

PANEL'S DECISION  
Regarding  
THE VILLAGE OF SARANAC LAKE  
and

S.E.I.U. POLICE DEPARTMENT UNIT

JA81-38; M81-357

N.Y. STATE PUBLIC EMPLOYMENT  
RELATIONS BOARD  
RECEIVED  
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RESEARCH

June 22, 1982

PUBLIC PANEL MEMBER AND CHAIRMAN:

Judge Harold R. Soden  
75 Main Street  
Lake Placid, NY 12946  
(518) 523-3389 or 523-3504

EMPLOYER PANEL MEMBER:

E. J. Lawless  
Village Manager  
Municipal Building  
Saranac Lake, NY 12983  
(518) 891-4150

EMPLOYEE ORGANIZATION PANEL MEMBER:

Charles B. Duffy  
Northern Area Director  
Local 200, SEIU, AFL-CIO  
P. O. Box 527, 2 Hodskin St.  
Canton, NY 13617  
(315) 386-8175

The Public Arbitrator Panel was designated on May 18, 1982, as follows: Harold R. Soden, Public Panel Member and Chairman, E. J. Lawless, Employer Panel Member and Charles B. Duffy, Employee Organization Panel Member.

S.E.I.U. Service and Maintenance Unit constituted one case and S.E.I.U. Police Department Unit was involved in the second case. The Service and Maintenance case was settled by the parties without the assistance of this Panel.

Hearings were held in respect to the Police Department case.

The base history of the Mediator dated March 5, 1982 sets forth the position of the parties at that time and was useful to this panel in its present negotiations.

At the request of the Chairman, the present position of the parties was requested in writing.

Village of Saranac Lake Position.

"The Village is offering a two year pact covering the 1981-82 budget year which ends this month and the 1982-83 budget year ending May 31, 1983. In the present year the Village offered the two different bargaining units \$352.00 per person, but requested that the Police Unit apply their money in total (\$5,280.00) toward the pre-payment of \$15,048 which is required to enter the non-contributory retirement system. The Village further offered the state off-the-job

disability plan and a dental package for the employee only at an initial annual cost of \$66.00 each. For the second year, the Village offered the twenty-five (25) year non-contributory retirement plan."

Union Position.

The Union adopted the proposal of the Mediator, Paul B. Curry, dated October 26, 1981.

According to the 1980 census, Saranac Lake, New York is a Village of 5,199 people; Tupper Lake, New York has 4,478 people; and Lake Placid has 2,999 people. Saranac Lake is the hub of the Tri-Lake area and is daily visited by residents of Lake Placid and Tupper Lake. Saranac Lake is the home of North Country Community College with an annual regular season enrollment of 900 students and a summer season of 250 students. Paul Smith's College, which is located a short distance from Saranac Lake, has an enrollment of 1,000 students during its regular academic year and a summer session of 200.

At present, there is a minimum security prison known as the Adirondack Camp situated between Lake Placid and Saranac Lake and a newly constructed federal prison located at Ray Brook, New York.

Law and order in both urban and rural areas is a high priority of all citizens. The Village of Saranac Lake

is proud of its Police force and satisfied with its present performance. Both parties feel that the Saranac Lake Police Department should consist of fourteen (14) uniformed police, two (2) dispatchers and one (1) part time secretary to provide the protective services necessary within the Village. The following decision of the Panel assumes this police base.

The Panel has considered the position of each party as stated including the Mediator's history and proposal of October 26, 1981, the financial position of the Village, the rate of present and past inflation, the rise in the cost of living, comparable salaries for similar services in Tupper Lake and the police needs of the Village of Saranac Lake in respect to its population, the population of nearby Villages, its nearby education facilities, prisons and tourists.

This decision covers the fiscal year of the Village of Saranac Lake for 1981-82, 1982-83 and 1983-84. The reason for three (3) years is to avoid the necessity of another Union dispute in the immediate future as the Village fiscal year always begins on June 1st.

For the year 1981-82, there will be a \$600.00 raise as of December 1, 1981 for uniformed police for the period December 1, 1981 to June 1, 1982, which, in effect, amounts to \$300.00 for each uniformed policeman.

For the year 1982-83, the Village of Saranac Lake will institute a twenty-five (25) year non-contributing retirement plan for the uniformed police. This will amount to retention of approximately \$1,300.00 per year per policeman. No raise in salary.

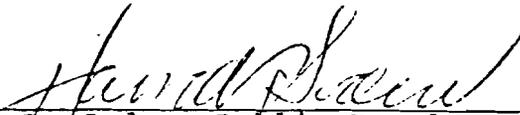
For the year 1983-84:

(1) A \$600.00 raise per policeman as of June 1, 1983.

(2) The disability program proposed by the Union to commence June 1, 1983, which will amount to a payment by the Village of Saranac Lake of approximately \$245.00.

(3) Dental program proposed by the Union to be instituted by the Village as of June 1, 1983, which will amount to a payment by the Village of approximately \$990.00.

(4) Life insurance payroll deduction to be instituted by the Village as of June 1, 1983.

  
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Harold R. Soden, Public Panel  
Member and Chairman

  
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E. J. Lawless, Employer Panel  
Member

  
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Charles B. Duffy, Employee Organi-  
zation Panel Member

