

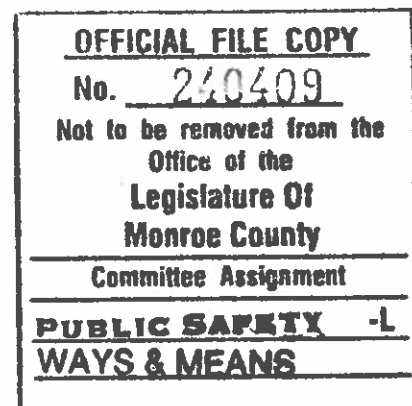


Office of the County Executive

Monroe County, New York

Adam J. Bello
County Executive

November 8, 2025



To The Honorable
Monroe County Legislature
407 County Office Building
Rochester, New York 14614

Subject: Approve the Collective Bargaining Agreement between the Monroe County Executive, Monroe County Sheriff, and the Monroe County Sheriff Police Benevolent Association

Honorable Legislators:

I recommend that Your Honorable Body approve the Collective Bargaining Agreement between the Monroe County Executive, Monroe County Sheriff, and the Monroe County Sheriff Police Benevolent Association for the period of January 1, 2025 through December 31, 2029.

The principal terms of this agreement are outlined below:

1. Wage increases, generally, set forth as follows:
2025 – 8% schedule increase
2026 – 7.25% schedule increase
2027 – 6% schedule increase
2028 – 5% schedule increase
2029 – 5% schedule increase
2. Longevity pay schedules for those with at least 20 years of services and those with more than 25 years of services are increased by 0.5%.
3. All bargaining unit members will move to a high deductible health insurance plan, Signature Deductible.
4. Annual payment of \$500 to all bargaining unit members for maintenance of clothing and equipment.
5. Tuition reimbursement increased to a maximum of \$2,000 per year.

The estimated costs of this referral are:

2025 – \$ 2,255,393
2026 – \$ 2,144,945
2027 – \$ 1,903,823
2028 – \$ 1,725,149
2029 – \$ 1,832,578

The specific legislative action required is to approve the agreement between the Monroe County Executive, Monroe County Sheriff, and the Monroe County Sheriff Police Benevolent Association for the period of January 1, 2025 through December 31, 2029.

This action is a Type II Action pursuant to 6 NYCRR & 617.5 (C)(28) ("collective bargaining activities") and is not subject to further review under the State Environmental Quality Review Act.

Funding for this agreement is included in the proposed 2025 operating budget and will be requested in future years' budgets. No additional net County support is required in the current Monroe County budget.

I recommend that this matter be referred to the appropriate committee(s) for favorable action by Your Honorable Body.

Sincerely,


Adam J. Bello
Monroe County Executive