

NEW YORK STATE PUBLIC EMPLOYMENT
RELATIONS BOARD

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CONCILIATION

* * * * *
In the Matter of the Interest Arbitration
between
THE TOWN OF GLENVILLE
and
THE GLENVILLE POLICE
BENEVOLENT ASSOCIATION
* * * * *

AWARD
PERB Nos.
M79-434; IA-147

On January 21, 1980 the New York State Public Employment Relations Board, pursuant to Section 209.4 of the Civil Service Law, appointed a Public Arbitration Panel for the purpose of making a just and reasonable determination of the contract dispute between the Town of Glenville, hereinafter referred to as the "Town" and the Glenville Police Benevolent Association, hereinafter referred to as the "Association" or the "PBA".

On December 10, 1979 the Glenville PBA had petitioned the Public Employment Relations Board to initiate compulsory interest arbitration proceedings. The Town's response was sent to PERB on December 28, 1979.

- The Public Arbitration Panel designated by PERB is as follows:
- Dale S. Beach, Public Member and Chairman
 - Paul J. Taddune, Esq., Employer Panel Member
 - William J. Courlis, Employee Organization Panel Member

The arbitration hearing was held in two sessions, March 4 and March 20, 1980 at the Glenville Town Hall in Scotia. At the arbitration hearing both parties were afforded full opportunity to present testimony, exhibits, and arguments in support of their positions and to cross-examine opposing witnesses. Witnesses were sworn and transcripts were made of both hearing sessions.

The panel met in executive session in Schenectady, New York on April 15 and 22, 1980.

Appearances

For the Town

- Robert A. Moore, Esq., Assistant Town Attorney
- William W. Baird, Supervisor, Town of Glenville
- June D. Frear, Bookkeeper to Town Supervisor
- William A. Goddin, Senior Engineering Technician,
Town of Glenville

For the Association

- Al Sgaglione, President, Police Conference of New York, Inc.
- Edward J. Fennell, Municipal Finance Consultant
- Geoffrey R. Searl, President, Glenville Police
Benevolent Association
- Jason K. Laing, Vice-President, Glenville Police
Benevolent Association

The parties are operating under an agreement which covers the period January 1, 1979 through December 31, 1980.

The agreement contains a reopener clause for salary to be negotiated for the period January 1, 1980 through December 31, 1980. The only issue to be decided by this Panel is salary which is found in Article IV, Section 1 of the agreement.

The bargaining unit contained only police officers and investigator until August 1979. At that time the unit was recertified by PERB to also include police sergeant and police lieutenant.

The PBA asserts that the issue before the Panel includes a determination of the salary schedule for 1980 for patrolman, and salary rates for investigator, sergeant, and lieutenant.

The Town agrees that the issue before the panel is the determination of the salary schedule for 1980 for patrolman and salary rates for sergeant and lieutenant. However, the Town claims the salary rate for investigator is fixed by the contract and is not negotiable in this reopener and is not subject to interest arbitration.

The present salary schedule for patrolman for the period January 1, 1979 through December 31, 1979 as stated in Article IV, Section 1 is as follows:

Patrolman:

(effective January 1, 1979)

\$14,310.00

13,515.00

12,943.00

12,370.00

11,151.00

After:

4 years and above

3 years

2 years

1 year

Starting

The rate for Investigator is stated in the agreement to be \$500.00 more than top grade patrolman.

The rates for Sergeant and Lieutenant are currently set by Town resolution not by the agreement between the parties. The one sergeant receives \$14,990 per year and the two lieutenants receive \$16,697. These figures include certain longevity increments.

There are a total of thirteen members in the bargaining unit.

POSITION OF THE ASSOCIATION

The Association read into the record the criteria to be used by the Public Arbitration Panel in deciding upon its award which are contained in Section 209.4 (c-v) of the Civil Service Law.

The PBA proposes the following salary schedule for the period January 1, 1980 through December 31, 1980.

Patrolman:

Starting	\$12,489
After 1st year	\$13,668
After 2nd year	\$14,848
After 3rd year	\$16,027
Investigator	\$17,229 (7. 1/2% above top Patrolman)
Sergeant	\$18,431 (15% above top Patrolman)
Lieutenant	\$21,196 (15% above Sergeant)

The PBA refutes the contention of the Town and maintains that the salary differential for Investigator is subject to this arbitration proceeding and has been a negotiable item during all the negotiating sessions that have occurred for this salary reopener. It claims that the language of Article IV, Section 1 of the 1979-80 agreement supports the position that the Investigator's salary is negotiable. The salary proposal of the PBA for the Investigator was "on the table" throughout the negotiating sessions in the summer and fall of 1979. In its Declaration of Impasse on November 20, 1979 the Association included the salary for Investigator in the declaration, the Town did not object nor file an improper practice charge, and the matter was negotiated during PERB Mediator Pidgeon's presence in December 1979.

The Association's witness, Edward J. Fennell, Municipal Finance Consultant, provided evidence regarding the financial status of the

Town of Glenville. The combined county, town, and school tax rates per \$1,000 of full valuation of Glenville (\$26.95 to \$34.88) place it about in the middle of a total of eight taxing jurisdictions in Schenectady County for 1978. . Glenville's debt as a percentage of its debt limit is 17.37% as of December 31, 1979. Mr. Fennell's report states, "During the fiscal periods covered by the documents used in this review, Glenville has had no outstanding difficulties in managing its expenses and acquiring revenue to support these expenses. . During the years examined, Glenville has managed to operate with positive balances in overall operating accounts."

In stating that the qualifications for appointment to the position of police officer and the requirement for completion of a training school are uniform for all police officers throughout New York State, the Association cited the provisions of Section 58 of the Civil Service Law and Section 209-q of the General Municipal Law.

In regard to special peculiarities of the police officer occupation relative to other trades or professions the PBA submitted into evidence an article entitled, "Stress and the Police Officer" published by Quantum Bionomics Inc. of Niagara Falls, New York.

The PBA submitted into evidence police salary data for the following jurisdictions: Towns of Bethlehem, Niskayuna, and Rotterdam, Cities of Schenectady and Troy, New York State Police, all the towns (seven) contained in PERB's Second 1979 Report of Salaries for Police Personnel in New York State (PERB, October 1979)¹, and salaries for

¹ The PERB document submitted into evidence also contains salary data for 17 cities and 12 villages.

police in towns in Nassau County and the western portion of Suffolk County. (The actual salaries for many of these jurisdictions will be given later in this report under "Discussion and Findings").

The PBA submitted into evidence Consumer Price Index data for Urban Wage Earners and Clerical Workers compiled by the Bureau of Labor Statistics. For New York City-Northeastern, New Jersey the index for January 1980 was 11.5% higher than the figure for January 1979.. The U.S. City Average figure for January 1980 was 14.0% above the index for January 1979.

In August 1979 when sergeants and lieutenants were added to the bargaining unit, the two sergeants were promoted to lieutenants but received no increase in pay. The sergeants had been receiving 15% more than the rate for top grade patrolman. The one investigator was promoted to sergeant, but with no increase in pay.

POSITON OF TOWN

The Town of Glenville offers the following salary schedule for the period January 1 through December 31, 1980:

Patrolman:

Starting	\$11,151
After 1st year	13,236
After 2nd year	13,849
After 3rd year	14,461
After 4th year	15,312
Investigator	\$15,812 (\$500 above top patrolman)
Sergeant	\$16,312 (\$1000 above top patrolman)
Lieutenant	\$17,609 (15% above top patrolman)

For the various steps of the patrolman schedule the Town's offer is 7% above the 1979 figures. The rates for Investigator, Sergeant, and Lieutenant are keyed to the top patrolman rate.

The Town's Exhibit 1 shows the names of each member of the bargaining unit and how much money each would receive including the increment which is due on each officer's anniversary date. When increments are added to the Town's 7% offer, the total percentage increases for all 13 members of the unit would range from a low of 7.07% to a high of 11.35%.

The Town also submitted an exhibit which shows the real wages of each officer from 1975 through 1979. Including increments and increases in the salary schedule this exhibit shows that salaries have kept ahead of the increases in the Consumer Price Index.

The Town asserts that the salary differential for Investigator is not negotiable in this reopener. It claims that the Investigator's pay is fixed by the language of Article IV, Section 1 at \$500 more than the top patrolman's rate and the language of the reopener clause does not apply to the Investigator's differential. Throughout all the negotiating sessions the Town says it consistently held to the stance that the Investigator should be paid just \$500 more than the top patrolman. The Investigator's rate will only change as the top patrolman's rate changes.

The Town makes a number of points regarding ability to pay and the interests of the public. When the 1980 budget was being prepared the Town estimated that there would be an unreserved appropriation for the ensuing year's budget of \$75,000.00. However, it turned out that account A909 had a negative \$69,206.08.

When the Town Board was considering whether to increase the size of the Police Department about a year and a half ago, there was pressure from the public not to do so.

The Town submitted evidence which demonstrates the growth in expenditures for the Police Department during the period 1971 through 1978. This growth is due to a combination of an increase in the number of employees in the department and an increase in rates of pay. In 1971 expenditures for personal services amounted to \$34,863.40, whereas in 1978 the figure was \$234,040.81.

The Town also submitted evidence showing the percentage of the total taxes borne by various categories of property in Glenville compared to area towns. In Glenville 83.29% of the tax base is residential and this is substantially higher than towns such as Niskayuna and Rotterdam.

In regard to comparative salaries the Town submitted into evidence a consent interest arbitration award for the City of Newburgh which shows that police salaries increased 4% on January 1, 1980 and will increase another 4% on July 1, 1980. Also submitted was information showing police salaries for the Village of Scotia (a 5% increase on May 31, 1980) and salaries for the Town of Queensbury. (Certain of this information will be shown under "Discussion and Findings"). The Town also noted that police salaries in Niskayuna are being increased 6% in 1980 and in Rotterdam police salaries go up 4% on January 1, 1980 and another 4% on July 1, 1980. The Town also questioned the comparability of certain of the Towns submitted by the PBA for comparison purposes.

DISCUSSION AND FINDINGS

The salary decision and award of this Panel is made by a majority vote of the Panel. The dissent of the Public Employer member is attached.

In its deliberations and decision the Panel has given full consideration to the criteria spelled out in Section 209.4 (c-v) of the Civil Service Law.

A point of disagreement between the Town and the PBA is whether the salary differential for the Investigator is included in the wage reopener of the 1979-80 agreement and thus whether the matter is subject to this interest arbitration. The Town says, "No" and the PBA says, "Yes."

The 1979-80 contract reads as follows:

ARTICLE IV
SALARY AND LONGEVITY

1. Salary (Base pay which does not include the longevity program)

Patrolman:

(Effective January 1, 1979)	After:
\$14,310.00	4 years and above
13,515.00	3 years
12,943.00	2 years
12,370.00	1 year
11,151.00	starting

Effective January 1, 1980, the base pay shall be as follows:

TO BE NEGOTIATED FOR 1980 IN 1979 AS PRESCRIBED BY
THIS AGREEMENT

A. INVESTIGATOR: Investigators pay shall be \$500.00 more than top grade Patrolman.

The meaning of Article IV, 1, is not fully clear as it is printed in the Agreement. The designation "base pay" could well include the differential for the Investigator. However, the best guide to the proper interpretation of this provision is the actions of the parties during their negotiating sessions in the summer and fall of 1979 regarding the pay reopener. Testimony shows that the Association, throughout all the negotiating sessions proposed an

increase in the differential for Investigator from the present \$500 to 7 1/2% above top patrolman. During the various negotiating sessions and during mediation in December 1979, the Town did not refuse to bargain the matter of the Investigator's pay. When the Association declared an impasse in November 1979, the Town did not make a claim that the item was non-negotiable and excluded from the reopener. It is true that the Town's counter-offer to the PBA throughout negotiations was a consistent \$500. However, the fact that the Town did continue to discuss the Investigator's differential and did not refuse to negotiate the matter leads this Panel to the conclusion that the Investigator's pay is subject to the pay reopener and is a proper issue before this arbitration panel.

Let us now turn to the "financial ability of the public employer to pay." The Panel accepts the basic data presented in the PBA Exhibit #1 "A Fiscal Review of the Town of Glenville" prepared by its financial consultant. The Town did not challenge the accuracy of the figures in the document. In comparison with other jurisdictions in Schenectady County, Glenville is roughly in the middle in its total (town, county, and school) tax rates per \$1,000 of full property value. Also, its net debt in recent years was only about 17% of its constitutional debt limit. Although debt cannot be used to pay salaries, the utilization of such a low portion of its debt limit indicates a financially healthy town. Also, in recent years the Combined Fund Balances (excluding special districts) were positive.

For the year ending 12/31/79 the total fund balance in the General Fund was \$8,219.10. Although the anticipated unreserved appropriation for the ensuing year's budget of \$75,000 turned out to be a negative \$69,206, the overall fiscal health of the Town is sound.

In arriving at its determination the Panel is fully mindful of the interests and welfare of the public.

We shall now turn to the matter of comparative salaries. An important consideration in choosing appropriate communities to include in the salary comparison is to use those that are roughly within the labor market area of Glenville. The communities shown below are generally within 50 miles of Glenville. The figures are taken from exhibits submitted into evidence at the two hearings.

1979 Patrolman Salaries

	<u>Start</u>	<u>Top</u>
Albany (6/25/79)	\$13,394	\$14,370
Amsterdam (7/1/79)	11,317	13,004
Bethlehem	12,067	14,496
Glens Falls	11,461	12,893
Niskayuna (7/1/79)	12,222	15,958
Queensbury	10,705	11,705
Rensselaer (8/1/79)	10,700	13,803
Rotterdam (7/1/79)	13,704	15,632
Saratoga Springs	11,677	13,710
Schenectady	11,461	15,447
Scotia	12,472	14,378
Troy	11,181	15,058
Watervliet	<u>12,212</u>	<u>13,974</u>
Average (13 cities & towns)	\$11,890	\$14,187

1980 Patrolman Salaries

	<u>Start</u>	<u>Top</u>
Albany (6/25/80)	\$14,977	\$15,839
Bethlehem	12,851	15,438
Glens Falls	12,261	13,693
Niskayuna	12,955	16,916
Queensbury	11,561	12,561
Rensselaer (8/1/80)	11,556	14,907
Rotterdam (7/1/80)	14,822	16,908
Schenectady (7/1/80)	12,000	17,529
Scotia (6/1/80)	<u>13,096</u>	<u>15,096</u>
Average (9 cities & towns)	\$12,898	\$15,432

Note that 1980 figures for certain of the communities are not available.

Using the above averages we can compute the percentage increases at the starting and top rates between 1979 and 1980. The average starting rate is being increased 8.5% and the average top rate is being increased 8.8%.

The average salary for Sergeants for the same 13 communities in 1979 was \$15,199 and for the same 9 communities in 1980 it is \$16,603.

Salary data for Lieutenants for these same communities are limited. For 1979 figures for Albany, Amsterdam, Rotterdam, Saratoga Springs, Schenectady, and Watervliet are available. The average salary for Lieutenants in these six communities was \$16,114.

The salary differentials of investigators above top patrolman vary widely in area communities. For 1979 they are as follows: Amsterdam \$453, Bethlehem \$683, Niskayuna \$800, Rotterdam \$1516.80, Saratoga Springs \$508, Schenectady \$300, Troy \$963, Albany- same as patrolman.

Let us now compare Glenville salaries with the averages given above for 1979.

	<u>Glenville</u>	<u>Area</u>	<u>Amount Glenville is above (+) or below (-)</u>
Starting Patrolman	\$11,151	\$ 11,890	- \$739
Top Patrolman	14,310	14,187	+ 123
Sergeant	14,990 ¹	15,199	- 209
Lieutenant	16,697 ¹	16,114	+ 583

¹ The actual pay for Sergeants and Lieutenants in 1979 in Glenville includes longevity.

For comparison purposes one can also examine all the communities offered by both the PBA and the Town in their testimony and exhibits. The Panel recognizes that some of these are well outside the Capital District region and we do not have good knowledge of the character and economic condition of all these communities. This larger sample of entities is as follows: Bethlehem, Camillus, Evans, Greece, Lancaster, Newburgh, New Castle, New York State Troopers, Niskayuna, Ossining, Queensbury, Riverhead, Rotterdam, Scotia, Schenectady and Troy. For these 16 jurisdictions the 1979 average starting salary was \$12,706 and the top patrolman's salary was \$15,977. Because of the above mentioned considerations we accord these comparisons less weight than those in the Capital District area.

Change in the cost of living is another relevant criterion. The reader of this document is no doubt fully aware of the ravages of the inflationary spiral that is besetting all Americans.

The Consumer Price Index (Urban Wage Earners & Clerical Workers), U.S. City Averages, for January 1980 stood at 14% above the index for January 1979. The index for New York-Northeastern New Jersey in January 1980 was 11.5% above the January 1979 figure. The inflation rate has continued very high since January 1980.

It is to Glenville's credit that their police officers' salaries during the period 1975-1979 have been able to keep ahead of the increase in the CPI when increments for experience are included. (Town Exhibit 12). The Panel recognizes that very few organizations are able to increase their salary schedules in 1980 in an amount equal to The Consumer Price Index increase. However, the erosion should be minimized to the extent of the employer's ability to pay, the welfare of the public, and comparative rates. All of these should be conditioned by the Federal Wage Guidelines which recently were raised from a flat 7.0% to a range of 7.5% to 9.5%.

The Panel recognizes the special nature of police work and knows that it has a character different from most other public and private sector occupations. It should be judged in comparison with the salaries and conditions of employment of police in other communities in the State.

The PBA proposed that the number of steps be reduced from 5 to 4 for patrolman. However, no substantiation for such a change was offered. Also a 5-step schedule is in the general range of area practice. Therefore, the Panel has not included a change in the number of steps in this award.

In consideration of all the evidence submitted to the Panel and of all the above analysis the Panel majority has determined the

following:

1. For the period 1/1/80 through 6/30/80 the salary at each step of the patrolman's schedule shall be 4.3% above the figure for 1979.
2. For the period 7/1/80 to 12/31/80 the salary at each step of the patrolman's schedule shall be 4.2% above the figure for the first half of 1980.
3. The Investigator shall receive \$600 more than top grade patrolman.
4. The Sergeant shall be paid 8% more than top grade patrolman.
5. The Lieutenant shall be paid 17% more than top grade patrolman.

	AWARD	
	1/1/80 to 6/30/80 (4.3% above 1979 rates)	7/1/80 to 12/31/80 (4.2% above rates for first half of 1980)
Patrolman		
Starting	\$11,630	\$12,118
After 1 year	12,902	13,444
After 2 years	13,500	14,067
After 3 years	14,096	14,688
After 4 years	14,925	15,552
Sergeant	16,119 ¹	16,796 ¹
Lieutenant	17,462 ²	18,196 ²

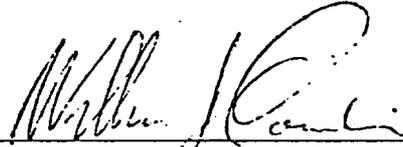
¹ Sergeant to be paid 8.0% above top grade Patrolman.

² Lieutenant to be paid 17.0% above top grade Patrolman.

Investigator \$600 more than top grade Patrolman



Dale S. Beach, Chairman and
Public Panel Member



William J. Courlis, Employee
Organization Panel Member

Dissent Attached



Paul J. Taddune, Esq.
Employer Panel Member

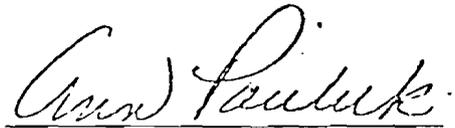
STATE OF New York

SS.:

COUNTY OF Albany

On this 7th day of May, 1980, before me personally came and appeared DALE S. BEACH to me known and known to me to be the individual(s) described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.

ANN W. POCILUK
Notary Public, State of New York
Qualified in Saratoga County 8/1
Commission Expires March 30, 19...



Notary Public



Dale S. Beach

STATE OF New York

SS.:

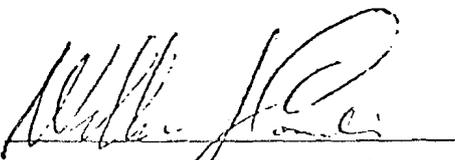
COUNTY OF Albany

On this 7th day of May, 1980, before me personally came and appeared WILLIAM J. COURLIS to me known and known to me to be the individual(s) described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.

ANN W. POCILUK
Notary Public, State of New York
Qualified in Saratoga County 8/1
Commission Expires March 30, 19...



Notary Public



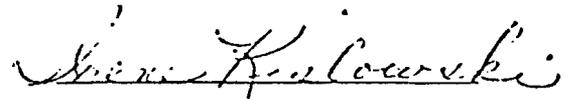
William J. Courlis

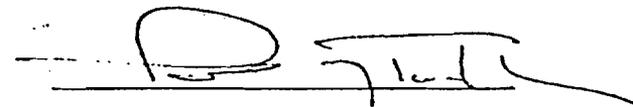
STATE OF New York

ss.:

COUNTY OF Albany

On this 7th day of May, 1980, before me personally came and appeared PAUL J. TADDUNE to me known and known to me to be the individual(s) described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.


Notary Public


Paul J. Taddune

NEW YORK STATE PUBLIC EMPLOYMENT
RELATIONS BOARD

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In the Matter of the Interest Arbitration *
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between *
*
THE TOWN OF GLENVILLE *
*
and *
*
THE GLENVILLE POLICE *
*
BENEVOLENT ASSOCIATION *

DISSENT

PERB NOS. M79-434;
IA-147

After reviewing the data submitted to the panel in light of the criteria set forth in Section 209.4 (v) of the Civil Service Law, I must register my dissent to the decision of my panel colleagues, because I cannot agree with the percentage of wage increase awarded for the year 1980.

Initially, however, I am constrained to side with the majority that the issue of the investigator's salary is before the panel and to be encompassed within the panel's decision. The record is clear that the Town's negotiating position was consistent; that it would not consider more than a Five Hundred (\$500.00) Dollar differential for the investigator's position because this figure was clearly pronounced in

the contract and, in this regard, the investigator's salary was not negotiable. However, the Town never "formally" refused to negotiate this item nor did it file the appropriate improper practice charge when the PBA insisted on doing so. To its credit, the Town conceded that it was willing to negotiate the investigator's salary if it would have brought about a resolution of the entire dispute, but this leads one to conclude that the Town was not adverse to having the matter on the bargaining table. Whatever the actual thinking of the parties throughout the course of negotiations, the lesson learned is that the informality which has apparently characterized the bargaining relationship in the past must necessarily, in these times of increased litigation and reliance on adversarial processes, take a back seat to a more formal approach if similar ambiguities are to be avoided in the future.

I am also in agreement that the award should encompass the position of starting patrolman, so that the salary for this position will remain competitive in attracting qualified personnel in the future. In addition, I share the view that there is no reason or need to reduce the number of steps from five to four.

My primary disagreement, as I have stated, is with the percentage of wage increase awarded in the majority decision. Although the Town of Glenville Police Department is a fine, young police force with a record of good performance, I feel the award set forth was reached on the basis of an arbitrary application of relevant criteria and is inflationary and unfair

to the predominantly residential taxpayers of the Town. Note must be made that since 1973 the Town's annual budget for police personnel has mushroomed from a figure of Thirty-One Thousand Nine Hundred Sixty-One (\$31,961.00) Dollars in 1973 to approximately Two Hundred Fifty-Five Thousand Five Hundred Ninety (\$255,590.00) Dollars in 1979. It must also be recognized that in terms of years on the force, the Glenville Police Department is relatively inexperienced, with an average of five years of experience per person (the oldest member of the PBA is 33). More importantly, in comparison to the average 1979 salary for a top grade patrolman in the Capital District area, (see page 13 of the majority decision) Glenville was above average.

In selecting a percentage of increase which appears by design rather than coincidence to be in the middle of the range established by the new Federal Wage Guidelines, the majority attempts a rationalization based on the spiraling rate of inflation. However, an increase in wages to municipal employees likewise fuels the spiral, and in the Town of Glenville the increase must be borne by residential taxpayers who are equally affected by the inflationary bite. Since the generous step increases enjoyed by the PBA have allowed the members to keep practically even with the CPI on an individual basis, there does not seem to be any justification for applying a percentage rate on the high side or in the middle of the guideline's spectrum.

In applying the relevant criteria, I have concluded that the Town's offer of Seven Percent (7%) was in the main just and reasonable, with the exception of starting patrolman for which no increase was proposed. The offer was within the limits of the Federal Wage Guidelines at the time of the negotiations and represents a higher percentage of increase than such communities as Newburgh (6.5%), Bethlehem (6.5%), Niskayuna (6%), and Scotia (6.5%), a Village which is actually located in the Town of Glenville. The risk inherent in a panel substantially increasing a patently reasonable proposal for the mere sake of compromise is that it encourages employee organizations throughout the State to resort to arbitration proceedings in an attempt to improve upon an already fair offer. It also discourages the employer from proposing what it might perceive as a fair offer to protect its position in the event it is dragged through a costly arbitration proceeding. I take exception to the statistic contained in the majority decision that the average top rate in the Capital District Area is being increased 8.8% because this figure was computed without taking into account all of the available communities (Amsterdam and Saratoga Springs practically adjoin the Town) and without averaging the salaries for 1980 in Albany, Rotterdam, Schenectady and Scotia. Even in those jurisdictions outside the Capital District, which the panel agrees should be given less weight, the percentage of increase was generally in

and below Seven Percent (7%). Thus, aware that the Federal Wage Guidelines have recently been raised from a flat 7.0% to a range of 7.5% to 9.5%, I would limit any percentage increase beyond what the Town has proposed to 7.5%.

Inasmuch as the proof demonstrates that the lieutenants are performing essentially the same functions as when they were sergeants and their recent promotions amount basically to title reclassification, I see no reason for increasing their salary beyond the Fifteen Percent (15%) above top grade patrolman as offered by the Town. To bring the sergeant's position more in line with the Capital District average I would recommend a salary at Eleven Hundred (\$1,100.00) Dollars above top grade patrolman. I concur with the majority on a Six Hundred (\$600.00) Dollar differential for the investigator's position.

A handwritten signature in dark ink, appearing to be "E. J. ...", written over a horizontal line.

