

PUBLIC EMPLOYMENT RELATIONS BOARD
COUNTY OF SUFFOLK

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:
In the Matter of the Compulsory Interest
Arbitration between

COUNTY OF SUFFOLK

: CASE # CIA 76-1

-and-

SUFFOLK COUNTY PATROLMEN'S
BENEVOLENT ASSOCIATION, INC.

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:
Before a Tripartite Arbitration Panel: -

LAWRENCE I. HAMMER

Public Member & Impartial
Chairman

JOSEPH FASBACH

County Designee

EDWARD JOHNSON

P.B.A. Designee

Pursuant to Section 209.4 of the Civil Service Law of the State of New York, and pursuant to the Rules and Procedures of the Suffolk County PERB 3.7, the aforementioned panel was selected to hear and decide on the contract dispute that exists between the County of Suffolk and the Suffolk County Police Benevolent Association, concerning terms and conditions of employment.

APPEARANCES

FOR THE COUNTY OF SUFFOLK

KIMMELL & KIMMELL, Esqs.
(By Leonard S. Kimmell, Esq.)

FOR THE SUFFOLK COUNTY P.B.A.

HARTMAN & ALPERT, Esqs.
(By Richard S. Hartman, Esq.)

BACKGROUND

There would be 2317 members in the Suffolk County Police Department, if all positions were filled. There are now some 2500 members in the Department including officers, comprising 2050 policemen and some 450 Superior Officers.

The most recent contract involving the parties herein expired on December 31, 1975. Prior to such expiration date the parties commenced negotiations for a successor agreement.

Agreement could not be reached, though the efforts of a Mediator were utilized.

The parties mutually decided to bypass the formal Fact-Finding as called for under the Taylor Law, and elected to proceed instead directly into a formal Compulsory Interest Arbitration proceeding.

Hearings herein were held before the panel on July 29, 1976, August 2, 1976, August 9, 1976, August 10, 1976, August 11, 1976 and September 21, 1976, at which time the parties were accorded an opportunity to present oral and written statements of fact, supporting witnesses and other evidence, and were provided with ample opportunity to argue their respective positions.

Absent the existence of a Fact-Finder's Report the C.I.A. hearings conducted hereunder developed into almost a full blown Fact-Finding.

Subsequently, in accordance with applicable criteria related to compulsory interest Arbitration, the Arbitration panel deliberated over the outstanding issues in this dispute and arrived at a final determination on each issue that remained at impasse. The Arbitration panel was mindful at all times of its responsibilities to consider the questions of comparable wages, hours and conditions of employment of the Suffolk County Police Department with those of other employees performing similar services, as well as specific characteristics of the jobs performed by the employees in the unit, as well as the interests and welfare and the financial ability of the County to pay.

Both parties specifically waived the making of a formal transcript.

In view of the time that has elapsed since the last contract between the parties expired, and the desire to expedite the Award of the Panel, the parties suggested that the usual format of an Award, whereby the positions of the parties are set forth at length, as well as the findings of the Panel, be dispensed with and merely recommendations or the Award be issued.

While the Panel will be brief, it will go somewhat beyond merely setting forth its Award.

At the conclusion of the September 21 hearing, the Panel met in executive session to review the materials submitted and in an effort to reach some determination.

A further executive session was held on September 25, 1976, at which time the panel reached its conclusions.

For the sake of brevity this Award should be read with an understanding that the County objected to all PBA proposals, while the PBA with equal vehemence opposed all of the Counties proposals.

All references hereafter to Nassau County contractual benefits, should be interpreted so as to include unless specifically indicated to the contrary, in addition to the County Force, the 22 separate Village Police Departments in the County.

ISSUES AT IMPASSE

P. B. A. PROPOSALS

1. Clothing Allowance
2. Cleaning Allowance
3. Longevity
4. Night Differential
5. Pay for Unused Sick Leave
6. Termination Pay
7. Vacations
8. Sick Leave Bank
9. Welfare Fund
10. Salaries

COUNTY PROPOSALS

11. Illness Verification
12. Work Schedules - New Employees
13. Change in Duty Tour - All Employees
14. Minimum Manning - Marine Division
15. Recall Elimination
16. Detectives - Plainclothesmen Schedules
17. Wage Freeze - New Employees
18. Extraditions

COUNTY PROPOSALS (Continued)

19. Temporary Assignments
20. Switching Tours
21. Sick Leave Computations
22. Code 401 Status
23. Notification Vacations Whereabouts
24. Lost Personal Property
25. Court Recall 72 Hour Provision
26. Vacation Callback
27. Gun Permit Fees
28. Off Duty Employment Restrictions
29. Compensatory Day Usage

XXXXX

1. CLOTHING ALLOWANCE (For Detectives)

Detectives and plainclothesmen currently receive \$350.00 annually as a clothing allowance.

The PBA seeks an increase therein to \$450.00.

Suffolk's brothers on the Nassau County force currently receive \$400.00 per annum.

There are approximately 700 members of the Suffolk force that are involved herein.

AWARD

1. That for 1976, effective July 1, 1976, the Clothing Allowance be increased to \$400.00 annually.

It should be understood that the actual payment for Calendar Year 1976 will be \$25.00 over the previous \$350.00 which has already been paid for 1976.

XXXXX

2. CLEANING ALLOWANCE

All members of the Department currently receive a uniform cleaning allowance of \$200.00.

The PBA sought an increase to \$350.00, in anticipation that the Nassau County Police Department, receiving \$300.00 already, (though not yet implemented) would certainly get \$350.00 for 1976.

Police Departments in other Nassau County communities who follow the County as a guide, have already implemented a \$300.00 cleaning allowance.

AWARD

1. That effective July 1, 1976, the Cleaning Allowance be increased by \$100.00 to \$300.00 annually.

It should be understood that the actual payment for Calendar Year 1976 will be \$50.00 over the previous \$200.00 which has already been paid for 1976.

XXXXX

3. LONGEVITY

Members of the Department currently receive Longevity pay of \$300.00 after six (6) years in the Department and then \$50.00 per year thereafter until 20 years in the Department, then \$25.00 per year through 25 years of service, for a total of \$1,125.00.

The PBA proposed increasing same to \$600.00 after 6 years of service and then \$100.00 per year through 35 years of service, for a possible total of \$3,500.00.

As usual, the PBA sought to compare itself and its members to the Nassau County Police Department.

Nassau County, the Agreement, which still has not been implemented, and which is still under Appeal, calls for \$450.00 after 6 years of service, \$800.00 after 10 years of service, \$1,150.00 after 15 years of service, and then \$50.00 per year through 35 years of service, for a total then of \$2,150.00.

There is no need to currently extend Longevity payments to 35 years, as the Suffolk Force is only in existence since 1960. Thirty five years of service is too far into the future.

AWARD

1. That effective July 1, 1976 the Longevity provisions of the contract be increased so as to reflect the following: -

\$450.00	after 6 years of service
\$800.00	after 10 years of service
\$1,150.00	after 15 years of service
\$50.00	per year after 16 years of service, continuing through after 25 years of service.

2. That the present method of computing and paying Longevity entitlements continue, it being understood that the actual payment for Calendar Year 1976 will be one-half of the above longevity increase over the 1975 contractual longevity amount which had (on or about April 1, 1976) already been paid.

XXXXX

4. NIGHT DIFFERENTIAL

Suffolk Police currently receive a night differential of \$700.00 annually for three tour men, and \$580.00 for two tour men.

The PBA proposed increasing the current night differential to \$1,500.00 and \$1,200.00 respectively.

Nassau County, though appealing the C.I.A. Award on salaries, is not appealing the 10% differential of base salary Awarded for 1975. The 10% of base figure approximates the PBA demand dollarwise.

AWARD

1. That effective July 1, 1976, the night differential for three tour men be increased from \$700.00 to \$1,000.00.

2. That effective July 1, 1976, the night differential for two tour men be increased from \$580.00 to \$700.00

XXXXX

5. PAY FOR UNUSED SICK LEAVE

Members of the Department currently are entitled to accumulate their unused sick leave, for which on retirement they get paid for half of their accumulation up to 200 days on leaving the Force.

The PBA proposed that upon separation from service, an employee be paid the value of all of his accumulated and unused sick leave without limitation.

Nassau County, again for 1975, under the C.I.A. Award will receive payment for 50% of their accumulation to a maximum of 1/2 of 400 days or 200 days pay.

Members of the Department receive 26 days of sick leave entitlement annually. As the Department grows in years, it is now in its 16th year, a person who has achieved perfect attendance, would have accumulated 416 days, but could not cash them in, even for the full 50%.

By permitting a member of the Department to accumulate, even beyond 400 days, and to be able to continue to cash same in on leaving the Force, even at 50%, would give an impetus to maintain good health records and not wantonly take sick days.

AWARD

1. That effective January 1, 1977, a member of the Department be permitted to accumulate for purpose of severance computation, 520 days of sick leave.
2. That effective January 1, 1977 a member of the Department be compensated on leaving the service for 1/2 of their accumulated unused sick leave, to a maximum of 260 days.

XXXXX

6. TERMINATION PAY

The PBA proposed that a member of the Force, or his named beneficiary, be entitled to a cash payment for accumulated terminal leave computed on an entitlement basis of 5 days for each year of completed service.

The current PBA contract does not contain any similar type of benefit.

Nassau County has agreed to pay its Police Officers on retirement for 5 days per year from the date of employment, to a maximum of 100 days.

While Nassau County, as indicated, offers such a benefit to members of its Police Department, same is not prevalent in other Departments in either Nassau or Suffolk Counties.

This is not a year, in view of financial conditions, for the creation of this type of fringe benefit.

Further, the Panel's Award on payment for unused accumulated sick leave is far better than that enjoyed in Nassau County, and more than offsets the difference between severance benefits.

AWARD

1. That the PBA proposal be rejected.

XXXXX

7. VACATIONS

Members of the Force currently are entitled to vacations after completing a year on the Force, specifically: - 21 days from 1 to 10 years of continuous service, 28 days from 10 to 15 years of service and 30 days after 15 years of service.

The PBA sought to increase annual vacation time to 27 working days from after completion of 5 years of continuous service to after 9 years of such service.

Nassau County already enjoys that which the PBA seeks.

The only disparity between the current Suffolk contractual provision and other Long Island Police Departments falls within the 5-9 year period, where 27 or more days annual vacation is the rule rather than the exception.

AWARD

1. That effective January 1, 1977, the authorized annual vacation period granted to members of the Department, after continuous years of service shall be increased so as to grant 27 working days for those who have completed between 5 years and 9 years of continuous service.

2. That the 1975 contractual provisions covering those who have not completed 5 years of continuous service, and those who have completed more than 10 years of service, remain as is.

XXXXX

8. SICK LEAVE BANK

The PBA proposed that a sick leave bank be instituted with one day per employee be initially credited to by the County, with such sick bank to be used by employees who have used all of their sick leave accumulation.

Sick leave granted to this Police Department as well as all others is rather liberal.

A sick leave bank is unprecedented in Police Department annuals, though fairly common where other types of Municipal employees are concerned, especially in School Districts.

The PBA proposal, while innovative for Police Departments, is worthy of exploration with an eye towards future negotiations. Both sides should perhaps look into the possibilities.

AWARD

1. That the PBA proposal be rejected.

XXXXXX

9. WELFARE FUND

The County currently contributes \$250.00 per member annually into a Welfare Fund.

The PBA seeks to increase the County contribution to \$500.00.

In view of the current tight money atmosphere, this is not the time or place to add large sums of money into increased (or even new) fringe benefits. Monies that are available should be applied to the salary guide.

AWARD

1. That the PBA proposal to increase the County contribution to the Welfare Fund be rejected.

XXXXX

10. SALARIES

Members of the Suffolk County Police Department under the most recently expired contract that terminated on December 31, 1975 earned as follows: -

<u>Title</u>	<u>Annual Wage</u>
Police Officer, Step 1	\$ 10,530
Police Officer, Step 2	13,378
Police Officer, Step 3	14,578
Police Officer, Step 4	15,800
Police Officer, Step 5	16,643
Detective, Step 1	17,849
Detective, Step 2	18,532
Detective, Step 3	19,317

The PBA sought to increase salaries so that the 1976 scale would reflect: -

<u>Title</u>	<u>Annual Wage</u>
Police Officer, Step 1	\$ 18,378
Police Officer, Step 2	19,578
Police Officer, Step 3	20,800
Police Officer, Step 4	21,643
Detective, Step 1	22,849
Detective, Step 2	23,532
Detective, Step 3	24,317

The County sought a wage freeze while the PBA proposal translates out to approximately 30%.

The County had taken a position that members of the Department were not automatically entitled to increments and had in fact, not granted same.

The Courts and a PERB Hearing Officer both upheld the County position, with the result that the County Police Force is today still being paid the actual dollar received during Calendar Year 1975.

Unlike the CSEA, the PBA has had continuously since its formation 16 years ago, never been in the position of negotiating for increments. Same were always granted as a matter of fact, while the CSEA always made same part of its negotiations. The PBA should be granted their increment as soon as same becomes due, without the need to negotiate thereon.

When Police salaries are compared, comparison is generally made with the salary for a Police Officer in his 5th year of service. This is commonly referred to as the benchmark figure.

During 1974 the Suffolk Police had been paid on a par with their Nassau County brethren, but settled their 1975 contract while the Nassau County Police were still in negotiations. The result of the Nassau 1975 negotiations (which is still before the Courts on Appeal) left the Suffolk Officer behind.

The PBA demands for 1976 included accordingly, catch up for the 1975 Nassau County-Suffolk County difference, plus room for Nassau County to catch up to Suffolk in their (the Nassau Police Department) 1976 round of negotiations.

The Panel spent a considerable amount of time going through the financially related exhibits presented by both sides, and in examining the testimony of the prime witness of the PBA with special emphasis on the Counties ability to pay. Likewise, extreme care was given to that testimony and exhibits which compared the duties and work day of the Suffolk County Police Officer and his counterparts through Long Island.

Not to be overlooked was the fact that the Suffolk County Legislature did not adopt the 2% tax limitation allowed under Sec. 233 of the County Law, and still taxes within a 1½% limitation. Even at this figure the County could raise some \$74,000,000.00 additional.

Careful consideration was afforded to the Consumer Price Index, while still on the upswing, same is not advancing as rapidly as had been the case over the past few years.

C.P.I. increases have since the beginning of the year been hovering in the 6.1% to 6.6% range over the same month in Calendar Year 1975.

The Panel is not convinced that the County lacks the ability to improve the wages of its Police Department.

The settlement Awarded by the Panel will, taking into consideration amongst things heretofore discussed, the C.P.I., the County's ability to pay, and the productivity demands of the County which will be Awarded to the County, will represent an increase of 6.75% of the Police budget..... If increments were not to be considered in computing the overall settlement, which is the prevailing practice in Public Sector Labor negotiations (including the often referred to 1975 Nassau County Police Arbitration Award), this Award would represent a 5.25% increase.

AWARD

1. That all increments that fell due during Calendar Year 1976 be granted immediately, retroactive to their original due date of January 1, 1976.
2. That a split salary guide be utilized for Calendar Year 1976 increasing all salaries beyond that of a starting officer by \$500.00 on January 1, 1976 and by a further \$900.00 as of July 1, 1976 retroactively.
3. That the 1976 salary guide, effective January 1, 1976 set salaries as follows: -

<u>Title</u>	
Police Officer, Step 1	\$ 10,530.00
Police Officer, Step 2	13,878.00
Police Officer, Step 3	15,078.00
Police Officer, Step 4	16,300.00
Police Officer, Step 5	17,143.00
Detective, Step 1	18,349.00
Detective, Step 2	19,032.00
Detective, Step 3	19,817.00

4. That the 1976 Salary Guide, effective July 1, 1976, set salaries as follows:

<u>Title</u>	
Police Officer, Step 1	\$ 10,530.00
Police Officer, Step 2	14,778.00
Police Officer, Step 3	15,978.00
Police Officer, Step 4	17,200.00
Police Officer, Step 5	18,043.00
Detective, Step 1	19,249.00
Detective, Step 2	19,932.00
Detective, Step 3	20,717.00

XXXXX

The above ten (10) items represent all of the unresolved PBA proposals submitted to the Panel.

The following items represent County of Suffolk proposals.

All of the County proposals were submitted allegedly to improve the efficiency and productivity of the Suffolk County Police Department.

It was estimated that the savings to the County, if all 22 of the Counties proposals were achieved, would approximate a half a million dollars annually. Those that were granted effectively save the County in excess of \$300,000.00 per year.

Two of the Countys original proposals were withdrawn during the hearings, (specifically County proposal #6 and 20) while one of the items (County proposal #22) was acquiesced in by the PBA, leaving 19 County Proposals to be ruled on by the Panel.

In view of the number of items involved, the Panel will neither set forth at length the original proposals nor enumerate the arguments advanced pro or con thereto. Instead the Panel will merely set forth its Award, indicating only the Countys original proposal number. Set forth at the conclusion of this Award, is a verbatim listing of the original 22 County proposals.

XXXXX

11. ILLNESS VERIFICATION

This matter covers County proposal #1.

AWARD

1. That the County proposal be rejected.

XXXXX

12. WORK SCHEDULES - NEW EMPLOYEES

This matter covers County proposal #2.

AWARD

1. That the work schedules of new employees during their first year of employment be at the option of management. Such employees shall not be entitled to "change of tour" provisions of the contract.

XXXXX

13. CHANGE IN DUTY TOUR - ALL EMPLOYEES

This item represents County proposal #3.

AWARD

1. That any tour of duty may be changed, without penalty, for school attendance, seminars and/or in-service training programs.

XXXXX

14. MINIMUM MANNING - MARINE DIVISION

This matter was covered under County proposal #4.

AWARD

1. That there be a minimum of three (3) men for crews on boats over 35 feet in length.
2. That crews of two (2) men shall be allowed on boats between 25-35 feet in length, except in the event of inclement weather.

XXXXX

15. RECALL ELIMINATION

This was presented under County proposal #5.

AWARD

1. The County proposal herein is rejected.

XXXXX

16. DETECTIVE SCHEDULES

This was submitted for consideration under County proposal #7.

AWARD

1. That posted Detective Schedules may be changed every 13 weeks.

XXXXX

17. WAGE FREEZE - NEW EMPLOYEES

This matter was presented as County proposal #8.

There is no need to make a specific Award hereon, as same has already been handled by the Panel in its salary recommendations set forth earlier herein.

XXXXX

18. EXTRADITIONS

This was presented by the County under their proposal #9.

AWARD

1. That whenever it shall be necessary for an employee to be sent out of state concerning either an investigation or an extradition proceeding, the officer assigned to that case shall be given the first opportunity to leave the jurisdiction on that matter.

2. That in the case of extraditions and/or out-of-state investigations, another employee in the squad may be assigned to such duty if the employee assigned to the case in question is (1) on vacation or (2) sick leave, (3) on a normal day off or (4) is utilizing compensatory time off, when immediate action is required by the jurisdiction holding the prisoner.

XXXXX

19. SPECIAL ASSIGNMENTS

This was covered under County proposal #10.

AWARD

1. That management have the right to change tours of duties for employees without penalty, for extra-ordinary work.

2. That extra-ordinary work shall include, but not be limited to specific assignments to the District Attorney's office in excess of 5 days duration, protection of VIP's and crimes requiring massive and immediate investigation.

XXXXX

20. SWITCHING TOURS

This was presented under County proposal #11.

AWARD

1. That employees, with the approval of the Commanding Officer, shall have the right to mutually switch tours of duties.

XXXXX

21. SICK LEAVE COMPUTATION

This matter was presented under County proposal #12.

AWARD

1. That the County proposal be rejected.

XXXXX

22. CODE 401 STATUS

This was presented for consideration under County proposal #13.

AWARD

1. That the County proposal be accepted.

XXXXX

23. NOTIFICATION OF VACATION WHEREABOUTS

This matter was presented under County proposal #14.

AWARD

1. That the County proposal be rejected.

XXXXX

24. LOST PERSONAL PROPERTY

This was covered under County proposal #15.

AWARD

1. That the maximum reimbursement for a damaged, lost or destroyed watch be \$50.00.

XXXXX

25. COURT RECALL 72 HOUR PROVISION

This matter was presented for consideration under County proposal #16.

AWARD

1. That the County proposal be rejected.

XXXXX

26. VACATION CALLBACK

This was submitted under County proposal #17.

AWARD

1. That the County proposal be rejected.

XXXXX

27. GUN PERMIT FEES

This was covered under County proposal #18.

AWARD

1. That the County proposal be rejected.

XXXXX

28. OFF DUTY EMPLOYMENT RESTRICTIONS

This was the subject of discussion and consideration under County proposal #19.

AWARD

1. That the County proposal be rejected.

XXXXX

29. COMPENSATORY DAY USAGE

This was submitted and considered by the Panel under County proposal #21.

AWARD

1. That the County proposal be rejected.

XXXXX

AWARD

That all of the matters covered under the individual item by item Awards, shall go into effect on the signing of the formal contract to be entered into.

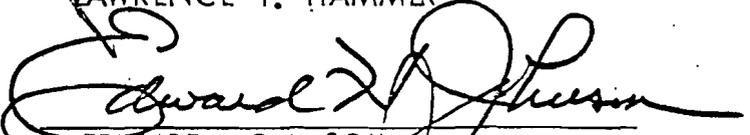
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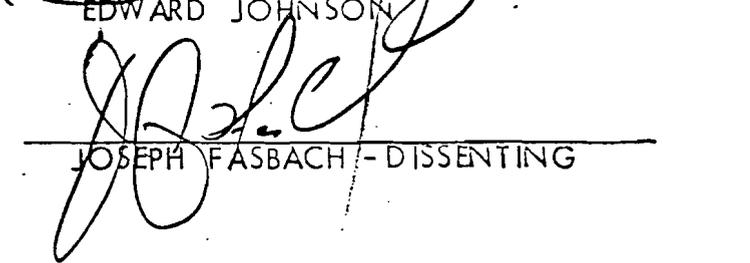
The Panel has deliberated long and hard, and has very seriously considered the admonitions of the Law which gave rise to Compulsory Interest Arbitration, as well as the obligations created thereby on the Panel.

The Award herein is made by the Panel, on a two to one vote, with a separate dissenting opinion by the Countys designee being attached.

Dated: Massapequa, N.Y.
September 28, 1976


LAWRENCE I. HAMMER


EDWARD JOHNSON


JOSEPH FASBACH - DISSENTING

DISSENTING OPINION

The undersigned Arbitrator surely recognizes the value of Police work and the entitlement of Police officers to a fair and reasonable salary.

The poor fiscal condition of the County however constrains the Arbitrator from granting the increases in salary and other fringe benefits directed by the majority.

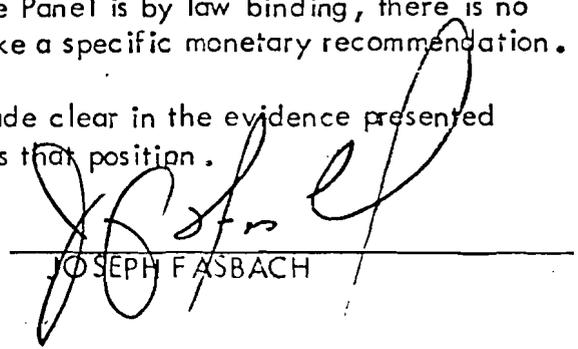
In these times of fiscal difficulties being experienced by many Municipalities, especially in the greater New York City Area, there can be little justification for adding to the financial plight of Suffolk County and its taxpayers.

Recognizing that the Award of the Panel is by law binding, there is no point in the undersigned Arbitrator to make a specific monetary recommendation.

The position of the County was made clear in the evidence presented to the Panel and the undersigned reaffirms that position.

Dated: Massapequa, N.Y.
September 28, 1976

State of New York)
County of Nassau) ss: -


JOSEPH FASBACH

On the 28 day of September 1976, before me came Lawrence I. Hammer, Joseph Fasbach and Edward Johnson, to me known and known by me to be the person who executed the foregoing Compulsory interest Arbitration Award, and they each duly acknowledged to me that they did execute the same.



ROSMARIE GIANNATTASIO
NOTAR PUBLIC
No. 010261583
Qualified in Suffolk County
Commission Expires 12/31/1977

SUFFOLK COUNTY CONTRACTUAL PROPOSALS FOR INCLUSION IN THE 1976 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE COUNTY OF SUFFOLK AND THE SUFFOLK COUNTY PBA

1. Supervisors will be given the right to verify illnesses of Police Officers and Detectives. Such verification may include visits to the employee's home.
2. The work schedules of new employees during their first year of employment shall be at the option of management. Such employees shall not be entitled to recall, change of tour or any overtime provisions of the contract.
3. Tours of duties may be changed, without penalty, for schools, conferences, in-service training programs and the like.
4. There shall be no minimum or maximum for crews on boats.
5. Recall shall be eliminated for any employee recalled on a normal work day. Such employee shall be entitled to travel and mileage. The only exceptions shall be for recall to Court and for governmental administrative hearings. Normal recall shall be paid on a non-work day.
6. Front end recall will not be paid, except for Court and other governmental administrative hearings. Travel time and mileage will be paid.
7. Posted Detective and Plain-clothes schedule may be changed every 4 weeks.
8. There shall be a wage freeze for new employees.
9. In the case of extraditions and out-of-State investigations, another employee of the squad or the Commanding Officer may be assigned to such duty if the employee assigned to the case in question is on vacation, normal day off, sick leave, or utilizing compensatory time.
10. The management shall have the right to change tours of duties for Detectives and Plain-clothes personnel, without penalty, for extraordinary work. Extra-ordinary work shall include, but not be limited to, assignment to the District Attorney's Office (Trials and Investigations), crimes requiring massive and immediate investigation, stake-outs, protection of VIP's, phone taps and surveillances. Employees shall only be entitled to payment of overtime after 8 hours worked in a 24 hour period and/or 40 hours in a given 7 day period. Such agreement shall be worked out with the Commanding Officer.

11. *Employees, with the approval of the Commanding Officer, shall have the right to mutually switch tours of duties.*
12. *Sick leave shall be charged on a quarter of a day basis.*
13. *When an employee is on Code 2 (injured in line of duty), such employee shall not be entitled to the extra half day holiday pay.*
14. *An employee shall be required to advise his Commanding Officer of his whereabouts when on a vacation.*
15. *The maximum reimbursement for damaged or destroyed watch will be \$50.*
16. *The 72 hour Court recall provision of the 1975-75 contract shall be eliminated in its entirety.*
17. *The employer shall not be required to reimburse expenses of employees who have been recalled from vacation.*
18. *Retired employees shall be required to pay the cost of gun permits.*
19. *Additional language more favorable to the employer shall be included in the agreement for security work performed by employees during their off-duty hours. Such language shall require that the employee report to and receive the permission of the Police Commissioner to perform non-duty work (including, but not limited to, security work). Further, if an employee performs off-duty security work, the County shall be held harmless for any overtime and insurance shall be the sole responsibility of the individual, and/or his other employer.*
20. *Payment of special payrolls during June and July shall be rescheduled to accommodate management.*
21. *All special compensatory days (blood days, shoot days and commendation days) must be taken within one year of time earned.*
22. *The parties shall agree upon definitions of terminology utilized within the collective bargaining agreement.*