

MEMORANDUM OF AGREEMENT

4.07 Mandated Overtime

This memorandum of agreement is hereby entered into by THE SENECA COUNTY DEPUTY SHERIFF'S LOCAL 2642, NYS LAW ENFORCEMENT OFFICERS UNION, COUNCIL 82 and the Seneca County Sheriff's Office ("Sheriff") to establish a uniform procedure for the assignment of mandated overtime in situations where volunteers cannot be found. This agreement, and the procedure set forth therein, is applicable only to overtime assignments for Deputy Sheriff's.

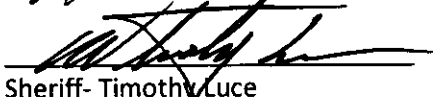
1. Mandated Overtime - Mandated overtime will be assigned based upon a list of employees ranked by inverse seniority.
2. Mandated Overtime will be considered to have taken place when there is an emergency that is expected to last eight (8) hours or more or when there is a non-emergency that lasts four (4) hours or more.
3. Supervisors must make all reasonable efforts to fill staffing needs with volunteers. Only in the event that sufficient volunteers cannot be found may any member be ordered to work outside his/her regularly scheduled hours (mandated). At a minimum, such efforts must include announcing the available overtime by sending a department-wide email.
4. No Deputy will be ordered and/or pre ordered on their scheduled days off or in conjunction with approved time off starting at the end of their scheduled shift. If an order or pre order falls on their pass day the Deputy will be given the option to accept or decline the order. If the order is declined the Deputy will be skipped and will remain at the top of the list. Swaps are not included as pass days and/or approved time off.
5. Except under extenuating circumstances, no order or pre order will result in a Deputy working more than two (2) consecutive sixteen (16) hour shifts. If an order of eight (8) hours or more occurs while an Deputy is working their First (16) hour shift, the officer will be given the option to accept or decline the order. If the order is declined the Deputy will be skipped and will remain at the top of the list.
6. If a Deputy is on a special assignment where it would negatively impact his job performance or safety they would be exempt from being ordered where they would be seen in uniform. The Union recognizes that this will not always be prudent and that the Sheriff has the authority to direct the workforce.

If there are no available officers to mandate because of the officers ability to decline a shift or there is no other Deputy available. The Sheriff and or his designee will have the authority to direct manpower on an as needed basis in order to meet minimum staffing requirement based on the order in list and in inverse order.


This MOA shall remain in effect and reviewed every six (6) months. If modification or termination is requested regarding this agreement there must be a mutual agreement of the parties and set forth in writing.


PBX President Jeffrey Steuer

Dated: 5/22/2023


Sheriff- Timothy Luce

Dated: 5-22-23


Seneca County Personnel Officer
Laura Granger

Dated: 5-22-2023