

**Tentative Settlement Agreement
Between
Town of Greece
and
The Gold Badge Club**

This agreement modifies the current collective bargaining agreement covering the period January 1, 2023 and expiring on December 31, 2026. Unless set forth herein or inconsistent with the purposes and intent of the terms set forth below, the terms of the agreement expiring on December 31, 2026 will be continued without change. This agreement has been ratified by the Union and is subject to approval by the Town Board. Since the Town had no legal obligation to negotiate during the term of the 2023-2026 agreement, if this agreement is not approved by the Board, the negotiations will be deemed closed and there will be no further negotiations during the contract period.

I. Wages

Effective retroactive to the first Pay Period of 2026 (December 20, 2025) the wages shall be as set forth below:

<u>Title</u>	<u>Annual Salary</u>
Detective	\$ 128,400.00
Sergeant	\$ 135,600.00
Detective Sergeant	\$ 139,956.00
Lieutenant	\$ 147,804.00
Captain	\$ 159,628.32

Remove the following language: "Quarterly Sick Leave Bonus: \$750 for zero sick days per quarter."

2. Withdrawal of Pending Claims

Effective as soon as practicable following effectiveness of this Agreement, the Union shall withdraw with prejudice the following (and make required notifications to PERB immediately):

- a. Improper Practice Charge U-39961 (Animal Control)
- b. Grievance #GB00-131-25 dated October 10, 2025 regarding out of pocket deductibles.

3. 10 Hour Days

Revise Article 8 — Workday and Work Week as follows:

ARTICLE 8 – WORK DAY AND WORK WEEK

- 8.1 The parties recognize the right of the Chief of Police to make necessary changes to the work day and work week consistent with the efficient operation of the department.
- 8.2 The Town agrees to give the Union reasonable notice to review and respond to a modification to the work schedule, along with its rationale for such modification.
- 8.3 Any members, with the exception of those on “limited duty”, who are directed to work a five/two work schedule shall receive an additional eighteen (18) “contract days” per year paid as cash. The payment shall be made in a separate check, concurrent with the issuance of the second paycheck in November.
- Members on “limited duty” or in a temporary assignment who are directed to work a five/two work schedule shall receive equivalent compensation in the form of contract days to account for the deviation from the standard four/ten schedule, provided they: (1) are working a full shift; and (2) have completed 30 days of “light duty” or temporary assignment while working a full shift.
- 8.4 The Town currently interprets the overtime provision of the Fair Labor Standards Act not to apply to the titles covered by this agreement. Should the Act, or the interpretation of the Act be modified, the application of this provision will not be inconsistent with the Act.
- 8.5 For CID only: Any member required to be on call shall receive one hour cash or compensatory time for every full shift period (eight hours or more depending on the member’s shift assignment) per day or portion thereof, of on call.
- 8.6 Call-out shall be defined as a call to report immediately. Any member called out shall be guaranteed minimum pay of three hours at the rate of time and one half, cash, or compensatory time at the member’s option. Hours actually worked shall be included in the calculation of overtime.

- 8.7 At the conclusion of each pay period, all members covered by this agreement shall review their time records maintained within the scheduling software currently used by the department and/or town. Employees are responsible for ensuring that all recorded hours accurately reflect time worked and authorized paid leave (e.g., vacation, sick leave, or other approved absences) during the applicable pay period.
- 8.8 A member's schedule may be changed within twenty-one (21) days advanced notice without incurring overtime and/or shift differential pay for the purpose of department in-service trainings. Such training may occur no more than four (4) days per year. Members will be provided a minimum of eight (8) hours relief before and after each in-service training. Training will be scheduled between the hours of 0800 and 2200.
- 8.9 The Chief of Police shall have the right to implement a schedule consisting of ten-hour days as specified below. The Chief of Police will designate which members will work 10-hour shifts. Affected members will receive at least 4 weeks' notice prior to initial implementation. If, after initial implementation, shift hours are changed by the Chief, the extent of the change will be to a maximum of one hour in either direction (earlier or later). Any such change may only occur once per contract period and members must be provided with at least 4 weeks' notice prior to the change.
- 8.10 In the event the Chief determines that the needs of the department require a return to the work schedules in effect prior to the implementation of the 10-hour workday schedule, at least four (4) weeks' notice of such change will be provided to members.
- 8.11 Not all positions will be deemed conducive by the Chief of Police for the new 4/10 schedule.
- 8.12 Once a 4/10 schedule is implemented, members will be assigned by the Chief to 10-hour workday schedules in accordance with the needs of the Department.
- If so assigned by the Chief, members on a 4/10 schedule will follow a pattern of four (4) 10-hour days on duty, followed by three (3) days off duty, followed by four (4) 10-hour days on duty, followed by four (4) days off duty; this pattern will then repeat. The start and end times of the watches will be established, and may be adjusted, by the Chief based upon departmental needs and determination of public safety needs and requirements but will not be adjusted more than one time per contract period.
- Some members may be assigned a traditional schedule of five (5) 8-hour days on duty followed by two days off; or a traditional 8-hour day with four (4) 8-hour days on

duty followed by two (2) days off duty. The start and end times of the shifts, as well as the 4-2, 4-3 or 5-2 designation may be adjusted by the Chief based upon departmental needs and determination of public safety needs and requirements but will not be adjusted more than one time per contract period.

8.13 Nothing in this Article 8 shall affect the existing rights of management to determine or change the number of members required to be on duty during any watch or work schedule.

4. Limited Duty

Add as new Article 11 and renumber articles thereafter.

Article 11 – LIMITED DUTY


The Town will provide limited duty assignments whenever possible. Limited duty assignments shall be temporary, for up to a maximum of ninety days and may be reviewed by the Chief of Police and the Personnel Director for extensions of limited duty in up to 30 day increments thereafter.

This provision applies to any members requiring a limited duty assignment due to an injury or illness whether or not incurred in the performance of duty. Members granted limited duty may work schedules that are different than standard assignments, as determined by the Chief in the best interest of the Department and workload. The medical needs of the members as recommended by the employee’s physician or a physician hired by the Town will be considered, when applicable and reasonable.

5. Housekeeping Item

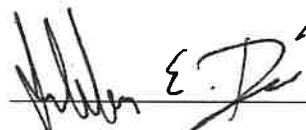
Use “Detective Sergeant” instead of “Detective Supervisor” throughout the contract.

For the Town:



Dated: April __, 2026

For the Gold Badge Club:



Dated: April __, 2026