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<u>Case #</u>	<u>Caption</u>	<u>Organization</u>	<u>Municipality</u>	<u>Award Date</u>	<u>Page</u>
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WAGES

<u>Case</u>	<u>Municipality</u>	<u>Year</u>	<u>Wages</u>
<u>2014</u>			
IA2013-016	County of Warren and Warren County PBA	2012	1.75%
		01/2013	1.25%
		07/2013	1%
IA2012-005	Town of Amherst and Amherst Police Club, Inc.	01/2011	1%
		07/2011	1.0%
		01/2012	1%
		07/2012	1%
IA2011-021	Garden City and Nassau County Professional Firefighters Association, Local 1588	2009	2.75%
		2010	2.75%
IA2012-018	Onondaga County and Sheriff of Onondaga and Onondaga County Deputy Sheriff's Police Association	2012	2.5%
		2013	2.75%
IA2013-012	City of Plattsburgh and Plattsburgh Permanent Firemen's Association, Local 2421	2010	2%
		2011	2%
IA2012-006	City of White Plains and White Plains PBA, Inc.	2010	0%
		2011	0%
IA2013-001	City of Rome and Rome Professional Firefighters Association, Local 694	2011	0%
		2012	0%
		2013	1.75%
		2014	2%
		2015	2%
IA2013-011	Village of Canton and Canton Police Association	2011	3%
		2012	3%
		2013	3%
IA2013-033	Metropolitan Transportation Authority (MTA) and MTA Commanding Officers Assn.	2011	3%
		2012	2%
		2013	2%
		2014	3%
		2015	2%
		2016	2%
IA2012-003	Village of Sag Harbor and Sag Harbor PBA, Inc.	2011	2.5%
		2012	2.5%

WAGES

<u>Case</u>	<u>Municipality</u>	<u>Year</u>	<u>Wages</u>
IA2012-001	Village of Dobbs Ferry and Dobbs Ferry PBA	2010 2011	2.75% 2.5%
<u>2015</u>			
IA2013-007	Town of Southold and Southold PBA	2012 2013	2% 2%
IA2013-018	City of Syracuse and Syracuse Firefighters Assn., IAFF, Local 280	2013 2014	2% 2%
IA2013-014	City of Albany and Professional Firefighters, Locals 2007 and 2007-A	2012 2013	3% 2.5%
IA2014-008	Town of Warwick and Warwick PBA, Inc.	2014 2015	2% 2%
IA2014-010	Town of Lancaster and Lancaster Cayuga Club PBA	2012 2013	2% 2%
IA2014-012	County of Monroe and Monroe County Sheriff's PBA, Inc.	2015 2016	1.5% 1.5%
IA2014-009	City of New York and Patrolmen's Benevolent Association of the City of New York, Inc.	2010 2011	1% 1%
IA2014-015	City of Niagara Falls and Niagara Falls Police Club, Inc.	2012 2013	1% 1%
IA2013-037	Town of Carmel and Town of Carmel PBA, Inc.	2013 2014	2.25% 2.25%
<u>2016</u>			
IA2014-021	Town of Cheektowaga and Cheektowaga Police Club, Inc.	2014 2015	1.75% 1.75%
IA2014-001	City of Newburgh and PBA of Newburgh, New York, Inc.	2013 2014	1% 1%
IA2014-013	County of Chenango and Chenango County Sheriff & Chenango County Law Enforcement Association	2012 2013	2.5% 2.5%
IA2013-031	City of Olean and Olean Professional Firefighters Association, IAFF, Local 1796	2011-2012 2012-2013	0% 0%

HEALTH/DENTAL INSURANCE

Municipality

Award

2014

Warren County

a. Effective July 1, 2013, employees will contribute 11% of premium.

b. County will offer Blue Shield EPO, or a substantially similar plan, with office co-pays of \$25/\$40 and Rx drug co-pays of \$10/\$30/\$50.

c. County may change insurance or self-insure with regard to any health insurance policy as long as the benefits, co-pays and deductibles remain substantially similar or equivalent to those provided in 2013 under the Blue Shield EPO Plan or Medicare Advantage, as the case may be, so long as the cost of the policy to the employee is equal to or less than the cost would have been if the county had stayed with the Blue Shield EPO or Medicare Advantage plans, as the case may be, and renewed, or whatever plan in existence at the time the County determines to change carriers. County will provide 30 days notice to President of PBA.

d. Eliminate County's reimbursement to employees of \$5 Rx drug name brand and \$10 Rx drug non-formulary.

Amherst

No change

Garden City

No change

Onondaga County

No change

Plattsburgh

No change

White Plains

No change

Rome

No change

Canton Police Association

a. The Village shall provide the Blue EPO Option 1 Health Insurance Plan for all employees and their dependents. The Village shall pay 100% of the cost of the premium for all employees and their dependents (including two person plans) through May 31, 2014. Thereafter, effective May 31, 2014, the Village will contribute 93.5% of the monthly premium for all employees and their dependents and all participating employees shall contribute 6.5% of the cost of the monthly premium, in pre-taxed dollars and equal payments each pay period.

b. Insurance for Retirees: *See Award page 19.*

OPTICAL PLAN

- a. The Village shall provide the First Rehab Life Vision Insurance Fashion Plan, and shall pay 100% of the cost of the premium for said coverage for all employees and their dependents.

DENTAL PLAN

- a. The Village will provide the Excellus Dental Option II Plan and shall pay 100% of the cost of the premium for said coverage for all employees and their dependents.

HEALTH INSURANCE BUYOUT

- a. An employee may opt to decline and waive health insurance provided by the Village, only when the employee has other health insurance and in accordance with the terms as set forth in Appendix "A" attached hereto and made a part of this Agreement. An employee who declines and waives health insurance coverage, as provided in Appendix "A", shall receive 50% of the premium costs in effect, payable on a voucher each calendar month.

- b. Effective May 31, 2014, and in the event an employee is married to another employee of the Village who is eligible for medical insurance, they must either enroll in two individual plans or one two-person or family plan, as the case may be, and will not be eligible for this buyout.

MTA

No change

Sag Harbor

All new hires shall contribute 15% of the cost of their health insurance coverage.

Dobbs Ferry

- a. Effective on the last day of this award, 5/31/12, Officers hired on or after the date of execution of this Award by a majority of the Panel shall contribute toward their health insurance benefit the following percentages of the total annual cost of the annual premium for the health insurance plan in which the Officer is enrolled:

- i. Starting Police Officer: 3%
- 1. After 1 year of Service: 5%
- 2. After 2 years of service: 7%
- 3. After 4 years of service: 10%

- b. Effective on the last day of this Award (5/31/12), for Officers hired on or after the execution date of this Award by a majority of the Panel, any such employee who retires from the Village with at least ten (10) years of service with the Village on his/her date of retirement shall be entitled to receive health insurance from the village for individual and/or dependent coverage at a retiree contribution rate not to

exceed what such retiree was paying as an active Police Officer at his/her date of retirement.

c. Any Employee or Retiree who foregoes coverage under the Health Insurance Plan provided by the Village for an entire year shall be paid a dollar amount equal to 25% of the annual premium for the Employee and dependents, if any. Such payment shall be made in the payroll period following the completion of each one full year period the employee or retiree as the case may be, does not participate in the Health Insurance Plan provide by the Village.

i. To be eligible for the payment, the Employee or Retiree must provide the Village with written proof of coverage from another source prior to withdrawal. For Retirees, proof of Medicare or any other medical insurance coverage would be sufficient.

DENTAL INSURANCE & WELFARE TRUST

a. Upon execution of this Award, the Village shall increase its contribution to the dental plan to the following total monthly amounts:

i. Individual- \$75/month

ii. Family- \$100/month

b. Effective June 1, 2011, the Village shall increase its current contribution to the Welfare Trust Fund by \$25.00 per month.

2015

Southold

Employees hired on or after the date on or after December 31, 2013, will contribute 15% toward the premium for individual or family health coverage, as applicable.

Effective December 31, 2013, each employee will be entitled to enter into an individual contract with the Town (and to be prepared consistent with the provisions of this paragraph) immediately prior to

the effective date of the employment retirement into the New York State Police and Fire Retirement System guaranteeing, consistent with the then applicable NYSHIP Plan Rules and Regulations, the Town's percentage contribution to the premium cost of the employee's retirement health insurance benefit will be at the same percentage that was in effect for the employee immediately prior to the effective date of the employee's retirement, until Medicare becomes the employee's primary insurance coverage by operation of law.

Syracuse

Employee contribution to health insurance shall be increase to \$65 per month for single coverage and to \$130 per month for family coverage, effective October 1, 2014.

Albany

a. With at least 60 days' notice to the Association, the City shall have the right to change the Health Insurance program set forth in Article 27.3 of the 2010-2011 Collective Bargaining Agreement, and if the City exercises such option, the Current Health Insurance programs set forth in Article 27.3 of the APPFA CBA and APPFA (Battalion Chiefs) CBA shall be modified to read as follows:

i. Effective on the date that the City implements the health insurance plans authorized by the Interest Arbitration Award dated _ 2015, the health insurance offerings to bargaining unit members shall be CDPHP or the City Empire Blue Cross/Blue Shield PPO Option with the following components:

i. A utilization review management process shall be instituted with: 1. Pre-Certification component with utilization review; 2. Mandatory second surgical opinion; and 3. Mental health/Substance inpatient utilization review.

ii. There shall be mandatory mail order for custodial/maintenance drugs.

iii. There shall be mandatory generic substitution for prescription drug coverage.

iv. Prescription drug co-pay shall be as follows: BCBS PPO -\$2/\$7/\$29. CDCHP- \$5/\$20/\$35.

v. The City will comply with NYS Timothy's Law/Mental Health Parity Act- The Act requires insurers to provide the same level of benefits for mental illness or substance abuse as for other physical disorders and diseases. These benefits include visit limitations, deductibles, co-payments and lifetime and annual limits.

b. All Bargaining unit members who accept Health Insurance benefits under the health insurance agreements shall pay 10% of the premium cost of such coverage for the duration of their employment with the City.

c. Association proposal to include language in the CBA which codifies the City's practice of providing Health Insurance to any Firefighter who retires after December 31, 2011 is rejected.

Warwick

Employees hired on or after ratification of the Memorandum of Agreement dated November 3, 2011 will be required to contribute 10% of the cost of health insurance premiums

during retirement in addition to being required to contribute 10% of the cost of health insurance premiums during their employment.

Lancaster

No change

Monroe County

- a. Effective January 1, 2016, employees shall pay 15% of the premium-equivalent, County reserved right to implement a high-deductible alternative. Revised language and added that County may increase the buy-out amount to \$3,000.00.
- b. Retirees: Employees who give notice on or before February 1, 2016 and retire on or before August 1, 2016, are entitled to retiree coverage under the 2009-2012 Collective Bargaining Agreement. If retirement notice revoked, then employee is subject to terms of this Award. Employees who retire after August 1, 2016, are entitled to retiree coverage equivalent to the Blue Point 2 Value Plan. County shall contribute 100% for those whose age and years of service total 85 or more, 85% for 80-84, 80% for 75-79, 70% for 70-74, 60% for 65-69, and 60% for those whose age and years of service total 60-64.
- c. Deputies who transfer without a break of service will receive up to 5 years credit for prior service. Deputies who qualify and receive disability retirement and have at least 10 years of credited service, but less than 20, will be treated as if they have 20 years of service for health eligibility and benefits. Spouses can receive coverage for 24 months after death of retiree. "Buy-out" option extended to pre-Medicare retirees. Upon Medicare eligibility, retiree can enroll in CMS-creditable supplement or advantage plan through County.

New York City

No change

Niagara Falls

No change

Carmel

Employees hired before December 31, 2014 shall contribute 10% toward health insurance premiums during employment, and are not required to contribute towards cost of premiums in retirement. Employees hired after January 1, 2015 shall contribute 12% toward premiums during employment and retirement.

2016

Cheektowaga

Retired officers who have completed 10 years of service and are eligible for retiree coverage and who retire on or before June 30, 2016, shall pay 3% of the cost of such coverage during retirement. Officers who were hired on or before November 1, 2012, and who retire on or after July 1, 2016, shall 3% towards the cost of such coverage during retirement as applied to the officer as an active employee at the time of his or her retirement. Officers hired after November 1, 2012, shall pay 15% of the cost of coverage during retirement.

Newburgh

- a. Effective December 31, 2014, retirees who retire on or after December 31, 2014, shall contribute 15% of the cost of individual or family coverage. Retirees who had individual coverage on December 31, 2014 and opt to add dependents to their coverage, the City shall contribute 85% of the cost of individual coverage and 35% of the cost of the dependent coverage.
- b. Effective December 31, 2014, where a bargaining unit member is eligible for health insurance coverage through another City employee's plan, the bargaining unit member and the other City employee must choose either one family plan or two individual plans.

Chenango County

No change

Olean

No change

Solvay

No change

Madison County

Effective 01/01/14 the County shall contribute 80% of premium for dependent medical coverage (2-person or family category) and 50% of premium for dependent dental.

Tioga County

All employees can enroll in the BC/BS plan with a \$15 co-pay and contributions each pay period (up to \$20 for individual and \$40 for family plans). Drug co-pays are \$5/\$15/\$30. Effective 12/31/14 each employee shall contribute 7% of the premium. Contributions shall be processed through and IRS 125K plan; opt-out shall be made in writing.

Southold

No change

2017
Albany

No change

COUNTY OF WARREN

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WARREN COUNTY POLICE BENEVOLENT ASSOCIATION

Ira B. Lobel, Esq., Chairperson
J. Lawrence Paltrowitz, Esq., Employer Panel Member
Edward W. Guzdek, Sr. Union Panel Member

Case No. IA2013-016

Award Dated: January 2, 2014

1. TERM OF AWARD

- a. January 1, 2012 through December 31, 2013.

2. WAGES

- a. 1.75% effective January 1, 2012. 1.25% effective January 1, 2013. 1% effective July 1, 2013. Increase in Investigator stipend by \$300 to \$4,890 effective December 31, 2013.

3. HEALTH INSURANCE

- a. Effective July 1, 2013, employees will contribute 11% of premium
- b. County will offer Blue Shield EPO, or a substantially similar plan, with office co-pays of \$25/\$40 and Rx drug co-pays of \$10/\$30/\$50
- c. County may change insurance or self-insure with regard to any health insurance policy as long as the benefits, co-pays and deductibles remain substantially similar or equivalent to those provided in 2013 under the Blue Shield EPO Plan or Medicare Advantage, as the case may be, so long as the cost of the policy to the employee is equal to or less than the cost would have been if the county had stayed with the Blue Shield EPO or Medicare Advantage plans, as the case may be, and renewed, or whatever plan in existence at the time the County determines to change carriers. County will provide 30 days notice to President of PBA.

- d. Eliminate County's reimbursement to employees of \$5 Rx drug name brand and \$10 Rx drug non-formulary

4. SICK LEAVE

- a. Sick leave incentive deleted effective 12/31/13. (Opinion does not specify)

AMHERST POLICE CLUB, INC.

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TOWN OF AMHERST

Ronald E. Kowalski, Ph.D., Chairman

J. Matthew Plunkett, Esq. Public Employer Panel Member

Edward W. Guzdek, Sr. Public Employee Organization Panel Member

Case No. IA2012-005

Award Dated: February 25, 2014

1. TERM OF AWARD

- a. January 1, 2011 through December 31, 2012.

2. WAGES

- a. 2% wage increase per year, bifurcated into 1% increases on January 1 & July 1 of 2011 and 2012.

3. LONGEVITY

- a. No change. Union argued for increase of \$100 at each step

4. HEALTH INSURANCE

- a. No change. Parties encourages to negotiate.

PROFESSIONAL FIREFIGHTERS ASSOCIATION OF NASSAU COUNTY, LOCAL 1588

AND

THE VILLAGE OF GARDEN CITY

Arthur A. Riegel, Esq., Chairman
Richard S. Corenthal, Esq., Employee Organization Panel Member
Thomas B. Wassel, Esq., Employer Panel Member

Case No. IA2011-021

Award dated: March 7, 2014

1. TERM OF AWARD:

- a. June 1, 2009 through May 31, 2011

2. WAGES

- a. June 1, 2009 2.75%
- b. June 1, 2010 2.75%

These increases shall be retroactive and shall be paid to all PFFA members who were employees of the Garden City Fire Department as of May 31, 2011.

3. SALARY STEPS

- a. Increase from 4 to 7 equally spaced steps. Applies to *new hires only*. Will not apply to lieutenants.

4. STABILITY / LONGEVITY PAYMENTS

- a. June 1, 2009 - \$125
- b. June 1, 2010 - \$125

Retroactively applied to all employed as of May 31, 2011.

5. HOLIDAYS

- a. Lincoln's Birthday will be deleted from the list of paid holidays and will be replaced by MLK day.

ONONDAGA COUNTY AND SHERIFF OF ONONDAGA

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ONONDAGA COUNTY DEPUTY SHERIFFS' POLICE ASSOCIATION

Howard G. Foster, Chairman
Peter Troiano, Public Employer Panel Member
Kenneth L. Wagner, Esq., Employee Organization Panel Member

Case No: IA2012-018

Award Date: May 22, 2014.

1. TERM OF AWARD

- a. January 1, 2012 through December 31, 2013.

2. WAGES

- a. Effective January 1, 2012, increase each step at each grade by 2.5%
- b. Effective January 1, 2013, increase each step at each grade by 2.75%
- c. Award is retroactive.

3. LONGEVITY

- a. At Grade 4, \$800 after 12 years of service
- b. At Grade 5, \$1000 after 5 years in grade
- c. At Grade 6, \$1200 after 5 years in grade

4. OVERTIME PAY FOR LATER CALLS

- a. No change.

5. CLOTHING ALLOWANCE

- a. Clothing allowance not increased.

6. OVERTIME CAP

- a. Overtime cap proposal by Employer is denied.

PLATTSBURGH PERMANENT FIREMEN'S ASSOCIATION, LOCAL 2421

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CITY OF PLATTSBURGH

Jay M. Siegel, Esq., Chairman
Mimi C. Satter, Esq., Employee Organization Panel Member
Bryan J. Goldberger, Esq., Public Employer Panel Member

Case No: IA2013-12

Award Date: June 5, 2014

1. TERM OF AWARD

- a. January 1, 2010 through December 31, 2011.

2. WAGES

- a. Salary at all steps and for all ranks shall be increased by 2% effective January 1, 2010, and by 2% effective January 1, 2011.

3. PAYMENT FOR VACATION AT THE TIME OF SEPARATION FROM EMPLOYMENT

- a. Except as specifically set forth below, members may not carry forward more than 10 weeks of accrued vacation time from one year to the next.
- b. All employees who have in excess of 10 weeks' accrued vacation time as of December 31, 2014 must utilize such vacation accruals in excess of 10 weeks no later than December 31, 2017 or forfeit any unused vacation accruals over 10 weeks. To the extent said employees utilize accruals in excess of 10 weeks before December 31, 2017, they shall be prohibited from "replenishing" same. To the extent any such employee leaves service before December 31, 2017, he or his beneficiaries shall be entitled to the full payout of accrued time.
- c. Absent a note from a health care provider, verifying illness or injury an employee shall not be allowed to cancel vacation scheduled for 2014 in order to increase vacation accruals.
- d. At the time of separation from City employment and in addition to the 10 weeks referenced in this Article and section, the employee or his/her beneficiary shall be compensated per subparagraph (a) above, for any unused vacation time for the terminal year.

WHITE PLAINS POLICE BENEVOLENT ASSOCIATION, INC.

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THE CITY OF WHITE PLAINS

Dennis J. Campagna, Esq., Chairman
Richard K. Zuckerman, Esq., Public Employer Panel Member
Harry Greenberg, Esq., Employee Organization Panel Member

Case No: IA-2013-006

Award Date: June 20, 2014

1. TERM OF AWARD

- a. July 1, 2010 through June 30, 2012.

2. WAGES

- a. 0% increase for both 2010 and 2011. The City of White Plains engages in an internal bargaining pattern that the Panel found to be persuasive when rendering the Award.

3. LONGEVITY

- a. No change in Longevity payments.

4. HEALTH INSURANCE

- a. Proposals by both parties denied in its entirety

5. WELFARE FUND

- a. Effective July 1, 2010, the City's contribution to the Welfare Fund shall be increased by \$7 per employee per year
- b. Effective July 1, 2011, the City's contribution to the Welfare Fund shall be increased by an additional \$6 per employee per year

6. HOURS OF WORK

- a. The City and the PBA will engage in negotiations over the design of duty charts including but not limited to a review of the 8, 10 and 12 hour tours. While it is always best for changes in Work Schedules to be mutually agreed upon, impasses do occur and should the PBA and the City reach a state of impasse in their talks over Work Duty Charts for bargaining unit members, either party shall have the full right and benefit of the Taylor Law impasse procedures for essential personnel, which culminates in binding arbitration pursuant to N.Y. Civ. Serv. Law § 209.4.

7. CITY VEHICLES

- a. It will be the sole discretion of the City, on an individual basis, as to which employees will receive permission to utilize City vehicles for travel to and from work

ROME PROFESSIONAL FIREFIGHTERS ASSOCIATION LOCAL 694, AFL-CIO

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CITY OF ROME

Ronald E. Kowalski, Ph.D., Chairman

Gregory A. Mattacola, Esq., Public Employer Panel Member

Mimi C. Satter, Esq., Public Employee Organization Panel Member

Case No: IA2013-001

Award Date: June 2, 2014

1. TERM OF AWARD

- a. January 1, 2011 through December 31, 2015.

2. WAGES

- a. 2011 - 0%
- b. 2012 - 0%
- c. 2013 - 1.75%
- d. 2014 - 2%
- e. 2015 - 2%
- f. Full Retroactivity

3. LONGEVITY

- a. 5 years - \$725
- b. 10 years - \$825
- c. 15 years - \$1075
- d. 20 years - \$1200

4. MINIMUM MANNING

- a. No change in existing provisions governing minimum manning in the Collective Bargaining Agreement.

5. EMT STIPEND / RETIREMENT BONUS / PERSONAL LEAVE

- a. EMT
 - i. The EMT stipend shall be increase to \$425 retroactive to January 1, 2012 Retirement Bonus.
- b. Retirement Bonus

i. Increases to the following effective January 1, 2014

1. 20 years - \$7,000
2. 21 years - \$4,000
3. 22 years - \$3,000
4. 23 years - \$2,000
5. 24 years - \$1,000

c. Personal Leave

i. Proposal was not awarded.

6. OVERTIME PAY / CALL BACK

- a. A minimum of 3 hours of pay at the overtime rate shall be given to an employee on a call-back under the CBA, effective January 1, 2014.

CANTON POLICE ASSOCIATION

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VILLAGE OF CANTON

Dennis J. Campagna, Esq., Chairman
Anthony V. Solfaro, Employee Organization Panel Member
Michael A. Richardson, Employer Panel Member

Case No: IA2013-011

Award Date: August 11, 2014

1. TERM OF AWARD

- a. June 1, 2011 through May 31, 2014

2. HEALTH INSURANCE

- a. The Village shall provide the BlueEPO Option 1 Health Insurance Plan for all employees and their dependents. The Village shall pay 100% of the cost of the premium for all employees and their dependents (including two person plans) through May 31, 2014. Thereafter, effective May 31, 2014, the Village will contribute 93.5% of the monthly premium for all employees and their dependents and all participating employees shall contribute 6.5% of the cost of the monthly premium, in pre-taxed dollars and equal payments each pay period.
- b. Insurance for Retirees: *See Award page 19.*

3. OPTICAL PLAN

- a. The Village shall provide the First Rehab Life Vision Insurance Fashion Plan, and shall pay 100% of the cost of the premium for said coverage for all employees and their independents.

4. DENTAL PLAN

- a. The Village will provide the Excellus Dental Option II Plan and shall pay 100% of the cost of the premium for said coverage for all employees and their dependents.

5. HEALTH INSURANCE BUYOUT

- a. An employee may opt to decline and waive health insurance provided by the Village, only when the employee has other health insurance and in accordance with the terms as set forth in Appendix "A" attached hereto and made a part of this Agreement. An employee who declines and waives health insurance coverage, as provided in Appendix "A", shall receive 50% of the premium costs in effect, payable on a voucher each calendar month.
- b. Effective May 31, 2014, and in the event an employee is married to another employee of the Village who is eligible for medical insurance, they must either enroll in two individual plans or one two-person or family plan, as the case may be, and will not be eligible for this buy-out.

6. HEALTH INSURANCE

- a. *See Award page 21-22. Giving Village power to change health, dental, and/or optical rider or plan.*

7. SICK LEAVE

- a. Effective May 31, 2014, the Village agrees that upon retirement or death, an employee or beneficiary, as the case may be, shall be paid 30% of all accumulated sick leave no later than the payroll period following retirement or death. A full sick day shall be equal to 8 hours. The payment shall be at the rate in effect, including longevity, if applicable, at the time of retirement or death.

8. LONGEVITY

- a. Effective May 31, 2014 increase in longevity as follows:
 - i. Years 6-9 - \$25

- ii. Years 10-13 - \$50
- iii. Years 14-17 - \$75
- iv. Years 18-21 - \$100

9. WAGES

- a. 2011 - 3%
- b. 2012 - 3%
- c. 2013 - 3%

10. CALL BACK PAY

- a. An employee called back to work after completion of his/her tour of duty shall, except for court duty, receive a minimum of three hours pay at the overtime rate. If more than three hours are worked, he/she shall be paid at the overtime rate for the time actually worked.
- b. An employee called back to work for "court duty" after completion of his / her tour of duty shall receive a minimum of two hours pay at the overtime rate. If more than two hours are worked, he / she shall be paid at the overtime rate for the time actually worked.

11. PERSONAL PROPERTY

- a. 2012 - increase \$10 to \$60 for watch reimbursement
- b. 2013 - increase \$5 to \$65 for watch reimbursement

12. OUT OF TITLE PAY

- a. 2012 - Increase \$0.25/hr to \$2.50/hr.
- b. 2013 - Increase \$0.25/hr to \$2.75/hr.

13. GENERAL PROVISIONS

- a. Effective May 31, 2014, the Village shall include, in each payroll check, the employee's paid leave accruals to date, such as but not limited to vacation, sick leave, holidays, etc.

METROPOLITAN TRANSPORTATION AUTHORITY

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METROPOLITAN TRANSPORTATION AUTHORITY POLICE DEPARTMENT
COMMANDING OFFICERS ASSOCIATION

Howard C. Edelman, Esq., Chairman
Richard Cairns, Esq., Public Employer Member
Thomas Dunn, Public Employee Member

Case No: IA2013-003

Award Date: August 28, 2014

1. TERM OF AWARD

2. WAGES

- a. 2011 - 3%
- b. 2012 - 2%
- c. 2013 - 2%
- d. 2014 - 3%
- e. 2015 - 2%
- f. 2016 - 2%
- g. 2017 - 3%
- h. Effective April 15, 2018, all ranks and steps shall receive a one time \$1,000 adjustment to base wages

3. LONGEVITY

- a. 2014
 - i. 5 years - \$3750
 - ii. 10 years - \$4000
 - iii. 15 years - \$4250
 - iv. 20 years - \$4500
- b. 2015
 - i. 5 years - \$4750
 - ii. 10 years - \$5000
 - iii. 15 years - \$5250
 - iv. 20 years - \$5500

- c. 2016
 - i. 5 years - \$5750
 - ii. 10 years - \$6000
 - iii. 15 years - \$6250
 - iv. 20 years - \$6500
- d. 2018
 - i. 5 years - \$5750
 - ii. 10 years - \$6745
 - iii. 15 years - \$7745
 - iv. 20 years - \$8745

4. COMPENSATORY BANK

- a. There shall be a compensatory bank cap of 400 hours for each COA member who may not carry over more than 400 hours of compensatory time from one calendar year into the next. Any employee whose accumulated bank exceeds 400 hours shall make best efforts to reduce his/her bank to within the limits of the cap no later than December 31, 2016. Any employee who is unable to reduce his/her bank to within the limits of the cap by December 31, 2016 shall be paid the cash value of the compensatory time then in excess of 400 hours.
- b. It is not the intent of the parties that COA members lose accumulated compensatory time. It is incumbent upon the department to manage the compensatory banks of COA members to ensure they shall not lose accumulated compensatory time, and members shall cooperate with efforts to reduce their compensatory time balance, provided, however, that COA members shall not be paid for any compensatory time except at the time of voluntary separation from service at which time the member shall receive the cash value of his/her current rate of pay for up to 400 hours of compensatory time. Under no circumstances shall an employee be paid the cash value of compensatory time in excess of 400 hours, except in the sole instance specified in the second paragraph of this Section. Any prior practice or interpretation of this provision or any other contract provision that may have been in conflict with this strict limitation on the number of hours of compensatory time for which cash value may have been paid upon separation is superseded by the terms of this agreement.

5. RELEASE TIME

- a. Effective January 1, 2014, COA shall be granted 224 hours annually to be placed in an Annual Released Time Bank. The Bank may be accessed by the President of COA to be released from duty, without loss of pay,

for COA officials to conduct Union business. The President of COA shall provide the Chief of the Department or a designee with reasonable advance notice of intent to use such release time which shall be granted unless Department operations would be impaired as a result.

6. ANNUITY

- a. Effective January 1, 2015, a \$1500 annual Annuity Fund Shall be established for each employee.
- b. The MTA shall remit, on a monthly basis, one-twelfth of the agreed upon annual sum per employee to an account designated by such employee under an existing 457 or 401(k) plan.
- c. Employees are not eligible to receive annuity fund contributions under the current MTA-Police Benevolent Association Agreement shall not be eligible to receive annuity fund contributions upon promotion to a rank represented by COA.

7. NIGHT DIFFERENTIAL

- a. There shall be a 10% differential in cash paid to all COA members for all work actually performed between the hours of 6:00 p.m. and 6:00 a.m.

8. UNIFORM ALLOWANCES

- a. Effective January 1, 2015 each COA member shall be paid an annual cash allowance of \$1000 to be used toward the purchase of uniforms. Members shall be required to make arrangements for the purchase and maintenance of their uniforms outside of working hours and shall be fully responsible for ensuring compliance with existing dress codes.

9. HOLIDAY PAY

- a. Paid 96 hours annually at the holiday rate of pay in lieu of paid holidays, 48 hours of which shall be paid in January and 48 hours of which shall be paid in July of each successive calendar year. Employees scheduled to work on an MTA designated holiday shall be paid at the straight time rate for that day.

10. TOUR CHANGES

- a. All COA members shall be assigned to work non-rotating one platoon schedule of five tours of eight hour with two consecutive weekend rest days. However, the Authority may include up to six weekend shifts of eight hours each per day on Saturday and Sunday as part of the duty schedule.

11. CAPTAINS' PROGRESSION

- a. Step 1 - \$145,042

- b. Step 2 - \$149,394
- c. Step 3 - \$153,745
- d. Captains shall advance one step within rank annually on the anniversary date of their promotion.

SAG HARBOR VILLAGE POLICE BENEVOLENT ASSOCIATION, INC.

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VILLAGE OF SAG HARBOR

Robert E. Maher, Chairman
David Davis, Esq., Employee Panel Member
Vincent Toomey, Esq., Employer Panel Member

Case No: IA2012-003

Award Date: September 09, 2014

1. TERM OF AWARD

- a. June 1, 2011 through May 31, 2013.

2. WAGES

- a. Effective 9/1/2011 an increase of 2.5%
- b. Effective 6/1/2012 an increase of 2.5%

3. LONGEVITY

- a. 5-7 years of service
 - i. 2011 - \$2475
 - ii. 2012 - \$2600
- b. 8-9 years of service
 - i. 2011 - \$2825
 - ii. 2012 - \$2950
- c. 10-14 years of service
 - i. 2011 - \$3925
 - ii. 2012 - \$4150
- d. 15-19 years of service
 - i. 2011 - \$4425
 - ii. 2012 - \$4650

- e. 20 years of service
 - i. 2011 - \$5075
 - ii. 2012 - \$5300

4. VACATION

- a. Employees shall be permitted to carry over up to 25 unused vacation days from year to year for future use or pay.

5. DEATH BENEFIT

- a. The family of an employee who dies in the course of employment shall be entitled to receive up to the sum of \$5000 for funeral expenses, including burial plot. The Village shall provide all health, hospitalization, dental, and optical benefits / insurance coverage as stated in the Agreement to the surviving spouse until he / she remarries or dies, and to each dependent child up to the age of 26. This benefit shall be available unless the surviving spouse and or dependent child obtain comparable benefits from another source.

6. GRIEVANCE PROCEDURE

- a. Effective upon the issuance of this Award Section 23 shall be amended to provide that the Arbitrator shall be mutually selected utilizing the List Only Service of the American Arbitration Association.

7. HEALTH INSURANCE

- a. All new hires shall contribute 15% of the cost of their health insurance coverage.

DOBBS FERRY POLICE BENEVOLENT ASSOCIATION, INC

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THE VILLAGE OF DOBBS FERRY

Dennis J. Campagna, Esq., Chairman
Ernest R. Stolzer, Esq., Public Employer Panel Member
Thomas J. Troetti, Esq., Employee Organization Panel Member

Case No: IA2012-001

Award Date: December 12, 2014

1. TERM OF AWARD

- a. June 1, 2010 through May 31, 2012.

2. WAGES

- a. 2.75% for 6/1/10-5/31/11 and a 2.5% increase for 6/1/11-5/31/12 fully retroactive.

3. LONGEVITY

- a. Effective June 1, 2011, each Longevity Step as set forth in the June 1, 2009 column shall be increased by \$50.

4. HEALTH INSURANCE

- a. Effective on the last day of this award, 5/31/12, Officers hired on or after the date of execution of this Award by a majority of the Panel shall contribute toward their health insurance benefit the following percentages of the total annual cost of the annual premium for the health insurance plan in which the Officer is enrolled:
 - i. Starting Police Officer: 3%
 - 1. After 1 year of Service: 5%
 - 2. After 2 years of service: 7%
 - 3. After 4 years of service: 10%
- b. Effective on the last day of this Award (5/31/12), for Officers hired on or after the execution date of this Award by a majority of the Panel, any such employee who retires from the Village with at least ten (10)

years of service with the Village on his/her date of retirement shall be entitled to receive health insurance from the village for individual and/or dependent coverage at a retiree contribution rate not to exceed what such retiree was paying as an active Police Officer at his/her date of retirement.

- c. Any Employee or Retiree who foregoes coverage under the Health Insurance Plan provided by the Village for an entire year shall be paid a dollar amount equal to 25% of the annual premium for the Employee and dependents, if any. Such payment shall be made in the payroll period following the completion of each one full year period the employee or retiree as the case may be, does not participate in the Health Insurance Plan provide by the Village

- i. To be eligible for the payment, the Employee or Retiree must provide the Village with written proof of coverage from another source prior to withdrawal. For Retirees, proof of Medicare or any other medical insurance coverage would be sufficient.

5. DENTAL INSURANCE & WELFARE TRUST

- a. Upon execution of this Award, the Village shall increase its contribution to the dental plan to the following total monthly amounts
 - i. Individual - \$75/month
 - ii. Family - \$100/ month
- b. Effective June 1, 2011, the Village shall increase its current contribution to the Welfare Trust Fund by \$25.00 per month.

6. GRIEVANCE & ARBITRATION

- a. The Arbitrator shall be selected pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association

7. BI-WEEKLY PAY

- a. Employees shall be paid on a bi-weekly basis.

TOWN OF SOUTHOLD

&

SOUTHOLD POLICE BENEVOLENT ASSOCIATION

Stephen M. Bluth, Chairman
Richard K. Zuckerman, Esq., Employer Panel Member
Richard Buonaiuto, Employee Panel Member

Case No: IA2013-007

Award Date: January 26, 2015

1. TERM OF AWARD

- a. January 1, 2012 through December 31, 2013

2. WAGES

- a. 2% increase in 2012 and 2% increase in 2013.

3. SALARY SCHEDULE

- a. Employees hired on or after December 31, 2013, shall be placed on a new salary schedule consisting of seven equidistant steps.

4. HEALTH INSURANCE

- a. Employees hired on or after the date on or after December 31, 2013, will contribute 15% toward the premium for individual or family health coverage, as applicable.
- b. Effective December 31, 2013, each employee will be entitled to enter into an individual contract with the Town (and to be prepared consistent with the provisions of this paragraph) immediately prior to the effective date of the employment retirement into the New York State Police and Fire Retirement System guaranteeing, consistent with the then applicable NYSHIP Plan Rules and Regulations, the Town's percentage contribution to the premium cost of the employee's retirement health insurance benefit will be at the same percentage that was in effect for the employee immediately prior to the effective date of the employee's retirement, until Medicare becomes the employee's primary insurance coverage by operation of law.

CITY OF SYRACUSE

&

SYRACUSE FIREFIGHTERS' ASSOCIATION IAFF LOCAL 280

Howard G. Foster, Chairman
Robert P. Stamey, Esq., Public Employer Panel Member
Charles E. Blitman, Esq., Employee Organization Panel Member

Case No: IA2013-018

Award Date: April 17, 2015

1. TERM OF AWARD

- a. January 1, 2013 through December 31, 2014.

2. WAGES

- a. Effective January 1, 2013 wage increase by 2% and by an additional 2% effective January 1, 2014.

3. GML §207-a

- a. Add the following sentence: "The medical release shall be limited to those documents and/or records that are directly or indirectly associated with the injury."

4. FUNERAL OR BEREAVEMENT LEAVE

- a. Added Brother-in-law and Sister-in-law

5. EXTRA PAY FOR EMERGENCY MEDICAL CERTIFICATIONS

- a. Effective January 1, 2013, a new clause shall be added to the Agreement providing stipends for emergency medical certifications, as follows:
 - i. Certified First Responder Defibrillator - \$200
 - ii. Emergency Medical Technician Defibrillator - \$500
 - iii. Emergency Medical Technician Intermediate - \$750
 - iv. Emergency Medical Technician Critical Care - \$1,000

- v. Emergency Medical Technician Paramedic - \$1,250
- b. The stipend for a certification held during a given year shall be paid in a lump sum by February 1 of the following year. Payment for a certification achieved during the year shall be prorated to the portion of the year during which the certification was held.

6. NIGHT SHIFT DIFFERENTIAL

- a. Increase night differential by \$.25.

7. SHIFT SCHEDULE MODIFICATIONS

- a. Modified to add: "Changes in the current shift schedule shall not be made until they are discussed with the joint standing committee and agreed to by all the parties or awarded by an arbitration panel."

8. LIFE INSURANCE

- a. "The City shall provide \$50,000 of term life insurance for each active member of the bargaining unit."
- b. Effected as soon as practicable.

9. CHARGING OVERTIME

- a. Replace second paragraph of § 12.1 of CBA with: "All overtime opportunities, including refusals thereof, are chargeable. All overtime worked will be charged to that member in his district log. All overtime will be documented and maintained by both the District Chief's and Deputy Chief's level. The purpose is to keep overtime more equal and transparent across the department."

10. SICK LEAVE INCENTIVE

- a. The economic benefit for each four-month block shall be \$300 for zero days off

11. HEALTH INSURANCE

- a. Employee contribution to health insurance shall be increase to \$65 per month for single coverage and to \$130 per month for family coverage, effective October 1, 2014.

ALBANY PERMANENT PROFESSIONAL FIREFIGHTERS ASSOCIATIONS, LOCAL
2007, LOCAL 2007-A, I.A.F.F., AFL-CIO

&

THE CITY OF ALBANY, NEW YORK

Dennis J. Campagna, Esq., Chairman
James W. Roemer, Jr., Esq., Public Employer Panel Member
John M. Crotty, Esq., Employee Organization Panel Member

Case No: IA2013-014

Award Date: April 20, 2015

1. TERM OF AWARD

- a. January 1, 2012 through December 31, 2013.

2. WAGES

- a. The Salary Schedule in effect as of December 31, 2011 shall first be increased effective January 1, 2012 by 3%
- b. The Salary Schedule created by the 3% increase shall again be increase for all positions by 2.5% effective January 1, 2013.

3. HEALTH INSURANCE

- a. With at least 60 days' notice to the Association, the City shall have the right to change the Health Insurance program set forth in Article 27.3 of the 2010-2011 Collective Bargaining Agreement, and if the City exercises such option, the Current Health Insurance programs set forth in Article 27.3 of the APPFA CBA and APPFA (Battalion Chiefs) CBA shall be modified to read as follows
 - i. Effective on the date that the City implements the health insurance plans authorized by the Interest Arbitration Award dated ____ 2015, the health insurance offerings to bargaining unit members shall be CDPHP or the City Empire Blue Cross / Blue Shied PPO Option with the following components:
 1. A utilization review management process shall be instituted with: 1. Pre-Certification component with utilization review; 2. Mandatory second surgical opinion; and 3. Mental health / Substance inpatient utilization review

- ii. There shall be mandatory mail order for custodial / maintenance drugs
 - iii. There shall be mandatory generic substitution for prescription drug coverage
 - iv. Prescription drug co-pay shall be as follows: BCBS PPO - \$2/\$7/\$29. CDHP - \$5/\$20/\$35
 - v. The City will comply with NYS Timothy's Law / Mental Health Parity Act – The Act requires insurers to provide the same level of benefits for mental illness or substance abuse as for other physical disorders and diseases. These benefits include visit limitations, deductibles, copayments and lifetime and annual limits.
- b. All Bargaining unit members who accept Health Insurance benefits under the health insurance agreements shall pay 10% of the premium cost of such coverage for the duration of their employment with the City.
 - c. Association proposal to include language in the CBA which codifies the City's practice of providing Health Insurance to any Firefighter who retires after December 31, 2011 is rejected.

4. PARAMETIC RIG INCENTIVE

- a. Effective upon the execution of this Award, Paramedics who qualify as of that date and thereafter shall be entitled to the following incentive: At the beginning of their Sixth year of consecutive service as a Paramedic on a Paramedic Rig, said employee shall receive a stipend of a \$1.00 per hour increase. Said increase shall continue so long as said employee continues in such Paramedic Rig service.

5. ARBITRATION AND DISCIPLINE

- a. If the employee elects to proceed to arbitration, the Arbitrator shall be selected in accordance with N.Y.S. PERB's Rules for selection and appointment. The Parties are at liberty to agree upon a mutually agreeable Arbitrator.

6. OVERTIME ELIGIBILITY ON DAY PRIOR TO VACATION

- a. Add language "On their last work day before their vacation or after their last scheduled workday before retirement."

7. OLD GRIEVANCE REMEDY

- a. Add language: "In these instances, members will receive the next available twelve hour overtime block and will receive a 'no count.'" Avoids over-staffing when senior employee is inadvertently skipped over for overtime.

TOWN OF WARWICK POLICE BENEVOLENT ASSOCIATION, INC.

&

TOWN OF WARWICK

Jay M. Siegel, Esq., Chairman
Richard P. Bunyan, Esq., Employee Organization Panel Member
Stuart S. Waxman, Esq., Public Employer Panel Member

Case No: IA2014-008

Award Date: July 17, 2015

1. TERM OF AWARD

- a. January 1, 2014 through December 31, 2015.

2. WAGES

- a. Salary schedule shall be increased by 2% effective January 1, 2014 and an additional 2% effective January 1, 2015.

3. HEALTH INSURANCE

- a. Employees hired on or after ratification of the Memorandum of Agreement dated November 3, 2011 will be required to contribute 10% of the cost of health insurance premiums during retirement in addition to being required to contribute 10% of the cost of health insurance premiums during their employment.

4. NOTICE OF SCHEDULING CHANGE FOR TRAINING

- a. Effective July 16, 2015 the notice of scheduling changes for training shall be reduced from 30 days to 20 days.

5. PART-TIME OFFICERS' MINIMUM HOURS

- a. Add a new section to reflect that part-time officers hired on or after July 16, 2015 will be required to work a minimum of 100 hours per quarter. Failure to comply may be grounds for disciplinary proceedings.

6. PART TIME OFFICERS' SECTION 75 CIVIL SERVICE LAW RIGHTS

- a. Add a new section to reflect that part-time officers hired on or after July 16, 2015 will be required to work for three years of continuous service prior to being granted disciplinary rights under Section 75 of the Civil Service Law.

Lancaster Cayuga Club Police Benevolent Association

and

Town of Lancaster

Jay M. Siegel, Esq., Chairman
Shaun DiMino, Employee Panel Member
Jeffrey Swiatek, Esq., Employer Panel Member

Case No.: IA2014-010

Award Date: October 5, 2015

- 1. Term**
 - a. This Award is for the period January 1, 2012 through December 13, 2013.
- 2. Wages**
 - a. The 2011 base salary scheduled will be increased by 2% effective January 1, 2012, and by an additional 2% effective January 1, 2013.
- 3. Longevity**
 - a. Increased at all levels by \$100.00 effective October 1, 2015.
- 4. Health Insurance for Active Employees and Retirees**
 - a. No Award. Panel rejected Town's and Union's proposals.

County of Monroe and Monroe County Sheriff

And

Monroe County Sheriff's Police Benevolent Association, Inc.

Howard G. Foster, Chairman

Peter J. Spinelli, Esq., Public Employer Panel Member

Lawrence J. Andolina, Esq., Employee Organization Panel Member

Case No.: IA2014-012

Award Date: November 6, 2015

1. Term

- a. The term of this Award is from January 1, 2013 through December 31, 2016.

2. Wages

- a. 2013 - 1.5%; 2014 – 1.5%; 2015- 1.5%; and 2016 – 1.5% raise in base pay. All increases will be implemented together on January 1, 2016, for a total of 6% plus compounding. No retroactivity.
- b. All employees will receive lump-sum payments: \$750.00 for 2013, \$1,000.00 for 2014, and \$1,250.00 for 2015, with prorated payments for employees hired between January 1, 2013 and December 15, 2015. Payments to be made in 2 installments of \$1,500.00 on the pay day following December 15, 2015 and July 1, 2016.
- c. All employees who have worked 25 continuous years in law enforcement, with at least 20 years service to Monroe County Sheriff's Office will have their hourly rate increased by 8.5% above Step E.
- d. Employees hired on or after January 1, 2016 shall be upgraded to the next step of the salary schedule after satisfactory completion of each year of service.

3. Health Insurance

- a. Effective January 1, 2016, employees shall pay 15% of the premium-equivalent, County reserved right to implement a high-deductible alternative. Revised language and added that County may increase the buy-out amount to \$3,000.00

4. Health Insurance - Retirees

- a. Employees who give notice on or before February 1, 2016 and retire on or before August 1, 2016, are entitled to retiree coverage under the 2009-2012 Collective Bargaining Agreement. If retirement notice revoked, then employee is subject to terms of this Award. Employees who retire after August 1, 2016, are entitled to retiree coverage equivalent to the Blue Point 2 Value Plan. County shall contribute 100% for those whose age and years of service total 85 or more, 85% for 80-84, 80% for 75-79, 70% for 70-74, 60% for 65-69, and 60% for those whose age and years of service total 60-64.

- b. Deputies who transfer without a break of service will receive up to 5 years credit for prior service. Deputies who qualify and receive disability retirement and have at least 10 years of credited service, but less than 20, will be treated as if they have 20 years of service for health eligibility and benefits. Spouses can receive coverage for 24 months after death of retiree. “Buy-out” option extended to pre-Medicare retirees. Upon Medicare eligibility, retiree can enroll in CMS-creditable supplement or advantage plan through County.

City of New York

and

The Patrolmen's Benevolent Association of the City of New York, Inc.

Howard C. Edelman, Chairman
Jaw Waks, Public Employee Panel Member
Robert Linn, Public Employer Panel Member

Case No.: IA2014-009

Award Date: November 16, 2015

1. **Term**
 - a. The term of this Award is from August 1, 2010 through July 31, 2012.
2. **Wages**
 - a. Effective August 1, 2010, wages shall be increased by 1%. Effective August 1, 2011, wages shall be increased by an additional 1%.
3. **Parking**
 - a. Effective January 1, 2016, the current provisions of the Collective Bargaining Agreement shall remain in full force and effect except that the PBA shall have the right to avail itself of the grievance procedure, exclusive of the right to arbitration, with respect to claimed violations of this provision.
4. **Home Confinement**
 - a. The current procedures initiated in 2008 shall remain in full force and effect, except that the program shall no longer be deemed a "pilot" and all references in the procedure to "pilot" shall be deleted.
 - b. Paragraphs "a," "b," "c," and "d" of the side letter between Hanley and Lynch concerning Patrol Guide Procedure 205-01 and 205-45 in regard to sick leave and home confinement shall become permanent and new language be incorporated into Section 1 of Article X - Leaves as new paragraphs "c," "d," and "e."
 - "c" – Employees requesting sick leave are no longer subject to home visitation and confinement except where home confinement is required in the opinion of the Department's Medical Division, after consultation with the employee's personal physician.
 - "d" - Employees who are designated "chronic sick," employees who are on modified assignment, employees on dismissal probation, and employees on suspension are not eligible for the program.
 - "e" – The "designated absence rate" is calculated at 11.56 days per year. After monthly review, if the average sick leave for the entire PBA bargaining unit

exceeds the designated absence rate for the preceding 365 day period by more than 10%, the previous Patrol Guide homes visitation and confinement policies will be placed into effect the following day. Such procedures will remain in effect for the remainder of the month. The following month another review of sick leave usage for the preceding 365 days will occur. When a monthly review results in a level at or below the "designated absence rate" plus 10% the Department will resume the new visitation and confinement procedures.

5. Recoupment

- a. Effective on July 31, 2012, and implemented on January 1, 2016, police officers will be notified of overpayments in writing, which will contain a detailed explanation of the time, amount, and circumstances of the alleged overpayment. Police officers can contest the overpayment within 15 days of receipt of that writing. If there is no contestation of the overpayment, the Department may commence recoupment the second pay period immediately following the 30th day after receipt of the initial written notification of overpayment. If there is contestation in writing within 15, and if the Department intends to proceed with any recoupment, the Department shall respond in writing within 15 days of receiving the written objection, explaining the disagreement. Recoupment may commence the second pay period immediately following the 30th day after receipt by the police officer of the initial written notification of overpayment. No more than 7.5% of the police officer's gross pay (minus court ordered child support payments) may be withheld per pay period, unless there is agreement in writing to a different percentage or payment schedule. If the Department has official notice of an Officer's intention to leave the Department such that full recoupment may not be made pursuant to the 7.5% formula and subject to the above procedure, the Department may withhold pay from the officer's paycheck in equal amounts so that full recoupment is achieved by the time the officer leaves the Department.

6. Vacation Selection

- a. Effective July 31, 2012 and implemented January 1, 2016, police officers permitted to select vacation based on their seniority within their squad or command and is subject to Operations Order No. 40 issued on October 16, 2014.

7. Vacation Donation

- a. Effective July 31, 2012 and implemented January 1, 2016, police are permitted to donate vacation days to other members of the bargaining unit for medical or similar personal emergencies incurred by the recipient, provided there is no impact on the Final Average Salary of the donor or donee who retires, neither the donor or donee is in his/her final year of service, and approval is granted by the commanding officer.

8. Ten Hour Tours

- a. Effective on July 31, 2012, implemented March 15, 2016, a committee composed of an equal number of City and PBA representatives shall be created to study the possible implementation of a ten hour tour within ninety days of

the issuance of this Award. This committee shall make recommendations after a one year review of relevant information.

9. **Uniform Allowance**

- a. Effective August 1, 2011, the uniform allowance shall be increased to \$1,050.

City of Niagara Falls Police Club, Inc.

and

City of Niagara Falls

Thomas N. Rinaldo, Esq., Chairman
Richard J. Rotella, Esq., Public Employer Member
Edward W. Guzdek, Employee Organization Member

Case No.: IA2014-015

Award Date: November 19, 2015

1. Term

- a. This Award shall cover the period January 1, 2011 through December 31, 2014.

2. Wages

- a. 2011 - 1.5%; 2012 - 2%, 2013- 1.0% raise in base pay effective July 1, 2013, 1.0% raise in base pay effective December 31, 2013, and; 2014- 1%.

3. Longevity

- a. 2011- \$250.00; 2012- \$250.00; 2013-\$500.00, and; 2014-\$500.00. All adjustments will be made at the 3 year, 5 year, 10 year and 15 year steps only.

4. Shift Differential

- a. For all hours worked between 4:00pm and 8:00am, increase to fifty cents (\$.50) effective 1/1/2011; Increase to seventy five cents (\$.75) effective 1/1/2013. Shift differential will be rolled into the base pay effective 12/31/2014.

5. Additional Compensation

- a. Modified coverage of units/divisions.

6. Payment

- a. All officers to be paid through direct deposit. Also, any payment of additional compensation or premium pay will be made between April 1 and May 31 each year.

7. Sick Leave

- a. One day of sick leave, per month of employment, and may accumulate up to 180 days. The City may verify illness, may require an officer to be examined at its expense, and may require an employee to verify their illness with verification from their attending physician or medical professional should the employee utilize three (3) consecutive sick days or the absence

will not be charged against accumulated sick leave. The Superintendent may, upon written notice, require a physician's letter for each additional absence over 5 absences in a calendar year. Officers on sick leave may leave the City upon permission by the City's physician or the Superintendent. If there is a dispute between the officer's physician and the City's designated physician, the matter will be submitted to a physician mutually selected by the parties, whose opinion will be binding on both parties.

8. Issued Items (Uniforms)

- a. Delete "One winter coat with insignia" and "One raincoat", add "One all-weather coat" and "One light jacket."

9. Holidays

- a. Eliminate employee birthday holiday; add Dr. Martin Luther King Jr. to the list of holidays.

10. Retroactivity

- a. Payments shall be deferred and issued in four (4) installments, March 1, 2016 (for the years 2011-12), July 1, 2016 (for the years 2013-2014), January 1, 2017 (for the year 2015) and July 1, 2017 (for the year 2016).

Town of Carmel Police Benevolent Association, Inc.

and

Town of Carmel

Jay M. Siegel, Esq., Chairman

Richard P. Bunyan, Esq., Employee Panel Member

Michael R. Hekle, Esq., Public Employer Panel Member

Case No.: IA2013-037

Award Date: November 30, 2015

1. **Term**
 - a. This Award shall cover the period January 1, 2013 through December 31, 2014.
2. **Wages**
 - a. The base salary schedule will be increased by 2.25%, effective January 1, 2013, and increased an additional 2.25%, effective January 1, 2014.
3. **Health Insurance**
 - a. Employees hired before December 31, 2014 shall contribute 10% toward health insurance premiums during employment, and are not required to contribute towards cost of premiums in retirement. Employees hired after January 1, 2015 shall contribute 12% toward premiums during employment and retirement.
4. **Longevity**
 - a. All levels are increased by \$100.00, effective as of December 31, 2014.
5. **Retiree Health Insurance**
 - a. Amended to state that employees hired after December 31, 2014 shall be eligible for medical insurance coverage in retirement after 15 continuous years of service with the Town and after being granted benefits by the New York State Police Retirement System.

Town of Cheektowaga

and

Cheektowaga Police Club, Inc.

Howard G. Foster, Chairman

Jeffrey Swiatek, Esq., Public Employer Panel Member

Donald Strozyk, Public Employee Organization Panel Member

Case No.: IA2014-021

Award Date: February 1, 2016

1. Term of Award

- a. January 1, 2014 through December 21, 2015

2. Uniform Allowance

- a. \$1,700 annually through the officer's fifth year of service. After five years of service, the allowance shall be reduced to \$ 1, 200 annually.

3. Wages

- a. The numbers for 2014 shall be calculated by increasing each of the 2013 numbers by 1. 75 %. The numbers for 2015 shall be calculated by increasing each of the 2014 numbers by 1. 75 %.

4. Longevity

- a. Each police officer shall be paid the following, cumulative longevity increments each year: after 5 years of service - \$1,100.00; after 10 years of service - \$ 525.00; after 15 years of service - \$ 700.00; after 20 years of service - \$ 425.00; and after 25 years of service - \$ 450.00

5. Training Incentive Pay

- a. Each officer who qualifies with his handgun shall be paid an annual sum of \$1,950.00.

6. Health Insurance

- a. Retired officers who have completed 10 years of service and are eligible for retiree coverage and who retire on or before June 30, 2016, shall pay 3% of the cost of such coverage during retirement. Officers who were hired on or before November 1, 2012, and who retire on or after July 1, 2016, shall 3% towards the cost of such coverage during retirement as applied to the officer as an active employee at the time of his or her retirement. Officers hired after November 1, 2012, shall pay 15% of the cost of coverage during retirement.

7. In-Service Training

- a. An officer maybe reassigned to any shift as needed for a maximum of eight days each year with minimum of 15 days' notice given before reassignment. Effective January 1, 2014, each bargaining unit member shall receive an additional \$700

added to his or her annual salary. Effective January 1, 2015, the amount added to each bargaining unit member's annual salary shall be increased to \$1,400.

8. Hearing Officer

- a. The Town may impose discipline on a unit member for just cause. The Club may challenge the imposition of such discipline through the grievance/arbitration procedure set forth in Section 21.01 – Grievance Procedure. At the option of the Club, in a dispute involving the imposition of discipline the Club may initiate a “Just cause” grievance at Step 3, within twenty (20) days of said imposition of discipline. If the Club is not satisfied with the Step 3 discussion between the Coordinator of Employee Relations and the Club President, it may proceed directly to arbitration as provided in Step 4.

9. Payroll

- a. Implement and make available bi-weekly, direct-deposit payroll, a payroll savings and U.S. Savings Bond deduction plan a Deferred Income Plan, and a "Roth" deferred compensation option consistent with law.

Patrolmen's Benevolent Association of Newburgh, New York, Inc.

and

City of Newburgh

Arthur A. Riegel, Esq., Chairman

Richard K. Zuckerman, Esq., Public Employer Panel Member

Adrian Huff, Public Employee Organization Panel Member

Case No.: IA2014-001

Award Date: February 3 2016

1. Term

a. This Award shall cover the period January 1, 2013 through December 31, 2014.

2. Wages

a. The base salary in the 2012 salary schedules will be increased by 1%, effective July 1, 2013, and increased an additional 1%, effective July 1, 2014, including for those unit members who retired between July 1, 2013 and the date of this Award.

3. Longevity

a. Each of the four categories of years of service is increased by \$300.00, effective as of December 31, 2014.

4. Vacations

a. Amended to state that requests for vacation days in the following year must be submitted between November 1 and November 30 of the prior year.

5. Holidays

a. Effective December 31, 2014, members may take two (2) holidays as floating days. Effective December 31, 2014, Presidents Day will replace Lincoln's Birthday and Washington's Birthday and General Election Day will be deleted from the list of paid holidays.

6. Health Insurance

a. Effective December 31, 2014, retirees who retire on or after December 31, 2014, shall contribute 15% of the cost of individual or family coverage. Retirees who had individual coverage on December 31, 2014 and opt to add dependents to their coverage, the City shall contribute 85% of the cost of individual coverage and 35% of the cost of the dependent coverage.

b. Effective December 31, 2014, where a bargaining unit member is eligible for health insurance coverage through another City employee's plan, the bargaining unit member and the other City employee must choose either one family plan or two individual plans.

7. Drug & Alcohol Testing

a. Amended

County of Chenango and Chenango County Sheriff

and

Chenango County Law Enforcement Association

Ronald F. Kowalski, Arbitrator

John F. Corcoran, Esq., Public Employer Panel Member

John M. Crotty, Esq., Public Employee Organization Panel Member

Case No.: IA2014-013

Award Date: March 18, 2016

1. Term of Award

- a. January 1, 2012 through December 21, 2013

2. Wages

- a. The base hourly wage rates shall be increased by 1.25% effective January 1, 2012. The resulting base hourly wage rates shall be increased by an additional 1.25% effective July 1, 2012. The resulting base hourly wage rates shall be increased by an additional 1.25% effective January 1, 2013. The resulting base hourly wage rates shall be increased by an additional 1.25% effective July 1, 2013.

3. Longevity

- a. Longevity will be modified by increasing the amounts at all steps of the schedule by \$50.00 effective January 1, 2012, and an additional \$50.00 effective January 1, 2013.

4. Retroactivity

- a. Each member of the bargaining unit who is still on the active payroll of the County as of the date of the full execution of the interest arbitration award, and any retiree who worked during the period covered by the award, shall receive a retroactive payment computed upon the difference between the new Appendix "A" base wage rates and the Appendix "A" base wages rates existing prior to the issuance of the interest arbitration award for each hour actually paid, including paid time off and overtime, between January 1, 2012 and the time of the implementation of the interest arbitration award.

5. Shift Differential

- a. The shift differential shall be increased \$.05/hour effective January 1, 2012. The shift differential shall be increased by an additional \$.05/hour effective January 1, 2013.

City of Olean, New York, Fire Department

and

The Olean Professional Firefighters Association, IAFF, Local 1796

Michael S. Lewandowski, Chairman
Frank DeMart, Employee Organization Panel Member
Joseph L. Braccio, Esq., Public Employer Panel Member

Case No.: IA2013-031

Award Date: June 27, 2016

1. Term

- a. June 1, 2011 through May 31, 2013

2. Wages

- a. Majority agreed that there should be no increases during the term before the panel.

3. Family Sick Leave

- a. 5 days of family sick leave per fiscal year for where the personal presence of the employee is necessary to attend to the ill relative, is only for use where the illness involves an immediate family member (spouse, significant other, child, parent, grandparent, sister, brother, parent-in-law, or relative residing in employee's home). To qualify for the benefit an employee must submit a physician's certificate for each instance of leave describing the nature of the illness or injury and that the firefighter's presence is necessary to attend to the ill/injured family member. The amount of family sick leave is limited to no more than 3 sick leave days per 7 day period.

4. MSA Account

- a. Monies paid into the MSA account for each employee is increased by \$100.00. Increase is not retroactive, but effective date of Award is signed.

5. Clothing Allowance

- a. Clothing allowance increased to \$600.00 per year provided the City is permitted to return to the voucher language contained in the Collective Bargaining Agreement.

Solvay Police Benevolent Association, Inc., Affiliate: NYS Union of Police Associations, Inc.

and

Village of Solvay, NY

Nancy Faircloth Eischen, Chair

Anthony v. Solfaro, PBA Panel Member

Michael A. Tremont, Employer Panel Member

Case No.: IA2014-011

Award Date: September 14, 2016

1. Term

- a. June 1, 2011 through May 31, 2013

2. Wages

- a. 1.875% increase effective June 1, 2011, and 1.828% increase effective June 1, 2012. All wage increases shall be added to the applicable wage progressions.

3. Implementation

- a. Awarded wage increases shall be implemented no more than 45 calendar days after the signatures of a Panel majority to the Award. Retroactivity shall be paid out to any unit member who worked during the expired period. The Village shall provide a worksheet to each unit member who is receiving retroactivity, showing how the calculations were made and what they represent.

Madison County and Madison County Sheriff
(As Joint Employers)

and

Madison County deputy Sheriff's Police Benevolent Assoc., Inc.

Dennis J. Campagna, Esq., Public Panel Member & Chairman
John F. Corcoran, Esq., Public Employer Panel Member
Anthony V. Solfaro, Employee Organization Panel Member

Case No.: IA2014-006

Award Date: October 31, 2016

3. Term

- a. January 1, 2012 through December 31, 2013

4. Wages

- a. 2.25% increase effective January 1, 2012. 2.25% increase effective January 1, 2013

5. Health Insurance/Disability Benefits

- a. Ninety percent (90%) of the premium cost for individual medical coverage, and individual dental coverage.
- b. Effective 11:59 p.m. on December 31, 2013, the County shall contribute 80% of the premium cost for dependent medical (defined as any 2-person category or family) coverage, and 50% of the premium cost for dependent dental coverage. The retroactive reimbursement effect of this change effective 11:59 p.m. on December 31, 2013 and forward shall be calculated as if the contribution rate had changed to 80% of the premium cost for dependent medical coverage.
- c. In recognition that the County has implemented a PPO style self-insured health plan for all other employee groups of the County, the employee contribution structure and payment shall be conditioned on the employee and his/her dependents enrolling in either the PPO or High Deductible plan that are available, at his/her option. Employees have 60 calendar days after the date of the Panel chair's execution of this Award to enroll in 1 of the plans.

6. Health Insurance – Retirees

- a. No change pending further negotiations.

7. Retroactivity

- a. Each member of the Bargaining Unit who is on the active payroll of the County as of the date of the Panel Chair's execution of this Interest Arbitration

Award, and any former employee who worked during any period covered by this Award and who retired on or after January 1, 2012, shall receive a retroactive payment computed upon the difference between the new Schedule "A" regular compensation rates and the Schedule "A" regular compensation rate existing immediately prior to the issuance of this Interest Arbitration Award for each hour actually paid, including paid time off and overtime, between January 1, 2012 and the time of the implementation of this Interest Arbitration Award.

- b. The terms of this award shall be implemented no later than 30 days after the date of the Panel Chair's signature, and retroactivity shall be paid no later than 60 days after the date the terms of this award were implemented.

Tioga County Law Enforcement Association, Inc.

and

County of Tioga and Tioga County Sheriff

Louis J. Patack, Esq., Public Panel Member & Chairperson
James W. Roemer, Esq., Public Employer Panel Member
Anthony V. Solfaro, Employee Organization Panel Member

Case No.: IA2015-006

Award Date: November 14, 2016

1. Term

- a. January 1, 2013 through December 31, 2014

2. Wages

- a. Deputy Salary Schedule – Annual salaries increased 2% effective January 1, 2013; increased 1% effective July 1, 2013; increased 2% effective January 1, 2014; and increased 1% effective July 1, 2014.
- b. Sergeant Investigator Salary Schedule – no change.
- c. Lieutenant/Senior Investigator Salary Schedule – no change.
- d. Longevity – Effective January 1, 2013 and January 1, 2014, employees to be paid the following: start of 10th through 13th year +\$ 250.00/+\$300.00; start of 14th through 17th year +\$ 250.00/+\$300.00; start of 18th through 20th year +\$ 250.00/+\$300.00; start of 21st through 23rd year +\$ 250.00/+\$300.00; and start of 24th year and above +\$ 250.00/+\$300.00. Amounts are cumulative and shall be paid in equal amounts starting in the pay period of the employee's anniversary date.
- e. Overtime – Paid at 1.5 times employee's hourly rate, including longevity if applicable, for work over 40 hours in any workweek, or for work over 32 hours based on the 4 and 2 rotating work schedule, and/or over 8 hours in a regularly scheduled tour of duty/shift. The employee may elect compensatory time in lieu of overtime pay, which shall be calculated as set forth herein (e.g., - works 8 hours =12 hours of compensatory time). All paid leave time off shall be counted as time worked for the purposes of calculating overtime payment.
- f. Call Back Pay - Effective 11:59 p.m. December 31, 2014, employees called into work other than his/her regularly scheduled tour of duty/shift, they will be paid a minimum of 3 hours of overtime at 1.5 times their straight time rate of pay, including longevity, if applicable. If an employee is called into work contiguous to their regularly scheduled tour of duty/shift, they shall be paid for the actual amount of time at 1.5X times their overtime pay, including longevity.

- g. Shift Differential - Amended as follows: "A" Line and "C" Line increased \$.10/hr. effective January 1, 2013, and further increased \$.10/hr. effective January 1, 2014.
- h. Mileage - An employee who is authorized and uses a personal vehicle for official business, shall be reimbursed at the rate per mile established each year by the County.
- i. Clothing Allowance – Effective January 1, 2013, plain clothes investigators receive \$500.00 or a clothing allowance, and \$525.00 effective January 1, 2014, payable January of each year. Failure to submit receipts totaling at least the amount herein shall result in the amount lacking to be deducted from the employee's pay in June.
- j. Criminal Investigation Division Per Diem – \$10.00 increase effective January 1, 2014.

3. Health and Dental Insurance

- a. All employees can enroll in the BC/BS plan with a \$15 co-pay and contributions each pay period (up to \$20 for individual and \$40 for family plans). Drug co-pays are \$5/\$15/\$30. Effective 12/31/14 each employee shall contribute 7% of the premium. Contributions shall be processed through and IRS 125K plan; opt-out shall be made in writing.

4. 207-c Benefits

- a. Amend to include longevity.

2. Retroactivity

- a. Full retroactivity to any unit member who worked during any period incorporated by the term of this Award. The Panel hereby retains jurisdiction of any or all disputes arising out of the implementation and payment of retroactivity of this Award for adjudication, which shall only be for 120 calendar days after the payment of retroactivity is paid.

Town of Southold

and

Southold Police Benevolent Association

Philip L. Maier, Chairman

Richard K. Zuckerman, Esq., Public Employer Panel Member

Richard Buonaiuto, Employee Organization Panel Member

Case No.: IA2015-017

Award Date: November 28, 2016

8. Term

- a. January 1, 2015 to December 31, 2016

9. Wages

- a. Each step increased by 2% effective January 1, 2015, and further increased 2% effective January 1, 2016.

10. 207-c Benefits

- a. All benefits presently being provided by practice for employees on G.M.L. §207 -c and/or workers' compensation status will be terminated after the employee has been absent from work for a total of 12 months' absence, retroactive to the date on which the absence began. However, there will be no claw back of benefits paid prior to the execution of this Award. This determination does not affect salary and longevity which will continue, by law, while the officer is on G.M.L. §207 -c and/or workers' compensation leave.

Albany Police Supervisors Association

and

The City of Albany

Dennis J. Campagna, Esq., Chairman
Elayne G. Gold, Esq., Public Employer Panel Member
Anthony v. Solfaro, Employee Organization Panel Member

Case No.: IA2015-016

Award Date: May 8, 2017

1. Term

- a. January 1, 2012 through December 31, 2013

2. Wages

- a. For the Sergeant and Lieutenant positions, the Salary Schedule in effect as of December 31, 2011 shall be increased by 3% on January 1, 2012, and the Salary Schedule created by this 3% increase shall be increased by 2.5% effective January 1, 2013.

3. Longevity

- a. Effective January 1, 2012, all longevity levels shall be increased by \$25.00.
- b. Effective January 1, 2013, all longevity levels shall be increased by \$25.00.

4. Command Stipend

- a. Effective January 1, 2012, the Command Stipend shall be increased by \$75.00.
- b. Effective January 1, 2013, the Command Stipend shall be increased by \$75.00.

5. Grievances and Arbitration

- a. Amended to state that the Arbitrator shall be selected in accordance with NYS PERB's Rules of Procedure. Parties are at liberty to agree upon a mutually agreeable Arbitrator.
- b. Arbitrators are requested to render decisions within 30 days of the arbitration hearing date or 30 days of the proceedings being deemed closed by the Arbitrator.

6. 207-c Procedure

- a. Relevant sections amended to reference the City of Albany's GML §207-c Procedure as "Appendix A".

7. Alcohol and Substance Abuse Testing Policy

- a. Relevant sections amended to reference the City of Albany Alcohol and Substance Abuse Testing Policy as "Appendix B".