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Contract Database Metadata Elements

Title: **Greenwood Lake, Village of and Greenwood Lake Dispatchers, Clerk to the Justice, Senior Clerk, United Federation of Police Officers, Inc. (2006)**

Employer Name: **Greenwood Lake, Village of**

Union: **Greenwood Lake Dispatchers, Clerk to the Justice, Senior Clerk, United Federation of Police Officers, Inc.**

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AGREEMENT

Between the

VILLAGE OF GREENWOOD LAKE

And

UNITED FEDERATION OF POLICE OFFICERS, INC.

On behalf of

**VILLAGE OF GREENWOOD LAKE DISPATCHERS,
CLERK TO THE JUSTICE AND SENIOR CLERK,**

June 1, 2006 Through May 31, 2009

RECEIVED

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**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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The parties hereto mutually agree as follows:

1. The term of the Agreement shall be three (3) years, beginning on June 1, 2006 through May 31, 2009.

ARTICLE I - RECOGNITION

The Village of Greenwood Lake Village Board of Trustees (hereinafter referred to as "Board") recognizes the United Federation of Police Officers, Inc. (hereinafter referred to as "Union"), located at 540 North State Road, Briarcliff Manor, New York as exclusive agent for collective bargaining and enforcement for all Dispatchers (full and part time), Clerk to the Justice, and Senior Clerk of the Village of Greenwood Lake in accordance with the voluntary recognition of the Union, and provisions of the Public Employees' Fair Employment Law of the State of New York.

Upon presentation of check-off authorization cards executed by individual employees, the Village shall deduct from the wages paid to the individual employees the amount of lawful dues and other assessments as may be authorized.

ARTICLE II - AGENCY SHOP

"Under the Taylor Law, membership in this Union is not compulsory. Employees have the right to join, not maintain or drop their membership in this Union. Neither party shall exert any pressure on, or discriminate against, an employee(s) regarding such matters. The Union is required, under this Agreement, to represent all of the employees in the bargaining unit fairly and equally without regard to whether or not an employee is a member of the Union. The terms of this Agreement have been made for all employees in the bargaining unit, and not only for members of the Union. Accordingly, it is fair and just that each employee(s) in the bargaining unit is to pay a fair share of the obligations along with the grant of equal benefits contained in this Agreement."

"In accordance with the policy set forth above and under this section, all employees shall pay to the Union an amount of money equal to that paid by other employees in the bargaining unit who are members of the Union, which shall be limited to an amount of money equal to the Union's regular and usual initiation fees and its regular and usual dues.

For present employees, such payments shall commence in thirty-one (31) days following the effective date, or on the date of Execution of this Agreement, whichever is later, and for new employees, the payment shall start thirty-one (31) days following the first date of employment."

ARTICLE III - NO STRIKE PROVISION

Pursuant to Civil Service Law 207(3), the Union hereby affirms that the employees do not assert the right to strike against any government, to assist or participate in such a strike, as defined therein.

Nothing in this Agreement shall be construed to limit the rights, remedies or duties of the Village, or the rights, remedies or duties of the Union or employees under the State Law.

ARTICLE IV - WORK SCHEDULE - DISPATCHERS (FULL & PART TIME), CLERK TO THE JUSTICE AND SENIOR CLERK

Dispatchers:

The position of full time dispatcher shall work a forty (40) hour workweek; they shall be entitled to a paid meal period (which is included in the forty (40) hour work week).

Full time dispatchers shall work permanent weekly shifts, Monday through Friday, consisting of five tours from 11:00 pm to 7:00am with two days off; five tours from 3:00pm to 11:00 pm with two days off; five tours from 7:00am to 3:00pm with two days off. Dispatchers working the 11:00pm to 7:00am tour shall start on Sunday evening at 11:00pm and end the week on Friday at 7:00am.

Senior Clerk and Clerk to the Justice.

8:00AM to 4:00PM, Monday through Friday, which shall include a daily one-hour paid meal period.

ARTICLE V - HOLIDAYS

The Legal Holidays as enumerated shall be allowed as days off for full time employees with pay. The days prescribed by New York State Law for the observance of:

- | | |
|---------------------|----------------------------------|
| 1. New Year's Day | 7. Columbus Day |
| 2. President's Day | 8. Martin Luther King's Birthday |
| 3. Veteran's Day | 9. Thanksgiving Day |
| 4. Memorial Day | 10. Day After Thanksgiving |
| 5. Independence Day | 11. Christmas Day |
| 6. Labor Day | 12. Good Friday |
| | 13. 1/2 Day Christmas Eve Day |

When a legal holiday falls on a Saturday or Sunday and the holiday is observed on a Monday, that Monday shall be a legal holiday. Where the full time employee is required to work on a designated holiday, he or she shall be entitled to receive compensation at the overtime rate of pay in addition to normal pay.

As agreed Part Time Dispatchers who work on the designated holidays will received time and one half for their shift.

If any of the above-mentioned holidays falls on regularly scheduled days off; said employee(s) shall be entitled to eight (8) hours of compensatory time off (CTO).

ARTICLE VI - OVERTIME

Hours worked in excess of the basic work week, or the basic work day, shall constitute overtime when authorized, or required by the Chief of Police and/or Department Head. Such hours shall be compensated at one and one-half (1 1/2) times the basic hourly wage, or in compensatory time which shall amount to one and one-half (1 1/2) times the overtime hours worked. Employees called in to work on regularly scheduled time off shall receive a minimum of four (4)

hours pay. A holiday, pursuant to Article VI, shall be credited as time worked for the purpose of overtime compensation.

ARTICLE VII - INDEMNIFICATION

The Village shall assume all risks incident to the operation of the employees (as applicable) and will indemnify any employee against all claims and actions arising from any accident, injury or damage whatsoever to any person or property arising in the conduct of the lawful discharge of his/her duties within the scope of his/her employment and against all expenses and liabilities incurred in connection with such claims or actions brought thereon.

Any employee who receives a demand, notice of claim, summons or other notice or process relating to his conduct as an employee, shall give a copy of such document to Administration within 24 hours after it is received by the employee.

ARTICLE VIII - BEREAVEMENT LEAVE

All full time employees covered hereunder shall be entitled to up to three (3) days absence from employment with pay, commencing with the date of notification of death, not chargeable to sick leave, for each death in the family of the employee or his spouse. "Family" is defined to include the parents, children, spouse, brothers, and sisters; up to two (2) days for grandparents and up to two (2) days for relatives residing in employee's household at the discretion of the Supervisor.

Additional bereavement leave, if necessary for extraordinary circumstances, may be granted by the Supervisor, with Village Board approval, which approval will not be unreasonably denied.

ARTICLE IX - PERSONAL LEAVE

Each full time employee, after ninety (90) days of service, shall be entitled to three (3) days leave per year for personal and/or family business which cannot be transacted when the employee is off-duty. Requests for personal leave must be approved by the Senior personnel officer (as applicable). All personal leave days shall be granted; 48 hours notice must be given; less than 48 hours notice for the use of personal leave time, shall be at the Department Head's discretion.

ARTICLE X - SAVINGS CLAUSE

If any provision of this Agreement shall be declared illegal or an unfair labor practice by reason of an existing or subsequently enacted legislation or by decree of a court of competent jurisdiction or by the decision of any authorized government agency, such invalidation of a portion of this Agreement shall not invalidate the remaining portions thereof, it being understood that the remaining portions shall remain in full force and effect. Within twenty (20) days after a provision of this Agreement is declared to be illegal or an unfair labor practice, the Village and the Union will meet for the purpose of negotiating substitute terms which would overcome the provision found to be objectionable.

ARTICLE XI - HEALTH INSURANCE/CO-PAYMENT OF PREMIUMS

A. Effective June 1, 2003; all employees with up to and including nine (9) years of service will be required to co-pay twenty (20%) percent of all health insurance premiums. Employees with ten (10) years or more of service will be required to co-pay fifteen (15%) percent of all health

insurance premiums. Coverage shall be either Individual or a Family plan according to the marital status of the employee. The Health Insurance plan shall be at the discretion of the employer; if however, the employer decides to go to a different health insurance plan, it must be comparable with the former plan. Any change in the benefit plan must be negotiated with the Union prior to it being implemented.

B. In the event two (2) members of the same family are employed by the Village, only one member shall be eligible for this benefit. Both employees will not receive duplicate health insurance.

C. Buy Out Provision:

An employee may opt to decline and waive health insurance coverage as provided by the Employer and shall receive Buy-Out Compensation equal to fifty (50%) percent of the premium the Employer would have paid on behalf of that employee, to be paid out quarterly, on a separate payroll check in the amount of one quarter of the total annual Buy-Out Compensation due the employee, as per the New York State and Local Retirement Systems Directive. This Buy-Out Compensation is not to be reported to the Retirement System as part of the annual salary. This Buy-Out provision applies to the decline and waiver of "Family Plan Health Insurance Coverage Only".

D. Coverage begins after three (3) months of employment; all premiums shall be paid by the Village of Greenwood Lake. Part time employees are not covered by Medical/Health Insurance as provided to full time employees, but part time employees are entitled to participate in the Village of Greenwood Lake Health Insurance Program at no cost to the Village.

E. Health insurance of the Village's choice will be provided for retirees who have completed a minimum of twenty (20) years of service in the employ of the Village of Greenwood Lake. The fifteen (15%) percent co-pay, as stated in Section an above, shall apply to retirees.

F. Upon the death of a full time employee or retired employee who then has in effect family health insurance, the family shall continue to be covered under the Village's Health Insurance Plan for a period of eighteen (18) months. This coverage shall be the same as other family coverage; and shall be provided at the rate defined in the Village's Personnel Policy.

G. Survivors of deceased employees are permitted to continue their coverage within the group by submitting payments as they are due to the Village before the first day of that month.

ARTICLE XII - RETIREMENT

The Employer shall provide for each permanent full-time employee a twenty-five (25) year contributory retirement plan, subject to and in accordance with the provisions of the New York State Retirement Law. Employees shall contribute three (3%) percent of their gross pay towards the Retirement Fund. Additional coverage will be provided by the Village for a guaranteed minimum death benefit of three (3) times the annual rate of pay but limited to twenty thousand (\$20,000.00) dollars as covered under Section 60-B of the Retirement and Social Security Law. In accordance with State Law, all Employees must be offered the opportunity to subscribe to the above retirement plan.

Service Veterans, Honorably Discharged, who are eligible for the New York State Retirement Plan may receive credit for their time spent in the service. The expense thereof shall be at no expense to the employer but shall be borne in full by the veteran. Credit shall be

allowed to a newly appointed Employee from other public employer retirement systems, provided that such transfer of credit does not incur any cost to the Employer.

ARTICLE XIII - OCCUPATIONAL INJURY LEAVE

Any employee who is injured in the performance of his or her duties, or who is taken sick as a result of the performance of his or her duties so as to necessitate medical or other lawful remedial treatment, shall be compensated in accordance with the applicable Worker's Compensation statutes.

ARTICLE XIV - OFF DUTY APPEARANCE

A. Any employee who is required to appear during his or her "off-duty" hours before court, grand jury, or other hearing or proceeding as the consequence of his or her employment shall be compensated for the time so expended, including the time spent in transit from their place of employment, and to and from the appearance, either by compensatory time off or in salary at the rate of time and one-half (1 1/2) their normal salary or time for the time so expended. The minimum compensatory time off or salary shall be four (4) hours, provided the off duty appearance commences over two (2) hours after the end of the employee's tour of duty.

B. Full time employees selected for jury duty shall receive regular wages without loss of vacation, holiday pay, personal leave days, etc. The employee shall return to the Village all juror fees, not to include mileage and/or meal allowances.

ARTICLE XV - PERSONNEL FILES

Each employee shall be entitled to examine his or her personnel file (excluding pre-employment reference letters) under direct supervision of the Administration and shall have an opportunity to place therein any laudatory material and respond in writing to any complaints or critical material.

An employee who objects to the placement of a complaint or critical material in his/her personnel file, may seek removal of the material under the appropriate steps of the grievance procedure.

One (1) year after a complaint or critical material is placed in the personnel file, the employee may petition the Board for removal of the material. Within fourteen (14) days, the Board shall hold a meeting with the employee and shall render a decision in writing to the employee within seven (7) days thereafter. The decision of the Board shall be final.

If the Board denies the petition of the employee, the written decision of the Board shall be included in the employee's personnel file. The employee may not seek further relief for removal of the objectionable material for eighteen (18) months thereafter.

ARTICLE XVI - VACATION

An annual vacation with pay shall be provided each full time employee who has been in Village service for at least one (1) year. The following are the policies with respect to vacation:

Each full time employee shall be entitled to vacation time as follows:

After 1 year	7 working days
After 2 years	12 working days
After 5 years	17 working days
After 10 years	22 working days

Resignation:

a) At resignation, an employee may exchange approved accumulated vacation time into a cash sum based on the employee's rate of pay in effect at that time. Maximum accumulated vacation days - ten (10) days per year (for any purpose, e.g. retirement, etc.)

b) No vacation credits shall be earned during any month by an employee if on leave or absence without pay for half or more of the month.

c) The time at which vacation may be drawn by an employee shall be subject to prior approval by the office or department head and shall be taken during the period of June 1st through May 31st of the given year unless due to exigent circumstances the aforementioned is prevented. The request of an employee with respect to such time shall be honored to the fullest extent possible consistent with the effective conduct of Village business and with the relative seniority of employees in the department.

Vacations must be requested no later than March 31st of any given year for consideration to be given to the request and the relative seniority of the employee. Any request after March 31st of any year shall be extended on a first come, first serve basis at the discretion of the department head. Vacation may be taken annually; maximum amount of accumulated credits and/or rollover of said time shall be ten (10) days. An employee may also, with prior approval of his office or department head, separate his/her total vacation period to two or more periods at such times as may be jointly agreed to by the employee and his/her office or department head.

d) Insofar as practicable, accumulated vacation credits shall be used prior to transfer within Village Service. If that is not possible, the Village office or department which an employee is transferred to shall credit the employee for all vacation credits accumulated prior to the transfer. Said vacation payment shall be compensated at the rate of pay it was earned and accumulated at. In the event of the transfer of any employee out of Village Service, the employee shall be granted all accumulated vacation credit prior to the effective date of such transfer.

e) Accumulated vacation credit shall be compensated for in the event of the separation of an employee from the service by resignation, retirement or death by cash payment to the employee or to his beneficiary or estate, as the case may be, up to the maximum. No compensation for accumulated vacation credit shall be paid an employee discharged for cause.

f) Up to ten (10) days of unused vacation may be carried over to the following year.

ARTICLE XVII - SICK LEAVE

a) After ninety (90) days of service with the Village, each full-time employee shall accrue one (1) sick day for each month of service. No more than one hundred eighty (180) days of sick leave may be accumulated. Fifty (50) accumulated sick days shall be paid for at the rate of 40% upon voluntary termination, resignation, retirement or, in the event of an employee's death, said

accumulated sick day payment shall be remitted to said spouse, and/or estate.

b) The employee is responsible for notifying his supervisor or his appointing authority, each time sick leave is taken and the reason there for. Advance notification shall be given whenever possible, and in any event, notification must be given two (2) hours before the employee's normal time for reporting for work.

c) After two (2) weeks of sick leave, the Employee must apply for New York State Disability payments. The employee shall be paid his/her regular salary only until such time he/she is fit to return to work. During such time as the employee receives compensation payments as the result of injury, illness or disability, the obligation of the employer shall be limited to such amount over and above said disability payment as will equal the employee's regular salary, until such time as the employee is certified unable to return permanently to his/her official duties.

d) Proof of illness or disability may be required as the Village may deem necessary. Upon absences of more than three (3) consecutive working days, because of illness or disability, or if a pattern of abuse is apparent, the Village may require the a Doctor's Certificate be furnished substantiating the employee's claim of illness or disability. The Village may also require the employee to be examined at the expense of the Village by a Physician designated by the Village. The employee may be required to authorize medical records to be delivered from the employee's personal Physician to the designated Village examining Physician to expedite such examination. Any cost for medical records from the employee's personal physician, etc. shall be borne by the Village.

ARTICLE XVIII - MISCELLANEOUS

A. The Administration/Village Board shall reimburse each employee who uses his or her own vehicle when attending a school or seminar, at the request of Administration, for gas, oil and tolls at the rate established by the Village for all employees pursuant to existing IRS allowance; receipts of said expenditures must be provided to appropriate Administration. When two or more employees travel to the same school or seminar, they shall be required to travel together (if feasible); only one reimbursement per trip will be made unless the Administration consents to the employees traveling in separate vehicles. The existing practice of reimbursement for lodging, meals, etc. shall continue in full force and effect.

There shall be a limit placed on the amount of monies used for meals:

(Thirty-one (\$31.00) dollars)	Breakfast:	Six (\$6.50) dollars and fifty cents
	Lunch:	Nine (\$9.50) dollars and fifty cents
	Dinner:	Fifteen (\$15.00) dollars

B. When negotiations are scheduled, two (2) members of the negotiating committee who are on duty at that time, shall be afforded sufficient time off to attend said session; such time spent shall be considered as time worked and therefore, compensable.

ARTICLE XIX - OUTSIDE EMPLOYMENT

A full-time employee(s) shall be entitled to accept outside employment, consistent with rules and regulations that have been established by the Administration provided such employment, in the opinion of the Administration, does not interfere in the performance of his/her duties with the department, including overtime and special calls to duties, or present a conflict of interest in the

terms of the nature of his/her work.

ARTICLE XX - TRAINING

Any employee who is required to function outside the scope of his or her job description, i.e. as Matron; must be fully trained in proper procedure; a refusal by an employee who is not trained in said area to perform shall not be subject to disciplinary charges. The Chief of Police will designate a policy for utilization and training of a Matron.

ARTICLE XXI - OUT OF TITLE CLAUSE

Employees assigned to perform the duties of Matron, on an emergency and/or temporary basis, shall be compensated at the rate of a full time police officer. Such compensation shall be for a minimum of one (1) hour.

ARTICLE XXII - MODIFICATIONS

No change, modification, waiver or termination of any of the terms of the provisions of this agreement is binding between the Board and the Union or its members unless the same be in writing and signed by a duly authorized representative of the Board and a duly authorized official of the Union.

ARTICLE XXIII - DISCIPLINARY/DISCHARGE

A. Procedure. An employee against whom any disciplinary action is proposed, shall be given written notice thereof by Administration, including the reasons there for, a copy of any charges preferred against the employee or a description of the alleged acts or conduct and the time, date and place, if known, when and where such acts or conduct occurred, and the penalty or discipline proposed by Administration. If the employee disputes the charges against him/her or disagrees with the proposed penalty or disciplinary action, he/she may file a grievance pursuant to this Agreement within ten (10) days after the written notice was served on him/her. If the employee fails to initiate the grievance procedure within ten (10) days, or does not appeal a denial of the grievance within the respective times specified in the grievance procedure, the Administration may thereupon impose the penalty or discipline without further notice.

B. Alternate Procedure

1. An employee who has been given written notice of proposed disciplinary action by Administration may, within ten (10) days after the written notice is served upon him or her, notify Administration in writing that he/she elects to be disciplined under the procedure set forth in Article 75 of the Civil Service Law. The Administration shall thereupon notify the Board, which shall conduct a hearing upon the charges against the employee in accordance with the rules and regulations of Civil Service Law.

2. The cost of attendance of a stenographer and transcripts of the hearing shall be borne By the Village unless requested by the Union.

C. Limitations

No disciplinary charge may be preferred against an employee if the Board or the Administration had knowledge of the alleged act or conduct more than one year prior to the date the employee is notified that disciplinary action is proposed, unless the

alleged act or conduct would, if proven, constitute a crime under any provision of the New York State Law. However, the employee's entire work record may be considered by the Committee or a Hearing Officer, Arbitrator or Court in determining the penalty to be imposed.

The procedures set forth above shall be the exclusive remedy for disciplinary action and shall supercede the provisions of title B of Article V of the Civil Service Law.

D. It shall be the duty of each employee to cooperate fully and completely with an investigation of the proper performance of his duties or of any complaints made against him. For the purpose of this agreement, "complaint" shall mean a general expression of concern and "investigation" shall mean an examination of facts which may result in disciplinary action.

E. Each employee shall be entitled to the following rights and privileges relative to an investigation:

1. He/she shall not be interrogated related to any specific complaint unless he or she is advised of the nature and source of the charge, and whether he or she is being interrogated as a witness or as a subject of a possible disciplinary action.
2. In the event an employee is the subject of possible disciplinary action, he/she shall not be disciplined for failure to answer any questions unless afforded a reasonable opportunity to consult an attorney and/or union representative.
3. All interrogations relative to complaints shall be conducted in a reasonable manner.
4. The employee shall be advised of the termination and outcome of any disciplinary investigation against him/her.
5. An employee shall be entitled to respond to the investigating authority concerning any complaint made against the employee and he or she shall be given opportunity to do so regardless of whether disciplinary action is taken.

ARTICLE XXIV - GRIEVANCE PROCEDURE

Declaration of Purpose: In the event any difference or grievance shall arise between the Board, or Administration and the Union or any employee(s) regarding wages, hours, working conditions or any other matters in connection with the interpretation or enforcement of this agreement, or of the rules and regulations of the department, the following procedures shall be resorted to as a means of seeking adjustment of the dispute. This procedure, however, shall not be used to challenge the dismissal of an employee who is not on certified permanent Civil Service Status.

Procedure:

For the purpose of this section "day" refers to calendar days and not working days.

Step 1: Informal Stage

Any employee or the Union having a grievance shall present such grievance in writing, after going through their normal chain of command, to their Administrator (Chief of Police, Mayor or Village Justice), who shall render a decision to the aggrieved employee or the Union within ten (10) days.

Step 2: Formal Stage

Within seven (7) days after a decision has been rendered by the Administrator (or after going through their chain of command), the aggrieved employee or Union may appeal such decision to the Village Board. Such appeal must be in writing. Within twenty (20) days, the Village Board shall hold a hearing with the aggrieved employee(s) or the Union, and Administrator. Within seven (7) days, the Village Board shall render a decision in writing to the aggrieved employee(s) or the Union and to Administration. These time limitations can be mutually extended by the parties and in writing.

Step 3: Arbitration

If the aggrieved employee(s) or the Union objects to the decision rendered by the Village Board, the Union may, within twenty (20) days after the receipt of such decision, file a Demand for Arbitration with the Director of Conciliation of the New York State Public Employment Relations Board (PERB) to commence the administration of the voluntary grievance arbitration procedure pursuant to part 207 of the Rules of PERB. Such request shall be in writing. The Union and Village Board filing the request shall share equally payment of the cost of the arbitration.

All parties to the grievance agree to make themselves and all written documents pertaining to the grievance, available to the arbitrator. The decision rendered by the Arbitrator shall be final and binding on all parties. The arbitrator shall not have the authority to add to, modify and/or delete portions of the contract but merely interpret the written language of the agreement.

ARTICLE XXV - SENIORITY

Each employee shall be entitled to the rank of seniority based upon the date of his/her original hire date within his/her department and to his/her title. The seniority of each employee shall not be the only salient factor for the purpose of qualifying to promotion within the department.

The employee's years of service, for the purpose of computing salary and vacation time, shall be based upon the State Retirement System's computation of total time within the Retirement System.

ARTICLE XXVI - SALARIES

- A. The Village has instituted a bi-weekly pay schedule. The rates of pay are based on 2080 hours per year. To arrive at the rate to be used to calculate overtime and any benefits that may be dependent upon hourly rate, the following hourly rates of pay shall be paid effective on the dates indicated:

Hourly Salary Schedule	6/1/05	3.5% 6/1/06	3.5% 6/1/07	3.5% 6/1/08
Part Time Dispatcher	\$10.50	12.00	12.42	12.85
Full Time Dispatcher	\$13.01	13.47	13.94	14.43
Senior Clerk	\$16.29	16.86	17.45	18.06
Clerk to the Justice	\$16.97	17.56	18.17	18.81

Commencing the 6th year of employment, \$0.75 per hour shall be added to the base rate of pay. Commencing the 11th year of employment, \$1.00 per hour shall be added to the base rate of pay. Commencing the 16th year of employment, \$1.25 per hour shall be added to the base rate of pay. Commencing the 21st year of employment, \$1.50 per hour shall be added to the base rate of pay.

B. Dispatchers scheduled to work evening and/or night shifts shall receive night differential pay added to their regular rate of pay for those hours worked between 3:00PM and 7:00AM according to the following schedule:

Hours Worked	Night Differential
Between 3:00PM and 11:00 PM	5% additional pay
Between 11:00 PM and 7:00AM	10% additional pay

C. The Chief of Police, at his discretion, may assign one qualified member of the bargaining unit as Communications Coordinator and this Coordinator shall receive an additional wage stipend of Ten (10%) percent of full time Rate of pay each thirteen weeks (quarterly) added to the Coordinator's regular rate of pay.

ARTICLE XXVII - DUTY APPAREL MAINTENANCE

The Village shall supply, at no cost to all full and part time Dispatchers all initial uniforms, replacement uniforms and all equipment as applicable to his/her job.

Uniforms - Full Time	Uniforms - Part Time
Four (4) summer shirts	Two (2) summer shirts
Four (4) winter shirts	Two (2) winter shirts
Three (3) pairs of pants and/or skirts	Two (2) pairs of pants and/or skirts

New replacement of the above uniforms shall occur on or before June 1st of each year.

ARTICLE XXVIII - LEGISLATIVE ACTION

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XXIX - RESIGNATION

All employees shall give, in writing, notice of resignation at least two (2) weeks prior to termination date to the Village Clerk and their department head unless, due to exigent circumstances, this is not possible.

ARTICLE XXX - SUPPLIES

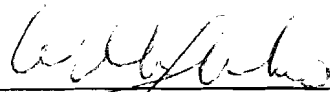
The Police Department shall provide the supplies necessary for the Dispatchers to do their job, including, but not limited to, pens, pencils, scrap paper, paper clips, staples, etc., as well as any other items or equipment as may be needed for the effective performance of their duties.

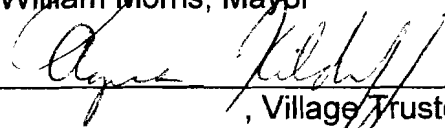
ARTICLE XXXI - DURATION

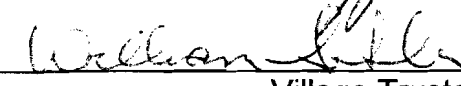
All terms and conditions of employment herein shall remain in full force and effect and continue upon expiration of said agreement, until a successor agreement has been reached.

IN WITNESS THEREOF, the parties have caused this agreement to be executed by their duly authorized representatives of the day first above written.

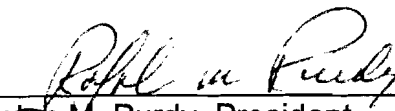
FOR VILLAGE OF GREENWOOD LAKE, New York

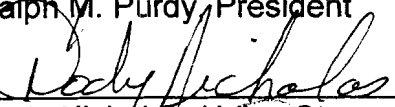
By:  Date: 8-7-06
William Morris, Mayor

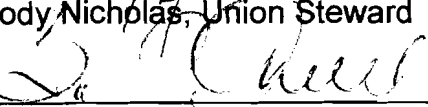
By:  Date: 8/7/06
Agnes Kilduff, Village Trustee

By:  Date: 8/7/06
William Kille, Village Trustee

FOR UNITED FEDERATION OF POLICE OFFICERS, INC.
(On behalf of the Village of Greenwood Lake Dispatchers, et al)

By:  Date: 7-31-06
Ralph M. Purdy, President

By:  Date: 8/4/06
Dody Nicholas, Union Steward

By:  Date: 8-4-06
Barbara O'Donnell, Union Steward