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NY'S PUBLIC EMPLOYMENT RELATIONS BOARD  
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STATE OF NEW YORK  
PUBLIC EMPLOYMENT RELATIONS BOARD

MAR 14 1997

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In the Matter of the Compulsory Interest  
Arbitration between

**CONCILIATION**

THE RIVERHEAD TOWN POLICE  
SUPERIOR OFFICERS ASSOCIATION

PERB Case No.  
M95-262; IA 95-038

- and -

THE TOWN OF RIVERHEAD  
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**CONSENT AWARD**

The Panel hereby makes the following award upon consent of the Town and the SOA:

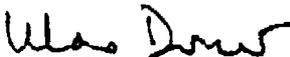
1. That retroactive to January 1, 1994, all wages be increased by 4½%.
2. That retroactive to January 1, 1995, all wages be increased by 4½%.
3. That all persons who had not by January 1, 1994 reached the benchmark step, advance a step in each year, pursuant to the procedures in the most recently expired contract.
4. That the annual night differential be increased to \$3,200.00 as of July 1, 1995.
5. That the Cleaning & Equipment allowance be increased as of January 1, 1995 to \$500.00.
6. That the Cleaning & Equipment allowance be prorated on a quarterly basis for those who do not work a full year in the position.
7. That so long as the employee works in the position for at least one day in any 3 month period, he/she is to be entitled to a ¼ share of the annual allowance.
8. That the final step in the grievance procedure be amended so as to culminate in binding arbitration for those portions of the contract pertaining to items which are mandated as negotiable subjects.
9. Those portions of the Contract pertaining to non-mandatory subjects for negotiations shall continue to be governed by the current grievance procedure.

10. That the limitations and safeguards set forth in the body of the PBA Award at Page 17 shall be considered as being set forth again at length herein; except that, in ¶ "2," insert the phrase "of intention to proceed to arbitration" after "written notice"; and in ¶ "3," revise the third line to read, "the notice of intention to proceed to arbitration is received by the Town, that an Arbitrator be appointed from a list(s) provided by."

11. That the Contract be amended so as to indicate that the Town shall have the option to change health insurance carriers after at least 30 days prior written notice of such intention, provided that (a) a copy of the proposed replacement coverages accompany such notice, and (b) the coverages shall be, in all respects, comparable or better than that which currently exists.

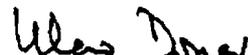
12. That all other proposals of either party, whether specifically addressed herein or not, are rejected.

Dated: Great Neck, N.Y.  
July 22, 1996

  
\_\_\_\_\_  
MAX DONER  
CHAIRMAN OF THE PANEL

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

DATED: July 22, 1996

  
\_\_\_\_\_  
MAX DONER  
CHAIRMAN OF THE PANEL

I CONCUR, this 22nd day of July, 1996.

  
RICHARD K. ZUCKERMAN  
Employer Panel Member

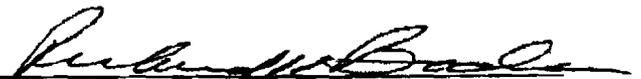
I, RICHARD K. ZUCKERMAN, do hereby affirm upon my oath as an Attorney and as Employer Member of the Panel that I am the individual described in and who executed this instrument.

DATED: July 22, 1996

  
RICHARD K. ZUCKERMAN  
Employer Panel Member

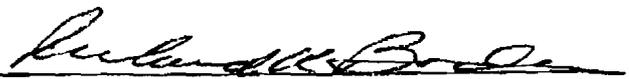
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I CONCUR, this 22nd day of July, 1996.

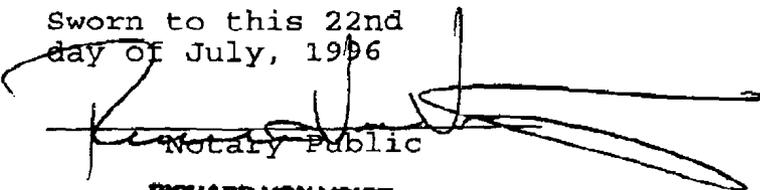
  
RICHARD K. BODEN  
Employee Organization  
Panel Member

I, RICHARD K. BODEN, do hereby affirm upon my oath as Employee Member of the Panel that I am the individual described in and who executed this instrument.

DATED: July 22, 1996

  
RICHARD K. BODEN  
Employee Organization  
Panel Member

Sworn to this 22nd  
day of July, 1996

  
Notary Public

**RICHARD VON VOIGT**  
Notary Public, State of New York  
No. 4891602, Suffolk County  
Commission Expires 6/1/97