

Warren County Board of Supervisors

RESOLUTION NO. 437 OF 2025

RESOLUTION INTRODUCED BY SUPERVISORS WILD, DRISCOLL, ETU, MADAY, BEAN, PATCHETT AND MERLINO

RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF WARREN AND THE WARREN COUNTY POLICE BENEVOLENT ASSOCIATION (“PBA”), AND AUTHORIZING A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN WARREN COUNTY AND WARREN COUNTY POLICE BENEVOLENT ASSOCIATION FOR A TERM COMMENCING JANUARY 1, 2026 THROUGH DECEMBER 31, 2029

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 PBA 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 PBA, negotiated by the County’s representatives, is hereby ratified and 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 PBA for a term to commence January 1, 2026 and to terminate December 31, 2029, and to incorporate all of the terms and conditions set forth in the Memorandum of Agreement, 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 January 1, 2026 and to terminate on December 31, 2029, which incorporates the terms and conditions set forth in the Memorandum of Agreement, in a form approved by the County Attorney.

SCHEDULE A
MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on September 29, 2025, by and between WARREN COUNTY and WARREN COUNTY PBA as follows:

1. Duration – Four Year Agreement – January 1, 2026 through December 31, 2029. In the event that the Collective Bargaining Agreement is not signed by December 31, 2025, the term of the new Collective Bargaining Agreement would commence on the date that the Collective Bargaining Agreement is signed. All date references in the Collective Bargaining Agreement would be revised accordingly.

2. Article 5 – Salary and Compensation Plan – The salary chart shall be increased as follows:

- 2026 – 3.00%
- 2027 – 3.25%
- 2028 – 3.25%
- 2029 – 3.50%

3. Article 7 – Holidays – Add Juneteenth to Sections 1A and 1B.

4. Article 9 - Health Insurance Plan – Substitute the following for Sections (a) and (b), and reletter the balance of the Section:

“The County shall contribute 75% of the health insurance premium, and the employee shall contribute 25% of the health insurance premium, for the current self-funded health insurance plan for active employees and non-Medicare eligible retirees, or a substantially similar plan offered through the County. The employee’s contribution of the premium shall be paid by the employee through payroll deduction. Health insurance eligibility for new hires shall commence on the first of the month immediately following the initial month of hire.”

5. Article 9 – Health Insurance Plan – In Section (f), substitute 2025 in the first sentence, and delete the balance of the first sentence.

6. Article 9 – Health Insurance Plan – In Section (f), delete “(This is to be separate and distinct from the increase in contribution rates provided for herein.)”

7. Article 14 – Miscellaneous Provisions – Add Section 18 as follows:

“Effective January 1, 2026, a newly appointed Investigator will receive a one-time \$750 clothing allowance payment.”

WARREN COUNTY

By: /s/ J. Lawrence Paltrowitz, Negotiator

WARREN COUNTY PBA

By: /s/ Jacob Kearns