

MEMORANDUM OF AGREEMENT made this 27 day of September 2000 by and between the **COUNTY OF NASSAU**, a municipal corporation having its principal place of business at One West Street, Mineola, New York (hereinafter "COUNTY") and the **POLICE BENEVOLENT ASSOCIATION OF THE NASSAU COUNTY POLICE DEPARTMENT**, County of Nassau, an employee organization having its principal place of business at 89 East Jericho Turnpike, Mineola, New York (hereinafter "PBA").

WITNESSETH:

WHEREAS, the County is a public employer as defined in the New York State Civil Service law; and

WHEREAS, the PBA is an employee organization as defined in said law; and

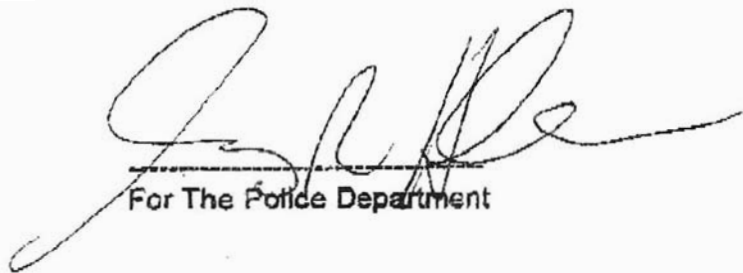
WHEREAS, the parties have been theretofore entered into a Collective Bargaining Agreement, which remains in full force and effect unless modified by the arbitration award dated August 29, 1997;

NOW, THEREFORE, it is agreed by and between the parties as follows;


1. Vacation picks shall commence no later than the first week in October each year.
2. By December 31 each year vacation and payback time picks shall be finished .
3. A PBA representative shall be given an opportunity to be present for all vacation picks and payback selections .
4. All payback selections shall be done in seniority order . All reasonably expected shortages and details (i.e. hunting season, Christmas , Easter , Spring Recess , Mid Winter Recess, Saturday, Sundays, Friday and Saturday nights in the summer months) shall be made available to be picked including short 12 hour roll calls. In the event an individual is unable to fulfill his obligation for all his payback time and is placed into pool time and that amount of time does not coincide with an 8 hour detail or a 10 or 12 hour tour the excess that is worked will be given to the member in time and a half in compensatory time. (i.e. a member owes 32 hours in payback

time and is only able to pick two 12 hour tours , he then has 8 hours left in pool time . The member is asked to work a 12 hour tour he will given 4 hours in compensatory time . No member will be responsible to work more than three appearances .

- 5. If known shortages are not posted the most senior officer will have the same amount of payback time as the missed shortage deducted from their payback time provided that overtime was not used to fill the shortage .
- 6. Police Officers that are in the pool of payback time will be called in seniority order to fill shortages . The senior officer may decline to work at which point the next senior officer will be called. This will continue until the shortage is filled . In the event no one volunteers the least senior officer will be ordered to work. A reasonable amount of time will be given for an officer who is not home to respond to the request for them to fill a shortage .
- 7. The department shall order officers to work payback pool time a minimum 7 calendar days in advance .
- 8. At the commanding officers discretion,a member who has picked three appearances maybe ordered to work less than 12 hours without additional compensation (ie. a member is scheduled to work a 12 hour payback and after 8 hours it is determined he is no longer needed he can be ordered to leave work at no additional compensation due).



 For The Police Department



 For The P.B.A.