Contract Database Metadata Elements

Title: New Windsor, Town of and New Windsor Superior Officers Bargaining Unit #7917, CSEA Local 1000, AFSCME, AFL-CIO, Orange County Local 836 (2019)

Employer Name: New Windsor, Town of

Union: New Windsor Superior Officers Bargaining Unit #7917, CSEA, AFSCME, AFL-CIO

Local: Orange County Local 836, 1000

Effective Date: 01/01/2019

Expiration Date: 12/31/2023

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For additional information on the ILR School - http://www.ilr.cornell.edu/
AGREEMENT

BETWEEN

TOWN OF NEW WINDSOR

AND

NEW WINDSOR SUPERIOR OFFICERS' BARGAINING UNIT

JANUARY 1, 2019 THROUGH DECEMBER 31, 2023

1/1/19 — 12/31/23
This Agreement is made on January 7, 2019 between the Town of New Windsor, Orange County, New York, hereinafter referred to as the “TOWN,” party of the first part and the New Windsor Police Superior Officers’ Bargaining Unit, hereinafter referred to as “S.O.B.U.,” party of the second part.

DEFINITIONS

For the purpose of this Agreement, the following terms shall be deemed to have the meanings set forth as follows:

1. **TOWN** shall mean the Town of New Windsor, The Town Board of the Town of New Windsor, or any designated representative thereof.

2. **S.O.B.U.** shall mean the New Windsor Superior Officers’ Bargaining Unit.

3. **SUPERIOR OFFICER** shall mean any full time member of the police Department of the Town of New Windsor above the civil service rank of Police Sergeant, to include, but not be limited to, the rank of Police Lieutenant, Deputy Police Chief, and Police Chief.

4. **P.B.A.** shall mean the Patrolmen’s Benevolent Association of New Windsor, New York, Inc.

5. **CSEA** shall mean the CSEA, Local 1000 AFSCME, AFL-CIO, Town of New Windsor Unit, Orange County Local 836, Unit #7917.

STATEMENT OF POLICY

1. **Harmonious and Cooperative Relationship** – It is the policy of TOWN to continue harmonious and cooperative relationships with its SUPERIOR OFFICERS and to ensure the orderly and uninterrupted operation of Government. This policy is effectuated by the provisions of the Public Employees’ Fair Employment Act, granting employees the right of organizational representation concerning the determination of terms and conditions of employment.

2. **Recognition of S.O.B.U.** – TOWN, pursuant to Civil Service Law and in accordance with the General Municipal Law provisions of the State of New York, hereby recognizes S.O.B.U. as the sole and exclusive representative for collective negotiations with respect to salaries, wages, hours, and other conditions of employment for all SUPERIOR OFFICERS of TOWN, excluding all ranks below Lieutenant.

3. **Unchallenged Representative Status** – TOWN agrees, pursuant to the statutes above noted, that S.O.B.U. has unchallenged representative status for the maximum period permitted by law. In the event S.O.B.U. ceases to exist at any
time during this contract, the terms and conditions set forth in this contract will continue to the termination date of this contract.

4. **Not Negotiate with Other Bargaining Unit** – TOWN will not negotiate any terms of employment for SUPERIOR OFFICERS with any bargaining unit other than S.O.B.U.

**RECITALS**

TOWN employs SUPERIOR OFFICERS, and SUPERIOR OFFICERS accept employment with TOWN, on the terms and conditions set forth in this Agreement.

**SECTION I**

**WAGES**

A SUPERIOR OFFICER is a salaried employee receiving an annual salary that is paid at 1/52 of the gross salary per year, each calendar week, minus federal, state and local employment taxes, SUPERIOR OFFICER authorized deduction(s), and court ordered garnishments.

A SUPERIOR OFFICER’S work week shall consist of five (5) consecutive days on duty and two (2) consecutive days off duty. A SUPERIOR OFFICER’S work schedule shall be Monday through Friday. A SUPERIOR OFFICER will not be scheduled to work more days in a calendar year than a member of P.B.A.

A SUPERIOR OFFICER’S annual base salary rate will be determined by SUPERIOR OFFICER’S rank as set forth in Appendix “A” (Salary Schedule). A SUPERIOR OFFICER’S annual base salary rate for years thereafter shall be as negotiated between the parties and effective January 1st of each year in conjunction with P.B.A.’s contract. However, the annual salary rate percentage increase shall be equivalent to the highest salary rate percentage increase received by a member of P.B.A., not to include shift assignment or rank differential.

**SECTION II**

**LONGEVITY AND COMPENSATION**

Longevity – As an employee with the New Windsor Police Department, SUPERIOR OFFICER will receive the same percentage longevity raise on each of his continuing anniversaries as reflected in P.B.A.’s contract for a member of P.B.A. with the same amount of service. The longevity will be based on his current base salary and be added to his hourly rate of pay.
Cleaning Allowance – SUPERIOR OFFICERS will receive the same cleaning allowance as that afforded to members of P.B.A.

Clothing/Equipment Allowance - SUPERIOR OFFICERS will receive the same clothing/equipment allowance as that afforded to members of P.B.A.

Education Benefit - SUPERIOR OFFICERS will receive the same education benefit as that afforded to members of P.B.A., except that a SUPERIOR OFFICER shall be reimbursed for one hundred percent (100%) of his tuition for a police oriented Master's degree.

SECTION III

OPTICAL INSURANCE

TOWN shall provide each SUPERIOR OFFICER covered by this Agreement, and his family, with the CSEA Platinum 12 Family Optical Plan with 2nd set eyeglass rider (occupational), high index lens rider, photosensitive rider and anti-reflective rider at no cost to the SUPERIOR OFFICER. If CSEA stops offering or providing the CSEA Platinum 12 Family Plan with 2nd set eyeglass rider (occupational), high index lens rider, photosensitive rider and anti-reflective rider, TOWN will provide a comparable optical program at no cost to SUPERIOR OFFICER. TOWN shall, at no cost to SUPERIOR OFFICER, provide optical insurance upon retirement. Surviving dependents are not eligible for optical insurance, except as provided under COBRA provisions.

SECTION IV

DENTAL INSURANCE

TOWN shall provide each SUPERIOR OFFICER covered by this Agreement, and his family, with dental insurance under the CSEA Equinox Family Dental Plan, at no cost to SUPERIOR OFFICER. If CSEA stops offering or providing the Equinox Family Dental Plan, TOWN will provide a comparable dental program at no cost to SUPERIOR OFFICER. TOWN shall, at no cost to SUPERIOR OFFICER, provide dental insurance upon retirement. Surviving dependents are not eligible for dental insurance, except as provided under COBRA provisions.

SECTION V

VACATION

TOWN will provide paid vacation days to SUPERIOR OFFICERS, which will be issued in the amount equivalent to the amount of vacation reflected in P.B.A.’s contract for a member of P.B.A. with the same amount of service.
SUPERIOR OFFICERS may carry over, into the next calendar year, no more than Ten (10) paid vacation days.

Vacations days will be issued and vest annually on January 1st in any given calendar year. A calendar year is defined as January 1st through December 31st.

Upon separation from employment, TOWN will pay a SUPERIOR OFFICER for any unused vacation days at SUPERIOR OFFICER’S rate of pay at the time of the separation.

SECTION VI

SICK LEAVE

TOWN will provide fifteen (15) paid sick days per year, which are earned and accrued as follows: Ten (10) hours accumulated for each month of full time continuous service; to be awarded the month following accumulation. A maximum of 300 sick days may be accumulated. SUPERIOR OFFICERS whose accumulated sick leave balance on December 31st of any given year is more than three hundred (300) days shall be paid in February of the following year, at the preceding year’s rate of pay, for 50% of the number of days above three hundred (300).

Example: A SUPERIOR OFFICER with 315 days of accumulated sick leave on December 31, 2019 would be paid in February 2020 for 7.5 days (50% of 15 days over 300), at his rate of pay in 2019.

In accordance with the “accumulation” discussion above, any SUPERIOR OFFICER with more than three hundred (300) days sick leave shall have such leave adjusted to the maximum accrual of three hundred (300) days as of the beginning of every new calendar year

Payment Upon Separation: SUPERIOR OFFICER who voluntarily leaves TOWN employ shall receive sick leave accruals at his then current hourly rate of pay based on the following scale:

- Up to 4 years of completed service: None
- 5 – 9 years of completed service: 50%
- 10 – 16 years of completed service: 100%
- 17 years or more of completed service: 50% of accumulated sick leave not to exceed a maximum of 300 days. [For example a SUPERIOR OFFICER with 80 days of sick leave would be paid for 40 days; a SUPERIOR OFFICER with the maximum of 300 days allowed in accordance with this section would be paid for the maximum of 150 days.]
SECTION VII

PERSONAL DAYS

TOWN will provide paid personal days each year for SUPERIOR OFFICERS to use. They will be provided the same number of personal days as that issued to members of P.B.A.

Personal days will be issued annually and vest on SUPERIOR OFFICER'S anniversary date.

Unused personal day(s) cannot be carried past SUPERIOR OFFICER'S anniversary date, into the next year, for use as additional personal leave. Any personal time that has not been used as of SUPERIOR OFFICER'S next anniversary date will be converted to sick time and added to SUPERIOR OFFICER'S sick time bank, provided said sick time bank is not already at maximum accumulation level.

Upon separation from employment, TOWN will pay SUPERIOR OFFICER for any unused personal days at SUPERIOR OFFICER'S rate of pay at the time of separation.

SECTION VIII

DISABILITY INSURANCE

TOWN will provide, at its sole cost and expense, New York State Disability Insurance coverage for all SUPERIOR OFFICERS, during their time of employment as SUPERIOR OFFICERS.

SECTION IX

HOLIDAYS OFF WITH PAY

SUPERIOR OFFICERS will receive fourteen (14) paid holidays during the calendar year and will be paid at eight (8) hours double their hourly rate of pay for each holiday. The holiday schedule will coincide with TOWN Hall holiday schedule and include:

A. New Year's Day (January 1)
B. Martin Luther King's Birthday
C. Lincoln's Birthday (Town observance)
D. Washington's Birthday (Town observance)
E. Good Friday (Friday before Easter)
F. Memorial Day (Town observance)
G. Independence Day (July 4)
H. Labor Day (Town observance)
I. Columbus Day (Town observance)
J. Veteran's Day (Town observance)
K. Thanksgiving Day (Town observance)
L. Day After Thanksgiving (Friday)
M. Christmas Day (December 25)

SUPERIOR OFFICERS will receive two (2) paid half-holidays during the calendar year and will be paid at four (4) hours double their hourly rate of pay for each holiday. The holiday schedule will coincide with the Town Hall holiday schedule and include:

A. Christmas Eve
B. New Year's Eve

For a holiday that falls on a Saturday, the day before will be recognized, for a holiday that falls on a Sunday, the day after will be recognized, except when a half (1/2) holiday falls on a Sunday, in which case it will be celebrated on a Friday. When a half (1/2) holiday falls on the celebrated day off, the half (1/2) holiday shall be celebrated on the last immediate business day prior to the celebrated day.

SECTION X

BEREAVEMENT

In case of bereavement, not more than five (5) days, per occurrence, will be granted because of death in the immediate family including spouse, domestic partner, children, step-child, mother, father, sister, brother, grandparent, grandchild, mother-in-law, father-in-law and step-parent. Three (3) days, per occurrence, will be given for the death of aunts, uncles, nieces, nephews, brothers-in-law, sisters-in-law and spouse's grandparent. One (1) day, per occurrence, will be given for the death of the SUPERIOR OFFICER'S spouse's aunt or uncle. A SUPERIOR OFFICER may extend his bereavement for a time period that is reasonably necessary by using any of his accrued leave time (vacation, sick leave or personal days).

SECTION XI

JURY DUTY

A SUPERIOR OFFICER called for jury duty will receive his regular rate of pay while on jury duty.
SECTION XII

HEALTH INSURANCE

Insurance Plan - TOWN shall provide group Health Insurance to all SUPERIOR OFFICERS. Such coverage shall be either Individual coverage or Family coverage, according to the request of the SUPERIOR OFFICER. Such Health Insurance Plan shall be that of the New York State Health Insurance Plan (NYSHIP) – Empire Plan.

Change of Plan – As of the effective date of this Agreement, all SUPERIOR OFFICERS are, or will be, enrolled in the New York State Health Insurance Plan (NYSHIP) – Empire Plan. All SUPERIOR OFFICERS shall thereafter abide by and accept the implementation of any New York State Health Insurance Plan that is ratified by P.B.A. in future collective bargaining agreements between TOWN and P.B.A.

Payment of Insurance Plan - The cost of such health insurance plan(s) shall be borne solely by TOWN.

Buy-out of Insurance Plan – TOWN shall offer a "buy-out" plan for those SUPERIOR OFFICERS who participate in TOWN’S Family Coverage Plan. Upon submission of proof of alternative insurance coverage SUPERIOR OFFICER shall be entitled to an annual buy-out. The annual buy-out shall be a lump sum cash payment at the discretion of the Town Supervisor with the consent of Chief of Police, but in no event less than four thousand ($4,000.00) dollars, and which shall be, less applicable payroll taxes and shall be given to SUPERIOR OFFICER at the end of three (3) calendar months following the month in which the notice is given. The buy-out option may be exercised only once annually.

Example: Notice given March 15th; payment made first payday after July 1st.

In the case of a husband and wife being full time employees of TOWN with one Family Coverage Plan, there is no buy-out option available to either spouse.

Re-Entry to Insurance Plan - Should such SUPERIOR OFFICER on buy-out status demonstrate to TOWN that the need to return to active status exists, notice must be given and TOWN will request reinstatement. Reinstatement will become effective the first day of the fourth month following the date the reinstatement notification is given to the provider by TOWN.

Example: TOWN requests reinstatement on April 15th; reinstatement becomes effective August 1st.

Any SUPERIOR OFFICER who opts for a buy-out and must seek reinstatement within the first year of said buy-out may do so, but shall repay TOWN a pro-rated share of the monies received.
SECTION XIII

CONTINUATION OF HEALTH INSURANCE COVERAGE UPON RETIREMENT AND FOR DEPENDENT SURVIVOR(S)

TOWN will provide SUPERIOR OFFICER, his surviving spouse and/or dependent survivor(s) (as defined by New York State Health Insurance Plan Rules and Regulations), with continuation of health insurance coverage upon retirement, to the extent permitted by New York State Civil Service Law Article XI §§160-170 (inclusive and as amended).

A. Eligibility for and Election of Continuation of Health Insurance Coverage upon Retirement:

TOWN shall provide post-retirement medical benefits, family or individual as the case may be, pursuant to the terms of the same health insurance plan provided by TOWN to active unit members, for the lifetime of the SUPERIOR OFFICER and his spouse and eligible dependents, all at his option and at no cost, upon request at any time after eligibility. Eligibility is to be defined as having accomplished a minimum of seventeen years of full-time TOWN service and having vested in the New York State Police and Fire Retirement System.

Notification: A SUPERIOR OFFICER who elects to continue health insurance coverage shall notify the Town Comptroller, in writing, no later than fifteen (15) days prior to SUPERIOR OFFICER'S retirement date.

B. Continuation of Health Insurance Coverage for Recipient of Disability Retirement Pension.

(i) Ordinary Disability Retirement- A SUPERIOR OFFICER who retires pursuant to the award by the New York State Police and Fire Retirement System of an ordinary disability retirement pension (non-work related) as provided by Retirement and Social Security Section 362, is eligible for continuation of TOWN provided health coverage stated in this Agreement provided SUPERIOR OFFICER has completed ten (10) or more years of full-time service with TOWN and has vested in the New York State Police and Fire Retirement System.

(ii) Accidental or Performance of Duty Disability Retirement- A SUPERIOR OFFICER who retires pursuant to the award by the New York State Police and Fire Retirement System of an accidental disability retirement pension as provided by Retirement and Social Security Law Section 363 or a performance of duty disability retirement pension as provided by Retirement and Social Security Law Section 363-c (hereinafter "duty related disability pension") is eligible for continuation of TOWN provided health coverage stated in this Agreement regardless of SUPERIOR OFFICER'S length of service.
C. SUPERIOR OFFICER Deceases Prior to Retirement

The spouse and/or surviving dependent(s) of a SUPERIOR OFFICER who (i) deceases prior to retirement from TOWN and (ii) was covered by the dependent family health insurance plan at the time of SUPERIOR OFFICER'S death, is eligible for continuation of TOWN provided health insurance coverage. TOWN shall pay the full cost of continued health insurance coverage for the spouse and/or eligible surviving dependent(s) of a SUPERIOR OFFICER who deceases under the circumstances set forth above. The surviving spouse, or Estate if no spouse exists, shall be paid the SUPERIOR OFFICER'S accumulated unused vacation leave, accumulated unused personal leave, and accumulated unused sick time (notwithstanding the length of service provisions), at the SUPERIOR OFFICER’S rate of pay prevailing at the date of the SUPERIOR OFFICER'S death.

(i) SUPERIOR OFFICER Deceases in the Performance of Police Duty - The surviving dependent(s) of a SUPERIOR OFFICER who dies as the result of the performance of police duty, as interpreted and determined by the State Comptroller pursuant to the provisions of Retirement and Social Security Law section 361, is eligible for continuation of health insurance coverage. TOWN shall pay the full cost of continued health insurance coverage for the surviving spouse and/or eligible surviving dependent(s) of a SUPERIOR OFFICER who deceases under these circumstances. The surviving spouse or Estate, if no spouse exists, shall be paid the SUPERIOR OFFICER’S accumulated unused vacation leave, accumulated unused personal leave, and accumulated unused sick time (notwithstanding the length of service provisions), at the SUPERIOR OFFICER’S rate of pay prevailing at the date of the SUPERIOR OFFICER’S death.

(ii) Death of Retired SUPERIOR OFFICER - Upon the death of a retired SUPERIOR OFFICER who has elected to continue TOWN provided health insurance coverage pursuant to the terms of this Agreement, the spouse and/or surviving dependent(s) covered by the dependent family health insurance plan is eligible to continue health insurance coverage. TOWN shall pay the full cost of continued health insurance coverage for the spouse and eligible surviving dependent(s) of a SUPERIOR OFFICER who deceases under these circumstances.

(iii) Notification - A survivor dependent(s) who elects to continue health insurance coverage shall notify the Town Comptroller, in writing, no later than forty-five (45) days after the death of SUPERIOR OFFICER or retired SUPERIOR OFFICER. If such written notice is not received, the terms of this Agreement regarding the election to not continue survivor dependent coverage shall be deemed to apply.

D. Declaration of Invalidity:

If any provision, or the enforcement of any provision of this Agreement for the continuation of health insurance is, or shall at any time be, determined by a court of competent jurisdiction to be contrary to law, or is the basis of expulsion of
TOWN from the health insurance plan as determined by competent authority, then any such provision shall not be applicable or enforced or performed, except to the extent permitted by law or the health insurance plan administrator. The remainder of this Agreement shall continue in full force and effect. Upon determination that any provision in this Agreement no longer applies, that provision will not be enforced or performed, and the parties shall meet and negotiate within thirty (30) days in an effort to agree upon substitute terms for the provision at issue. The provisions of the Taylor Law concerning the resolution of an impasse in negotiations between TOWN and the Union shall apply to the negotiations for substitute terms.

SECTION XIV

RETIREMENT BENEFITS

TOWN will provide all SUPERIOR OFFICERS with New York State Retirement Benefits at its sole cost and expense and at no cost to SUPERIOR OFFICERS.

SECTION XV

VEHICLE USAGE

Each SUPERIOR OFFICER shall be assigned, for unrestricted use, a designated TOWN Vehicle.

SECTION XVI

CONTRACT TERMS TO BE EXCLUSIVE

This written Agreement contains the sole and entire agreement between the parties and shall supersede any and all previous agreements between TOWN and any member of S.O.B.U. as currently constituted. This Agreement shall become effective January 1, 2019 and shall terminate at the close of business on December 31, 2023. The parties acknowledge and agree that neither of them has made any representation with respect to the subject matter of this Agreement or any representations inducing its execution and delivery, except such representations as are specifically set forth in this writing, and the parties acknowledge that they have relied on their own judgment in entering into the same. The parties further acknowledge that any oral statements or representations that may have been made by either of them to the other are void and of no effect and that neither of them has relied on such statements or representation in connection with their dealings with the other.
SECTION XVII

WAIVER OR MODIFICATION
INEFFECTIVE UNLESS IN WRITING

It is agreed that no waiver or modification of this Agreement, or of any covenant, condition, or limitation contained in it, shall be valid unless it is in writing and duly executed by the party to be charged with it. No evidence of any waiver or modification shall be offered or received in evidence in any proceeding, arbitration, or litigation between the parties arising out of or affecting this Agreement, or the rights or obligations of any party under it, unless such waiver or modification is in writing, duly executed as above. The parties agree that the provisions of this paragraph may not be waived, except by a duly executed writing.

SECTION XVIII

CONTRACT GOVERNED BY LAWS OF THE STATE OF NEW YORK

The parties agree that it is their intention and covenant that this Agreement, and performance under it, and all suits and special proceedings relating to it, be construed in accordance with, under and pursuant to the laws of the State of New York. In any action, special proceeding, or other proceeding that may be brought arising out of, in connection with, or by reason of this Agreement, the laws of the State of New York shall be applicable and shall govern to the exclusion of the law of any other forum, without regard to the jurisdiction in which any action or special proceeding may be instituted.

SECTION XIX

SEVERABILITY

Each provision of this Agreement is separable from the whole. If any portion of this Agreement is determined invalid, that invalidity shall not impair the remaining provisions of this Agreement.

SECTION XX

CONTRACT REMAINS IN EFFECT UNTIL NEW AGREEMENT

Both parties agree that the terms of this contract will remain in effect until such time as there is a subsequent contract agreed upon between TOWN and S.O.B.U.
### Superior Officers Rates of Pay
2019-2023 Contract

**2019-2023 SOBU Contract Rates Summary:**

#### Superior Officers Annual Salaries (with Rank Differential):

<table>
<thead>
<tr>
<th>Rank</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
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<tr>
<td>Lieutenant</td>
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#### Superior Officers Annual Hourly Rates of Pay (with Rank Differential):

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<tr>
<th>Rank</th>
<th>2019</th>
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<th>2021</th>
<th>2022</th>
<th>2023</th>
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### Superior Officers Rates of Pay
#### 2019-2023 Contract

<table>
<thead>
<tr>
<th>Prior Contract Year End 2018</th>
<th>Base Annual Salary with Raise only</th>
<th>Base per Hr</th>
<th>Base Annual Salary Adjusted per Change in PBA Longevity and/or Rank Diff (if applicable)</th>
<th>Adj Base per Hr</th>
<th>Annual Salary with Rank</th>
<th>Rank per Hr</th>
<th>Overall Increase from Prior Year</th>
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#### Contract 2019 - 2023:

- **2019 Rate Increase:** 2.00%
- **Longevity/Rank Bump:** 3.50% (added an additional Longevity Step of 3.5% for 19 Years of Service)
- **Total Increase:** 5.50%

<table>
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<tr>
<th>2019</th>
<th>Base Annual Salary with Raise only</th>
<th>Base per Hr</th>
<th>Base Annual Salary Adjusted per Change in PBA Longevity and/or Rank Diff (if applicable)</th>
<th>Adj Base per Hr</th>
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<th>Rank per Hr</th>
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- **2020 Rate Increase:** 3.00%
- **Longevity/Rank Bump:** 3.50% (7 Longevity step increases by .5% each from 3.5% to 4%)
- **Total Increase:** 6.50%

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<th>Base Annual Salary Adjusted per Change in PBA Longevity and/or Rank Diff (if applicable)</th>
<th>Adj Base per Hr</th>
<th>Annual Salary with Rank</th>
<th>Rank per Hr</th>
<th>Overall Increase from Prior Year</th>
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<tr>
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- **2021 Rate Increase:** 3.00%
- **Longevity/Rank Bump:** 1.00% (1% increase in Sgt rank diffs)
- **Total Increase:** 4.00%

<table>
<thead>
<tr>
<th>2021</th>
<th>Base Annual Salary with Raise only</th>
<th>Base per Hr</th>
<th>Base Annual Salary Adjusted per Change in PBA Longevity and/or Rank Diff (if applicable)</th>
<th>Adj Base per Hr</th>
<th>Annual Salary with Rank</th>
<th>Rank per Hr</th>
<th>Overall Increase from Prior Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lieutenant</td>
<td>$153,249.57</td>
<td>73.6777</td>
<td>$154,782.07</td>
<td>74.4146</td>
<td>$171,808.10</td>
<td>82.6000</td>
<td>4.03%</td>
</tr>
<tr>
<td>Deputy Chief</td>
<td>$162,283.87</td>
<td>78.0115</td>
<td>$163,886.51</td>
<td>78.7916</td>
<td>$181,914.03</td>
<td>87.4587</td>
<td>4.03%</td>
</tr>
<tr>
<td>Chief</td>
<td>$171,277.65</td>
<td>82.3450</td>
<td>$172,990.43</td>
<td>83.1685</td>
<td>$192,019.38</td>
<td>92.3170</td>
<td>4.03%</td>
</tr>
</tbody>
</table>

---

- Superior Officers Rates of Pay
- 2019-2023 Contract
- Overall Increase from Prior Year
## Superior Officers Rates of Pay
### 2019-2023 Contract

### 2022 Rate Increase: 3.00%
**Longevity/Rank Bump:** 0.00%
**Total Increase:** 3.00%

<table>
<thead>
<tr>
<th>Rank</th>
<th>Base Annual Salary with Raise only</th>
<th>Base per Hr</th>
<th>Base Annual Salary Adjusted per Change in PBA Longevity and/or Rank Diff (If applicable)</th>
<th>Adj Base per Hr</th>
<th>Annual Salary with Rank</th>
<th>Rank per Hr</th>
<th>Overall Increase from Prior Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lieutenant</td>
<td>$159,425.53</td>
<td>76.8469</td>
<td>$159,425.53</td>
<td>76.8469</td>
<td>$176,962.34</td>
<td>85.0780</td>
<td>3.00%</td>
</tr>
<tr>
<td>Deputy Chief</td>
<td>$168,803.11</td>
<td>81.1553</td>
<td>$168,803.11</td>
<td>81.1553</td>
<td>$187,371.45</td>
<td>90.0824</td>
<td>3.00%</td>
</tr>
<tr>
<td>Chief</td>
<td>$178,180.14</td>
<td>85.6635</td>
<td>$178,180.14</td>
<td>85.6635</td>
<td>$197,779.96</td>
<td>95.0865</td>
<td>3.00%</td>
</tr>
</tbody>
</table>

### 2023 Rate Increase: 3.00%
**Longevity/Rank Bump:** 0.00%
**Total Increase:** 3.00%

<table>
<thead>
<tr>
<th>Rank</th>
<th>Base Annual Salary with Raise only</th>
<th>Base per Hr</th>
<th>Base Annual Salary Adjusted per Change in PBA Longevity and/or Rank Diff (If applicable)</th>
<th>Adj Base per Hr</th>
<th>Annual Salary with Rank</th>
<th>Rank per Hr</th>
<th>Overall Increase from Prior Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lieutenant</td>
<td>$164,208.30</td>
<td>78.9463</td>
<td>$164,208.30</td>
<td>78.9463</td>
<td>$182,271.21</td>
<td>87.6304</td>
<td>3.00%</td>
</tr>
<tr>
<td>Deputy Chief</td>
<td>$173,867.20</td>
<td>83.5900</td>
<td>$173,867.20</td>
<td>83.5900</td>
<td>$192,992.59</td>
<td>92.7849</td>
<td>3.00%</td>
</tr>
<tr>
<td>Chief</td>
<td>$183,525.54</td>
<td>88.2334</td>
<td>$183,525.54</td>
<td>88.2334</td>
<td>$203,713.35</td>
<td>97.9391</td>
<td>3.00%</td>
</tr>
</tbody>
</table>
IN WITNESS THEREOF, the parties hereto have hereunto set their hands and seals by their respective representatives on this 20th day of January, 2019.

TOWN OF NEW WINDSOR

By:  
George A. Green, Supervisor

NEW WINDSOR SUPERIOR OFFICERS BARGAINING UNIT

By:  
Robert Doss
By:  
Michael C. Farbent
By:  
Daniel Valeri

Frederick Fayo, III