



**CITY OF BEACON
CITY COUNCIL**

RESOLUTION NO. 128 OF 2024

AUTHORIZING THE CITY ADMINISTRATOR TO EXECUTE A MEMORANDUM OF AGREEMENT WITH PATROLMEN’S BENEVOLENT ASSOCIATION OF BEACON, NEW YORK, INC.

WHEREAS, the City of Beacon and the Patrolmen’s Benevolent Association of Beacon, New York, Inc. (“PBA”) recognize the staffing shortage faced by the Beacon Police Department; and

WHEREAS, the City of Beacon and PBA have proposed a one-year pilot initiative to provide financial incentive for qualified New York State Police Officers to transfer to the Beacon Police Department, as well as for current Beacon Police Department Officers to refer qualified candidates to the Department; and

WHEREAS, the City of Beacon and PBA have mutually agreed to the terms of the attached Memorandum of Agreement.

NOW, THEREFORE, BE IT RESOLVED THAT the City of Beacon City Council hereby authorizes the City Administrator to execute a memorandum of agreement with PBA to implement the Beacon Police Department transfer and referral initiative.

Resolution No. 128 of 2024			Date: December 16, 2024				
<input type="checkbox"/> Amendments			<input type="checkbox"/> 2/3 Required				
<input type="checkbox"/> On roll call			<input type="checkbox"/> 3/4 Required				
Motion	Second	Council Member	Yes	No	Abstain	Reason	Absent
		Paloma Wake	x				
	x	Amber Grant	x				
x		Molly Rhodes	x				
		Jeffrey Domanski	x				
		Pam Wetherbee	x				
		Dan Aymar-Blair	x				
		Mayor Lee Kyriacou	x				
		Motion Carried	x				

**MEMORANDUM OF AGREEMENT
BETWEEN THE CITY OF BEACON, AND THE PATROLMEN'S
BENEVOLENT ASSOCIATION OF BEACON, NEW YORK, INC.**

WHEREAS, the City of Beacon (hereinafter the "City") and the Patrolmen's Benevolent Association of Beacon, New York, Inc. (hereinafter the "PBA") are parties to a Collective Bargaining Agreement covering the period January 1, 2022 to December 31, 2025 ("CBA"); and

WHEREAS, the City recognizes that recruiting police officers with previous experience and/or field training prior to employment with the City is a benefit; and

WHEREAS, the City seeks to provide an incentive to recruit such applicants; and

WHEREAS, the City has discussed with the PBA various ways such recruitment can be accomplished; and

WHEREAS, the parties now wish to memorialize their discussions relative to recruitment of these applicants;

NOW, THEREFORE, IT IS HEREBY AGREED, by and between the parties that the following shall constitute an agreement between them:

1. A pilot recruitment plan will be effective upon full execution of this Agreement and shall sunset on December 31, 2025. The terms of the pilot recruitment plan are as follows:
 - a. Any new reinstatement to the ranks of the City's Police Department must be a New York State certified police officer and be immediately ready, upon employment with the City, to enter field training, shall be eligible for a one-time incentive payment in the amount of five thousand dollars (\$5,000.00) after the execution of this Agreement. This incentive is not available to employees who the City hires through canvassing the Dutchess County Civil Service Police Officer list.

3. The pilot recruitment plan shall not apply to any person currently in the process to be hired by the City prior to the date of execution of this Agreement.
4. The parties understand and agree that neither this Memorandum of Agreement, nor the terms and conditions set forth herein, shall constitute a precedent.
5. This Agreement shall expire on December 31, 2025. The parties may agree to extend this program prior to this date in writing executed by both parties.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

Dated: December __, 2024

PATROLMEN’S BENEVOLENT
ASSOCIATION OF BEACON, NEW
YORK, INC.

THE CITY OF BEACON

Affdecrin Vargas, President

Christopher White, City Administrator