

3/29/2024

Memorandum of Agreement

By and Between the

TOWN OF NEW PALTZ

and the

**NEW PALTZ POLICE ASSOCIATION, INC.
(POLICE OFFICERS AND DISPATCHERS)**

The January 1, 2018 through December 31, 2023 Collective Bargaining Agreement by and between the parties is hereby modified as follows. All other provisions shall remain unchanged except modification of dates and other “housekeeping” changes as agreed upon by the parties where applicable. This Memorandum of Agreement is subject to ratification/approval by the Board of the Town of New Paltz and the membership of the Union. All members of the respective bargaining teams affirm to support the ratification/approval of the Memorandum of Agreement.

1. **Term of Agreement.**

January 1, 2024 through December 31, 2028.

2. **Article 14.2, Base Wage and Longevity for Full-Time Police Officers.**

The base wage for all full-time police officers and dispatchers shall be increased as follows (salary schedules are attached hereto as Appendix A):

Effective January 1, 2024 - \$2,250 market adjustment, plus 3.00%.

Effective January 1, 2025 – 3.50%

Effective January 1, 2026 – 3.50%

Effective January 1, 2027 – 3.25%

Effective January 1, 2028 – 3.25%

Part-time police officers and dispatchers shall receive the percentage increases.

Retroactive pay shall be paid to employees on the payroll upon ratification by the Town and for those employees who retired from the Town with a New York State pension between January 1, 2024 and ratification.

3. **Article 12, Health Insurance.**

Modify applicable provisions to provide as follows:

All employees shall contribute towards their health insurance premium while actively employed as follows:

Effective January 1, 2024 – 5.00% of premium
Effective January 1, 2025 – 5.50% of premium
Effective January 1, 2026 – 6.00% of premium
Effective January 1, 2027 – 6.50% of premium
Effective January 1, 2028 – 8.00% of premium

Employees hired after January 1, 2026 will pay in retirement the same percentage towards their health insurance premium that they were contributing when they retired.

4. **Article 6.3, Disciplinary Procedure.**

Replace current procedure with the following:

6.3 DISCIPLINARY ACTION (This section shall be applicable only to permanently appointed Police Officers.)

REPORTS OF ACCUSATIONS: Whenever accusations are made by any person or information is received that an officer has violated any rule, regulation or order of the Department, the Chief of Police shall be notified.

DISPOSITION BY THE CHIEF OF POLICE: The Chief of Police may dispose of the matter by:

A. A determination that no action is warranted and that the matter is closed. The Chief of Police will so inform the accused officer, in writing, and thereafter, shall forward the complete report, together with a final adjudication to the Employer; or

B. A determination that, in the Chief of Police's judgment, the penalties which can be imposed as Chief of Police would not be adequate punishment for any violation of the Rules and Regulations as reported to the Chief of Police. Upon such determinations, the Chief of Police shall forward the complete report to the Employer; or

C. A determination that, in the Chief of Police's judgment, the penalties which can be imposed as Chief of Police will be adequate punishment for any violation of the Rules and Regulations as reported to the Chief, if proven. Upon such determination, the Chief of Police shall proceed as follows:

1. The Chief of Police shall cause the accused officer to appear before the Chief of Police, advising the officer of his/her right to be represented, if desired, and shall inform the officer of the following:

a. The Chief of Police's decision to dispose of the matter.

b. The penalties that the Chief of Police can impose upon a finding of guilt, which penalties shall be limited to:

(1) A letter of censure or reprimand; and/or

(2) A fine to be expressed in the loss of no more than three (3) vacation days or suspension from duty for a period not to exceed three (3) days. The choice of vacation time or suspension time to be made by the officer. It is understood that selection of suspension time will result in a break in service for Civil Service purposes, as required by Civil Service Law and/or the Rules of the Ulster County Personnel Office.

(3) An adjournment of the matter for a period not exceeding ninety (90) days. It is understood that the total combined time from when the Administration became aware of the matter and the end of the adjournment period will not exceed one hundred and ten (110) days. The adjournment must be for a definite period of time and must include conditions to be met and the proposed action that will be taken if those conditions are not met. At the end of the adjournment period, if all conditions have been met, the officer will be notified, in writing, that the matter is dismissed. If the officer has not met the conditions of the adjournment, the officer will be advised, in writing, and the previously proposed action will be instituted.

c. The officer's right to an "Informal Inquiry", to be conducted by the Chief of Police, resulting in an adjudication of both the question of guilt and the penalty, if any, to be imposed.

d. The Chief of Police's proposed penalty if the officer is found guilty of the alleged violation.

e. That if the officer desires "Informal Inquiry" and adjudication by the Chief of Police, the officer must execute, in writing, his/her consent to have the matter adjudicated by the Chief of Police and, if determined to be guilty, his/her willingness to accept the punishment proposed by the Chief of Police.

2. If the accused officer does not desire "Informal Inquiry" and adjudication by the Chief of Police, or does not execute in writing such consent, the Chief of Police shall forward the completed report to the Employer.

3. Upon the execution of such consent by the accused officer, the Chief of Police shall conduct an "Informal Inquiry", after which the Chief of Police shall make a final adjudication to include a finding of any violation of the Rules or Regulations sustained. If none is proven, the Chief of Police shall so find, the matter will be

closed and the accused officer will be so advised in writing. Upon a finding that an officer is in violation of the Rules or Regulations, the Chief of Police can impose the penalty previously explained to the officer, and will so advise the accused officer. The Chief of Police shall forward a completed report to the Employer.

~~4. — One year after an "Informal Inquiry" has been conducted by the Chief of Police, the officer may request of the Chief of Police, in writing, that any documentation related to that "Informal Inquiry" be removed from his/her personnel file. Within five (5) days, the Chief of Police will approve or deny the request in writing. If approved, all documentation will be given to the officer for destruction; if denied, the officer may appeal within five (5) days to the Employer.~~

~~Upon receipt of an appeal, the Employer will make a determination within five (5) days and advise the officer and Chief of Police of its decision in writing. If the Employer rules that the items should be removed, the Employer will direct the Chief of Police to turn documentation over to the officer for destruction. If denied, the Employer will advise the officer and Chief of Police, in writing, and the documents will remain in the file until the automatic purge date as indicated below.~~

~~5. — Eighteen (18) months after documentation resulting from an "Informal Inquiry" handled by the Chief of Police is placed in an officer's personnel file, it will be automatically purged and turned over to the officer for destruction provided that:~~

~~a. during the eighteen (18) month period, the officer has not been found guilty of any other disciplinary charges, and~~

~~b. no disciplinary charges are then currently pending against the officer.~~

~~6. — An officer shall have the right to appeal the determination of an "Informal Inquiry" only if new evidence, not available or considered at the time of the original determination, is developed that would serve to mitigate the actions of the officer involved.~~

~~**DISPOSITION BY THE EMPLOYER:** When the Employer receives a report from the Chief of Police involving accusations against an officer that does not contain a final adjudication by the Chief of Police, the Employer may dispose of the matter by:~~

~~A. A determination that no action is warranted and that the matter is closed. The Chief of Police and the accused officer will be so informed, in writing; or~~

~~B. A determination that the allowable action by the Chief of Police is insufficient.~~

~~1. The officer, in lieu of going to a "Formal Disciplinary Action" in accordance with Article V, Title B of the Civil Service Law of the State of New York, may elect to accept punishment from the Employer as follows:~~

~~a.— Suspension without pay for a period not to exceed fifteen (15) days.~~

~~b.— The officer will be advised by the Employer of the number of days, prior to electing to accept such punishment.~~

~~C. (a) A determination that "Formal Disciplinary Charges" will be preferred by the Chief of Police against the officer and that such disciplinary procedure shall be in accordance with Article V, Title B of the Civil Service Law of the State of New York.~~

~~1.— Penalties and Procedures provided by such statute will apply.~~

~~2.— The Employer waives its right to hear these charges or appoint a Hearing Officer and both parties hereby agree that a neutral Hearing Officer shall hear the charges and determine the penalty.~~

~~3.— The Hearing Officer shall be one (1) from a list of five (5) names provided by the Public Employment Relations Board (PERB). The Union shall dismiss two (2) names and the Employer shall dismiss two (2) names. The remaining shall be appointed as Hearing Officer. Should there be an insufficient number of names, the total shall be changed to three (3) names, with each party dismissing one (1) name. In the event PERB is unable to appoint a Hearing Officer, a Hearing Officer shall be selected from the American Arbitration Association.~~

~~4.— The Employer agrees to abide with the recommended penalty of the Hearing Officer, unless the Employer finds the penalty excessive and chooses to impose a lesser penalty permitted by statute.~~

~~5.— Time on suspension without pay, not to exceed thirty (30) days, pending determination of such charges will be counted in any adjudication of such charges. An officer found "Not Guilty" of the charges shall be reimbursed for all salary lost during the period of the suspension. Lost wages which directly result from procedural delays requested by the accused officer will not be reimbursed.~~

~~6.— The cost of the stenographer and transcripts of the hearing shall be borne by the Employer.~~

~~(b) — **Limitations:**~~

~~(1) No disciplinary charge may be preferred against an officer if the Employer has knowledge of the alleged act or conduct more than ninety (90) days prior to the date the officer 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.~~

~~(2) The procedure as set forth in Section 6.3 of this Agreement shall be the exclusive remedy for disciplinary action.~~

~~(3) It is understood and agreed that if the Employer has any reason to orally reprimand an officer, it shall be done in a manner that will not unduly~~

~~embarrass the officer before other officers or the public, and that all discipline shall be applied in a progressive manner.~~

6.4 DISCIPLINARY ACTION (FOR DISPATCHERS)

1. Procedure:

A dispatcher against whom any disciplinary action is proposed shall be given written notice thereof by the Administration, including the reasons therefore, a copy of any charges preferred against the dispatcher 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 the Administration. If the dispatcher disputes the charges against him/her or disagrees with the proposed penalty or disciplinary action, he/she may ~~file a grievance under Article 7 of this Agreement~~ elect the alternative procedure below within ten (10) days after the written notice was served on him or her by notifying the Chief of Police in writing. If the dispatcher fails to initiate the ~~grievance alternative~~ procedure within ten (10) days, ~~or does not appeal a denial of his or her grievance within the respective times specified in Section 7.2 of this Agreement,~~ the Administration may thereupon impose the penalty or discipline without further notice.

6.5 ALTERNATIVE DISCIPLINARY PROCEDURE FOR POLICE OFFICERS AND DISPATCHERS

When a matter cannot be disposed of by the Chief of Police, the following procedure shall apply:

When the Town is seeking to discipline a unit member, the Town agrees to provide the following disciplinary procedure as an alternative to that procedure outlined under Sections 75 and/or 76 of the New York State Civil Service Law, and the unit member whose discipline is sought by the Town shall have the right to choose either Civil Service Law Section 75 and/or 76 procedures or the alternative procedure described below, but not both procedures:

A. **Notice**

In the event the Town seeks to discipline a unit member the notice of such disciplinary action shall be in writing and served upon the member. Such disciplinary measures seeking termination from employment shall be imposed only for incompetence or misconduct. The specific act(s) that warrant disciplinary action and the proposed sanction(s), shall be specifically contained in the Notice of Discipline.

- (1) The PBA shall be provided a copy of the Notice of Discipline at the same time as the affected unit member(s).
- (2) The Notice of Discipline shall be accompanied by a written statement that:

A unit member served with a Notice of Discipline has the right to answer the charge(s), in writing, within eight (8) calendar days, and that a unit member may request arbitration as an alternative to the procedures under New York Civil Service Law Sections 75 and/or 76.

B. Suspension Without Pay

In no event shall a unit member who has been served with a Notice of Discipline be suspended without pay for a period exceeding thirty (30) calendar days, pending determination of the charge(s).

C. Right to Representation

(1) The unit member has a right to be represented by the PBA, an attorney, or other representatives at every stage of the proceeding.

D. Hearing

(1) The independent arbitrator shall hold a hearing at a mutually convenient date(s) agreeable to the parties' representatives. The affected unit member may be represented at the arbitration by the individual(s) of his/her choosing and shall be entitled to present witnesses on his/her behalf. The arbitrator shall render a written decision no later than thirty (30) calendar days after the hearing has been declared closed.

(2) The alternative disciplinary procedure to that provided under Sections 75 and/or 76 of the Civil Service Law shall provide for a hearing by an independent arbitrator whose decision shall be final.

(3) The arbitrator shall confine him/herself to the precise issues submitted for arbitration and have no authority to determine any other issue(s) not so submitted to the arbitrator, nor shall the arbitrator submit observations or declarations of opinions that are not essential in reaching the determination. The arbitrator's decision with respect to guilt or innocence and penalty, if any, shall be final and binding on the parties.

(4) The arbitrator may approve, disapprove, or take any other appropriate action warranted under the circumstances, including, but not limited to, ordering reinstatement and back pay for all or part of the period of suspension, if any.

(5) The disciplinary action may be settled at any stage of the procedure. The terms of the settlement agreed to shall be reduced to writing and signed by the appropriate parties.

(6) When arbitration is invoked, and if an arbitrator cannot be mutually agreed upon between the Town, the employee or the PBA if representing the employee, then the arbitrator shall be selected by applying to

PERB for a list of arbitrators. Thereafter, the arbitrator shall be selected by the alternate striking of names from the list provided.

(7) All fees and expenses of the arbitrator, as well as any cost(s) involved in the selection process, if any, shall be shared equally by the Town and the PBA. The hearing shall be transcribed with the cost shared equally by the Town and the PBA.

~~2. Alternative Procedure:~~

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

~~B. The cost of attendance of a stenographer and transcripts of the hearing shall be borne by the Employer.~~

~~Limitations:~~

~~A. No disciplinary charge may be preferred against a dispatcher if the Police Commission or the Administration had knowledge of the alleged act or conduct more than one (1) year prior to the date the dispatcher 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 dispatcher's entire work record may be considered by the Police Commission or a Hearing Officer, Arbitrator, or Court in determining the penalty to be imposed.~~

~~B. The procedures set forth above shall be the exclusive remedy for disciplinary action and shall supersede the provisions of Title B of Article V of the Civil Service Law and Section 155 of the Town Law.~~

6.56 BILL OF RIGHTS

It shall be the duty of each employee to cooperate fully and completely with an investigation of the proper performance of his/her duties or of any complaints made against the employee. For the purposes 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.

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

(1) The employee shall not be interrogated relative to any specific charge unless the employee is advised of the nature and source of the charge, and whether the employee 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, the employee shall not be disciplined for failure to answer any questions unless the employee is afforded a reasonable opportunity to consult with 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 the employee.

(5) The employee shall be entitled to respond to the investigating authority concerning any complaint made, and shall be provided with the substantive assertions contained therein, in order to provide a response regardless of whether disciplinary action is taken.

5. **Article 6, Section 6.6, Seniority.**

Modify to read as follows:

(A) Each police officer shall be entitled to the rank of seniority based upon the date of ~~his/her~~ **their permanent full-time appointment** ~~employment by~~ to the Department, irrespective of any salary credit the police officer may receive for prior employment experience.

(B) The rank of seniority for those police officers in the position of Sergeant shall be determined by the date of ~~his/her~~ **their permanent** appointment to such position.

6. **Article 14.3, Canine Compensation.**

DELETE.

7. **Article 14, Section 14.8 (E), Additional Compensation.**

Modify to read as follows:

(E) The overtime distribution procedure **for operations** shall be as follows:

(E)(2)(b) A police officer who declines an overtime assignment ~~that is four (4) hours or less,~~ shall remain in the same place on the list and be eligible for additional overtime opportunity as if ~~he/she~~ **they were** ~~was~~ never afforded the overtime.

(E)(2)(d) – **eliminate this section entirely.**

8. **Article 14, Section 14.10, Training Recovery Costs.**

Modify to read as follows:

(A) Each police officer shall be required to work for the Department for a period of at least ~~one (1)~~ **three (3) years** following completion of ~~his/her~~ **their** Basic Course of Study at the Municipal Training School.

- Any police officer who terminates their employment with the Employer after completing the Basic Course of Study, including the requisite field training hours, as well as the Department field training program prior at the Employer's cost and prior to completing three (3) years of service with the Department shall reimburse the Employer as follows:
 - Police officers who terminate their employment between thirteen (13) and twenty-four (24) month shall reimburse the Employer \$15,000.00
 - Police officers who terminate their employment between twenty-five (25) and thirty-six (36) months shall reimburse the Employer \$10,000.00
 - The police officer shall be responsible for repayment within thirty (30) calendar days after separation of service. All police officers shall enter into an agreement with the Employer setting forth their obligation to reimburse the Employer as set forth herein.
- Any police officer who terminates their employment with the Employer after completing Phase II of the Basic Course of Study, including the requisite field training hours, as well as the Department field training program prior at the Employer's cost and prior to completing three (3) years of service with the Department shall reimburse the Employer as follows:
 - Police officers who terminate their employment between thirteen (13) and twenty-four (24) month shall reimburse the Employer \$10,000.00
 - Police officers who terminate their employment between twenty-five (25) and thirty-six (36) months shall reimburse the Employer \$5,000.00
 - The police officer shall be responsible for repayment within thirty (30) calendar days after separation of service. All police officers shall enter into an agreement with the Employer setting forth their obligation to reimburse the Employer as set forth herein.

(B) Except as provided in paragraph (A) above, any police officer who terminates ~~his/her~~ **their** employment with the Employer while ~~either~~ attending the Basic Course at the Municipal Training School shall be responsible to reimburse the Employer for all related costs incurred. It is agreed and understood between the parties that related costs shall not include any wages paid to that police officer, but are intended for tuition, books, ammunition, food, tolls and the like. ~~or within one (1) year after completing the Basic Course of Study being provided at the Employer's cost, the police officer shall be responsible to reimburse the Employer for all related costs incurred. It is agreed and understood between the parties that related costs shall not include any wages paid to that police officer, but are intended for tuition, books, ammunition, food, tolls and the like.~~ The police officer shall be responsible for repayment within thirty (30) calendar days after separation of service. All police officers shall enter into an agreement with the

3/29/2024

Employer setting forth their obligation to reimburse the Employer as set forth herein.

9. **Article 11.4, Personal Leave (Dispatchers).**

Modify to provide as follows:

Effective January 1st of each year, all dispatchers shall be entitled to ~~three (3)~~ **four (4)** days leave per year for personal business, which cannot be transacted when the dispatcher is off-duty. Requests for personal leave must be approved by the Chief of Police, or designee. Personal leave maybe taken in one-half (1/2) day increments.

All dispatchers hired during the year, shall be credited with personal leave as follows:

January through March	4 work days (32 hours)
April through June	3 work days (24 hours)
July through September	2 work days (16 hours)
October through December	1 work day (8 hours)

Thereafter, the above paragraph shall be applicable.

10. **Article 11.3, Bereavement Leave.**

Modify to provide as follows:

All dispatchers shall be entitled ~~four~~ **five (45)** consecutive 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 dispatcher or his/her spouse.

11. **Article 6.7, Duty Hours.**

Incorporate May 24, 2022 Pilot Memorandum of Agreement work schedule into the Collective Bargaining Agreement on a permanent basis. (MOA attached hereto as Appendix B).

Dated: April __, 2024

TOWN OF NEW PALTZ

By: _____
Neil Bettez, Town Supervisor

Dated: April __, 2024

March 29, 2024

**TOWN OF NEW PALTZ
POLICE ASSOCIATION, INC.**

By:  _____
Joseph Judge, PBA President

APPENDIX A

Full-Time Officers

Step	Yrs of service	current	1/1/2024	1/1/2025	1/1/2026	1/1/2027	1/1/2028
1	w/o cert	42,854.00	46,457.00	48,083.00	49,766.00	51,383.00	53,053.00
		20.60	22.34	23.12	23.93	24.70	25.51
2	starting	53,568.00	57,493.00	59,505.00	61,588.00	63,590.00	65,657.00
		25.75	27.64	28.61	29.61	30.56	31.55
3	starting 2nd	58,126.00	62,187.00	64,364.00	66,617.00	68,782.00	71,017.00
		27.95	29.90	30.94	32.03	33.07	34.14
4	starting 3rd	62,307.00	66,494.00	68,821.00	71,230.00	73,545.00	75,935.00
		29.96	31.97	33.09	34.25	35.36	36.51
5	starting 4th	67,416.00	71,756.00	74,267.00	76,866.00	79,364.00	81,943.00
		32.41	34.50	35.71	36.96	38.16	39.40
6	starting 5th	70,249.00	74,674.00	77,288.00	79,993.00	82,593.00	85,277.00
		33.77	35.91	37.17	38.47	39.72	41.01
7	starting 6th	73,529.00	78,052.00	80,784.00	83,611.00	86,328.00	89,134.00
		35.35	37.53	38.84	40.20	41.50	42.85
8	starting 7th	78,283.00	82,949.00	85,852.00	88,857.00	91,745.00	94,727.00
		37.64	39.88	41.28	42.72	44.11	45.54

Sergeants

Step	Yrs of service	current	1/1/2024	1/1/2025	1/1/2026	1/1/2027	1/1/2028
1	Appointment	85,328.00	90,205.00	93,362.00	96,630.00	99,770.00	103,013.00
		41.02	43.37	44.89	46.46	47.97	49.53
2	starting 3rd	90,448.00	95,479.00	98,821.00	102,280.00	105,604.00	109,036.00
		43.49	45.90	47.51	49.17	50.77	52.42

Part-Time Officers

current	1/1/2024	1/1/2025	1/1/2026	1/1/2027	1/1/2028
28.70	29.56	30.59	31.66	32.69	33.75

Full-Time Dispatch

Step	Yrs of service	current	1/1/2024	1/1/2025	1/1/2026	1/1/2027	1/1/2028
1	1st year	47,424.00	51,164.00	52,955.00	54,808.00	56,589.00	58,428.00
2	2nd year	49,834.00	53,647.00	55,525.00	57,468.00	59,336.00	61,264.00
3	3rd year	52,286.00	56,172.00	58,138.00	60,173.00	62,129.00	64,148.00
4	4th year	56,125.00	60,126.00	62,230.00	64,408.00	66,501.00	68,662.00
5	5th year	58,356.00	62,424.00	64,609.00	66,870.00	69,043.00	71,287.00

Part-time Dispatch

Step	Yrs of service	current	1/1/2024	1/1/2025	1/1/2026	1/1/2027	1/1/2028
1	1st -2nd year	22.65	23.33	24.15	25.00	25.81	26.65
2	3rd-4th year	23.80	24.51	25.37	26.26	27.11	27.99
3	5th & above	24.95	25.70	26.60	27.53	28.42	29.34

APPENDIX B

12/16/22 FINAL

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter "MOA") is entered into by and between the representatives for the Town of New Paltz (hereinafter "Employer") and the New Paltz Police Association, Inc. (hereinafter "Union"), referred to collectively as the parties.

WHEREAS, the Employer and the Union are parties to a collective bargaining agreement ("CBA") which has an expiration date of **December 31, 2023**; and

WHEREAS, the parties entered into a Memorandum of Agreement dated May 24, 2022 agreeing to modify Article 6, specifically 6.7(B) – Duty Hours (D)-Uniformed Sergeant's Work Schedule, (E)-Detective Division Work Schedule and (M)-Work Schedule For Dispatchers on a Pilot basis for the period of **January 1, 2023 through December 31, 2023**, a copy of which MOA is attached hereto as Attachment "A"; and

WHEREAS, the parties have reached an agreement as of the date of the execution of this MOA to extend the "Pilot" Agreement attached hereto as Attachment "A" for the period of **January 1, 2023 through December 31, 2023** and wish to memorialize their understanding in writing; and

WHEREAS, upon execution of this MOA by both the Employer and Union representatives, the parties agree to comply with the following.

NOW, AS AND FOR A MEMORANDUM OF AGREEMENT, the parties hereto agree as follows:

1. All terms and conditions of the CBA, which has an expiration date of **December 31, 2023** shall remain in full force and effect except as agreed to be modified herein.
2. The parties agree to continue the "Pilot" for **January 1, 2023 through December 31, 2023**, applying the same work scheduling attached hereto in Attachment "A".
3. The parties agree to monitor the "Pilot" through labor/management meetings every two (2) months (e.g., end of January 2023 and end of March 2023, etc.) by representatives of each party. Any change(s) have to be mutually agreed upon, reduced to writing and executed by the parties' representatives.
4. The "Pilot" shall continue on **January 1, 2023 through December 31, 2023**. In October of 2023, if either party wants to discontinue or extend the "Pilot", that party shall provide written notice to the appropriate party (e.g., Town Supervisor or Union President). Unless the "Pilot" is extended by mutual agreement, in writing, the "Pilot" shall be discontinued on **December 31, 2023**. In the event the "Pilot" is not extended, the parties shall revert back to the existing language contained in the CBA. In the event the "Pilot" is to be extended, the mutually agreed upon terms and conditions shall be incorporated into a new written MOA.

AB 12/27/22
EC 12/27/22

NOW, THEREFORE, in consideration of the promises and mutual covenants contained herein, the parties agree to the following terms as attached to this MOA.

FOR THE EMPLOYER

Neil Bettez 12-27-22
Neil Bettez Date
Supervisor

Robert Lucchesi 12272022
Robert Lucchesi Date
Chief of Police

FOR THE UNION

Eván Redmond 12/27/22
Eván Redmond Date
President

Channon James 12/28/22
Channon James Date
Vice President

N/S 12/27/22
[Signature]

ATTACHMENT "A"

5/24/22 FINAL

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter "MOA") is entered into by and between the representatives for the Town of New Paltz (hereinafter "Employer") and the New Paltz Police Association, Inc. (hereinafter "Union"), referred to collectively as the parties.

WHEREAS, the Employer and the Union are parties to a collective bargaining agreement ("CBA") which had an expiration date of **December 31, 2017**, and a MOA for the period of **January 1, 2018 through December 31, 2023**; and


WHEREAS, the parties have now reached an agreement as of the date of execution of this MOA to modify Article 6, specifically 6.7(B) – Duty Hours (D)-Uniformed Sergeant's Work Schedule, (E)-Detective Division Work Schedule and (M)-Work Schedule For Dispatchers, on a "Pilot" basis for the period of **June 1, 2022 through December 31, 2022**, and wish to memorialize their understanding, in writing; and

WHEREAS, upon execution of this MOA by both the Employer and Union representatives, the parties agree to comply with the following:

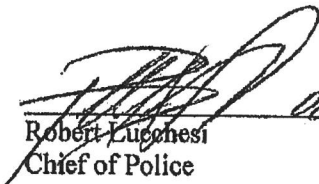
1. All terms and conditions of the CBA, which has an expiration date of **December 31, 2017** and MOA for the period of **January 1, 2018 through December 31, 2023**, shall remain in full force and effect except as agreed to be modified herein.
2. The parties agree to implement, on a "Pilot" basis, the attached Work Schedule.
3. The parties agree to monitor the "Pilot" through labor/management meetings every two (2) months (e.g., end of July 2022 and end of September 2022, etc.) by representatives of each party. Any change(s) have to be mutually agreed upon, reduced to writing and executed by the parties' representatives.
4. The "Pilot" shall start on **June 1, 2022 through December 31, 2022**. In October of 2022, if either party wants to discontinue or extend the "Pilot", that party shall provide written notice to the appropriate party (e.g., Town Supervisor or Union President). Unless the "Pilot" is extended by mutual agreement, in writing, the "Pilot" shall be discontinued on **December 31, 2022**. In the event the "Pilot" is not extended, the parties shall revert back to the existing language contained in the CBA. In the event the "Pilot" is to be extended, the mutually agreed upon terms and conditions shall be incorporated into a new written MOA.

NOW, THEREFORE, in consideration of the promises and mutual covenants contained herein, the parties agree to the following terms as attached to this MOA.

FOR THE EMPLOYER

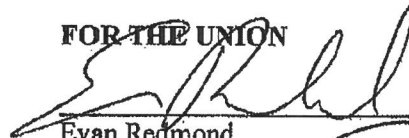

Neil Bettez
Supervisor

June 3 2022
Date

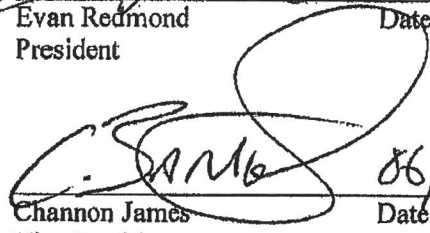

Robert Luchesi
Chief of Police

06/07/2022
Date

FOR THE UNION


Evan Redmond
President

06/06/22
Date


Channon James
Vice President

06/06/22
Date

Run Date: 05/05/2022

NEW PALTZ POLICE SCHEDULE
Wednesday, June 1, 2022 to Thursday, June 30, 2022

Run Time: 10:31

Officer	Position	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
Cartier, Alexander	PO/1100																															
Cook, Kevin	PO/1100																															
Dwyer, James	PO/1100																															
Harmon, Michael	PO/1100																															
Johnson, Tyler	PO/1100																															
Koehn, Daniel	PO/1100																															
... [Additional officers and their schedules follow in a similar pattern] ...																																

Page: 1

Run Date: 05/05/2022

NEW PALTZ POLICE SCHEDULE

Friday, July 1, 2022 to Sunday, July 31, 2022

Run Time: 10:32

Page: 1

Name	Police	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Chief, Amanda	PO102	A																														
Paul, Amanda	PO107	A																														
Slyke, Amanda	PO108	A																														
Wojcik, Michael	PO144	A																														
Prater, Yusef	PO158	A																														
Sherman, David	PO162	B																														
Compton, David	PO163	B																														
Kozak, Paul	PO182	B																														
Venzel	PO180	X																														
Shapiro																																
Bertrand, Eric	PO175	C																														
Jelic, John	PO174	C																														
Miller, Antonio	PO151	C																														
Rodriguez, Brian	PO172	B																														
Elphick																																
Von, Candice	SP179	V																														
Woodward, Colton	SP178	C																														
Lewis, Cameron	SP177	A																														
Jarik, Keith	SP173	B																														
Ortega, Gabriela	PO171	C																														
Rodriguez, David	PO170	B																														
TSO	Det	X																														
Unknown - 696																																
Unknown - 779																																
Unknown - 779																																
Unknown - 779																																
Unknown - 779																																
Unknown - 779																																

Run Date: 06/05/2022

NEW PALTZ POLICE SCHEDULE

Monday, August 1, 2022 to Wednesday, August 31, 2022

Run Time: 10:32

Page: 1

Officer Name	Position	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Officer Anthony	POL/13	A							A						A							
Officer Anthony	POL/14	A							A						A							
Officer Anthony	POL/15	A							A						A							
Officer Anthony	POL/16	A							A						A							
Officer Anthony	POL/17	A							A						A							
Officer Anthony	POL/18	A							A						A							
Officer Anthony	POL/19	A							A						A							
Officer Anthony	POL/20	A							A						A							
Officer Anthony	POL/21	A							A						A							
Officer Anthony	POL/22	A							A						A							
Officer Anthony	POL/23	A							A						A							
Officer Anthony	POL/24	A							A						A							
Officer Anthony	POL/25	A							A						A							
Officer Anthony	POL/26	A							A						A							
Officer Anthony	POL/27	A							A						A							
Officer Anthony	POL/28	A							A						A							
Officer Anthony	POL/29	A							A						A							
Officer Anthony	POL/30	A							A						A							
Officer Anthony	POL/31	A							A						A							
Officer Anthony	POL/32	A							A						A							
Officer Anthony	POL/33	A							A						A							
Officer Anthony	POL/34	A							A						A							
Officer Anthony	POL/35	A							A						A							
Officer Anthony	POL/36	A							A						A							
Officer Anthony	POL/37	A							A						A							
Officer Anthony	POL/38	A							A						A							
Officer Anthony	POL/39	A							A						A							
Officer Anthony	POL/40	A							A						A							
Officer Anthony	POL/41	A							A						A							
Officer Anthony	POL/42	A							A						A							
Officer Anthony	POL/43	A							A						A							
Officer Anthony	POL/44	A							A						A							
Officer Anthony	POL/45	A							A						A							
Officer Anthony	POL/46	A							A						A							
Officer Anthony	POL/47	A							A						A							
Officer Anthony	POL/48	A							A						A							
Officer Anthony	POL/49	A							A						A							
Officer Anthony	POL/50	A							A						A							
Officer Anthony	POL/51	A							A						A							
Officer Anthony	POL/52	A							A						A							
Officer Anthony	POL/53	A							A						A							
Officer Anthony	POL/54	A							A						A							
Officer Anthony	POL/55	A							A						A							
Officer Anthony	POL/56	A							A						A							
Officer Anthony	POL/57	A							A						A							
Officer Anthony	POL/58	A							A						A							
Officer Anthony	POL/59	A							A						A							
Officer Anthony	POL/60	A							A						A							
Officer Anthony	POL/61	A							A						A							
Officer Anthony	POL/62	A							A						A							
Officer Anthony	POL/63	A							A						A							
Officer Anthony	POL/64	A							A						A							
Officer Anthony	POL/65	A							A						A							
Officer Anthony	POL/66	A							A						A							
Officer Anthony	POL/67	A							A						A							
Officer Anthony	POL/68	A							A						A							
Officer Anthony	POL/69	A							A						A							
Officer Anthony	POL/70	A							A						A							

NEW PALTZ POLICE SCHEDULE
 Thursday, September 1, 2022 to Friday, September 30, 2022

Officer	Police #	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Officer [Name]	[Police #]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]
Officer [Name]	[Police #]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]	[A]

NEW PALTZ POLICE SCHEDULE

Tuesday, November 1, 2022 to Wednesday, November 30, 2022

Officer	Position	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Robert, Alexander	POLICE A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	

Run Date: 05/05/2022

NEW PALTZ POLICE SCHEDULE

Wednesday, June 1, 2022 to Thursday, June 30, 2022

Run Time: 11:27

Page: 1

Officer	Position	W	T	W	T	W	T	W	T	W	T	W	T	W	T	W	T	W	T	W	T	W	T	W	T	W	T	W	T		
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Chen, Jennifer	PO105	A																													
DeWitt, David	PO105	A																													
Johnson, David	PO105	A																													
...

Town Supervisors Initial's & Date *AB - 2-Jun-22*
Union Presidents Initial's & Date *JA 06/06/22*

Run Date: 09/05/2022

NEW PALTZ POLICE SCHEDULE

Friday, July 1, 2022 to Sunday, July 31, 2022

Run Time: 11:27

Name	Position	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
Chris, Kenneth	PO115	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
John, Antonio	PO117	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Joseph, Amador	PO118	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Victor, Alfonso	PO144	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Walter, Tyler	PO156	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
James, David	PO159	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Crystal, David	PO163	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Youn, Pui	PO162	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Abdul	PO120	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Jameson, Stephanie	PO174	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Julian, John	PO141	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Julian, Amador	PO161	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Richard, Brian	PO167	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Steven, Gustave	PO116	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Richard, Colin	PO121	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Jason, Christian	PO117	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Mark, Keith	PO120	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
William, Craig	PO151	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
David, Terry	PO115	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Harold, Charles	PO162	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Paul, Tyler	PO124	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Van, Thomas	PO118	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Crystal, Catherine	PO115	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Paul, Rodney	PO123	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Rob	PO16	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
William, Brian	PO113	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A

Page: 1

NEW PALTZ POLICE SCHEDULE

Thursday, September 1, 2022 to Friday, September 30, 2022

Name	Position	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
Chris, Amos	PO100	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A			
Paul, Antonio	PO107	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A			
Steve, Antonio	PO109	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A			
Henry, Antonio	PO144	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A			
John, Jue	PO100	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A			
Shawn, Dore	PO100	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B			
Gregory, Dennis	PO100	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B		
Kenn, Phil	PO102	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B		
Robert	PO100	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Northrup, Deborah	PO100	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
John, John	PO100	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
William, Joseph	PO100	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
Richard, Earl	PO100	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
Joseph, J.	SP100	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	
Robert, Robert	SP100	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B		
James, James	SP100	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Law, John	SP100	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
Joseph, Gary	PO100																																		
Carl, Terry	PO100																																		
James, James	PO100																																		
Paul, Paul	PO100																																		
Mark, Mark	PO100																																		
Chris, Christopher	PO100	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	
Paul, Paul	PO100	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	
John, John	PO100	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A

Run Date: 05/05/2022

NEW PALTZ POLICE SCHEDULE

Saturday, October 1, 2022 to Monday, October 31, 2022

Run Time: 11:30

NAME	POST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		
Cole, Amanda	PO1038	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Ford, Amanda	PO1039	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Snyder, Amanda	PO1109	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Wagner, Robert	PO1104	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Winters, Tyler	PO1105	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Bilik, Luke	PO1106	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Simon, Brian	PO1107	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Conrad, Daniel	PO1108	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Bozza, Phil	PO1109	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Vezina	PO1150	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Barnett, Eric	PO1145	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Miles, John	PO1146	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Winters, Andrew	PO1147	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Richardson, Evan	PO1148	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Burroughs, ...	PO1149	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Simon, Dennis	PO1150	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Hausman, Chad	SP1100	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Jones, Christian	SP1117	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Levin, Keith	SP1120	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Boysen, Craig	PO1151	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Cook, Timmy	PO1152	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Smith, Steven	PO1153	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Boya, Tyler	PO1154	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Wall, Thomas	PO1155	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Carroll, Cameron	PO1156	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Sully, Keith	SP1023	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A

Run Date: 05/05/2022

NEW PALTZ POLICE SCHEDULE

Thursday, December 1, 2022 to Saturday, December 31, 2022

Run Time: 11:31

Page: 1

Name	Position	12/1	12/2	12/3	12/4	12/5	12/6	12/7	12/8	12/9	12/10	12/11	12/12	12/13	12/14	12/15	12/16	12/17	12/18	12/19	12/20	12/21	12/22	12/23	12/24	12/25	12/26	12/27	12/28	12/29	12/30	12/31			
Chris Amadio	PO189	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A		
Paul Amadio	PO187	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A		
Stephen Amadio	PO188	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A		
Joseph Amadio	PO184	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A		
Mike, Tier	PO185	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A		
James, Dicks	PO189	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B		
Carroll, David	PO183	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B		
Norm, Pitt	PO182	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B		
Michael	PO180	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Benjamin, Elmer	PO184	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V	V		
Adrian, John	PO188	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
John, Antonio	PO181	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
Richard, Eric	PO187	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
Scott, Kenneth	SO178	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B		
Michael, Cook	SO180	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
Adam, Cameron	SO177	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Tom, Keith	SO180	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	
Scott, Gregory	PO181	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	
Clark, Jeffrey	PO188	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	
Alena, Chelsea	PO188	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	
Paul, Ylar	PO184	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	
Tim, Thomas	PO188																																		
Chris, Cameron	SO180	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	
Roby, Kevin	SO180	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	B	
Tim	SO180	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A

AB 2-20-22
PA 06/06/22