

**TOWN OF ORANGETOWN REGULAR TOWN MEETING
Tuesday, January 23, 2018**

This Town Board Meeting was opened at _____ p.m.

Councilman Denis Troy _____

Councilman Thomas Diviny _____

Councilman Paul Valentine _____

Councilman Jerry Bottari _____

Supervisor Christopher Day _____

Pledge of Allegiance to the Flag

ANNOUNCEMENTS :

Public Hearing at Workshop of February 6, 2018 at 8:05 P.M. Re: Chapter 43 §4.1-
Performance Standards – Relating to Odor, Particulate Matter, and Opacity/Declare

- Town Board's Intent to
Serve as Lead Agency/Direct Circulation

Continuation of Public Hearing at Workshop of February 6, at 8:15 P.M. Re: Proposed

- Local Law Amending Town Code Chapter 43, entitled Zoning – Regulations of Devices
in Public Right-of-Ways and Easements (Adjourned from RTBM 12/19/17 Res. 616)

PRESENTATIONS: N/A

PUBLIC COMMENT:

AGENDA ITEMS:

TOWN BOARD

RESOLUTION TO SET DATE/FEBRUARY 13, 2018, 8:05 PM/PUBLIC HEARING/AMEND TOWN CODE/CHAPTER 26 OF THE CODE OF THE TOWN OF ORANGETOWN ENTITLED "PARKING METERS"

1. 1. RESOLVED, the Town Board hereby sets a public hearing date of February 13, 2018 at 8:05 PM to consider the following proposed local law:

LOCAL LAW NO. ____, 2018 OF THE TOWN OF ORANGETOWN

A LOCAL LAW AMENDING LOCAL LAW NO. 3, 2006 (CHAPTER 26 OF THE CODE OF THE TOWN OF ORANGETOWN ENTITLED "PARKING METERS").

Be it enacted by the Town Council of the Town of Orangetown that the Local Law No. 3, 2006 (Chapter 26 of the Code of the Town of Orangetown entitled "Parking Meters") adopted on July 23, 1956, as amended on January 23, 2006, be and hereby is amended by this Local Law No. ____, 2018, so as to add a new sub-section "F" to §26.4, as follows:

F. Certain parking zones shall be designated as "30 Minute Parking Zones" and shall be so marked by green meters (these meters will require payment of \$0.25 per thirty-minute period).

This Local Law No. _____, 2018, shall take effect immediately upon filing in the Office of the Secretary of State in accordance with §27 of the Municipal Home Rule Law.

RESOLUTION TO SET DATE/MARCH 13, 2018 AT 8:00 P.M./PUBLIC HEARING/ ORANGEBURG COMMONS MIXED USE ZONING APPLICATION

2. 2. RESOLVED, that the Town Board set the date of March 13, 2018 at 8:00 P.M. for a public hearing for Orangeburg Commons Mixed Use Application.

**RESOLUTION TO DECLARE LEAD AGENCY STATUS
AND ISSUE NEGATIVE DECLARATION UNDER SEQRA
/ RTE. 303 AT GREENBUSH ROAD BICYCLE-
PEDESTRIAN PATH COOPERATIVE LICENSE
AGREEMENT**

3. 3. WHEREAS, the Palisades Interstate Park Commission and the Town of Orangetown have determined to enter into a Cooperative License Agreement, allowing the Town to construct a paved bicycle/pedestrian path, on the east side of Rte. 303, that, when complete, will connect the two ends of Greenbush Road in Blauvelt bypassing the dangerous condition that presently exists at the intersection of Route 303 at Greenbush Road; and WHEREAS, the License Agreement and the work proposed thereunder constitute an Unlisted Action under the NYS Environmental Quality Review Act ("SEQRA"); and

WHEREAS, by resolution 285, duly adopted May 16, 2017, the Town Board expressed its intent to act as lead agency in a coordinated review project, and directed that notice of such intent be circulated to the various involved and interested agencies; and

WHEREAS, by letter dated October 5, 2017, the Town circulated notice of its intent to act as lead agency to the following agencies and departments, including a Short Environmental Assessment Form with narrative, conceptual plan and related documents:

- Palisades Interstate Park Commission;
- N.Y.S. Department of Transportation;
- N.Y.S. Department of Environmental Conservation;
- New York State Division for Historic Preservation;
- Dormitory Authority of the State of New York
- Rockland County Highway Department

And,

WHEREAS, no such agency or department has objected to the Town Board's decision to so act,

NOW, THEREFORE, BE IT RESOLVED, that the Town Board hereby declares that it shall serve as lead agency for environmental review under SEQRA; and

BE IT FURTHER RESOLVED, the Town Board, acting in such capacity, having taken a hard look at the various potential impacts associated with the approval of the project, including the funding thereof, concludes that there will be no significant adverse environmental impact as a result of the approval and construction of the proposed trail, or the execution of the Cooperative License Agreement with the Palisades Interstate Park Commission, and, according authorizes the Supervisor to sign the Declaration on Non-significance incorporated herein, and made a part hereof.

RESOLUTION TO APPROVE/CONSULTANT SERVICES/GRANT WRITING/SYLVIA WELCH/CALENDAR YEAR 2018

4. 4. RESOLVED, that the Town of Orangetown shall engage the services of Sylvia Welch, Ph.D., Piermont, NY, for the purposes of providing professional services at a rate of \$60/hour, cap at \$6,000.00 for a maximum of 100 hours, for the period January 1, 2018 through December 31, 2018. The Consultant agrees to perform the following:
1. Assist the Town to identify potential funding sources for parks and recreation, equipping town services, records management and other programs and capital projects as directed by the Town.
 2. Prepare funding applications as directed by the Town relevant to the above projects and programs.
 3. Assist the Town in grants administration as requested.
 4. Perform other planning and coordination services as requested.
 5. Expenses incurred in the preparation and submission of applications and grant documents, such as copying, will be billed separately; and

BE IT FURTHER RESOLVED, that the Town Board authorizes the Supervisor to execute any documents related to this agreement and directs the Supervisor to obtain Town Board approval for specific grant applications before engaging Welch.

RESOLUTION TO AUTHORIZE SIGNING OF CONTRACT FOR AUDITING SERVICES

5. Based on the recommendation of the Finance Director, RESOLVED, that the Town of Orangetown Board authorizes the Supervisor to sign a contract with O'Connor Davies to perform auditing services for the Town for CY 2017 and CY 2018. The cost of services is to remain flat at \$98,900.00 per year.

TOWN CLERK

APPOINTMENT OF 1st DEPUTY TOWN CLERK

6. The Town Clerk, Charlotte Madigan hereby appoints Joseph Thomassen as First Deputy Town Clerk, Collector

RESOLUTION TO RESCIND RESOLUTIONS NUMBER 567 AND 568 OF 2017

7. RESOLVED, that the Town Board hereby rescinds Resolutions Number 567 and 568 of 2017 regarding establishment of a Deputy Town Clerk for Taxes and associated funding for the position.

AFFIRMATION/FUNDING OF 1st DEPUTY TOWN CLERK APPOINTMENT

8. RESOLVED, that the Town Board hereby affirms the appointment of Joseph Thomassen as First Deputy Town Clerk, Collector, and modifies the annual salary for First Deputy Town Clerk position to \$65,000.

RESOLUTION TO RESCIND RESOLUTION NUMBER 9 OF 2018

9. RESOLVED, that the Town Board hereby rescinds Resolution Number 9 of 2018 regarding appointments of Deputy Registrars of Vital Statistics.

RESOLUTION TO APPOINT DEPUTY REGISTRARS OF VITAL STATISTICS

10. RESOLVED, that upon the recommendation of the Town Clerk, that Teresa Accetta-Pugh and Rima DelVecchio are hereby appointed Deputy Registrars of Vital Statistics at an annual stipend of \$4,000 each, which shall supersede and replace any such stipends previously associated with said position.

TOWN ATTORNEY

**RESOLUTION TO APPROVE/SEWER WORK 2018/
CERTIFICATE OF REGISTRATIONS**

11. RESOLVED, that upon the recommendation of the Town Attorney and the Commissioner of the Department of Environmental Management and Engineering, a Certificate of Registration for 2018 Sewer Work is approved to:

Michael Sasso Plumbing, Inc., P.O. Box 507, New City, NY
Kevin Stokes Excavating, Inc., 52 Grotke Road, P. O. Box 812, Pearl River, NY
Ronald Tarigo, 5 Crosscreek Lane, Stony Point, NY
Rino Paving, 20 Viola Road, Suffern, NY

POLICE

**POLICE/PAUL VALENTINE/TEMPORARY
APPOINTMENT TO POLICE OFFICER (PROPOSED
RESOLUTION/PERSONNEL)**

12. PROPOSED TEXT:

RESOLVED, that upon the recommendation of the Chief of Police, and per the authorization of Rockland County Department of Personnel, appoint Paul Valentine, from Rockland County Civil Service List # 16097/69-233 to the position of "Temporary" "Police Officer/Resident of the Town of Orangetown", for the sole purpose of allowing him to attend the February 5, 2018, DCJS Basic Police Officer Training Class at Rockland County Police & Public Safety Academy, at a salary consistent with the labor agreement between the Town of Orangetown and the Orangetown PBA.

**POLICE/MARK MEYERS/TEMPORARY APPOINTMENT
TO POLICE OFFICER (PROPOSED
RESOLUTION/PERSONNEL)**

13. PROPOSED TEXT:

RESOLVED, that upon the recommendation of the Chief of Police, and per the authorization of Rockland County Department of Personnel, appoint Mark Meyers, from Rockland County Civil Service List # 16097/69-233 to the position of "Temporary" "Police Officer/Resident of the Town of Orangetown", for the sole purpose of allowing him to attend the February 5, 2018, DCJS Basic Police Officer Training Class at Rockland County Police & Public Safety Academy, at a salary consistent with the labor agreement between the Town of Orangetown and the Orangetown PBA.

**POLICE/LUKE GRANNEY/TEMPORARY APPOINTMENT
TO POLICE OFFICER (PROPOSED
RESOLUTION/PERSONNEL)**

14. PROPOSED TEXT:

RESOLVED, that upon the recommendation of the Chief of Police, and per the authorization of Rockland County Department of Personnel, appoint Luke Graney, from Rockland County Civil Service List # 16097/69-233 to the position of "Temporary" "Police Officer/Resident of the Town of Orangetown", for the sole purpose of allowing him to attend the February 5, 2018, DCJS Basic Police Officer Training Class at Rockland County Police & Public Safety Academy, at a salary consistent with the labor agreement between the Town of Orangetown and the Orangetown PBA.

**POLICE/JAMES SCACCIA/TEMPORARY
APPOINTMENT TO POLICE OFFICER (PROPOSED
RESOLUTION/PERSONNEL)**

15. PROPOSED TEXT:

RESOLVED, that upon the recommendation of the Chief of Police, and per the authorization of Rockland County Department of Personnel, appoint James Scaccia, from Rockland County Civil Service List # 16097/69-233 to the position of "Temporary" "Police Officer/Resident of the Town of Orangetown", for the sole purpose of allowing him to attend the February 5, 2018, DCJS Basic Police Officer Training Class at Rockland County Police & Public Safety Academy, at a salary consistent with the labor agreement between the Town of Orangetown and the Orangetown PBA.

POLICE/TOWN ATTORNEY

HIGHWAY/POLICE

HIGHWAY

**RESOLUTION TO AUTHORIZE HIGHWAY DEPT/HOST
AMERICAN PUBLIC WORKS ASSOCIATION ANNUAL
EQUIPMENT SHOW/WEDNESDAY, MAY 23, 2018**

16. RESOLVED, that the Highway Department is hereby authorized to host the American Public Works Association Annual Equipment Show on Wednesday, May 23, 2018, from 10:00 a.m. to 3:00 p.m. at the Highway Department Facility.

**RESOLUTION TO AUTHORIZE HIGHWAY DEPT/HOST
22ND ANNUAL OPEN HOUSE/SATURDAY, MAY 19,
2018/AT HIGHWAY FACILITY**

17. RESOLVED, that the Highway Department is hereby authorized to host their 22nd Annual Open House on Saturday, May 19, 2018, from 10:00 a.m. to 12:00 p.m. at the Highway Department Facility.

HIGHWAY/PARKS/POLICE

BUILDING

PARKS AND RECREATION

DEME

**RESOLUTION TO APPOINT MARTIN MURPHY/MOTOR
EQUIPMENT OPERATOR II/GRADE 12,STEP
1/\$61,742.64/
PROBATIONARY/ EFFECTIVE JANUARY 20, 2018**

18. RESOLVED, that upon recommendation of the Commissioner of DEME, appoint Martin Murphy to the position of Motor Equipment Operator II CSEA Grade 12 Step 1 at a salary of \$61,742.64 (probationary). This position was vacated due to the incumbent being promoted and is funded in the budget. This appointment is effective January 20, 2018.

PERSONNEL

**RESOLUTION TO APPOINT CHRISTINE
FULLER/SENIOR CLERK TYPIST/PERMANENT/GRADE
5, STEP 1/\$43,655.00/EFFECTIVE JANUARY 8, 2018**

19. RESOLVED, that upon the recommendation of the Town Justices, appoint Christine Fuller from Rockland County EL#17025 to the position of Senior Clerk Typist, permanent, Grade 5, Step 1, at a salary of \$43,655.00, effective January 8, 2018.

TRAFFIC ADVISORY BOARD

**PROPOSED RESOLUTION TO APPROVE
INSTALLATION OF A "STOP" SIGN ON A COUNTY
ROAD WITHIN THE TOWN OF ORANGETOWN.**

20. Proposed text: RESOLVED, the Town of Orangetown Traffic Advisory Board (TAB) received a request from a member of the public that it review a request to install a "Stop" sign on Old Mountain Road (Rockland County Route #28) at the intersection of South Boulevard in Upper Grandview, Town of Orangetown. The TAB, after considering traffic and safety issues in a public meeting resolved to recommend to your office that a "Stop" sign be installed at this location.

NEW BUSINESS

**RESOLUTION TO EXTEND LICENSE AGREEMENT FOR
USE OF THE TOWN OF RAMAPO FIRING
RANGE/CALENDAR YEAR 2018**

21. RESOLVED, that upon the recommendation of the Town Attorney, the Town Board hereby extends the License Agreement for calendar year 2018 with the Town of Ramapo Police Firing Range, at "NO COST" to the Town of Orangetown subject to provision of insurance and indemnification as in the past years.

**APPROVE AND AUTHORIZE/DENNIS MICHAELS TO
SIGN SETTLEMENT DOCUMENTS/TAX
CERTIORARI/FB ORANGETOWN HOTEL LLC, FB
ORANGETOWN HOTEL TWO LLC, FB ORANGETOWN
RETAIL LLC, ET AL. v. TOWN OF ORANGETOWN, et
al., Tax Map designation 74.15-1-12./1 (1 Stevens Way,
Tappan)**

22. RESOLVED, that upon the recommendation of the Assessor, approve and authorize Dennis D. Michaels, Deputy Town Attorney, to sign settlement documents regarding the tax certiorari proceeding FB Orangetown Hotel LLC, FB Orangetown Hotel Two LLC, FB Orangetown Retail LLC, et al. v. Town of Orangetown, et al., Tax Map designation 74.15-1-12./1 (1 Stevens Way, Tappan) for the tax assessment year 2017 for a total refund by the County of \$0, a total refund by the Town of \$0 and a total refund by the School District of \$27,093. Interest on the Town's liability as a result of assessment decrease or refund is waived if payment is made within sixty (60) days after a copy of the order based upon the settlement is served on the Town (and Rockland County Finance Dept.).

**RESCIND RESOLUTION NO. 629, 2017, APPROVING
AND AUTHORIZING 2018 AGREEMENT/HI TOR
ANIMAL CARE CENTER**

23. RESOLVED, that the Town Board hereby rescinds Resolution No. 629 of 2017, authorizing and approving a contract with Hi-Tor Animal Care Center for the 2018 calendar year.

**RESOLUTION TO APPROVE 2018 INTERMUNICIPAL AGREEMENT/
ROCKLAND COUNTY WITH TOWN OF ORANGETOWN
CONCERNING HI-TOR ANIMAL CARE CENTER, INC.**

24. RESOLVED, that the Town Board authorizes, ratifies and approves an Inter-Municipal Agreement with the County of Rockland, regarding an animal shelter to be managed by Hi-Tor Animal Care Center Inc., in the amount of FORTY THREE THOUSAND SEVEN HUNDRED SEVENTY SEVEN AND 00/100 (\$43,777.00) DOLLARS, to be paid to the County of Rockland by the Town by way of quarterly payments, for calendar year 2018, for the statutory shelter/pound services required to be provided by the Town, in accordance with the terms of said Inter-Municipal Agreement, a copy of which is expressly incorporated herein by reference, and the Supervisor is hereby authorized to sign same. The subject Inter-Municipal Agreement is attached.

**RESOLUTION TO GRANT PERMISSION/FINANCE
DEPT/GFOA CONFERENCE 2018/ALBANY, NEW YORK**

25. RESOLVED, that permission is granted to the following Orangetown employees, to attend the 39th NYS Government Finance Officers' Association, Inc. Annual Conference in Albany, New York, March 20-23, 2018, at a cost of \$3,748.00 for lodging, membership and conference fees: Janice Ganley, Natalie Schutter, and Stephanie Tassello. (Jeff Bencik, Membership cost only)

**RESOLUTION TO SET DATE/STBM ON JANUARY 30,
2018 AT 6:00 P.M./INTERVIEWS FOR CANDIDATES
FOR COMMITTEES AND LAND USE BOARDS**

26. RESOLVED, that the Town Board will meet in Executive Session at a Special Town Board Meeting on Tuesday, January 30, 2018, at 6:00 P.M., to interview candidates for 2018 Committees and Land Use Boards

**APPROVE ADMINISTRATIVE FEE FOR FILM PERMIT
APPLICATIONS FILED WITHIN 7 DAYS OF FILMING**

27. WHEREAS, Town Code § 14C-2C(1) provides, in relevant part, that applications for Filming Permits must be submitted to the Chief of Police at least seven (7) days in advance of any filming; provided, however, the Chief, in his discretion, may accept a later filed application, subject to an additional fee; and

WHEREAS, Town Code § 14C-5, provides that the Town Board shall fix the amounts of the various fees to be paid under Chapter 14C, but no fee has heretofore been fixed for a late filed application; and

WHEREAS, the Town Board wishes to establish such a fee for the guidance of the Chief,

NOW, THEREFORE BE IT RESOLVED, that that the additional fee to be charged for a late filed Filming Permit Application, if accepted in the discretion of the Chief of Police, shall be \$500.00.

REGULAR TOWN MEETING Tuesday, January 23, 2018

MISCELLANEOUS ITEMS:

- The Town Board will discuss matters related to employment and/or discipline of specific personnel

SUPERVISOR:

AUDIT

PAY VOUCHERS

28. RESOLVED, upon the recommendation of the Finance Director, Jeff Bencik, the Finance Office is hereby authorized to pay vouchers for a total amount of six (6) warrants for a total of \$2,111,565.57

ADJOURNMENTS:

- Richard Huber, Resident Pearl River
- Robert Nicholas Vitale, Resident of Pearl River

MEMORANDUM OF AGREEMENT

Memorandum of Agreement, made and entered into this ____ day of December 2017, by and between the negotiating committees for the Town of Orangetown and the Rockland County Patrolmen's Benevolent Association, Inc. for the Orangetown Police Department (the "PBA").

WHEREAS, the parties have engaged in negotiations in good faith in an effort to arrive at a successor agreement to the one that expired on December 31, 2015; and

WHEREAS, the parties have arrived at a tentative agreement;

NOW THEREFORE, in consideration of the mutual covenants contained herein, the parties stipulate and agree as follows:

- 1.) The provisions of this Memorandum of Agreement (the "MOA") are subject to ratification by the PBA's membership and approval by the Town Board.
- 2.) The signatories below agree to recommend this MOA for ratification/approval.
- 3.) A copy of this original document has been provided to representatives of the Town and the PBA.
- 4.) All proposals not contained herein made by either party during the course of negotiations will be deemed dropped.
- 5.) The 2011-2015 Agreement as well as any and all stipulations, side letter agreements and past agreements currently in effect will remain in full force and effect except as set forth below.
- 6.) The term of the successor agreement will be from January 1, 2016 through December 31, 2022.
- 7.) Effective January 1, 2016, the wage rate in effect December 31, 2015, will be increased by 2.5%; effective January 1, 2017, the wage rate in effect December 31, 2016, will be increased by 2.5%; effective January 1, 2018, the wage rate in effect December 31, 2017, will be increased by 2.5%; effective January 1, 2019, the wage rate in effect December 31, 2018, will be increased by 2.5%; effective January 1, 2020, the wage rate in effect December 31, 2019, will be increased by 2.5%; effective January 1, 2021 the wage rate in effect December 31, 2020, will be increased by 2.5%; and effective January 1, 2022 the wage rate in effect December 31, 2021, will be increased by 2.5%. Such increases for 2016 and 2017 shall be applied retroactively.
- 8.) For all employees hired after the date of ratification of this agreement, the wage rate in effect on January 1, 2018 shall be reduced as follows:
 - 5th Grade base salary shall be reduced by \$3,000.00
 - 4th Grade base salary shall be reduced by \$7,500.00

- 3rd Grade base salary shall be reduced by \$10,500.00
- 2nd Grade base salary shall be reduced by \$10,500.00

9.) Commencing January 1, 2017, the Salary Plan and Schedule (Article 6 (6.3) Longevity) is to be replaced with the following:

<u>Longevity</u> Start of Year	<u>Increment Amount</u>
6	\$2,000
7	2,200
8	2,400
9	2,600
10	3,300
11	3,500
12	3,700
13	3,900
14	4,100
15	4,800
16	5,000
17	5,200
18	5,400
19	5,600
20	6,300
21	6,500
22	6,700
23	6,900
24	7,100
25	7,800

10.) Sick Leave Bank (Article 12.15): Replace the 6th paragraph with the following: “Once approved, a member may receive up to a maximum of one (1) year of sick leave (243 days/1944 sick hours) during their employment with the Town. The Town must consent to the advancing of additional time from the sick bank to a member requesting more than 243 days/1944 hours of sick leave. All new members or members that were not hired during the initial donation period will be required to make a one time donation of two (2) days (16 hours) to the sick bank at their three year anniversary date.”

Amend the last sentence of the 2nd paragraph to read, “The Board shall work with the Administration to create a Bi-Annual Joint Report to be submitted to the Town Board indicating the amount of accruals in the bank and which members have contributed days to the bank and indicating any usage of the sick bank days.”

11.) Amend Overtime (Article 13) to add New Section 13.8 “Detective Call Out Policy – The Chief will make the final determination as to what detectives, including the role of Detective/Sergeant, are included in this policy. The on-call detective will receive one (1) hour of straight time for every eight (8) hours on call Monday through Friday and (1) hour of straight time for every twelve (12) hours on call Saturday and Sunday. This would amount to nine (9) hours of straight time pay for the on call detective. To accommodate the on-call schedule, when detectives are scheduled to work nights, the scheduled tour would be a variation of the 4-12 shift. The on-call detective would not be assigned a take home car unless deemed necessary by the Chief. At the discretion of the Chief, Detectives would be allowed to switch or “trade” their on-call week with other detectives. By the end of the year, each detective would be required to be on call for a similar amount of time. The on-call Detective is required to respond within 45 minutes.”

12.) Amend the General Municipal Law §207-c Line of Duty Injury Determination Policy to change the last sentence in paragraph 24 to read: “If the MCS finds the police officer could have gone back to work the police officer will forfeit sick days from when he or she could have gone back to work until the officer returns to work for a maximum of fourteen sick days.”

13.) Amend Sick Leave (Article 12) to add New Section:

12.13(b) “New Sick Time Incentive” – This New Sick Time Incentive program will be in effect for all members with five (5) years of service with the Orangetown Police Department or less at the date of complete ratification and approval of this 2016-2022 Memorandum of Agreement and all new members going forward. The New Sick Time Incentive payout program will take effect on January 1, 2018 with the first payments to be made in the third pay period of the 2019 calendar year. This New Sick Time Incentive will not apply to members with more than five (5) years of service with the Orangetown Police Department on the date of complete ratification and approval of this 2016-2022 MOA.

1.) Members with five years of service or less at the date of complete ratification

- i. Effective January 1, 2018, Members with a minimum of fifty (50) days sick time (400 hours) and four (4) completed years of service as of January 15th, will have the option to be paid out up to four (4) days sick (32 hours) from their own accruals if they use a total of seven and one half (7.5) days (60 hours) or less sick time in the previous calendar year (January 1 – December 31) which is not to include two sick for vacation in the computation.
- ii. Effective January 1, 2018, Members with a minimum of eighty (80) days sick time (640 hours) and seven years of completed service as of January 15th, will have the option to be paid six (6) days sick (48 hours) from their own accruals if they use a total of seven and one half (7.5) days (60 hours) or less sick time in the previous calendar year (January 1 – December 31) which is not to include two sick for vacation in the computation.

- iii. Starting in 2019, payments will be made in the third pay period of the calendar year at the then current rate of pay.

2.) Members with more than five years of service at the date of complete ratification

- i. Effective January 1, 2018, Members in the old buyout system who have a minimum of 1600 hours sick time as of January 15th, will have the option to sell back up to six (6) days sick (48 hours) from their own accruals if they use a total of seven and one half (7.5) days (60 hours) or less sick time in the previous calendar year (January 1 – December 31) which is not to include two sick for vacation in the computation. This incentive is in addition to any other benefit or incentive a member is entitled to under the old buyout system including but not limited to Section 12.13(a).
- ii. Starting in 2019, payments will be made in the third pay period of the calendar year at the then current rate of pay.

3.) All Members

- i. Effective January 1, 2018, Members who at the date of their retirement have used a total of seven and one half (7.5) days (60 hours) or less sick time in their final 12 month (365 day) period and who have in excess of sixteen hundred (1600) hours sick will have the option to sell back sick time in excess of 1600 hours up to fifteen (15) days sick (120 hours) from their own accruals entering retirement. This incentive will be completely separate from the six (6) days paid out yearly (calendar year). Both incentives will be in effect for these Members.

The old sick time buyout incentive in Section 12.13(a) shall not apply to any new members or any members with 5 years or less with the Orangetown Police Department at the time of complete ratification of this MOA. The parties recognize and acknowledge that except as defined in new Section 12.13(b)(3)(i) above, all new members and all members with five (5) years of service with the Orangetown Police Department or less shall not receive a sick buyout upon their retirement.

14.) Effective January 1, 2016, all employees will be compensated an additional week of pay (equivalent to a 1.9% salary increase). This additional pay will be a means to close the gap for the payroll lag (biweekly time submitted to Finance will include time worked). An additional .60% salary increase will be retroactively calculated from January 1, 2016 and paid to all employees in a lump sum check, for a combined 2016 increase of 2.50% over the salary schedule that was in effect December 31, 2015. All 2016 overtime paid will be retroactively

calculated to include a 2.50% increase and will be included with the above mentioned lump sum check.

Orangetown PBA

Date: _____

Rockland County PBA

Date: _____

Town of Orangetown

Date: _____