

# Warren County Board of Supervisors

## RESOLUTION NO. 226 OF 2025

### RESOLUTION INTRODUCED BY SUPERVISORS RUNYON AND STRAINER

### **RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF WARREN AND THE WARREN COUNTY SHERIFFS' EMPLOYEES' ALLIANCE ("ALLIANCE"), AND AUTHORIZING A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN WARREN COUNTY AND THE WARREN COUNTY SHERIFFS' EMPLOYEES' ALLIANCE FOR A TERM COMMENCING RETROACTIVE TO JANUARY 1, 2025 AND TERMINATING DECEMBER 31, 2028**

WHEREAS, as a result of collective bargaining, a proposed agreement has been reached establishing the terms and conditions of a new Collective Bargaining Agreement between the Alliance and Warren County, and

WHEREAS, the terms and conditions of which are set forth in a Memorandum of Agreement, a copy of which Memorandum of Agreement is annexed to this resolution as "Schedule A", now, therefore, be it

RESOLVED, that the Memorandum of Agreement between the County of Warren and the Alliance, negotiated by the County's representatives, is hereby approved, and be it further

RESOLVED, that the Warren County Board of Supervisors authorizes the preparation and execution of a new Collective Bargaining Agreement between Warren County and the Alliance for a term to commence retroactive to January 1, 2025 and terminate December 31, 2028, and to incorporate all of the terms and conditions set forth in the Memorandum of Agreement, in a form approved by the County Attorney, and be it further

RESOLVED, that the Warren County Board of Supervisors hereby authorizes the Chair of the Board of Supervisors and the Warren County Sheriff to execute a new Collective Bargaining Agreement for a term to commence retroactive to January 1, 2025 and terminate on December 31, 2028, which incorporates the terms and conditions set forth in the Memorandum of Agreement.

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on June 9, 2025 by and between WARREN COUNTY (“County”) and WARREN COUNTY SHERIFFS’ EMPLOYEES’ ALLIANCE (“Alliance”) as follows:

1. Article 3 – General Bargaining Unit and Schedule A – Delete “Civil Law Enforcement Officer” and “Civil Law Enforcement Sergeant.”
2. Article 5 – In Section 1, provide for wage increases for 2025, 2026, 2027, and 2028. In Schedule A, provide the following:

2025 – 3.00%, plus increment  
2026 – 3.25%, plus increment  
2027 – 3.50%, plus increment  
2028 – 3.50%, plus increment

For 2025, if a Memorandum of Agreement is signed on or before June 10, 2025, the wage increase will be effective retroactivity to January 1, 2025, for those employees on the County payroll in the Sheriff’s Department when the retroactive payment is made.

3. Article 5 – In Section 2 and Schedule A, provide as follows:  
  
“Effective January 1, 2026, the longevity payments will be \$750.00, and effective January 1, 2028, the longevity payments will be \$1,000.00.”
4. Article 5 – In Section 3, effective January 1, 2026, the training stipend will be \$20.00 per shift.
5. Article 5 – In Section 4, add the following for the section:  
  
“Effective upon the first full payroll after the signing of the Collective Bargaining Agreement, Cooks that are assigned to a shift that begins before 7:00 a.m., or ends after 3:00 p.m., will receive a 10% differential for all hours authorized to work before 7:00 a.m. and a 5% differential for all hours authorized to work after 3:00 p.m.”

6. Schedule A – Effective January 1, 2026, the Senior Communications Officer differential will be \$3,000; effective January 1, 2026, the Communication Supervisor and Senior Building Maintenance Mechanic differentials will be \$6,000.

7. Article 7 – In Section 1, add Juneteenth to the list of paid holidays.

8. Article 9 – Health Insurance Plan – Commencing December 1, 2025, all employees to contribute 25% toward individual, two-person, or family coverage.

9. Article 17 – Effect on Prior Agreements, Effective Date, and Duration – Substitute the following for the last sentence of the Article:

“This Agreement shall be effective on the signing of the Collective Bargaining Agreement, and shall end on December 31, 2028.”

WARREN COUNTY

By: /s/ J. Lawrence Paltrowitz, Neg.

WARREN COUNTY SHERIFFS’  
EMPLOYEES’ ALLIANCE

By: /s/ James B. Tuttle