

## **MEMORANDUM OF AGREEMENT**

**WHEREAS**, the County of Saratoga-Saratoga County Sheriff, referred to herein as the "County" or "Employer", and the Saratoga County Sheriff Officers Association, Inc., herein referred to as the "Union" were parties to a Collective Bargaining Agreement that expired on December 31, 2018; and

**WHEREAS**, since the expiration of the Collective Bargaining Agreement (CBA), United Public Service Employees Union (UPSEU also referred to as the Union) has replaced the Saratoga County Sheriff Officers Association, Inc., as the bargaining agent for those employees previously represented by the Saratoga County Sheriff Officers Association, Inc.;

**WHEREAS**, the Employer and the Union entered into a Memorandum of Agreement to extend the CBA from January 1, 2019 to December 31, 2019;

**WHEREAS**, the Employer and the Union entered into a Memorandum of Agreement to extend the CBA from January 1, 2020 to December 31, 2022;

**WHEREAS**, the Union seeks to have those nurses that work at the Saratoga County jail employed by the Saratoga County Sheriff's Office become members of the Union and that the Employer acknowledge the Union as the selected bargaining agent for those nurses;

**WHEREAS**, the titles that the Union seeks to make part of the Union are Registered Professional Nurses and Head Nurses (herein referred to as nurses);

**WHEREAS**, the County and Sheriff have agreed to the nurses becoming part of the Union;

**NOW, THEREFORE**, in consideration of the mutual promises and covenants herein, the parties agree to extend the Collective Bargaining Agreement as to the nurses based on the following terms:

1. As members of the Union, the nurses are entitled to the benefits of the Collective Bargaining Agreement and Memorandums of Agreement, and subject to all of the terms and conditions set forth in those agreements with no back payments paid by the County to the nurses other than what is addressed in paragraph 2.
2. The nurses are subject to the compensation plan that is attached hereto. The salary lines for the nurses reflect a 2% cost of living adjustment for 2021. Retroactive payment will only be made back to January 1, 2021, to anyone that did not already receive a 2% increase for 2021. The nurses will receive \$275 for a clothing allowance and \$175 for a dry cleaning allowance. No other back payment or other payment is owed or will be paid to the nurses.
3. The County will deduct union dues from the pay of those nurses that have signed union cards supplied to the County by the Union.
4. The Union Bargaining Members shall utilize its best efforts to secure ratification of this agreement by members of the bargaining unit. Following successful ratification by the bargaining unit, the County will utilize its best efforts to secure legislative approval of this agreement. This

agreement is subject to approval of the Saratoga County Board of Supervisors and the Union members. The Sheriff will present this agreement to the Saratoga County Board of Supervisors for a vote on approval immediately after receiving notice from the Union that the Union members of the bargaining unit have ratified the agreement and will use their best efforts to have the Board of Supervisors vote within twenty five business (25) days after notice of Union ratification. All members of each bargaining team agree to recommend passage of the above terms.



**Paul Iachetta, Labor Relations  
Representative, UPSEU**



**Michael Zurlo, Sheriff**



**Steve Bulger,  
County Administrator**