

NOV 21 1977

CONCILIATION

State of New York Public Employment Relations Board

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In the Matter of Interest Arbitration :
Between :
VILLAGE OF MONTICELLO :
And :
MONTICELLO POLICEMEN'S BENEVOLENT :
ASSOCIATION :
PERB Case #IA-17 :
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Before
PUBLIC ARBITRATION PANEL
Herbert L. Marx, Jr.
Public Panel Member and
Chairman

Robert Friedland
Employee Organization
Panel Member

Thomas S. Belmont
Employer Panel Member

November 16, 1977

APPEARANCES

For the Village:

Theodore Drew, Esq.
Village Attorney

Albert P. Pierce
Village Manager

For the PBA:

Marvin A. Newman, Esq.

O P I N I O N

This matter was heard and resolved as directed by the State of New York Public Employment Relations Board under the terms of statutory provisions applicable to compulsory interest arbitration pursuant to Civil Service Law, Section 209.4, as amended July 1, 1977. At issue are the monetary terms of a new collective bargaining agreement to be effective as of August 1, 1977, between the Village of Monticello, New York, (the "Village") and the Monticello Policemen's Benevolent Association (the "PBA").

Under required procedure, a three-person public arbitration panel (the "Arbitrators") was designated to hear the dispute and render an award. After due notice, a hearing was held on October 12, 1977, at the Monticello Village offices. Representatives of the Village and the PBA waived the right to a stenographic record of the proceedings, and they also waived post-hearing briefs. Evidence and argument were presented to the Arbitrators, following which the Arbitrators declared the hearing closed. The Arbitrators met in executive session on November 4, 1977.

The parties agreed that the sole issue remaining in dispute and requiring resolution by the Arbitrators was the monetary improvement in the new agreement to be effective August 1, 1977.

In addition to and as part of arguments by the parties, the Arbitrators gave due consideration to the following factors; as they may be applicable, in reaching their determinations:

- a. Comparison of the wages, hours and conditions of employment of the employees involved in the arbitration proceeding with the wages, hours, and conditions of employment of other

employees performing similar service or requiring similar skills under similar working conditions and with other employees generally in public and private employment in comparable communities.

b. Interests and welfare of the public and the financial ability of the public employer to pay.

c. Comparison of peculiarities in regard to other trades or professions, including specifically, (1) hazards of employment; (2) physical qualifications; (3) educational qualifications; (4) mental qualifications; (5) job training and skills.

d. The terms of collective agreements negotiated between the parties in the past providing for compensation and fringe benefits, including, but not limited to, the provisions for salary, insurance and retirement benefits, medical and hospitalization benefits, paid time off and job security.

Testimony and evidence covered, among other matters, the scope and difficulty of the work of the police force; the consideration that no salary increase was granted last year (the settlement being limited to improvement in benefits); comparison of salaries with police forces in nearby communities; information concerning settlement of new agreements with other unionized Village employees; and the general financial difficulties now being encountered by the Village government.

After full consideration, the Arbitrators make the following

A W A R D

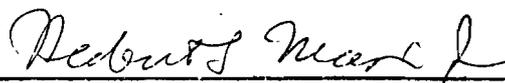
1. There shall be a new agreement between the parties effective as of August 1, 1977, until July 31, 1979.

2. Effective as of August 1, 1977, salaries in Section XV, Paragraph 1, of the 1976-77 agreement shall be increased by 4.4 per cent (rounded to the nearest whole dollar); employees not at the level of salaries specified in Section XV, Paragraph 1, shall have their salaries increased by 4.4 per cent, as of August 1, 1977.

3. Effective August 1, 1978, salaries specified in Section XV, Paragraph 1, shall be increased by a further \$500; the School Crossing Guard salary shall be increased on a pro rata basis.

4. Effective August 1, 1978, the allowance for uniforms provided in Section XII shall be changed from \$300 to \$350.

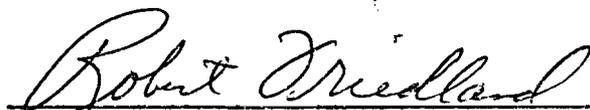

DOROTHY S. MARX
Notary Public, State of New York
No. 31-4611634
Qualified in New York County
Commission Expires March 30, 1979



Herbert L. Marx, Jr.
Public Panel Member and Chairman

STATE OF NEW YORK)
COUNTY OF NEW YORK) ss:

On this 16th day of November 1977, before me personally came and appeared Herbert L. Marx, Jr., to me known and known to me to be the individual described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.



Robert Friedland
Employee Organization Panel Member

STATE OF NEW YORK)
COUNTY OF Sullivan) ss:

On this 14th day of November 1977, before me personally came and appeared Robert Friedland, to me known and known to me to be the individual described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.

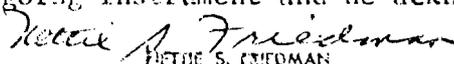

RUTH S. COOK
Notary Public, State of New York
N Y S #3208910 S C. #142
Commission Expires March 30, 1979



Thomas S. Belmont
Employer Panel Member

STATE OF NEW YORK)
COUNTY OF Sullivan) ss:

On this 14th day of November 1977, before me personally came and appeared Thoms S. Belmont, to me known and known to me to be the individual described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.


NETTIE A. FRIEDMAN

Notary Public, State of New York
Sullivan County Clerk's #1328150
Commission Expires March 30, 1979