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In the Matter of Interest Arbitration  
between  
CITY OF GENEVA  
and  
POLICE OFFICERS LOCAL 3471 AFSCME

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*Consent Award*  
OPINION  
and  
AWARD

Case No. IA 89-18  
M88-548

A hearing was held on December 5, 1989 in Geneva, New York at which both parties presented evidence relating to the issues in dispute as set forth in the Petition and Response.

The parties have stipulated and agreed to the issuance of this Award without the requirement that the Award be based upon or supported by analysis of the compulsory interest arbitration criteria set forth in the Taylor Law.

This Award is in addition to issues previously settled by the parties as reflected in the Petition and Response.

The Panel issues the following unanimous Award:

1. Wages

5% increase to Salary Schedule  
effective January 1, 1989

6.5% increase to Salary Schedule  
effective January 1, 1990

2. Health Insurance

Officers hired on or after January 1, 1990 shall be required to pay, through payroll deduction, 40% of the monthly health insurance premium costs for the 1st year of employment; 30% for the second year; 20% for the third year; 10% for the fourth year; and 0% for the fifth year and thereafter.

3. Effective January 1, 1989 there shall be a \$75.00 increase to each level of the present longevity schedule.

4. Effective January 1, 1990, officers who retire from the City and receive benefits under the Retirement System for normal or disability retirement shall receive a payment of \$20 per day for each day of unused sick leave up to the 175 day maximum.

5. Effective January 1, 1990 an officer shall be entitled to sell back all 13 of the holidays to the City and receive straight time pay for these days.
6. Effective January 1, 1990, the Clothing Allowance shall be \$500 per year and shall be payable in a lump sum in the first payroll in January and shall not be subject to pro-ration if an officer leaves the City.

December 5, 1989

  
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John E. Drotning  
Public Member, Panel Chairman

  
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Peter J. Spinelli  
Employer Member

  
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Edward D. Dean  
Employee Organization Member