$82,648
<u>Year 15</u>	\$76,770	\$79,073	\$81,445	\$83,888
<u>Year 20</u>	\$77,770	\$80,073	\$82,445	\$84,888
<u>Year 25</u>	\$79,770	\$82,073	\$84,445	\$86,888
Grade II	<u>2026 Proposed 3%</u>	<u>2027 Proposed 3%</u>	<u>2028 Proposed 3%</u>	<u>2029 Proposed 3%</u>
<u>Entry</u>	\$80,324	\$82,734	\$85,216	\$87,772
<u>Year 1</u>	\$81,529	\$83,975	\$86,494	\$89,089
<u>Year 5</u>	\$82,752	\$85,235	\$87,791	\$90,425
<u>Year 10</u>	\$83,993	\$86,514	\$89,108	\$91,781
<u>Year 15</u>	\$85,253	\$87,812	\$90,445	\$93,158
<u>Year 20</u>	\$86,253	\$88,812	\$91,445	\$94,158
<u>Year 25</u>	\$88,253	\$90,812	\$93,445	\$96,158
Grade III	<u>2026 Proposed 3%</u>	<u>2027 Proposed 3%</u>	<u>2028 Proposed 3%</u>	<u>2029 Proposed 3%</u>
<u>Entry</u>	\$103,923	\$107,041	\$110,252	\$113,560
<u>Year 1</u>	\$105,482	\$108,647	\$111,906	\$115,263
<u>Year 5</u>	\$107,064	\$110,277	\$113,585	\$116,992
<u>Year 10</u>	\$108,670	\$111,931	\$115,289	\$118,747
<u>Year 15</u>	\$110,300	\$113,610	\$117,018	\$120,528
<u>Year 20</u>	\$111,300	\$114,610	\$118,018	\$121,528
<u>Year 25</u>	\$113,300	\$116,610	\$120,018	\$123,528

*Employee will receive Year 1 rate on Anniversary of hire date.

1.5% between all steps Entry to Year 15

\$1,000 Year 20

\$2,000 Year 25