

COLLECTIVE BARGAINING AGREEMENT

by and between the
TOWN OF WOODSTOCK

and the



**UNITED FEDERATION
OF POLICE OFFICERS
LOCAL #439**

[January 1, 2025 – December 31, 2029](#)

7 HOURS OF WORK

7.1 Work Schedule

7.1.1 Full-Time Officers: Full-time members shall work a rotating schedule, which reflects four days on and two days off.

Each eight-hour shift will consist of at least two members of the bargaining unit assigned to uniform patrol. There will be a minimum two members of the bargaining unit working each eight-hour uniform patrol shift, provided the police department is staffed with at least nine full-time bargaining unit police officers. In the event there are less than nine full-time bargaining unit police officers within the police department, the department will make every possible effort to fill each eight-hour uniform patrol shift with at least two members of the bargaining unit and at no time shall there be less than one member of the bargaining unit working. The Town will make every possible effort to maintain at least nine full-time bargaining unit police officers. For the purpose of this section, "uniform patrol" shall not include officers assigned to foot patrols, bike patrols, or any other special detail. This paragraph will no longer be effective after December 31, [2029](#) and will not be subject to "Triborough".

On December 1st of each year, the Police Chief will post a work schedule (A, B, C lines) for the period January 1st through June 30th. Between December 1st and December 15th, each full-time employee will select which shifts to be assigned based on the employee's job title and seniority. Sergeants (or any other supervising officer) may not serve on the same shift.

Again on June 1st of each year, the Police Chief will post a work schedule for the period July 1st through December 31st. Between June 1st and June 15th, each full-time employee will again select which shifts to be assigned based on the employee's job title and seniority. Here too, sergeants (or any other supervising officer) may not serve on the same shift.

If there are three Sergeants employed by the Town, then each will bid on either the A, B, or C line based on each Sergeant's seniority and will then be assigned to the line the respective Sergeant successfully bid on.

If there are but two Sergeants employed by the Town, then each will bid on either the B or C line based on each Sergeant's seniority and will then be assigned to the line the respective Sergeant successfully bid on. Whatever line (B or C) that is not bid on will not be staffed with a Sergeant.

If there is just one Sergeant employed by the Town, then that Sergeant will select either the B or C line and will then be assigned to the line the Sergeant selected.

The three paragraphs immediately above that pertain to 'Sergeant bidding' will no longer be effective after December 31, [2029](#) and will not be subject to "Triborough".

Should a vacancy occur during a given period (January 1st through June 30th or July 1st through December 31st), the vacancy will initiate the "rebidding" of the work schedule.

7.1.7 Court Security Duty: The Town will schedule one Woodstock police officer for bailiff duty - with a minimum guarantee of three hours for traffic court and four hours for criminal court. Full-time officers will be canvassed first before canvassing part-time officers.

It is understood that full-time police officers who are assigned to bailiff duty shall be entitled to time and one-half (1.5) their normal rate of pay for work performed or have the option of receiving compensatory time in lieu of pay ~~will take compensatory time in lieu of premium pay for overtime~~. (Note: three hours for traffic court will result in four and one-half hours of compensatory time; four hours for criminal court will result in six hours of compensatory time; any additional hours will result in one and one-half hours of compensatory time for each hour worked).

7.1.8 Prosecuting Traffic Tickets: ~~It is understood that from January 1, 2019 through December 31, 2021, Traffic~~ court appearances will be scheduled so that Woodstock police officers will prosecute at least two violations during each appearance. ~~The parties will negotiate over the extension of this practice beyond December 31, 2021 during negotiations for the successor to this Collective Bargaining Agreement for 2019-2021.~~

7.1.9 Mandatory Training (2019-2021 only): Each full-time officer shall be required each calendar year ~~(2019, 2020, 2021)~~ to take a **minimum** of 32 hours of training of which **20 hours** will be in addition to the employee's schedule (paid at the overtime rate) and the other **12 hours** may be or may not be during the employee's regular schedule. The nature of such training, but not the minimal hours (32), shall be at the discretion of the Chief of Police. ~~This provision not be effective after December 31, 2021 and will not be subject to "Triborough".~~

8 COMPENSATION

8.1 Wages

8.1.1 Pay Schedule: The schedule set forth below reflects an "across the board" increase of three percent (3%) ~~retroactive to on~~ January 1, 2025, ~~three percent (3%) plus a \$1.00 market adjustment retroactive to on~~ January 1, 2026, ~~and three percent (3%) on~~ January 1, 2027, on January 1, 2028, and on January 1, 2029.

Note: add ~~an~~ additional steps in 2025 after 15 years of service ~~that is 4.5%~~ above the step after 10 years ~~and after 20 years of service above the step after 15 years. The percent increase of these new steps will be determined in the agreed upon contractual reopener as identified in 15.1.2 of this agreement.; in 2024 that step occurs after 12 years of service.~~

Full-Time	1/1/24	Full-Time	<u>1/1/25</u>	<u>1/1/26</u>	<u>1/1/27</u>	<u>1/1/28</u>	<u>1/1/29</u>
Hire Rate	\$29.13	Hire Rate	<u>\$30.00</u>	<u>\$30.90</u>	<u>\$31.83</u>	<u>\$32.79</u>	<u>\$33.77</u>
After 1 Year	\$30.36	After 1 Year	<u>\$31.27</u>	<u>\$32.21</u>	<u>\$33.18</u>	<u>\$34.17</u>	<u>\$35.20</u>
After 2 Years	\$31.67	After 2 Years	<u>\$32.62</u>	<u>\$33.60</u>	<u>\$34.61</u>	<u>\$35.64</u>	<u>\$36.71</u>
After 3 Years	\$33.04	After 3 Years	<u>\$34.03</u>	<u>\$35.05</u>	<u>\$36.10</u>	<u>\$37.19</u>	<u>\$38.30</u>
After 4 Years	\$34.66	After 4 Years	<u>\$35.70</u>	<u>\$36.77</u>	<u>\$37.87</u>	<u>\$39.01</u>	<u>\$40.18</u>
After 7 Years	\$36.15	<u>After 5 Years</u>	<u>\$37.23</u>	<u>\$38.35</u>	<u>\$39.50</u>	<u>\$40.69</u>	<u>\$41.91</u>
After 12 Years	\$37.78	<u>After 10 Years</u>	<u>\$38.91</u>	<u>\$40.08</u>	<u>\$41.28</u>	<u>\$42.52</u>	<u>\$43.80</u>
		<u>After 15 Years</u>	<u>\$38.91</u>	<u>\$40.08</u>	<u>\$41.28</u>	<u>\$42.52</u>	<u>\$43.80</u>
		<u>After 20 Years</u>	<u>\$38.91</u>	<u>\$40.08</u>	<u>\$41.28</u>	<u>\$42.52</u>	<u>\$43.80</u>

8.1.9 Compensatory Time for Field Training Officer: ~~Retroactive to July 1, 2010,~~ an employee who is assigned to the duties of "Field Training Officer" will be credited with ~~one hour of paid leave~~ one hour at time and one-half (1.5) their normal rate of pay or have the option of receiving one hour of compensatory time in lieu of pay for every eight hours of field training. ~~The use of such leave credits shall be administered as set forth in 8.3.3 (Scheduling of Compensatory Leave), below.~~

8.2 Premium Pay for Overtime

8.2.2 Overtime Rate: No officer shall be required to work any time in excess of the maximum hour limits set forth in the Fair Labor Standards Act without payment of overtime. Full-time members shall be entitled to time and one-half (1.5) their normal rate of pay for work performed in excess of their normally scheduled tours of duty or training. Part-time members shall be entitled to time and one-half (1.5) their normal rate of pay for work performed in excess of the employee's scheduled workday or forty hours in the established seven day period.

9 PAID LEAVE

9.1 Holidays

9.1.1 Holiday Pay: Full-time police officers shall receive a days' pay for each of the ~~thirteen~~ fourteen holidays listed below, whether worked or not, in addition to their regular pay.

New Year's Day
Martin Luther King Jr.'s Birthday

Presidents' Day
Memorial Day
~~June 17th~~ Juneteenth National Independence Day
Independence Day
Labor Day

Indigenous Peoples' Day
Veterans' Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Eve
Christmas Day
New Year's Eve

11 INSURANCE

11.1 Medical & Hospital Insurance

11.1.8 Dental & Vision Insurance: The Town will make available a dental and vision insurance plan to each full-time employee and the employee's eligible family. The Employer will pay one hundred percent (100%) of the cost of the monthly premium for an eligible employee for dental and vision insurance coverage. Coverage will begin on the first day of the month following the employee's first day of employment, provided all eligibility requirements of the plan are met and the requisite forms have been completed. The Employer may change the insurance carrier and/or offer alternative plans in place of the current plan, provided the alternative plan's benefit structure is substantially equivalent or better to the current plan. The Town's share of the premium for dental and vision plan will be determined in the agreed upon contractual reopener as identified in 15.1.2 of this agreement.

15 APPLICATION OF AGREEMENT

15.1 Duration of Agreement

15.1.1: This Collective Bargaining Agreement shall be effective from January 1, [2025](#) through December 31, [2029](#), unless otherwise agreed to by the parties.

15.1.2 Contractual Re-opener: [The parties will re-open negotiations as soon as possible after January 1, 2026, for the sole purpose of negotiating: 1\) Additional wage increases for calendar years 2026, 2027, 2028 and 2029; and, 2\) The Town's share of the premium for dental and vision plan.](#)