

NYS PUBLIC EMPLOYMENT RELATIONS BOARD
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CONCILIATION

PUBLIC EMPLOYMENT RELATIONS BOARD
STATE OF NEW YORK

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In the Matter of the Interest
Arbitration Between :

TOWN OF SAUGERTIES, :
Public Employer, :
- and - :

OPINION
AND
AWARD

NEW YORK STATE FEDERATION OF :
POLICE, INC., FOR THE TOWN OF :
SAUGERTIES, :
Employee Organization. :
-----X

: Case No. IA86-19; M86-282

WHEREAS, the New York State Public Employment Relations Board ("PERB") had on November 25, 1986, ,determined that a dispute continued to exist in the negotiations between the TOWN OF SAUGERTIES ("Town") and the NEW YORK STATE FEDERATION OF POLICE, INC., FOR THE TOWN OF SAUGERTIES, ("Union"); and

WHEREAS, said dispute comes under the provisions of Civil Service Law, Section 209.4; and

For the purpose of making a just and reasonable determination of this dispute, and pursuant to the statutory provisions and rules of procedure applicable, a Public

Arbitration Panel was designated, to wit: EARLE WARREN Z Aidins, Esq., Public Panel Member and Chairman ("Chairman"); FRANK FLORIO, Employer Panel Member; and Kenneth J. Franzblau, Esq., Employee Organization Panel Member.

A hearing was held herein on January 28, 1987, at the Town Hall, Town of Saugerties, New York 12477; and

Appearing for the Union was JOHN P. HENRY, Director of Labor Relations, New York State Federation of Police, Inc.; and

Appearing for the Town was Hon. GLORIA SCHOVEL, Town Supervisor; and

The Town having duly submitted a post-hearing memorandum and the Union having waived the right to submit a post-hearing memorandum.

INTRODUCTION

Several items were unresolved upon the arrival of the

arbitration panel. There remains for this Award the following issues in interest to be resolved:

1. Salary Patrolmen.
2. Salary Investigators
3. Sergeants' base salary differential above top grade patrolman.
4. 25 year retirement.
5. Longevity.
6. Personal Leave.
7. Personal Leave limitation.
8. Vacation.

It was stipulated that the statutory criteria set forth in the Civil Service Law, Section 209.4 (v), be dispensed with in this Award. It is acknowledged that both parties hereto have submitted data and argument with respect thereto and have been considered by the Panel in its determination.

AWARD

By reason of the foregoing, It is the Award of the majority of the panel, as follows:

1. Patrolmen will receive base salary:

as of 1/1/86	\$19,121.34
as of 1/1/87	20,077.41
as of 7/1/87	20,278.18
as of 1/1/88	21,292.09
as of 7/1/88	21,505.01

2. Investigators will receive \$550.00 in each year of the Agreement in addition to patrolman base salary.

3. Sergeants will receive

as of 1/1/87, the base salary of \$1,250.00 above the base salary paid to the top grade patrolman in the Town;

as of 1/1/88, the base salary of \$1,600.00 above the base salary paid to the top grade patrolman in the Town.

4. Retirement

members of the unit, as of 12/1/88 shall be included in the retirement benefits under Section 384 of the New York State Retirement and Social Security Law.

5. Longevity

as of 1/1/87, the following longevity payments shall be made:

after 6 years	.0025% of base salary;
after 13 years	.005% of base salary;
after 20 years	.0075% of base salary.

6. Personal Leave

Unused personal leave days, as of December 31 in each year, shall be paid in cash in January following the year of entitlement, at the rate in effect on December 31 of the year of entitlement.

7. Personal Leave limitation

The Panel reserves jurisdiction to decide the issue of personal leave days in the event the parties hereto are unable to resolve same within thirty (30) days of the date hereof.

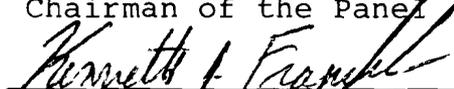
8. Vacation

Employees desiring of taking one (1) day vacation shall notify the Chief at least seventy-two (72) hours prior to the shift to be taken-off and no more than one unit employee shall be permitted such one (1) day vacation on any particular tour of duty.

Dated: March 31, 1987



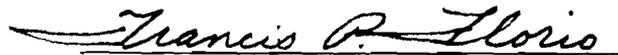
EARLE WARREN ZAIDINS,
Chairman of the Panel



KENNETH J. FRANZBLAU
Employee Organization Panel
Member

The Employer Panel Member, dissents from the majority hereof on the grounds of comparability and the Town's ability to pay.

Dated: March 31, 1987



FRANK FLORIO
Employer Panel Member