NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see http://digitalcommons.ilr.cornell.edu/perbcontracts/

Or contact us:
Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: Stony Point, Town of and Stony Point Policemens Benevolent Association, Inc. (2002) (MOA)

Employer Name: Stony Point, Town of

Union: Stony Point Policemens Benevolent Association, Inc.

Effective Date: 01/01/02

Expiration Date: 12/31/09

PERB ID Number: 7477

Unit Size: 25

Number of Pages: 45

For additional research information and assistance, please visit the Research page of the Catherwood website - http://www.ilr.cornell.edu/library/research/

For additional information on the ILR School - http://www.ilr.cornell.edu/
Collective Bargaining Agreement & Related Documents (Current Through 12/10/2009)

Number of Employees Covered by Agreement: 25
MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF STONY POINT
AND
THE STONY POINT POLICEMEN'S BENEVOLENT ASSOCIATION, INC.

The Town of Stony Point (hereinafter "the Town") and the Stony Point Policemen's Benevolent Association, Inc. (hereinafter "the PBA") hereby agree, subject to ratification, to the following terms to be incorporated into a successor agreement to the January 1, 2002 through December 31, 2004 Collective Bargaining Agreement, which was subsequently amended by a Memorandum of Agreement for the period of January 1, 2005 through December 31, 2006, between the Town and the PBA. This Memorandum of Agreement is subject to ratification by the Town and the PBA.

1. TERM - The terms of the current Collective Bargaining Agreement as amended by the 2005 MOA, shall continue for the term January 1, 2006 through December 31, 2007, except as hereafter amended and/or modified.

2. SALARY INCREASE —
   Effective January 1, 2006, each step on the salary schedule shall be increased by two (2%) percent. Effective July 1, 2006, each step on the salary schedule shall be increased by two (2%) percent. Effective January 1, 2007, each step on the salary schedule shall be increased by two (2%) percent. Effective July 1, 2007, each step on the salary schedule shall be increased by two (2%) percent.

3. MEDICAL INSURANCE —
   Effective upon ratification, all members of the bargaining unit, regardless of their appointment date, shall be entitled to have their medical and dental insurance fully paid by the Town, for life. Such insurance shall include dependent coverage, which shall also be fully paid by the Town for life.

4. PERSONAL LEAVE —
   Amend paragraph B of Article XVII as follows:
   All members of the bargaining unit shall be entitled to utilize up to one (1) personal leave day each calendar year with two (2) hours notice (also known as a 2 PL). However, only one officer per year can use the two (2) hour option. The remaining six (6) personal leave days can be used with no less than seven (7) days notice. Those remaining six (6) days will be subject to mandatory approval, except in the event of a scheduled special event.
The following is a list of agreed upon special events: Polar Splash celebration on the 8x4 tour, Memorial Day 12x8 and 8x4 tour, and the 8x4 tour on the day which is designated for the Firemen's Parade. In addition, the chief of police may designate other shifts as "special event" tours. However, if a member is denied the use of a personal day off because of a designated special event, necessitating the member to use a "2 PL" in order to take the day off, the department shall backfill that officer's slot. Members need to indicate the reason for using personal leave time.

5. **LONGEVITY**
   All longevity steps shall be increased by $50.00.

6. **NIGHT SHIFT DIFFERENTIAL**
   Effective January 1, 2007 those members of the bargaining unit that are assigned to the Detective Bureau, shall be entitled to a night shift differential of four (4%) percent, in addition to their regular hourly rate of pay, when that member works the C-Tour.

Dated: March 16, 2007

[Signature]
**Town of Stoney Point**

[Signature]
**Stoney Point PBA**
Memorandum of Understanding

Subject to ratification/approval by the SBA and Town Board with the recommendation of the negotiating committee, the current agreement will be modified by the following terms:

1. A one year agreement.
2. Effective 1/1/05 wage rates will be adjusted by 2%.
   Effective 7/1/05 the 1/1/05 wage rates will be increased by 3.5%.
3. Medical will be charged to $45.
4. Study of new arrangement with the language to be reviewed by the parties.
5. All other proposals are withdrawn.

For The Town

November 30, 2005

H. Douglas Johnson
First Selectman

For The SBA

[Signature]

[Signature]
WHEREAS, the Town of Stony Point ("Town") and the Stony Point Police Benevolent Association, Inc. ("PBA") are parties to a collective bargaining agreement, and

WHEREAS, the Town and the PBA seek to modify issues which are currently addressed in the collective bargaining agreement;

NOW THEREFORE, the Town and the PBA hereby stipulate and agree as follows:

1. Effective January 1, 2006, the patrol division of the Police Department shall implement a work schedule which shall consist of a steady "Midnight Shift" and rotating day and evening tours of duty; and

2. The membership shall be canvassed during the month of September as to their desire to be assigned to the steady Midnight Shift for the following calendar year.

3. Those members that are out of work on long term sick or injured leave at the time the selection is made, will not be permitted to select the steady midnight shift for the following year.

4. The midnight shift will be staffed on the basis of volunteers. Those volunteers with the most seniority with the Department, shall have preference, subject to staffing levels, over the shift (either steady midnight or rotating day and evening), to which they will be assigned. In the event there is an insufficient number of volunteers to staff the steady midnight shift, members of the patrol
division will be ordered to the midnight shift, in the inverse order of seniority with the Department.

5. The parties agree that in the event the Chief of Police determines that a member assigned to the midnight shift must be reassigned for due cause to the rotating day and evening shift, that member must be afforded at least thirty (30) days notice of such reassignment. In addition, in the event a member from the rotating day and evening shift is required to be reassigned to the steady midnight shift, that member will also be afforded at least thirty (30) days notice. In the event a member is reassigned, that member may be permitted to pick the steady midnight shift, subject to seniority, on the occasion of the next annual pick, unless otherwise negotiated.

6. The parties also agree that if a member assigned to the steady midnight shift is desirous of being reassigned to the rotating day and evening shift, midyear, (or vice versa), and he/she has found another member to replace him/her, the reassignment may be approved.

7. The parties agree that in the event a member is involuntarily reassigned by the Administration, and the timing of the reassignment causes the member to work more hours during any pay period, than the member would normally be assigned, that member will be compensated accordingly by the Administration.

8. In the event the members decide to avail themselves of the opportunity provided in paragraph 6 above, and during the transition from the steady midnight shift to the rotating day and evening shift, the member/s are required
to work more hours than they would normally be assigned, the members will not be compensated since the reassignment was voluntary.

9. Any claim that this agreement was violated, shall be subject to the grievance procedure of the collective bargaining agreement between the parties.

10. Members assigned to the “Midnight Shift” understand that the assigned shift may be subject to change to facilitate training, seminars, conferences, etc.

Dated: November 1, 2005

Town of Stony Point                                           Stony Point PBA
It is hereby agreed to by the Town Board of the Town of Stony Point (hereinafter referred to as the "Town") and the Stony Point Policemen's Benevolent Association, Inc. (hereinafter referred to as the "PBA") that subject to ratification by both parties, the following shall constitute an amendment to the terms and conditions of an agreement reached on or about April 23, 2002:

I. Longevity
   Effective January 1, 2003 each and every longevity step shall be increased by an additional one hundred ($100.00) dollars. ($900.00 per step)

   Effective January 1, 2004 each and every longevity step shall be increased by an additional fifty ($50.00) dollars. ($950.00 per step)

II. Effective November 1, 2002 all overtime hours worked on all designated holidays in the contract shall be paid as double time except that overtime worked on Memorial Day, which shall be paid at the rate of one and one-half times the members' respective salary.

III. All members of unit employed on or before December 31, 2002 shall be entitled, upon retirement, to have their medical and dental insurance fully paid by the Town, for life. Such insurance shall include dependent coverage, which will also be fully paid by the Town for life.

Steven M. Hurley, Supervisor
Town of Stony Point

George Zayas, President
Stony Point P.B.A.

Dated: January 2003
April 24, 2002

Dear Parties:

I have reviewed the Memorandum of Understanding which was reached as a result of the mediation session held on April 23, 2002.

The agreement accurately reflects the 'give and take' of the negotiating process and provides for the mutual needs of both sides. In my opinion, it is very equitable and addresses the issues raised by the parties during collective bargaining.

I was very impressed with the mutual respect that the parties displayed during mediation. The implementation of a fair contract perpetuates that good relationship. This is an eminently fair agreement and I strongly recommend its ratification.

Sincerely,

Anthony G. Ansogna
Town of Stony Point
74 East Main Street
STONY POINT, NEW YORK 10980
TEL: (845) 786-2716
FAX: (845) 786-3248

MEMORANDUM OF UNDERSTANDING
BETWEEN THE TOWN OF STONY POINT
AND THE STONY POINT P.B.A.

P.B.A. receives:

- Length of Contract – 3 years
- Salary Increase

<table>
<thead>
<tr>
<th>Grade 2nd &amp; Higher</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Detectives</td>
<td>3.75%</td>
<td>3.75%</td>
<td>3.75%</td>
</tr>
<tr>
<td>Admin. Sgt.</td>
<td></td>
<td>2.5%</td>
<td>5%</td>
</tr>
</tbody>
</table>

(Detective Salary will be 10% above 1st Grade Patrolman at the end of contract, Det. Sgt. salary will be 10% above Patrol Sgt. at end of contract, Admin. Sgt. and Det. Sgt. salary will be the same at the end of the contract.

<table>
<thead>
<tr>
<th>Salary Increase Grades</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>5th</td>
<td>36,000</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>4th</td>
<td>42,000</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>3rd</td>
<td>52,000</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Night Differential

<table>
<thead>
<tr>
<th>“A” Line</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>“C” Line</td>
<td>8%</td>
<td>8%</td>
<td>8%</td>
</tr>
</tbody>
</table>

NIGHT DIFFERENTIAL PERTAINS TO PATROL ONLY

- Bereavement Leave - Four (4) days from date of death
  (Immediate Family) starts first day following death.

Definition – Immediate family – add (Grandparent, Step family)

- Holiday – (Add) Easter
  Language about allowing Good Friday for Town employees to have Holiday not P.D.
Memorandum of Understanding
Between the Town of Stony Point
and the Stony Point P.B.A.
Page 2

- Meal Voucher - $20.00 per day, outside County of Rockland School

- Holiday Pay - Overtime worked on holiday will be paid at 1 ½ times the holiday pay for that holiday.

- Optical Plan - Improve present Plan - last year of contract 2004
  Upgrade to group vision program - plan E
  First Rehabilitation Life Insurance Company of America

- Uniform - Increase to $1,100.00 - $550.00 twice a year
  Detectives $1,200.00 - $600.00 twice a year

- Retirement - Town provide plan 443(f)

- Insurance - Town will provide full health benefits to any member and his or her family that is employed as of the date M.O.U. Should employee pass away while employed, the Town will provide medical benefits for family members.

Town will receive:

- Cap on Sell Back Time - 15 days in 2002, 18 days in 2003, and 20 days in 2004 may be sold back. All remaining days to be lost if not used. (except for those in their last year and have given notice of their intent to retire within that year).

- Line of Duty - Change language to reflect extra PL Day.
  Formula should indicate loss of all time if employee is out on Line Of Duty all year.
  No Carry Over

- Clarify or Clean Up Language - sick leave calculations
  Include Arbitration (Denise Award)
Memorandum of Understanding  
Between the Town of Stony Point  
and the Stony Point P.B.A.  
Page 3

This Memorandum of Understanding was developed between both parties with the assistance of a State appointed mediator, Mr. Anthony Insogna, on April 23, 2002. The undersigned, representing their respective parties, agree that they will bring back this Memorandum of Understanding and support same to Membership/Town.

Town of Stony Point

Steven M. Hurley  
Town Supervisor

William Serra  
Town Councilman

Plank Phillips  
Town Attorney

Stony Point P.B.A.

George Zayas  
P.B.A. President

Kent Harvey  
Past P.B.A. President

Peter Quinn  
Negotiator

Kevin Lodini  
Negotiator

Richard P. Bunyan  
P.B.A. Attorney
AGREEMENT

BETWEEN THE

TOWN OF STONY POINT

AND

THE STONY POINT POLICEMEN'S
BENEVOLENT ASSOCIATION, INC.

JANUARY 1, 2002 - DECEMBER 31, 2004
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>ARTICLE</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>1</td>
</tr>
<tr>
<td>II</td>
<td>2</td>
</tr>
<tr>
<td>III</td>
<td>2</td>
</tr>
<tr>
<td>IV</td>
<td>2</td>
</tr>
<tr>
<td>V</td>
<td>2</td>
</tr>
<tr>
<td>VI</td>
<td>3</td>
</tr>
<tr>
<td>VII</td>
<td>3-4</td>
</tr>
<tr>
<td>VIII</td>
<td>4-5</td>
</tr>
<tr>
<td>IX</td>
<td>6</td>
</tr>
<tr>
<td>X</td>
<td>6-7</td>
</tr>
<tr>
<td>XI</td>
<td>7</td>
</tr>
<tr>
<td>XII</td>
<td>7-8</td>
</tr>
<tr>
<td>XIII</td>
<td>8</td>
</tr>
<tr>
<td>XIV</td>
<td>9</td>
</tr>
<tr>
<td>XV</td>
<td>9-14</td>
</tr>
<tr>
<td>XVI</td>
<td>14</td>
</tr>
<tr>
<td>XVII</td>
<td>14-15</td>
</tr>
<tr>
<td>ARTICLE</td>
<td>PAGE</td>
</tr>
<tr>
<td>---------</td>
<td>------</td>
</tr>
<tr>
<td>XVIII HOLIDAYS</td>
<td>15-16</td>
</tr>
<tr>
<td>XIX INSURANCE</td>
<td>17-19</td>
</tr>
<tr>
<td>XX UNIFORM AND CLOTHING ALLOWANCE</td>
<td>19-20</td>
</tr>
<tr>
<td>XXI PAYMENTS ON TERMINATION OF EMPLOYMENT</td>
<td>20</td>
</tr>
<tr>
<td>XXII COLLEGE EDUCATION</td>
<td>20-21</td>
</tr>
<tr>
<td>XXIII RESIDENCE OF EMPLOYEES</td>
<td>21</td>
</tr>
<tr>
<td>XXIV TIME OFF FOR NEGOTIATIONS</td>
<td>21</td>
</tr>
<tr>
<td>XXV DRUG TESTING</td>
<td>22</td>
</tr>
<tr>
<td>XXVI BILL OF RIGHTS</td>
<td>22-25</td>
</tr>
<tr>
<td>XXVII GENERAL PROVISIONS</td>
<td>25-26</td>
</tr>
<tr>
<td>XXVIII WORK WEEK</td>
<td>27-28</td>
</tr>
<tr>
<td>XXIX GENERAL MUNICIPAL LAW 207-C ACCRUALS</td>
<td>28-30</td>
</tr>
<tr>
<td></td>
<td>ATTESTATION CLAUSE</td>
</tr>
<tr>
<td>APPENDIX A</td>
<td>GRIEVANCE PROCEDURE</td>
</tr>
<tr>
<td>APPENDIX B</td>
<td>SALARY CHART</td>
</tr>
<tr>
<td>APPENDIX C</td>
<td>DRUG TESTING AGREEMENT</td>
</tr>
<tr>
<td>APPENDIX D</td>
<td>VISION CARE</td>
</tr>
</tbody>
</table>
THIS AGREEMENT made the 24 day of April, 2002, between the TOWN OF STONY POINT, hereinafter referred to as the "Town" or the "Employer", and the STONY POINT POLICEMEN'S BENEVOLENT ASSOCIATION, INC., hereinafter sometimes referred to as the "PBA" or "ASSOCIATION";

WHEREAS, it is the intent and purpose of the parties to this Agreement to:

1. Establish and maintain a harmonious and cooperative relationship between the Town and its employees in order to protect the public by assuring at all times the orderly and uninterrupted operation and function of government;

2. Comply with the requirements of the Public Employees Fair Employment Act by recognizing the rights of the employees of the Town to self-organization and representation for collective negotiations on the terms and conditions of employment.

NOW, in consideration of the mutual covenants herein contained, it is agreed as follows:

ARTICLE I - PARTIES TO THE AGREEMENT AND RECOGNITION

1. The parties to the Agreement are the TOWN OF STONY POINT and the STONY POINT POLICEMEN'S BENEVOLENT ASSOCIATION, INC.

2. The Town recognizes the STONY POINT POLICEMEN'S BENEVOLENT ASSOCIATION, INC., as the exclusive representative of the Town police officers except the Chief of Police and the one Administrative Lieutenant for the maximum period allowable under the law.
ARTICLE II - AFFIRMATION NOT TO STRIKE

The STONY POINT POLICEMEN'S BENEVOLENT ASSOCIATION, INC. affirms that it does not assert the right to strike. Nor shall it cause, instigate, encourage or condone a strike.

ARTICLE III - NEGOTIATING UNIT

The negotiating unit shall include all full-time policemen in the Stony Point Police Department except for and not including the Chief of Police and the one Administrative Lieutenant.

ARTICLE IV - SCOPE OF THE AGREEMENT

1. If any provision of the Agreement is or shall be contrary to law, then such provision shall not be applicable, or performed or enforced, except to the extent permitted by law and any substitute action shall be subject to appropriate consultation and negotiation with the PBA.

2. In the event that any provision of this Agreement is or shall be at any time contrary to law, all other provisions of this Agreement shall continue in effect.

ARTICLE V - RIGHTS AND RESPONSIBILITIES OF THE EMPLOYER AND THE EMPLOYEES

The rights and responsibilities of the employer, employees and the PBA, are set forth hereinafter. Nothing contained in this Article shall deprive the employer or the employees of any protection or rights they have under this contract, the New York State Civil Service Law or any other applicable law.
ARTICLE VI - CONSULTATION ON MATTER OF ADMINISTRATION OF THE AGREEMENT

1. Both parties agree that during the life of this Agreement questions or differences of opinion may arise in connection with the administration of this Agreement. Each party agrees to designate at least three (3) representatives, but not more than six (6), to meet and make every reasonable effort to resolve such differences.

2. Either party may request a meeting of the other party on matters arising in connection with administration of this Agreement. The request shall be in writing and shall include a statement of the specific matter or matters to be discussed. Upon receipt of a written request, a meeting shall be mutually scheduled as promptly as possible but no later than seven (7) working days after receipt of the request.

3. Any agreement or understanding reached as a result of such meeting shall be in writing. If no agreement is reached, then the matter shall be submitted to PERB for determination.

ARTICLE VII - COLLECTION OF DUES

Upon the written authorization of the employee concerned and unless he subsequently revokes such written authorization, the employer shall deduct membership dues from the employees' biweekly pay in the amounts specified in the written authorization. The amount so deducted shall be forwarded to the STONY POINT PBA, at regular intervals.

The Town agrees, in accordance with Chapter 677 of the 1977 Laws of New
York, to deduct from the salary of an employee who is not a member of the Union, but who is represented by the Union for the purpose of collective negotiation, an Agency Shop Fee in an amount equivalent to the amount of dues payable by a member of the Union, provided that the Union establish and maintain a procedure providing for the refund to any employee demanding the return of any part of such Agency Shop Fee, expenditures by the Association in aid of activities or causes of a political or ideological nature only incidentally related to terms and conditions of employment.

ARTICLE VIII - SALARIES

Salary increases for employees covered by this Agreement for the period from January 1, 2002 to December 31, 2004 shall be as follows except as provided hereinafter:

Effective January 1, 2002, the salary schedule shall be increased by three and three quarter (3.75%) percent above the salary in effect on December 31, 2001, for 1st and 2nd grade police officer. The salary for 3rd grade shall be $52,000. The salary for 4th grade shall be $42,000 and the salary for 5th grade shall be $36,000.

Effective January 1, 2003, the salary schedule shall be increased by three and three quarter (3.75%) percent above the salary in effect on December 31, 2002, for 1st and 2nd grade police officer. All 3rd, 4th and 5th grade police officer shall receive a three (3%) percent increase.

Effective January 1, 2004, the salary schedule shall be increased by three and three quarter (3.75%) percent above the salary in effect on December 31, 2003, for all 1st and 2nd grade police officers. All 3rd, 4th and 5th grade police officers shall receive a three (3%) percent increase.
The salary for the position of patrol sergeant shall be fifteen (15%) above the rate of 1st grade police officer. The salary for the position of Administrative Sergeant shall be five (5%) percent above the rate of Sergeant. Effective January 1, 2004, the salary for the position of Administrative Sergeant and Detective Sergeant shall be ten (10%) above the rate of Sergeant. Also, effective January 1, 2004, the salary for the position of Detective shall be ten (10%) percent above the rate of 1st Grade Police Officer.

Effective January 1, 2002, the annual base salaries for 5th, 4th and 3rd Grade police officers hired on or after January 1, 2002 shall be as follows:

<table>
<thead>
<tr>
<th>Grade</th>
<th>2002</th>
<th>1/1/2003</th>
<th>1/1/2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>5th</td>
<td>$36,000</td>
<td>$37,080</td>
<td>$38,192</td>
</tr>
<tr>
<td>4th</td>
<td>$42,000</td>
<td>$43,260</td>
<td>$44,558</td>
</tr>
<tr>
<td>3rd</td>
<td>$52,000</td>
<td>$53,560</td>
<td>$55,167</td>
</tr>
</tbody>
</table>

The Salary schedule for the period from January 1, 2002 until December 31, 2004 is attached as Appendix 3.

**ARTICLE IX - LONGEVITY**

In addition to the base salaries as set forth in Appendix B, each employee shall receive a longevity increment of EIGHT HUNDRED ($800.00) DOLLARS for each three (3)
years of full-time service with any New York State Police Department, said amount to be paid in a lump sum on December 1st of each year. Effective January 1, 2003, each longevity increment shall be increased to NINE HUNDRED ($900.00) DOLLARS. Effective January 1, 2004, each longevity increment shall be increased to NINE HUNDRED FIFTY ($950.00) DOLLARS.

Payment shall be made in the following manner: 1. Officers shall be paid the full amount of Longevity plus step increases on December 1, of each year. Additionally said payments shall not be subject to any pro-rata distribution. For example, Officer Smith is hired on June 1, 2002. Officer Smith had six years of full time service with another New York State Police Department. On December 1, 2002 Officer Smith shall receive a Longevity payment in the amount of SIXTEEN HUNDRED ($1,600.00) DOLLARS.

ARTICLE X - OVERTIME PAY

Employees covered by this Agreement shall be paid at overtime rates which shall be one and one-half times the straight time rate for services performed in excess of eight (8) hours on any given day or forty (40) hours in any given week. The employees may elect to take compensatory time off at the overtime rate of time and one-half or shall be paid time and one-half by check at their option. Money or compensatory time in lieu thereof, shall be paid or given within the next pay period from such overtime. If any employee is called to work during the time that he is off duty, he shall be entitled to receive a four (4) hour minimum at time and one-half, regardless of the length of time actually worked. If any employee is requested to stand by during any period in which the employee is off duty, he shall be entitled to minimum compensation predicated upon four (4) hours of overtime work regardless of the length of the time actually
remaining on standby. Overtime compensation shall be paid in separate checks from basic salary checks.

ARTICLE XI - SHIFT DIFFERENTIAL

Any member who is scheduled for and actually works the A-line tour will be entitled to an hourly shift differential of seven (7%) percent, in addition to their regular hourly rate of pay. Effective January 1, 2002, this A-Line differential shall be increased to eight (8%) percent.

Said differential is to be paid for the eight hour block designated as the A-line and is not to include shifts worked on overtime. However, any member who is rescheduled from their A-line tour to another tour of duty, by no fault of their own, shall still be entitled to said differential. Said differential is to be paid on two semi-annual lump sums. The dates of payment to be the last payday in June and the last payday in December.

Effective January 1, 2004, members who are scheduled for and actually work the C-Tour, will be entitled to an hourly shift differential of four (4%) percent, in addition to their regular hourly rate of pay.

ARTICLE XII - RETIREMENT CONTRIBUTIONS

The Town shall continue to pay in full to the New York State Policemen's and Firemen's Retirement System the contribution necessary to continue the present retirement plan, that is, Section 384-d of the New York State Policemen's and Firemen's Retirement system.

Effective during calendar year 2003, the Town shall take all steps necessary to adopt Retirement and Social Security Law Section 443(f), commonly known as the one-year
Final Average Salary Benefit.

**ARTICLE XIII: VACATION, HOLIDAY AND PERSONAL LEAVE ACCRUALS**

Members of the P.B.A. will not be subject to mandatory use of vacation, holiday and/or personal leave accruals.

The vacation selection procedure will remain the same. However, members of the bargaining unit may now cancel any or all of a scheduled vacation as long as they have notified the administration of a minimum of seventy-two (72) hours prior to the start of vacation. The same guidelines shall apply to any scheduled holidays or personal leave days.

Any remaining personal, holiday and vacation time in the members accruals for the year that have not been utilized by December 31st of that year will be purchased by the Town at the members request at one hundred (100%) percent value. Effective January 1, 2002, members may sell back a maximum of fifteen (15) days per year. Effective January 1, 2003, members may sell back a maximum of eighteen (18) days per year. Effective January 1, 2004, members may sell back a maximum of twenty (20) days per year. Said check to be paid by the Town in January of each succeeding year. Members may sell back all of their accumulated time, during their last year of employment, when the member gives notice of their intent to retire during that year. Any remaining days over the sell-back maximum shall be lost if not used except for the days in the member's last year of service and such member gives notice of their intent to retire with that year.
whichever is less. The Town Board may request medical evidence of such illness of the immediate family.

B. An employee shall earn sick leave credits at the rate of two (2) working days for each completed month of continuous service to be credited on the first (1st) day of each month. Unused sick leave credits may be accumulated up to a maximum of two hundred forty (240) days. Sick leave credits may be used in hour units or any multiple thereof, but not less than four (4) hours (one-half day).

C. A new employee of the Police Department, upon entering the employ of the Town, shall be entitled to an advance credit of thirty-six (36) days upon which to draw sick leave but he shall earn no other sick leave for the first year and one-half of employment.

D. The employee is responsible for notifying his superior each time sick leave is taken and the reason therefore. Advance notification should be given whenever possible and, in any event, notification must be given no later than two (2) hours before the employee's normal time for reporting for work.

E. Before absence for personal illness or disability may be charged against accumulated sick leave credits, the appointing authority may require such proof of illness or disability as it may deem satisfactory or may require the employee to be examined at the expense of the Town, by the Police Surgeon or by a physician designated by the appointing authority.

F. Failure to provide proper notification, failure to submit such proof of illness or disability as may be required, unsatisfactory evidence of illness or evidence indicating that the physical condition of the employee was such as not to justify absence from work, or any
other abuse of sick leave privilege shall be cause for disciplinary action.

G. The Chief of Police or Officer in Charge may require an employee who has been absent because of personal illness or disability, prior to and as a condition of his return to work, to be examined at the expense of the Town, by the Police Surgeon or by a physician designated by the appointing authority, to establish that he is not disabled from the performance of his duties and that his return to work will not jeopardize his own health and safety or the health and safety of other employees.

H. Unused, accumulated sick leave credits shall be compensated for in the event of the separation of an employee from service or retirement as follows:

<table>
<thead>
<tr>
<th>Percent of Accumulation to which Entitled</th>
<th>Number of Years of Service Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>25%</td>
<td>5 Years</td>
</tr>
<tr>
<td>50%</td>
<td>10 Years</td>
</tr>
<tr>
<td>75%</td>
<td>15 Years</td>
</tr>
<tr>
<td>100%</td>
<td>20 Years or upon retirement</td>
</tr>
</tbody>
</table>

provided that members of the unit as of December 31st, 1976 who have accumulated sick leave under the prior agreement shall be entitled to one hundred (100%) percent full payment for such accumulation upon separation or retirement and, commencing January 1st, 1977, shall be entitled to their new accumulation in accordance with the table above.

Any accumulated sick days of eligible Stony Point police officers are to be frozen as of December 31, 1987; however, notwithstanding the freezing of these specific accumulations as of December 31, 1987, all police officers shall be permitted to move into the percentage brackets (that is, either 25%, 50%, 75%, or 100%) pursuant to the expired Agreement during the
(one-half day).

ARTICLE XVIII: HOLIDAYS

Employees shall be entitled to the following paid holidays or days celebrated as such:

1) New Year's Day
2) Martin Luther King, Jr. Day
3) Lincoln's Birthday
4) Washington's Birthday
5) Memorial Day
6) Independence Day
7) Labor Day
8) Columbus Day
9) Election Day
10) Veteran's Day
11) Thanksgiving Day
12) Christmas Day
13) Easter

The union agrees that although Good Friday is a paid holiday for other Town employees, the PBA is not entitled to this as a holiday. All employees who work on the aforesaid holidays shall be entitled to compensatory time off within thirty (30) days after the holiday has been observed.

Effective January 1, 1981, and thereafter the following holidays shall be paid for at the rate of two (2) times the normal rate, regardless of whether or not the employees work these holidays and compensatory time shall be computed on the same basis:

New Year's Day      Independence Day      Labor Day
Thanksgiving Day    Christmas Day

Effective January 1, 1999, Memorial Day will be compensated at a rate of two (2) times the normal rate of pay whether worked or not.
Effective January 1, 1981, and thereafter the following holidays shall:

at the rate of one and one-half (1 1/2) times the normal rate, if worked:

- Washington's Birthday
- Lincoln's Birthday
- Election Day
- Columbus Day

Effective January 1, 2002, when a member works overtime on any of the above listed holidays, the member shall be compensated at the rate of two (2) times the member's hourly rate.

Compensatory holiday time not used during the year may be accumulated and added toward vacation days, with the Chief's prior permission. The employees shall also be entitled, as paid holidays; any other holidays that employees of the Town of Stony Point may receive during the year including holidays that are designated as such by proclamation of the President of the United States or Governor of New York. Effective January 1, 2002 the Town may grant Good Friday off to other Town employees without the requirement to award this holiday to members of the bargaining unit.

ARTICLE XIX - INSURANCE

The Town will continue to provide at its own cost and expense without cost to any employee covered by this Agreement, life insurance in an amount which shall equal at all times three times the annual base salary, such insurance to be for no more than $50,000.00. Such insurance shall cover employees at all times during their employment including whether they are on sick leave, personal leave, or on leave of absence.
The Town will continue to provide at its own cost and expense and without costs to any employee covered by this Agreement, hospital and medical insurance in accordance with the plans now in effect.

Nothing herein shall prohibit and the Union consents to the Town obtaining insurance from any other plan of its sole choice and discretion providing such plan shall provide benefits equal to or better than in the present plan. The Town shall provide the Union with copies of such plan at least thirty (30) days prior to implementation of the plan, and the Union shall notify the Town of any and all objections on the sole issue of the equality of plan coverage within thirty (30) days of receipt of a copy of the plan. Either party may seek expedited AAA arbitration as to whether coverage is equal. A pending arbitration shall not stay the Town, at its option, from implementing a plan.

It is understood that dependents are included in this program, except if requested otherwise by the employee.

The Town will pay one hundred (100%) percent of the cost of dental insurance for the policy that is currently in effect for both the employees and the employees with dependent coverage.

In the event that plan no longer exists or the plan's benefits are changed by a reconfiguration, the parties shall seek proposals to provide equivalent benefits and the Town agrees to pay the cost of an alternative plan that would provide approximately equivalent benefits.

Effective January 1, 1996 all members of the bargaining unit employed by the
Stony Point Police Department as of January 1, 1996 shall be entitled, upon retirement, to have their medical and dental insurance fully paid by the Town for life. Such insurance shall include dependent coverage, which will also be fully paid by the Town, for life. Any member of the bargaining unit hired after January 1, 1996 will have their individual and dependent medical and dental policies fully paid by the Town. However, upon the retirement of an employee hired after December 1, 2002, the Town shall only be responsible for one hundred (100%) percent of the individual and fifty (50%) percent of the family coverage for the employee's medical and dental plan. The Town will continue to pay one hundred (100%) percent of the cost of the hospital and medical insurance in effect after an employee retires.

However, it is agreed that after the retired employee receives Medicare, the Town shall have the right to have Medicare become the primary insurer and the Town shall be obligated to obtain supplemental insurance to cover the benefits that are not paid by Medicare. The Town further agrees that it will self-insure for the cost of the medical/hospital expenses in excess of those paid by Medicare, if the Town chooses not to, or is not able to, obtain supplemental insurance. The Town's obligation, however, shall only be to provide coverage and benefits equivalent to the medical/hospital plan in effect for active employees.

The Town shall pay the full cost of the optical plan currently in effect for both the employees and employees with dependent coverage. That optical plan is the Vision Care Plan C through the First Rehabilitation Insurance Company of America. A description of the level of benefits is attached to this contract as Appendix D. Effective January 1, 2004, the Town shall pay the full cost of the optical plan known as Vision Care Plan E through the First Rehabilitation
Insurance Company of America. A description of the level of benefits is attached to this contract as Appendix E. Effective January 1, 2002 all members of the bargaining unit employed by the Stony Point Police Department as of December 1, 2002 shall be entitled, upon retirement, to have their optical plan fully paid by the Town, for life. Such plan shall include dependant coverage, which will also be fully paid by the Town, for life. In the event that plan no longer exists or the plan's benefits are changed by a reconfiguration, the parties shall seek proposals to provide equivalent benefits and the Town agrees to pay the cost of an alternative plan that would provide approximately equivalent benefits. In the event a member dies while employed, the Town shall provide medical benefits, dental benefits and optical coverage for the surviving family members.

ARTICLE XX - UNIFORM AND CLOTHING ALLOWANCE

Each employee shall be paid the sum of One Thousand one hundred ($1,100.00) Dollars per year (additonal $100.00 for detectives - total $1,200.00) for his cleaning and normal replacement of uniform allowance. Said amounts shall be given in two equal payments, June 1 and December 1. In the case of a Fifth Grade Patrolman, such allowance shall be prorated from the date the patrolman was actually appointed to the Stony Point Police Department.

Effective January 1, 1999, the Town will provide each member of the uniformed force with two (2) short sleeve shirts, two (2) long sleeve shirts, one (1) pair of uniform pants (all season weight), and one (1) uniform tie. Members of the Detective Bureau will receive one (1) class B uniform (1 pant and 1 shirt) in lieu of the aforementioned uniform benefit.

Effective January 1, 2000, and each subsequent year, each member of the uniformed force will receive one (1) short sleeve shirt, one (1) long sleeve shirt, one (1) pair of
uniform pants (all season weight) and one (1) uniform tie. Members of the Detective Bureau will receive one (1) class B uniform (1 pair of pants and one shirt) in lieu of the said uniforms to be issued during the month of January of each year.

ARTICLE XXI - PAYMENTS ON TERMINATION OF EMPLOYMENT

At the time of termination of employment, an employee of the Stony Point Police Department will be paid accrued vacation time, compensatory time off not used, Holidays and Personal Days and accrued sick leave time in compliance with Article XIII. This provision, however, shall not apply if the policeman’s employment with the Town is terminated by reason or causes other than retirement or resignation. It shall not apply in the event of transfer to another police department or to termination of employment for disciplinary reasons or in the event of retirement or resignation after charges have been preferred, if the charges are subsequently substantiated.

ARTICLE XXII - COLLEGE EDUCATION

An employee attending any two (2) or four (4) year accredited college, leading to an Associate or a Bachelor’s Degree in Police Science, or Criminal Justice shall be entitled to reimbursement by the Town of seventy-five (75%) percent of tuition costs. In the event the employee does not complete courses, regardless of reason, with a minimum grade average of "C", he shall refund tuition costs allocated by the Town.

Reimbursements shall be only for amounts over and above all other benefits received by police officers such as scholarships, G.I. Bill, Disabled Veterans, Police Grant Programs.
Official evidence of successfully completing courses with a minimum grade of "C" is required to be submitted upon completion of course work.

No police officer shall be eligible who has less than one (1) year of service (full-time) in the Town Department.

ARTICLE XXIII - RESIDENCE OF EMPLOYEES

All employees of the Stony Point Police Department shall be appointed and permitted to reside any place in the State of New York, as permitted under the laws of the State of New York and the Civil Service regulations of the County of Rockland.

ARTICLE XXIV - TIME OFF FOR NEGOTIATIONS

Whenever during contract negotiations, any employee of the Stony Point Police Department is required to attend a negotiation meeting with negotiators for the Town, and he shall be on duty at that time, the Town agrees that he will be relieved of his duty for such time as may be necessary in order to attend to his committee duties and that he shall be paid full compensation for the time spent at the negotiation meeting.

ARTICLE XXV - DRUG TESTING

A copy of the random drug testing agreement is attached as Appendix C.

ARTICLE XXVI - BILL OF RIGHTS

The following provisions which shall be known as a Bill of Rights are hereby established for the Members of the Police Department when interrogated by a Superior of the Department in connection with an official investigation.

A. Members of the force hold a unique status as public officers in that the
nature of their office and employment involve the exercise of a portion of the police power of the municipality.

B. The security of the community depends to a great extent on the manner in which police officers perform their duties. Their employment is thus in the nature of a public trust.

C. The cognizance and control of the government, administration, disposition and discipline of the department is the responsibility of the Town Board and the Chief of Police. In administering the department, the law empowers the Town Board to appoint numerous superiors to exercise various powers of command over subordinates. In addition, they have promulgated various rules and procedures to guide members of the force, in the performance of their duties.

D. The wide ranging powers and duties given to the department and its members involve them in all manner of contacts and relationships with the public. From these contacts come many questions concerning the actions of members of the force. These questions often require immediate investigation by superior officers. In an effort to insure that these investigations are conducted in a manner which is conducive to good order and discipline, the following guide lines are promulgated:

1. The interview of a member of the force during an investigation shall be at a reasonable hour, preferably when the member of the force is on duty, unless the exigencies of the investigation dictate otherwise. Where practical, interviews should be scheduled for the daytime and the reassignment of the member of the force to another shift should be employed. If
any time is lost, the member of the force shall be compensated.

2. The interview shall take place at a location designated by the investigation officer.

3. The member of the force shall be informed of the rank and name of the interviewing officer in charge of the investigation and all persons present during the interview. If a member of the force is directed to leave his post and report for interviewing to another post, his superior shall be promptly notified of his whereabouts.

4. The member of the force shall be informed of the nature of the investigation before any interview commences, including the name of the complainant. The addresses of complainant and/or witnesses need not be disclosed; however, sufficient information to reasonably apprise the member of the allegations should be provided. If it is known that a member of the force being interviewed is a witness only, he should so be informed at the initial contact.

5. The questioning shall not be overly long. Reasonable respites shall be allowed. Time shall also be provided for personal necessities, meals, telephone calls and rest periods as are reasonably necessary.

6. The member of the force shall not be subjected to any offensive language, nor shall he be threatened with transfer, dismissal, or other disciplinary action. No promises or reward shall be made as inducement to answering questions.

7. The complete interview of the member of the force shall be recorded mechanically by a stenographer. There shall be no "off the record" questions, except at the
request of the officer. All recesses called during the interview shall be recorded.

8. If a member of the force is under arrest or is likely to be, that is, if he is a suspect or the target of a criminal investigation, he shall be given the rights pursuant to the Miranda decision.

9. In all other cases the law imposes no obligations, legal or otherwise, on the department to provide an opportunity for a member of the force to consult with counsel or anyone else when questioned by superior officers about his employment in matters relevant to his continuing fitness for police service. Nevertheless, in the interest of maintaining high morale of the force, the department shall afford an opportunity for a member of the force, if he so requests, to consult with counsel before being questioned concerning violations of the rules and regulations, provided the interviewing is not unduly delayed. However, in such cases, the interviewing may not be postponed for purposes of counsel past 10:00 a.m. of the day following the notification of the interview. Counsel, if available, and a representative of the PFA may be present during the interview of a member of the force.

10. Basically, the aforementioned guidelines will be observed by all superior officers or other officers of the department while conducting investigations of actions of members of the force.

ARTICLE XXVII - GENERAL PROVISIONS

1. All leave credits accumulated or earned by an employee as of December 31, 1973, shall be carried over to the employee's credit.

2. Any employee whose uniform or equipment is damaged in the course of
his duties shall be reimbursed by the Town for the replacement or repair thereof.

3. Any employee who is called upon to use his personal automobile, or other vehicle, in the course of his duties shall be entitled to be compensated for at the rate of eighteen (18) cents a mile. Should the vehicle be damaged in the course of such duties, the employee shall be reimbursed by the Town for the replacement or repair thereof in addition to the compensation set forth previously.

4. The President of the Association shall be entitled to three (3) days off with pay to attend the New York State Police Conference, or to attend to any other PBA-related business or meetings. Two other persons from the Association shall be entitled to three (3) days off, however without pay, to accompany the President to such conference.

5. If any article or section of this Agreement, or any part thereof, is determined to be invalid by any court of competent jurisdiction, or if compliance with or enforcement of any article or section, or portion thereof, is restrained by any such court, the remainder of this Agreement shall not be affected thereby.

6. The salary of the employees shall be paid by check, accompanied by a statement of his salary for the specific pay period, overtime, deductions and total salary paid to such date. Overtime pay shall be in a separate check.

7. At Town's time and expense there shall be firearms training twice annually.

8. An officer: (a) injured in the line of duty and, (b) totally disabled for all work (including light or desk duty) shall not be required by the Chief to remain confined to
home, any departmental rule to the contrary notwithstanding.

9. Except as specifically changed herein, all employees shall retain all rights, privileges and benefits of previous contracts between members of the Stony Point Police Department and the Town of Stony Point.

10. A police officer will have the right to inspect his personnel file, the right to comment at reasonable length on matters appearing therein, that the Town will have the right to delete confidential material, and that the officer shall have the right to request deletion of critical material, with the determination of such a request being made by the Town Board subject to the grievance and arbitration procedures which will now provide for impartial final and binding arbitration. As to this item only, such review shall be limited to whether the Town's determination is arbitrary, discriminatory or capricious.

11. In the event a member attends training outside the County of Rockland, he/she shall receive a meal voucher for twenty ($20) dollars per day.

**ARTICLE XXVIII - WORK WEEK**

1. It is the intention of the parties that said shift work shall be assigned to all patrol officers on a non-discriminatory and rotating basis. The normal set schedule for the entire year shall be posted each year of this contract by January 15th.

   a. In 1983, the Town implemented a two-hundred forty-nine (249) day work year.

   b. Simultaneously with the institution of the two hundred forty-nine (249)
day work year, the Town implemented a two hundred forty-three (243) day work chart. The parties agreed that six (6) of the twelve (12) compensatory days accumulated pursuant to Article XVI were utilized to enable the Town to implement the two hundred forty-three (243) day work chart.

c. The union agrees that to implement this schedule requires the use of two (2) officers who shall have "floating" schedules ("X"). "Floaters" will be provided by volunteers. If volunteers are not provided by the union, floaters will be designated by the Chief as he shall determine within his discretion.

d. The Chief or acting Chief may reschedule any patrol officer to a different shift provided no patrol officer shall be rescheduled more than once in any calendar month, unless at time of rescheduling the officer shall be given the reasons for such rescheduling in writing. A copy of such written notification shall be forwarded to Town Board within seventy-two (72) hours.

e. The past practice of a police officer being able to "swap tours of duty" shall be continued.

2. Each officer shall be provided with a mealtime break of forty-five (45) minutes. Time for same shall be at the discretion of the desk officer, a single disagreement as to whether there has been an abuse of such discretion shall not be the subject of a grievance. A general policy or repetitious failure to observe this paragraph may be the subject of a grievance.

ARTICLE XXIX - GENERAL MUNICIPAL LAW §207-C ACCRUALS

No member of the bargaining unit, while out of work due to a line-of-duty injury.
will accumulate any of the following:

A. Sick Leave (except as noted below)
B. Personal Leave
C. Vacation Leave
D. Holiday Leave (except as noted below)
E. Uniform Allowance

A. In regards to sick leave, the employee will be granted one (1) sick leave day for each month of lost duty. While this sick leave will be credited towards the employee's general sick leave bank, it cannot be used towards any existing sell back provisions. Further, all pre-existing sick leave must be used prior to any of the above mentioned line-of-duty sick leave.

B. This provision will not affect or change current contractual language that calls for holiday payment on certain holidays, whether or not those holidays are worked.

C. In the event a line-of-duty injury occurs and the employee is out of work for a period of time, and the above agreed upon prorated time reductions exceed the employee's time bank, no effort will be made, on the part of the Town, to regain those days from future accruals. (i.e. An employee is injured on July 1 and has already used six (6) personal leave days. That employee remains out of work for the remainder of the year. Under this Agreement, that employee would not accrue three (3) days. Assuming the employee has only one personal leave day remaining, that would be the extent of the time loss.)

D. For the purposes of computation, and under current existing contractual benefits, for each twenty (20) scheduled work days (days do not need to be consecutive, only
cumulative) that the employee is out of work, that employee would not accumulate:

1. sick leave - two days (with the exception of Paragraph A noted above).
2. personal leave - one-half day.
3. holiday leave - patrol one-half day - all others one day.
4. uniform allowance - detectives $91.66 - all others $83.33.
5. vacation leave - fifth and fourth grade one day, third and second grade one and two-thirds days, all others two one-half days. The existing procedures as it relates to annual time accumulation will continue unchanged.

Specifically an employee, on January 1 of a given year, will have vacation, personal leave and holiday leave credited to the full amount the employee is entitled to under existing contract language.

E. In the event a member is injured and unable to return to work prior to the end of the year, that member will not be permitted to carry over any unused personal leave, holiday time or vacation leave.

Any other benefit that the member of the bargaining unit may be entitled to, not specifically dealt with above, it shall be granted to the member.

APPENDIX A

GRIEVANCE PROCEDURE

The following grievance procedures are to be implemented:

(a) Every employee subject to this Agreement shall have the right to present
his grievance in accordance with the procedures prescribed hereunder. The Chief of Police and the Police Commissioner shall be responsible for carrying out the provision of this procedure with respect to grievances arising hereunder. The Grievance Committee shall consist of three (3) patrolmen.

(b) Grievances involving more than one (1) employee (group grievances) shall be referred to the lowest supervisory level common to all the aggrieved. Such employees, if they so desire, shall have the right to be represented by a single representative of their choosing.

(c) The informal resolution of differences prior to initiation of action under the formal grievance procedure is encouraged and shall be the rule rather than the exception.

(d) Employees are expected to exhaust every administrative devise to settle amicably all differences of opinion.

(e) The P.B.A. agrees to a ninety (90) day time frame, from the time a grievance is discovered to file said grievance. In the interest of uniform procedure and to expedite handling, an employee hereunder shall present his problem or any grievance through the regular supervisory channels in the following order:

The First Stage - The Immediate Supervisor. The employee shall request an interview with his immediate supervisor. The immediate supervisor in this case shall be deemed to be the Chief of Police. The Chief of Police shall, within three (3) working days, hold an informal discussion with the employee and shall make every attempt to arrive at an amicable settlement of the grievance. In the event that the Chief of Police is unable to effect an amicable disposition of the grievance, the matter shall be referred at its Second Stage to the Police
## STONY POINT SALARY CHART

<table>
<thead>
<tr>
<th>Grade</th>
<th>1/1/02</th>
<th>1/1/03</th>
<th>1/1/04</th>
</tr>
</thead>
<tbody>
<tr>
<td>5th grade</td>
<td>$36,000</td>
<td>$37,080</td>
<td>$38,192</td>
</tr>
<tr>
<td>4th grade</td>
<td>42,000</td>
<td>43,260</td>
<td>44,558</td>
</tr>
<tr>
<td>3rd grade</td>
<td>52,000</td>
<td>53,560</td>
<td>55,167</td>
</tr>
<tr>
<td>2nd grade</td>
<td>71,288</td>
<td>73,961</td>
<td>76,735</td>
</tr>
<tr>
<td>1st grade</td>
<td>80,198</td>
<td>83,205</td>
<td>86,325</td>
</tr>
<tr>
<td>Detective</td>
<td>86,213</td>
<td>89,446</td>
<td>94,958</td>
</tr>
<tr>
<td>Sergeant</td>
<td>92,229</td>
<td>95,688</td>
<td>99,276</td>
</tr>
<tr>
<td>Administrative Sgt.</td>
<td>96,840</td>
<td>100,472</td>
<td>109,204</td>
</tr>
<tr>
<td>Detective Sgt.</td>
<td>98,224</td>
<td>101,907</td>
<td>109,204</td>
</tr>
<tr>
<td>Lieutenant</td>
<td>106,063</td>
<td>110,041</td>
<td>114,168</td>
</tr>
</tbody>
</table>