

**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  
(Sullivan County Probation Department 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, 2021 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. Amend **Section 302** to read as follows:

302. Effective January 1, 2026, the attached salary schedule shall be the new Appendix A to the Collective Bargaining Agreement for the period January 1, 2026 through December 31, 2029.

4. **Section 1201, at the County's option, the current Holiday Schedule may be replaced with the following:**

1201. The following days shall be allowed as days off with pay: New Year's Day, Dr. Martin Luther King Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Day, Veteran's Day and Columbus Day.

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

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 401** by adding the following:

An employee may elect to take their paid lunch at anytime during the work day and in combination with the use of any accrued time, such as flex, personal, vacation, sick or compensatory time.

6. **Section 409.a)** shall be amended to read as follows:

409.

a) When an employee is working in the office or on a regularly scheduled remote work day, and the need arises for personal reasons to flex the hours in their work day, they may, provided they receive prior approval via text, email or verbally from the Supervisor, Deputy Director or Director. The amount of time flexed in any given week may not exceed two hours. If approval is given via text or verbally, the employee will follow up with an email to the individual who granted the approval and the timekeeper will be copied so there is a written record of the request and approval. Payback of the time flexed can be made in the same week, in the office, in individual or multiple increments of 15 minutes. On a regularly scheduled remote work day, the hours worked cannot exceed eight.

7. **Section 708** shall be amended by deleting the last sentence and adding the following:

The County shall provide yearly training in the use of the TASER Conducted Energy Weapon.

8. **Section 710** shall be amended by removing “Polo” style shirts and adding “solid color pants.”

9. **Section 1003** shall be amended to read as follows:

1003. The County shall provide, as outlined in the amended Code of the County regarding a centralized motor pool vehicles as necessary at the Monticello Complex. Employees shall not be required to utilize their personal vehicles to transport clients.

10. **Section 1304** shall be amended by adding the following:

In addition to the above, vacation time may be taken in 15-minute increments or multiples thereof subject to department head approval.

11. **Article XIV – Bereavement Leave, Section 1401**, shall be amended to include step-children and step-parent.

12. **Section 1805.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 annual 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. An employee who receives coverage under a family plan from a spouse who is employed by the county shall still be eligible to receive the “opt out” payment should the spouse choose to pay the premium contribution as per their date of hire, regardless of their bargaining unit.

13. Add a new Section to be **Section 1327** which shall read as follows:

General

1327. The County has a leave donation policy for eligible employees who are severely ill and who are quickly depleting their leave credits. In addition to the parameters of leave donations contained in the policy, employees are allowed to donate annually a total of up to five (5) days of combined personal and sick leave days to eligible employees. This 5-day limit is an annual total limit which an employee may donate regardless of the number of employees who may be eligible.

14. Add a new Section to be **Section 311** which shall read as follows:

311. The Employer shall provide stipends in addition to regular compensation for employees who perform the following services in the following amounts:

Defensive Tactics Instructor - \$1,000 annually  
Firearms Instructor - \$1,000 annually  
Taser Instructor - \$1,000 annually  
Chemical Agent Instructor - \$1,000 annually  
Department Armor - \$500 annually

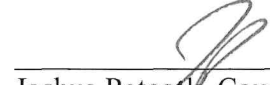
An employee may only receive one (1) of the above stipends per year. The number of individuals who shall receive the stipends shall be determined annually by the Probation Director, subject to the approval of the County Manager. The annual stipends shall be paid only to those individuals approved to receive such stipend during the given year by the Probation Director and the County Manager. The annual stipends shall be paid only to those individuals approved to receive such stipends during the given year. In the event an employee receiving a stipend discontinues performing the duties that make them eligible for a stipend, the employee will no longer be eligible for the remainder of the stipend.

15. In the event that the County Legislature authorizes participation in the New York State Paid Family Leave Program, the benefit will be available to members of this bargaining unit.

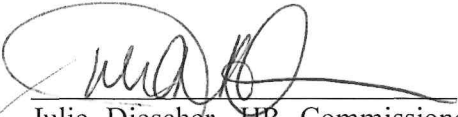
4/7/26

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this  
\_\_\_\_\_ day of April, 2026.

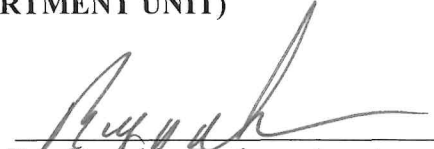
**COUNTY OF SULLIVAN**

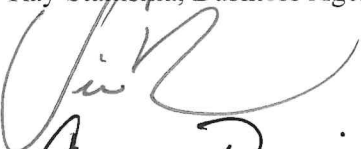

By:   
Joshua Potosek, County Manager

By:   
Michelle Bowers, Deputy County Manager

By:   
Julie Diescher, HR Commissioner

**TEAMSTERS LOCAL 445,  
INTERNATIONAL BROTHERHOOD  
OF TEAMSTERS (SULLIVAN  
COUNTY PROBATION  
DEPARTMENT UNIT)**

By:   
Ray Stamshita, Business Agent

  
Anna Reimer  
  
Penny Boyer

# APPENDIX A

Probation Assistant		Entry	Full
Jan. 1, 2025		46,275	48,710
Jan. 1, 2026		47,662	50,171
Jan. 1, 2027		49,092	51,676
Jan. 1, 2028		50,565	53,226
Jan. 1, 2029		52,082	54,823

Probation Officer Trainee		Entry	Full
Jan. 1, 2025		62,954	66,267
Jan. 1, 2026		64,842	68,255
Jan. 1, 2027		66,788	70,303
Jan. 1, 2028		68,791	72,412
Jan. 1, 2029		70,855	74,584

Probation Officer		Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 15	Step 20
Jan. 1, 2025	Full	67,351	71,790	72,686	73,580	74,474	75,369	76,263	77,158	78,054	78,949	79,843		
Jan. 1, 2026	Full	69,372	74,201	75,382	76,560	77,738	78,918	80,096	81,275	82,456	83,635	84,813	85,586	86,358
Jan. 1, 2027	Full	71,453	76,427	77,643	78,857	80,070	81,286	82,499	83,713	84,930	86,144	87,357	88,154	88,949
Jan. 1, 2028	Full	73,597	78,720	79,972	81,223	82,472	83,725	84,974	86,224	87,478	88,728	89,978	90,799	91,617
Jan. 1, 2029	Full	75,804	81,082	82,371	83,660	84,946	86,237	87,523	88,811	90,102	91,390	92,677	93,523	94,366

Senior Probation Officer		Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 15	Step 20
Jan. 1, 2025	Full	71,748	76,417	77,314	78,208	79,102	79,997	80,892	81,787	82,681	83,574	84,470		
Jan. 1, 2026	Full	73,901	78,967	80,148	81,327	82,505	83,684	84,864	86,043	87,221	88,399	89,579	90,352	91,124
Jan. 1, 2027	Full	76,118	81,336	82,552	83,767	84,980	86,195	87,410	88,624	89,838	91,051	92,266	93,063	93,858
Jan. 1, 2028	Full	78,402	83,776	85,029	86,280	87,529	88,781	90,032	91,283	92,533	93,783	95,034	95,855	96,674
Jan. 1, 2029	Full	80,754	86,289	87,580	88,868	90,155	91,444	92,733	94,021	95,309	96,596	97,885	98,731	99,574

Probation Supervisor		Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 15	Step 20
Jan. 1, 2025	Full	83,840	89,147	90,041	90,936	91,832	92,726	93,620	94,514	95,409	96,305	97,198		
Jan. 1, 2026	Full	86,356	92,079	93,257	94,437	95,617	96,795	97,974	99,152	100,331	101,512	102,689	103,461	104,234
Jan. 1, 2027	Full	88,947	94,841	96,055	97,270	98,486	99,699	100,913	102,127	103,341	104,557	105,770	106,565	107,361
Jan. 1, 2028	Full	91,615	97,686	98,937	100,188	101,441	102,690	103,940	105,191	106,441	107,694	108,943	109,762	110,582
Jan. 1, 2029	Full	94,364	100,617	101,905	103,194	104,484	105,771	107,058	108,347	109,634	110,925	112,211	113,055	113,899

NOTE: Probation Officer Titles that currently have salaries over the salary schedule will receive any increases based on their current salary and not the schedule; any employee being promoted or demoted will go to their respective step on the salary schedule. Step increases are given on January 1 following the year of completion.