

NYS PERB, ADMINISTRATOR

-----:
In the Matter of Interest Arbitration :
Between : AWARD OF
VILLAGE OF GREENWOOD LAKE : INTEREST
And : ARBITRATION
GREENWOOD LAKE : PANEL
POLICEMEN'S BENEVOLENT ASSOCIATION :
(PERB CASE NUMBER IA95-007; M94-490) :
-----:

In accordance with the statutory provisions applicable to compulsory interest arbitration pursuant to Civil Service Law, Section 209.4, following is the award - including rationale - of the duly-constituted arbitration panel in the above-captioned dispute.

Members of the Panel

For the Employer: Paul Eldridge
For the Union: Anthony V. Solfaro, President
Local 8, U.P.A.
Neutral Chair: Ben Falcigno

Appearances

Union: Kenneth J. Franzblau, Esq.
Village: Anderson, Banks, Curran and Donoghue:
Stuart Waxman, Esq.,
Rochelle Auslander, Esq.

A hearing in the matter was held on July 18, 1995 in the Greenwood Lake village offices. The parties were given full opportunity to introduce evidence, examine and cross-examine witnesses, and make argument.

Following executive session discussions between members of the panel, the following award issued, which is the unanimous decision of all members of the panel, except as noted to the contrary. Each issue was considered separately and as it affected the totality of the package of issues. The statutory criteria (below) were evaluated in consideration of all issues.

STATUTORY CRITERIA

Section 209.4, CSL:

"(v) the public arbitration panel shall make a just and reasonable determination of the matters in dispute. In arriving at such determination, the panel shall specify the basis for its findings, taking into consideration, in addition to any other relevant factors, the following:

a. comparison of the wages, hours, and conditions of employment of the employees involved in the arbitration proceeding with wages, hours, and conditions of employment of other employees performing similar services or requiring similar skills under similar working conditions and with other employees generally in public and private employment in comparable communities;

b. the 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."

THE ISSUES

Numerous issues were brought to the Panel, reflecting the lack of agreement on any issues negotiated between the parties.

ARTICLE VII: BASE WAGE SCHEDULE, LONGEVITY AND SHIFT DIFFERENTIAL

7.1 Base Wage Schedule

The union seeks increases of 6.0 per cent each year in 1994 and 1995, while the village has offered 2.0 per cent each year.

AWARD: Increase wage schedule by 3.75 per cent effective 6/1/94; by 3.0 per cent on 6/1/95; and by 1.5 per cent on 12/1/95.

In arriving at a financial package - including wage schedule increases - a balance was attempted between a comparison of settlements in other police units in other villages and towns in the county, on the one hand, and the ability of the employer to pay, on the other hand.

The package awarded by the Panel recognizes that Greenwood Lake does not have unlimited financial resources. For example, assessments have remained nearly constant for the past ten years, like many municipalities, affecting the need for tax increases over that period of time. Also, per capita income is in the lower range of municipalities in the county.

Notwithstanding, there is available a contingency fund of some \$ 90,000 and an unappropriated surplus of some \$ 120,000.

Each one per cent of wage increase costs \$ 4,005 over current payroll. The wage increases represent 3.75 per cent cost each year, with .75 per cent roll-over added to the schedule for the 1995-96 contract year.

With respect to wage and benefit comparisons of the Greenwood Lake Police unit to other police units in villages and towns in the county, the parties to the dispute do not agree on what are the appropriate or most appropriate municipal units for comparison. Consequently, the Panel has considered all of the units listed in Appendix A, which consists of PBA Exhibits 22, 22-A and 23, listing those municipalities having a full time police force.

It is worthy of note that all of the comparison data reflect negotiated settlements voluntarily agreed upon by the parties without resort to interest arbitration to establish the current and future wages and benefits considered by the Panel. In these units negotiated increases for 1994 and 1995 average more than four per cent.

In comparing top rates of the police units considered, the top in Greenwood Lake is lower, on average, than the comparison units. Using those units selected by the village as most comparable for this purpose [although these units are not comparable in size and may not be the best comparisons], the top rate is below the average top rate by some \$ 650 (see below).

Most wage schedules top out at five years, as does Greenwood Lake's, and four of the five units considered below. The schedule for Harriman tops out after four years. Although top rate of the wage schedule is only one measure of compensation, it is considered a major component by which salary is compared.

<u>Municipality</u>	<u>1993 Top Rate</u>
Town of Tuxedo	\$ 34,700
Village of Chester	32,525
Village of Cornwall-on-Hudson	33,872
Village of Harriman	36,819
Village of Highland Falls	30,800

Average Top Step	\$ 33,743
 GREENWOOD LAKE	 \$ 33,084
	=====

7.1 Detective and Sergeant Differentials

<u>Current Benefit</u>	<u>Union Proposal</u>	<u>Village Proposal</u>
Detective \$ 1,500 over top rate	5 %	no change
Sergeant \$ 3,000 over top rate	10 %	no change

AWARD Effective 6/1/95, establish detective rate at 4.5 per cent, and Sergeant rate at 9.0 per cent over top rate.

Except for Town of Tuxedo, as an example, which provides a \$2,000. dollar amount for its sergeant (has no detectives), all other unit agreements express differentials for sergeants as a percentage over top rate. These percentages range from 5% to 14%, with most at 10%. Similar treatment is justified in this unit. The majority of detective differentials in comparison units are dollar amounts. Some municipalities do not have detectives.

Expressed as a percentage of the current ratio of differential to top rate, the \$3,000 currently represents a 9 per cent differential in Greenwood Lake.

7.1 Longevity

<u>Current Benefit</u>	<u>Union Proposal</u>		<u>Village Proposal</u>
	6/1/94	6/1/95	
After 5-7: \$ 780	\$ 850	900	no change
8-10: 1,040	1,125	1,175	"
11-15: 1,300	1,375	1,425	"
16-20: 1,560	1,650	1,700	"
21-on: 1,820	1900	1,950	"

The intent of the award on this issue is to increase the longevity benefit slightly, so as to maintain relative standing as compared to others without incurring significant cost.

<u>AWARD:</u>	<u>Years Service</u>	<u>6/1/94</u>	<u>6/1/95</u>
	After 5-7	\$ 805	\$ 830
	8-10	1,065	1,090
	11-15	1,325	1,350
	16-20	1,585	1,610
	21-on	1,845	1,870

Comparisons listed in Appendix A show a wide variety of differing provisions in the different units compared. Both union and employer agree that longevity benefits in Greenwood Lake fall in the middle or average of benefits in the units compared.

7.3 Shift Differential

The village wants to reduce by half the night shift differential (midnight to 8 a.m.), from 10% to 5%, while the union proposes no change.

AWARD: No change is recommended: to do so would reduce wages by an average of 1.7%. Because unit members rotate, each would be affected 1/3 of the schedule.

ARTICLE VIII: INSURANCES

8.1 Co-pay of Premium Cost

Currently any new employee is required to pay twenty per cent of health insurance premium cost. That provision became effective on 6/1/91. To date, no new employee has been hired for which this provision applies. The union proposes to eliminate the co-pay; the village to keep it.

AWARD: Effective 6/1/95 the rate of contribution changes from twenty (20) per cent to fifteen (15) per cent.

The union's demand to eliminate the co-pay cannot be justified in this award, although there is a disparity between the amount paid in this unit versus other units, where either no contribution is required, or the contribution rates are lower (see Appendix A: PBA-22). The Village of Walden will cease co-pay in 1996, currently 10%, leaving only Village of Goshen and Town of Cornwall - among comparison units - with any co-pay at all.

The disparity, as well as the fact that Walden has eliminated the co-pay altogether, argues for a lesser degree of contribution by unit members. Also, the fact that the union recently agreed to changes beneficial to the village in reducing costs by changing carriers, adds credit to their position.

8.3 Term Life Insurance

Currently the village provides a \$ 10,000 policy for each member. It proposes eliminating the benefit except for death in line of duty; it also wants to solely determine the carrier.

AWARD: No change is awarded in the benefit. Village demand to delete "by a carrier agreed upon" is awarded.

The village should be free to determine the carrier. No justification exists, however, for eliminating the benefit.

8.4 Health Insurance "Buy-out"

Currently, if a member opts to not use village health insurance, that member receives a payment of \$2,000 paid in monthly installments. The union proposes an increase to fifty per cent of the premium, while the village proposes no change.

AWARD: No change is awarded.

Although no member currently waives coverage, insufficient justification is found for change, since the employer is not convinced that it will save money. Appendix A (buy-out) similarly remains unchanged, since it reflects this provision.

ARTICLE XI: HOLIDAYS

11.1 Number of Paid Holidays

The union proposes to increase holidays from eleven to twelve. The village opposes.

AWARD: No change is awarded.

In considering priorities in the award, direct wage issues have been given greater weight.

ARTICLE XII: VACATION

12.3 Schedule of Vacation Benefits

Currently top entitlement caps at 20 days vacation after 15 years. The union proposes to add a fifth week of vacation after 20 years of service.

AWARD: No change is awarded.

In considering priorities in the award, direct wage issues have been given greater weight.

ARTICLE XV: UNIFORMS, EQUIPMENT AND MAINTENANCE

15.1 Initial Uniform and Equipment Issue

Currently some 55 items of equipment and uniform are listed for issue at village expense. The village seeks to eliminate from that list boots, one of the three shields, U.S. flags, one of the two sets of collar brass, and the flashlight with batteries. The union proposes no change.

AWARD: No change is awarded.

No compelling reason was advanced for the proposal.

15.2 Uniform Replacement Allowance

Currently each officer is provided a \$525.00 allowance to purchase uniforms, with replacement for worn out clothing at the village expense. The village proposes to replace the existing system with a voucher system, while the union seeks an increase to \$625 (1994) and \$725 (1995), all other language the same.

AWARD: Increase uniform allowance to the following amounts:
- 6/1/94: \$550
- 6/1/95: \$600

The increases awarded recognize that prices of uniforms are rising, and that some adjustment is therefore warranted. The village's proposal to introduce a voucher system may have merit, but no specific plan was detailed that might be persuasive.

15.3 Maintenance and Cleaning Allowance

Currently the village pays each officer \$375 for cleaning and maintaining uniforms. The village proposes to replace that payment with a contracted system with a dry cleaner of its choice that would do all maintenance and cleaning. The union proposes to increase the allowance to \$500 (1994) and \$600 (1995).

AWARD: Increase cleaning allowance to \$400.00 effective 6/1/95.

Similar to 15.2, the increase is intended to recognize that costs are rising and that therefore an increase is warranted. While the village's proposal to provide dry cleaning service may have merit, no specific plan was detailed that might be persuasive.

15.4 Equipment

This section is a reference to Section 15.1, in which the employer pledges to replace equipment listed, if it is damaged or destroyed in the performance of duty. The village proposes to delete the requirement, the union wants to keep it.

AWARD: No change is awarded.

If the village's proposal were granted, it would mean a shift of cost to the employee for items that deteriorate in the line of duty. The village did not present compelling argument to persuade the necessity or appropriateness of the change.

ARTICLE XVI: TWO MAN PATROL TEAMS

16.1 Assignment of the Teams

Currently the Chief maintains a degree of discretion concerning the assignment of two-man teams. The union wants to eliminate that discretion by requiring mandatory two-man patrols during the hours of 4:00 p.m. and 8:00 a.m. The village wants no change.

AWARD: No change is awarded.

The union proposal to require two-man teams at all times might increase costs. Priority favors consideration of direct wage items.

NEW ARTICLE 19: OVERTIME PAYMENT AND COMPENSATION

The union proposes to incorporate several items to reflect current practice. The parties agreed in principle the practices requested would be incorporated to the extent that there was agreement that they were in fact practices. Consequently, those two sections that represent agreed-upon items of practice are incorporated in this new Article.

AWARD: Effective immediately, new Article 19, OVERTIME PAYMENT AND COMPENSATION will be established with the following paragraphs:

19.1 Overtime Payment and Compensation
Work in excess of eight (8) hours in any work day, or forty (40) hours in any work week, shall be considered overtime.
All paid leave taken shall be considered hours worked for the compensation of overtime.

19.2 Former section 19.1 becomes 19.2

ARTICLE XXII: P.B.A.TIME

Current language provides that - regarding allowance for paid leave for the PBA President - "Negotiations shall not have a restriction."

The village proposes to delete that sentence, the union wants to keep it.

AWARD: No change is awarded.

No compelling argument was presented to justify the change.

ARTICLE XXV: EDUCATIONAL BENEFITS

25.1 As an incentive for continuing education, the current Agreement provides for a stipend of \$5.00 per credit-hour up to a maximum of \$300.00.

The union wants to increase those amounts to \$10.00 and \$500.00, respectively, citing that these amounts have remained the same for fifteen years. The village wants no change.

AWARD: The union proposal is granted, effective 12/1/95.

The extensive period without updating this benefit is compelling reason for the improvement requested.

25.4 This section recognizes that receipt of an associate's degree will trigger that the stipend granted in 25.1 above be made a permanent part of salary. The union proposes to update the amount consistent with the amount stated in 25.1. The village wants to retain the language without change.

AWARD: The union proposal is granted, effective 12/1/95.

25.5 This section grants a higher annual supplement than that granted in 25.4, above, when the officer achieves a bachelor's degree. That amount currently is \$500.00. The union proposes that it be raised to \$750.00; the village resists change.

AWARD: The union proposal is granted, effective 12/1/95.

The Panel is persuaded that the updated amounts are warranted considering the lengthy period without improvement.

ARTICLE XXX: GRIEVANCE PROCEDURE

Section 3 - Step 2: Village Board

The union proposes an amendment to that sentence that reads " The Village Board shall issue a written decision to the employee and PBA by the end of the fifth (5th) business day after the close of the informal hearing."

The union wants to add to the sentence the words "..., or ten (10) business days after receipt of the appeal if no informal hearing was conducted."

The reason for the change is that the particular circumstance dealt with is not now clearly covered, and the union seeks a clear procedure. The village sees no need for change.

AWARD: The union proposal is granted, effective immediately.

This change clarifies and makes the procedure more complete.

Section 3 - Step 3: Arbitration

The union proposes to modify the procedure so as to eliminate the need to go to the American Arbitration Association to secure the services of an arbitrator, and proposes instead that the parties establish a rotating panel of their own. The village resists that specific proposal.

AWARD: Effective immediately, this Section is modified to read as follows, in its entirety:

In the event the PBA wishes to appeal an unsatisfactory decision at Step 2, a demand for arbitration shall be submitted to the Village Mayor within five (5) business days of receipt of the Step 2 decision. The Mayor or the Mayor's designee shall forthwith meet with the designated representative of the PBA to attempt selection of a mutually-agreed arbitrator. If the parties cannot agree, the Mayor shall forthwith process and request the American Arbitration Association (AAA) to submit a list from which the parties shall select an arbitrator who shall arbitrate the dispute pursuant to this Grievance Procedure.

The Panel endorses the mutual agreement of the parties whenever possible. Since the employer was reluctant to agree to a rotating arbitration panel, this Panel is reluctant to require it.

However, an effort at mutual selection prior to going to AAA should be beneficial. In addition to eliminating a link in the chain of administration, certain administrative costs should be eliminated if the parties can come to agreement on a selection at this early point in the process.

ARTICLE V: MANAGEMENT RIGHTS

The village proposes to update the clause by incorporating the Village Rules and Regulations promulgated on March 9, 1992. Currently, the clause incorporates the rules promulgated on January 24, 1969. The union sees no need.

AWARD: No change is awarded

The village did not present specific or compelling justification for the proposal.

NEW APPENDIX: " SCHEDULING "

The union proposes to add a provision that would (in summary) incorporate two types of requirements .

Part one represent an alleged codification of a prior memorandum of agreement and concerns work charts and rotation. The union asserts the language was left out of the previous Agreement; the village disputes some of that claim.

Part two proposes limitations on solicitation for involuntary change; duration limit on temporary change; and proposes a general limitation on changes that might have an "adverse effect" on a unit member. The village declines change.

AWARD: No change is awarded.

Part one appears to be a rights dispute; as such, it is not deemed to be appropriate for this award.

Part two has not been justified. Particularly troublesome is that language that limits "adverse effect" on a unit member; unending problems could result from difficulties with that term.

NEW APPENDIX: " STATION AND VEHICLE MAINTENANCE "

The union proposes to add a provision that would (in summary) incorporate a series of limitations on unit members to restrict them from doing maintenance work.

Part one restricts unit members from janitorial, cleaning, construction, or electrical work in a village-owned building.

Part two restricts unit members from working on any village-owned vehicle.

Part three confirms the employer's right to require the employee to require the employee to maintain a neat and clean work area.

Part four is a penalty clause in the event of violation.

The employer disputes the need for such restrictions.

AWARD: No change is awarded.

While recognizing that the union's objective in parts one and two is to limit work not deemed part of the job, it is hard to reconcile that interest with the need to permit and even encourage a neat and clean work place. For police officers this may well include their vehicles. Such reconciliation is best achieved between the parties in negotiations. There is insufficient justification for change as proposed.

x x x

SUMMARY OF CHANGES AWARDED

Article VI

No change to 1/24/69 date.

Article VII

7.1 Increase wage schedule:
6/1/94: 3.75%
6/1/95: 3.0%
12/1/95: 1.5%

7.1 Add \$25.00 to each step of the existing longevity structure on 6/1/94 and again on 6/1/95.

7.1 Change detective and sergeant differentials from existing dollar amounts to the equivalent percentages, the changes are effective 6/1/95. Those percentages are 4.5 for detective and 9.0 for sergeant.

Article VIII

8.1 Reduce co-pay for new employees to 15%, 6/1/95.

8.3 Give village the right to solely determine the carrier of the term life insurance provided.

Article XV

15.2 Increase uniform allowance from \$525 to \$550 in 1994 and to \$600 in 1995.

15.3 Raise maintenance allowance by \$25 to \$400 in 1995.

New Article XIX

New 19.1 Recognize overtime after eight hours and over forty in work week. Also recognize the use of paid leave for calculation of overtime.

Article XXV

25.1 Increase credit-hour stipend from \$5 to \$10, and the cap from \$300 to \$500, making it permanent upon receipt of an associate's degree (per 25.2). Effective 12/1/95.

25.5 Increase bachelor's degree stipend from \$500 to \$750, effective 12/1/95.

Article XXX

Step 2 Add 10-day requirement for village to respond to union appeal if no informal hearing was conducted.

Step 3 Add language requiring an effort at mutual selection of an arbitrator before going to AAA.

xxx

SIGNATURE PAGE

I do hereby affirm upon my oath as Chairman of the Panel that I am the individual described in and who executed this instrument, which is my Award.

Dated: September 5, 1995

Ben Salcigno
Chairman of the Panel

Concur:

Alan V. Soren
Employee Panel Member

Dated:

9/6/95

Dissent: Items 7.1: base wage schedule; detective and sergeant differentials.

See attached Rationale for dissent.

Paul Edridge
Employer Panel Member

Dated:

9/28/95

Rationale for Dissent

Article VII, Sec. 7.1:

The awarded salary increases are out of line with Greenwood Lake's residents' ability to pay. The Village has witnessed flat tax assessment values for the last 20 years, while experiencing skyrocketing increases in tax rates over the same period. Greenwood Lake residents have the second lowest per-capita, median family and median household incomes on average, compared with the 11 municipalities submitted as exhibits to the Panel **by the PBA** for comparison.

The employer panel member has an even greater degree of disagreement over the change from flat dollar amounts to percentage amounts for Detective and Sergeant differentials. Percentage amounts automatically ratchet in the future, **without negotiations**, as across-the-board increases in wages occur. It is my belief that the panel should not be empowered to make such a fundamental and philosophical change to the existing contract without an overwhelmingly compelling need demonstrated. Such a need, in my mind, was **not** demonstrated.

Paul Euerdge
Employer Panel Member

9/28/95
Date

Municipality	Uniform Allowance	Education Benefits	
Village of Monroe, con't	Uniform Maintenance 6-1-94 - \$475.00 6-1-95 - \$500.00 6-1-96 - \$525.00 6-1-97 - \$550.00 Any initial equipment issue replaced by the employer at no cost to the employee.	Grade B - 75% Grade C - 50% Grade D - 0% and below	
Town of Tuxedo	\$1,600.00 for maintenance Replacement by Town at no cost to employee	None	
Village of Walden	\$800.00 for cleaning, repair and maintenance. Uniforms or equipment damaged or destroyed in the line of duty will be replaced by the Village.	One course per employee, per semester. 100% reimbursement for tuition and texts. Must "relate in some way to police work". Must have grade of "C" or better. Must apply for prior approval.	
Town of Warwick	1-1-94 - \$650.00 1-1-95 - \$700.00 for purchasing, cleaning and maintenance Uniforms damaged or in the line of duty are replaced by the Town without cost to the employee.	\$150.00 one time bonus for a degree in Police Science or other job related area of study.	
Village of Washingtonville	\$750.00 per year	\$700.00 per member, per fiscal year for "police oriented" education courses. If required to be taken by the members and approved by the Village, member shall receive regular salary. IRS mileage rate and meal allowance of \$4.50.	

APPENDIX "A"

Municipality	Uniform Allowance	Education Benefits
Town of Blooming Grove	6-1-94 - \$800 6-1-95 - \$850 6-1-96 - \$900 Investigator receives allowance Damaged uniforms replaced by Town	Reimbursement of reasonable and necessary costs for courses in any police science or law enforcement oriented subject with prior approval and a grade of at least "C".
Village of Chester	Employer cleans twice per week. \$450.00 per employee, per year for replacement. Uniforms and equipment replaced without cost when "extraordinary damage" in line of duty.	\$250.00 per semester, not to exceed \$500.00 in any twelve month period, for tuition and material reimbursement. Courses must be passed and pertain to obtaining an Associates or Bachelor's degree in "police or criminal justice field". Prior approval required.
Town of Cornwall	\$700.00 for replacement, cleaning and maintenance. Damage in the line of duty replaced by employer without cost to employee.	Associates Degree in police science - \$200.00 (one time payment). Bachelor's Degree in police science - \$200.00 (one time payment).
Village of Goshen	\$500.00 clothing allowance per year for replacement of uniforms and equipment. \$50.00 annual cleaning allowance	None
Village of Harriman	Up to \$700.00 per year for replacement. Up to \$600.00 per year for maintenance. Unused allocations paid and treated as income.	None
Village of Monroe	<u>Uniform Allowance</u> 6-1-94 - \$475.00 6-1-95 - \$500.00 6-1-96 - \$525.00 6-1-97 - \$550.00	\$2,000.00 per year, per employee. Courses must be related to police and/or law enforcement. Covers tuition, fees, and books. Reimbursement schedule: Grade A - 100%

Municipality	F/T Officers	Top PO Salary	Years to Top Salary	Det. Diff.	Sgt. Diff.	Longevity	Holidays	Employee Health Ins. Contribution
Village of Greenwood Lake	9	12-1-93 \$33,084	After 5	+\$1,500 over year 5 rate	+\$3,000 over year 5 rate	After 5-7-\$780 After 8-10-\$1,040 After 11-15-\$1,300 After 16-20-\$1,500 21 and above-\$1,820	11	Hired after 6- 1-91-20% contribution

Municipality	F/T Officers	Top PO Salary	Years to Top Salary	Det. Diff.	Sgt. Diff.	Longevity	Holidays	Employee Health Ins. Contribution
Village of Walden	9	6-1-94 \$38,269 \$38,757 \$39,243 \$39,730 6-1-95 \$39,991 \$40,501 \$41,009 \$41,518	After 5 After 7 After 11 After 15 After 5 After 7 After 11 After 15	No Detectives	10% above year 15 police officer rate	See top salary	12	Employees hired after 6-1-90 pay 10%. Employee contribution terminates on 5-31-96
Town of Warwick	21	6-1-94 \$35,422 6-1-95 \$36,837	After 5	6-1-94 -1.55 per hour above regular salary 6-1-95-1.61 per hour above regular salary	10%	Year 8-4.7% above base Year 12-4.7% above base Year 17-4.7% above base Year 22-4.7% above base Year 27-4.7% above base Steps are cumulative	13	None
Village of Washingtonville	9	3-1-94 \$34,932 3-1-95 \$37,377	After 5	5% over base	10% over top PO rate and applicable longevity	After 6-10-2% above top PO After 10-3% above top PO	12	None
Town of Woodbury	12	1-1-95 \$39,016 1-1-96 \$40,772	After 5	No detectives	15% above top PO	After 5-4% of salary After 10-5% of salary After 15-5.5% of salary After 20-6.5% of salary After 27-7.5% of salary After 30-8% of salary	182 hours per year	None

Municipality	F/T Officers	Top PO Salary	Years to Top Salary	Det. Diff.	Sgt. Diff.	Longevity	Holidays	Employee Health Ins. Contribution																								
Village of Harriman	4	6-1-94 \$38,476 6-1-95 \$40,207	After 4	No Detective	5% above top PO	Aft. 5-7-1% above top rate Aft. 8-10-2% above top rate Aft. 11-13-3% above top rate Aft. 14-16-4% above top rate Aft. 17 - 5% above top rate	13	None																								
Village of Monroe	12	6-1-94 \$37,755 6-1-95 \$39,643 6-1-96 \$41,823* 6-1-97 \$44,123 *-subject to CPI increase	After 4	50% of diff. Between top PO and Sgt. diff.	Sgt. 6-1-94 13%- 6-1-95 15% Admin. & Det. Sgt. 6-1-94- 18.65% 6-1-95- 20.75%	<table border="1"> <thead> <tr> <th></th> <th>6-1-94</th> <th>6-1-95</th> </tr> </thead> <tbody> <tr> <td>Yr5-6</td> <td>575</td> <td>650</td> </tr> <tr> <td>Yr7-9</td> <td>825</td> <td>900</td> </tr> <tr> <td>Yr10-12</td> <td>1075</td> <td>1150</td> </tr> <tr> <td>Yr13-15</td> <td>1325</td> <td>1400</td> </tr> <tr> <td>Yr16-18</td> <td>1575</td> <td>1650</td> </tr> <tr> <td>Yr19-21</td> <td>1825</td> <td>1900</td> </tr> <tr> <td>22+</td> <td colspan="2">+250 every three years</td> </tr> </tbody> </table>		6-1-94	6-1-95	Yr5-6	575	650	Yr7-9	825	900	Yr10-12	1075	1150	Yr13-15	1325	1400	Yr16-18	1575	1650	Yr19-21	1825	1900	22+	+250 every three years		12	None
	6-1-94	6-1-95																														
Yr5-6	575	650																														
Yr7-9	825	900																														
Yr10-12	1075	1150																														
Yr13-15	1325	1400																														
Yr16-18	1575	1650																														
Yr19-21	1825	1900																														
22+	+250 every three years																															
Town of Tuxedo	9	6-1-94 \$36,000 6-1-95 \$37,400	After 5	No Detectives	+\$2,000	Hired on or before 12-31-92 - additional \$350 per year, after completion of year 6 continuing annually until retirement Hired on or after 1-1-93 - After 6-8 - \$350 After 9-11 - \$500 After 12 - \$1,000 Additional \$500 every three years thereafter	12	None																								

APPENDIX "A"

Municipality	F/T Officers	Top PO Salary	Years to Top Salary	Det. Diff.	Sgt. Diff.	Longevity	Holidays	Employee Health Ins. Contribution
Town of Blooming Grove	11	6-1-94 \$36,472 6-1-95 \$38,296 6-1-96 \$40,211	After 5	\$1,500.00	14%	Yr. 5-9 \$400 10-14 \$525 15-19 \$775 20-24 \$1,025 25 and over \$1,200	12	None
Village of Chester	7	6-1-94 \$34,151 6-1-95 \$35,859 6-1-96 \$37,652	After 5	\$1,500.00	No Sergeant	yr. 11-15 + 4.5% 16-20 + 4.5% 21 and over +4.5%	12	None
Town of Cornwall	9	1-1-95 \$34,639 1-1-96 \$36,024 1-1-97 \$37,825	After 4	\$1,750.00 1/1/97- \$2,000.00	1-1-95- 10.25% 1-1-96 11% 1-1-97 12%	Aft. 2 - 1% of salary Aft. 3 - 2% of salary Aft. 4 - 3% of salary Aft. 5 - 4% of salary Aft. 7 - 6% of salary Aft. 9 - 7% of salary Aft. 11 - 8% of salary Aft. 13 - 9% of salary Aft. 15 - 10% of salary	14	Hired pre 1-1-89 - no contribution Hired after 1-1-89 - 10% contribution
Village of Goshen	12	6-1-94 \$36,419 6-1-95 \$37,875	After 5		14.8% above top patrolman salary	After 7 - \$350 After 11 - \$400 non-cumulative	11	Hired after 5-31-92 - employee pays 5% Hired after 5-31-94 - employee pays 7.5%

Municipality	Uniform Allowance	Education Benefits	
Town of Woodbury	\$425.00 per year. Unused balance may be carried forward to a maximum of \$850.00. Damaged in the line of duty, replaced by Town at no cost to the employee. Cleaning and tailoring of uniforms and police apparel paid by Town.	Tuition and fees reimbursed for courses leading toward a degree, up to 3 courses. Reimbursement schedule: Grade A/B - 90% Grade C - 50% Below C - 0%	

TOWNS - INCREASE PERCENTAGES PBA-23

APPENDIX "A"

Municipality	1/1/94	1/1/95	1/1/96	1/1/97	
Town of Blooming Grove	4% to \$36,472, after 5	5% to \$38,296, after 5	5% to \$40,211, after 5		
Town of Chester	First contract still being negotiated				
Town of Cornwall	*12.16% above 1-1-93 figure (after 7) to \$32,650 *1993 raises split on 1-1-93 and 10-1-93. 1-1-94 figure is 3% over 10-1-93 figure.	3% to ** \$34,639, after 4 **1994 raises split on 1-1-94 and 10-1-94. Actually 6.1% over 1-1-94 salary. 3% is increase over 10-1-94 figure.	4% to \$36,024	5% to \$37,825, after 4	
Town of Crawford	2% to \$29,058, after 4 On 7-1-94, 2% to \$29,640	4% to \$30,826, after 4	5% to \$32,365, after 4		
Town of Goshen	First contract effective January 1, 1995	6% to \$26,395	5.8% to \$27,934		
Town of New Windsor	4% to \$39,628, after 5	5% to \$41,610, after 5	5% to \$43,690, after 5		
Town of Newburgh*	5% to \$33,445, after 5 *top step is 9 years: 1-1-94 rate is \$39,265; 1-1-95 rate is \$41,228.	5% to \$35,118, after 5			
Town of Tuxedo	3.75% to \$36,000, after 6	3.9% to \$37,400, after 6			
Town of Wallkill**	13.32% to \$33,000, after 5 **1993 top step was after 3 years				
Town of Warwick	4% to \$35,422, after 5	4% to \$36,837, after 5			
Town of Woodbury	4.25% to \$37,806, after 5	3.2% to \$39,016, after 5	4.5% to \$40,772, after 5		

VILLAGES - INCREASE PERCENTAGES

Municipality	6/1/94	6/1/95	6/1/96		
Village of Chester	*10.9% to \$34,151, after 5 *Increase over 6-1-93 salary. Increase is 5% over 12-1-93 salary.	5% to \$35,859, after 5	5% to \$37,652, after 5		
Village of Cornwall-on-Hudson	3% to \$34,888, after 5	3% to \$35,935, after 5	3% to \$37,013, after 5	3-1-94 employee health insurance contribution deleted.	
Village of Goshen	4% to \$36,419, after 5	4% to \$36,058, after 5			
Village of Harriman	4.5% to \$38,476, after 4	4.5% to \$40,207, after 4			
Village of Highland Falls**	2% to \$31,416, after 5	2% to \$32,044, after 5		**Reduced Steps from 7 to 5. 1993 top salary is 33.8% above Step 5 on 6-1-92 and 28.7% above Step 7 on 6-1-92.	
Village of Monroe	5% to \$37,755, after 4	5% to \$39,643, after 4	5.5% to \$41,823***, after 4	5.5% to \$44,123***, after 4	***subject to CPI increases
Village of Tuxedo Park	3.5% to \$37,725, after 5	4% to \$39,239, after 5			
Village of Walden	5.5% to \$38,269, after 5	4.5% to \$39,991, after 5			
Village of Washingtonville	8% to \$34,932, after 5	7% to \$37,377, after 5			