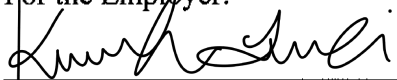


MEMORANDUM OF AGREEMENT

It is agreed by and between the County and Sheriff of Tompkins (Employer), and the Tompkins County Deputy Sheriff's Association, Inc. (Association), as follows:

1. When a FOIL request is received for an Association member's disciplinary records, a copy of the request shall be provided to the Association President and Association member(s) named in the FOIL request, within five (5) business days of receipt. Delivery shall be by electronic mail or in-hand.
2. If the Employer has determined that records are going to be provided in response to the FOIL request, once the records are compiled, the Association President and Association member(s) identified in the records will be notified in writing, by electronic mail or in-hand delivery, and provided access to review (and copies, if requested), at least ten business days (Saturday, Sunday, holidays not included) prior to the planned release of the records. The date of planned release of the records shall be provided with the records. For purposes of this paragraph, "records" includes body camera footage. The Employer's proposed redactions, if any, to the records to be provided shall be included.
3. The Association President and Association member(s) named will be given the opportunity to submit written or verbal objections to the release of the records and proposed redactions, and/or redactions not included to a designated official.
4. The Employer shall provide the Association President and the subject Association member(s) with a copy of its final release of documents provided pursuant to the FOIL request at least five business days prior to the release, after review of any objections received pursuant to paragraph 3 above.
5. Alleged procedural violations of this agreement will be subject to the grievance procedure in the CBA. However, what records get disclosed or do not get disclosed is not subject to the grievance procedure.
6. All other provisions in the collective bargaining agreement regarding discipline and personnel records shall remain in full force and effect.
7. The terms of this Agreement shall be attached to the parties' current CBA and incorporated into the parties' successor CBA.

For the Employer:



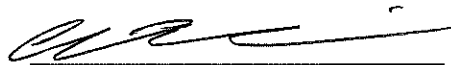
Korsah Akumfi, County Administrator

Dated: 1/16/26

Derek Osborne, Sheriff

Dated: _____

For the Association:



Neil Shipman, President

Dated: 1/14/26