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#### **Contract Database Metadata Elements**

Title: **New Paltz, Town of and New Paltz Police Association (1999)**

Employer Name: **New Paltz, Town of**

Union: **Town of New Paltz Police Officers Unit, Town of New Paltz Police Association**

Local:

Effective Date: **01/01/99**

Expiration Date: **12/31/01**

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TO  
POL

7866\_12312001

New Paltz, Town Of And Town Of  
New Paltz Police Assn

FILE COPY

LABOR AGREEMENT

between

THE TOWN OF NEW PALTZ

and

THE TOWN OF NEW PALTZ POLICE ASSOCIATION

(POLICE OFFICERS' UNIT)

January 1, 1999 to December 31, 2001

**RECEIVED**

AUG 27 2002

NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

New Paltz99Agr

## 14.2 BASE WAGE AND LONGEVITY FOR EMPLOYEES

(A) Effective with the dates as set forth herein, the Base Wage for all full time employees shall be as follows:

Step	Years of Service	<u>1/1/99</u>	<u>10/1/99</u>	<u>4/1/00</u>	<u>10/1/00</u>	<u>4/1/01</u>	<u>10/1/01</u>
1	Recruit*	23,146**	23,378	23,611	23,847	24,086	24,326
		11.12/hr***	11.24/hr	11.35/hr	11.47/hr	11.58/hr	11.70/hr
2	Starting	28,933	29,222	29,514	29,809	30,107	30,408
		13.91/hr	14.05/hr	14.19/hr	14.33/hr	14.48/hr	14.62/hr
3	2 <sup>nd</sup> Year	31,198	31,549	31,904	32,263	32,626	32,993
		15.00/hr	15.17/hr	15.34/hr	15.51/hr	15.69/hr	15.86/hr
4	3 <sup>rd</sup> Year	33,426	33,802	34,182	34,567	34,956	35,349
		16.07/hr	16.25/hr	16.43/hr	16.62/hr	16.81/hr	17.00/hr
5	4 <sup>th</sup> Year	35,743	36,234	36,732	37,237	37,749	38,268
		17.18/hr	17.42/hr	17.66/hr	17.90/hr	18.15/hr	18.40/hr
6	5 <sup>th</sup> Year	37,232	37,744	38,263	38,789	39,322	39,863
		17.90/hr	18.15/hr	18.40/hr	18.65/hr	18.91/hr	19.17/hr
7	6 <sup>th</sup> Year	39,515	39,910	40,409	40,813	41,323	41,736
		19.00/hr	19.19/hr	19.43/hr	19.62/hr	19.87/hr	20.07/hr
8	7 <sup>th</sup> Year	41,648	42,169	42,696	43,230	43,770	44,317
		20.02/hr	20.27/hr	20.53/hr	20.78/hr	21.04/hr	21.31/hr

### Sergeants:

	Years of Service	<u>1/1/99</u>	<u>10/1/99</u>	<u>4/1/00</u>	<u>10/1/00</u>	<u>4/1/01</u>	<u>10/1/01</u>
0-3 Years in Grade		44,922	45,484	46,407	46,988	47,575	48,170
		21.60/hr	21.86/hr	22.31/hr	22.59/hr	22.87/hr	23.16/hr
3 Years in Grade		47,453	48,046	49,021	49,634	50,255	50,882
		22.81/hr	23.10/hr	23.57/hr	23.86/hr	24.16/hr	24.46/hr

\* A Recruit hired on or after January 1, 2000 shall be paid at 80% of Step 2 Base Wage for their first 26 weeks of employment, thereafter move to Step 2 for the next 26 weeks. On the employee's anniversary date of hire, he/she shall move to Step 3 and so on.

\*\* All Base Wages are for information purposes only.

\*\*\* Hourly rate is based on 2,080 hours and is the exact amount to be paid multiplied by 40 hours per week.

## LONGEVITY

Effective with the longevity dates set forth herein, all employees shall be paid longevity over and above their base hourly wage as follows (non-cumulative):

<u>Step</u>	<u>Years of Service</u>	<u>1/1/99</u>
6	7 <sup>th</sup> - 9 <sup>th</sup>	\$ 650.00 \$ 0.31/hr
7	10 <sup>th</sup> - 14 <sup>th</sup>	\$1,650.00 \$ 0.79/hr
8	15 <sup>th</sup> and Above	\$3,150.00 \$ 1.51/hr

\* All salaries are for informational purposes only.

\*\* Hourly rate is based on 2,080 hours, and is the exact amount to be paid and multiplied by 40 hours per week.

All new employees hired on or after January 1, 2000 shall be paid longevity over and above their base hourly wage as follows (non-cumulative):

<u>Step</u>	<u>Years of Service</u>	<u>1/1/00</u>
6	8 <sup>th</sup> - 9 <sup>th</sup>	\$ 650.00 \$.31/hr
7	10 <sup>th</sup> - 14 <sup>th</sup>	\$1,650.00 \$.79/hr
8	15 <sup>th</sup> and above	\$3,150.00 \$1.51/hr

(B) Each full time Police Officer who enters into the service of the Department during the term of this Agreement, with prior experience as a full time employee of a police force or public safety agency approved by the Employer, will be compensated at the same annual rate of salary received by the Police Officers of this Department with the same number of years of full time service.

### 14.3 WAGE ADJUSTMENTS

If any employee who held a rank higher than Police Officer is returned to the rank of Police Officer, they will be compensated for the duration of the term of this Agreement at the same annual rate of salary they would have received as a Police officer.

#### 14.4 BASE HOURLY WAGE FOR PART-TIME EMPLOYEES

All part-time employees shall be paid at a base hourly rate in accordance with the following schedule:

<u>1/1/99</u>	<u>10/1/99</u>	<u>4/1/00</u>	<u>10/1/00</u>	<u>4/1/01</u>	<u>10/1/01</u>
\$13.75/hr	\$14.00/hr	\$14.25/hr	\$14.50/hr	\$14.75/hr	\$15.00/hr

#### 14.5 REIMBURSEMENT OF COLLEGE TUITION

The Department will reimburse each full time employee, in an amount not to exceed \$1,500.00 per calendar year, for the cost of tuition for college courses taken pursuant to a program of study approved in advance by the Employer when the employee completes the course with a grade of "C" (or 70, if numerical grades are given) or better.

#### 14.6 ADDITIONAL COMPENSATION

(A) All employees who work in excess of eight (8) hours in a work day, or forty (40) hours in any work week, shall be paid at the rate of time and one-half (1.5X) their applicable hourly rate. All full time employees who work on their scheduled day off shall be paid at the rate of time and one-half (1.5X) their applicable hourly rate. In the event an employee is called into work overtime at least one (1) hour after the completion of their tour of duty, they shall be paid a minimum of two (2) hours of pay at the rate of time and one-half (1.5X) their applicable hourly rate.

(B) Off-duty Appearance – Any employee of the Department who is required to appear as a result of their employment before any civil or criminal court, grand jury, motor vehicle hearing or other hearing or proceeding during their "off-duty" hours shall be compensated for the time so expended, including the time spent in transit to and from the appearance at the rate of one and one-half times (1.5X) their normal hourly rate. The minimum compensation for off-duty appearances shall be two (2) hours when the required appearance is within the Town of New Paltz. When a member appears at a required appearance outside of the Town of New Paltz, the minimum compensation shall be four (4) hours. These minimums shall apply only in those instances when the off-duty appearances commencing over one (1) hour after the end of the employee's tour of duty.

(C) Personal Vehicle Use – When an employee is required to use their own vehicle when attending a police school or seminar at the request of the Administration or the Employer, the Department will reimburse the member for the use of their vehicle at the rate established by the Employer, which shall not be less than \$.21 a mile, and will reimburse the tolls paid by the employee.

In the event the Employer increases the amount of reimbursement to other Town employees during the term of this Agreement, the employees of this Department will be entitled to receive compensation at the increased rate. When two (2) or more employees travel to the same school or seminar, they shall be required to travel together; only one (1) reimbursement per