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NYS PUBLIC EMPLOYMENT
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AGREEMENT

BETWEEN

THE TOWN OF SOUTHOLD

AND THE SOUTHOLD TOWN

POLICE BENEVOLENT ASSOCIATION

JANUARY 1, 2003 - DECEMBER 31, 2005

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THIS AGREEMENT made this 21st day of July, 2004, by and between the TOWN OF SOUTHOLD, a municipal corporation of the State of New York (hereinafter referred to as the Town) and the SOUTHOLD TOWN POLICE BENEVOLENT ASSOCIATION, INC., a membership corporation of the State of New York (hereinafter referred to as the PBA or Association).

WITNESETH:

WHEREAS, Article 14 of the Civil Service Law provides that public employees shall have the right to be represented by employee organizations to negotiate collectively with their public employer in the determination of their terms and conditions of employment, and to enter into written agreements with respect thereto; and

WHEREAS, the PBA has been certified as the employee organization, as a result of an election, to represent all uniformed members of the Police Department of the Town of Southold, including all police officers, sergeants, lieutenants and detectives, excluding the Chief of Police and the Captain, and all other employees, said included members of the Police Department hereinafter referred to as "employees";

NOW, THEREFORE, the parties hereby agree as follows:

SECTION 1. RECOGNITION

1.1 The Town does hereby recognize the PBA as the exclusive employee organization to represent the employees and extends to the PBA the following rights:

- a. to represent the employees in negotiations and in the settlement of grievances; and
- b. to membership dues deduction, upon presentation of dues deduction authorization cards signed by individual employees.

SECTION 2. MANAGEMENT RIGHTS

2.1 Not contrary or inconsistent with the terms of this Agreement or civil service law, the Town reserves the right to determine the standards of law enforcement and related services to be offered by its Police Department; to set the standards of selection for employment; to direct its employees; to regulate work schedules; to take disciplinary action; to abolish positions; to maintain the efficiency of governmental operations; to determine the content of job classifications subject to Civil Service Commission approval; to take all necessary actions to carry out its mission in emergencies; and to exercise control and direction over its organization and technology of performing its work.

SECTION 3. PROTECTION OF EMPLOYEES

3.1 Seniority

a. Seniority shall be determined on the basis of continuous employment in the Southold Town Police Department. Additionally, an employee who has been transferred from another Police Department within Suffolk County to the Southold Town Police Department shall receive credit for purposes of seniority for continuous time served in such other Police Departments in Suffolk County.

b. Seniority is determined: first, by rank; second, by continuous service in rank; third, by date of appointment to previous rank or ranks; fourth, by the date of appointment to Department (any Member who has been transferred from another police force within Suffolk County shall, for the purpose of determining seniority, be credited with such prior service); fifth, by highest score on the civil service list from which appointments were made at the time of the initial appointment examination; sixth, by age (older Member is senior); and seventh, alphabetically by surname.

3.2 Legal Services

The Town shall provide legal services to an employee against whom an action or proceeding has been commenced involving any matter occurring within the scope of his/her employment as an officer or employee of the Town.

3.3 Seasonal Police Officers

a. The Chief of Police, or his/her designee, shall have the right to deploy "Certified Seasonal Police Officers" who are actually on duty to perform functions (other than actual sector assignments) that are deemed necessary by the Chief of Police, or his/her designee.

b. Notwithstanding the above, Seasonal Police Officers may be used for all other assignments, including sector assignments, when the full-time compliment of Police Officers is depleted due to court appearances, medical absence or vacations, or in emergency conditions when the full-time compliment of Police Officers is insufficient to insure adequate protection of life and property.

SECTION 4. COMPENSATION-INJURED EMPLOYEES

a. Employees who sustain physical injuries in the performance of their duties shall provide the Town with copies of any medical reports prepared by the employee's doctor related to their injury. Except as provided in subparagraphs b through h, the employee shall receive full

salary, including all compensation entitlements, during the period of disability or until eligible for a disability pension, or death, whichever shall first occur. Any sums received by such employee under the provisions of the Workers' Compensation Law for lost earnings as result of such injury shall be paid by such employee to the Town.

- b. In the event a certified physician selected by the Town finds said disabled employee fit to return to duty, it is the responsibility of the employee to do so.
- c. Failure on the part of the employee to return to duty after being notified that he/she has been found fit to perform his/her police duties, it is then incumbent upon the employee to request a 207-c hearing pursuant to General Municipal Law.
- d. When an employee requests a 207-c hearing, then he/she must utilize all of his/her own accrued leave entitlements if the employee wishes to remain in a leave with pay status, pending the resolution of the 207-c Hearing Officer's recommendations. In the event no such leave entitlements exist, the employee will be placed in a no-pay status, pending the resolution of the 207-c hearing.
- e. Regardless of whether they are in a paid leave or no-pay status, the only benefit the employees may receive is holiday compensation.
- f. The Hearing Officer, at the conclusion of the 207-c hearing, shall as soon as reasonably possible forward his/her findings and recommendations to the Town Board.
- g. Should the Town Board find in favor of the disabled Police Officer, then all leave entitlements, utilized from his/her accrued leave bank shall be restored. This shall also include holiday and night shift differential if the employee is eligible to receive same.
- h. Should the Town Board find the Police Officer fit to return to duty and said employee disobeys such directive from the Town, he/she then may face disciplinary action, which may include suspension and/or discharge.
- i. Effective upon the complete ratification and approval of the 2003-2005 Agreement, the parties shall continue their negotiations over the Town's General Municipal Law Section 207-c proposal. In the event that they are unable to reach a final, binding agreement within 30 calendar days of the date on which the 2003-2005 Agreement is completely ratified and approved, then the Town shall have the right to compel the PBA to participate in a single issue interest arbitration proceeding before Arbitration Marlene Gold, in which the only issue shall be whether the Town's most recent proposal should be awarded in whole, in part or as modified by the Arbitrator.

SECTION 5. NOTICE OF PROMOTIONS

5.1 Notice of all promotional positions within the PBA unit in the Town Police Department shall be posted on available bulletin boards at police headquarters and all employees shall be given an opportunity to make application for such positions.

5.2 An employee who is scheduled to take a Town police-related departmental promotional examination shall be entitled to eight (8) consecutive hours off-duty prior to the scheduled time of such examination provided:

- a. That the officer is scheduled for the tour immediately prior to the time of commencement of the examination.
- b. Such off-duty time shall be with pay.

SECTION 6. VACATIONS

6.1 The Town will adopt the vacation schedule as follows:

- a. Start through first year - five (5) working days.
- b. Second through fifth year - sixteen (16) working days.
- c. Sixth through tenth year - nineteen (19) working days.
- d. Eleventh through fifteenth year - twenty-two (22) working days.
- e. Sixteenth through twentieth year - twenty-eight (28) working days.

6.2 Members shall not be entitled to accumulate more than fifty percent (50%) of their unused vacation from year to year. The balance of vacation leave may be accumulated as set forth above and payment made upon reasonable notice in accordance with this Section.

Requests for payments in excess of five thousand dollars (\$5,000.00) must be in writing and submitted to the Town prior to September 1 of the year preceding the year in which payment is to be made, with the exception of the last year of work prior to retirement when no notice is required. Notwithstanding the above, however, a member shall only be allowed to carry over a maximum of eight (8) unused vacation days in the following calendar year for purposes of additional vacation only. A member who has accumulated unused vacation days may apply only eight (8) of those days to the following year's schedule. Under no circumstances shall a member be entitled to actually take more vacation days than is provided for in Section 5.1 a. through 5.1 e. above, with the exception that a member may add an additional eight (8) days from the

previous year. For example, a member may not take more than twenty-four (24) actual vacation days in his/her second through fifth year, twenty-seven (27) in his/her sixth through tenth, thirty (30) in his/her eleventh through fifteenth and thirty-five (35) in his/her sixteenth through twentieth.

6.3 Employees who so desire may volunteer to work, if acceptable to the Department, during their annual vacations. Such work will be compensated at straight time, unless an employee works in excess of eight (8) hours. Such volunteers may be assigned to any normal police duties.

6.4 An employee, if transferred not by choice from one squad to another, shall have the right to maintain his/her previously selected vacation.

6.5 If any employee is on his/her first week of vacation and is outside the Town, and is recalled from vacation to active duty, he/she shall be given credit for an additional five (5) days vacation time. Such employee shall also be paid for his/her necessary travel expenses incurred in returning to active duty.

6.6 An employee on vacation may sign out on sick leave if sickness or injury occurs while on vacation and he/she is confined to his/her residence or is hospitalized. Sickness is to be verified by physician's certificate. Time of sickness or injury shall not be charged to vacation time of employee, but shall be charged to sick leave.

6.7 Employees with more than one (1) year of service in the Police Department shall be permitted to divide their vacation time into a maximum of ten (10) one (1) day segments, provided that the Chief of Police, or his/her designee, receives sufficient notification to arrange for rescheduling of tours of duty. Vacation time, other than one (1) day segments, shall be scheduled on the basis of seniority, in the following manner to wit:

a. First selection - on the basis of seniority within rank, all employees shall select the time of their vacation.

b. Second selection - after all employees have made a first selection as provided in paragraph a above, those employees who have elected to divide their vacation time shall make a second selection based on seniority within rank.

c. Third selection - after making the second selection, as provided in paragraph b, above, the employees with remaining vacation periods due them shall make a final selection of time when the remainder of their vacation shall be taken, based on seniority within rank.

d. Two (2) sergeants may take their vacation at the same time, provided that the same is approved by the Chief or officer in charge, and further provided that the same does not result in overtime being paid to other members of the Police Department.

e. One (1) employee from each squad may be on vacation at the same time.

6.8 Between Memorial Day and Labor Day, employees total vacation picks may not exceed seven (7) days. This shall not in any way affect an employee's ability to request and take single vacation days during this same period.

SECTION 7. LEAVE OF ABSENCE, SICK DAYS, CHILD CARE AND HOLIDAYS

7.1 Leave of absence without pay shall be granted to employees in accordance with the provisions of Rule 18 of the Rules of Classified Civil Service of Suffolk County and the provisions of Section 243 of the Military Law of the State of New York.

7.2 a. All employees shall be entitled to fifteen (15) sick days in each calendar year. Unused sick leave may be accumulated up to a maximum of three hundred (300) days. Upon retirement, each employee shall be entitled to be compensated for the value of one hundred (100%) percent of the first two hundred (200) days of his/her accumulated unused sick leave, or any portion thereof. Additionally, an employee shall be entitled to receive payment for an additional forty (40) unused sick days beyond the two hundred (200) day maximum at the rate of one (1) day of pay for each two (2) days of unused sick leave. The Town Board shall be the option to pay the same to the employee, either in a lump sum payment at the time of the employee's retirement or in regular payroll payments immediately prior to such retirement.

7.2 b. The Chief of Police, in the exercise of his/her discretion, may request written physician's certificate in all cases where an employee is absent by reason of illness, the cost thereof to be paid by the Town.

7.2 c. When an employee, due to illness, fails to complete a tour of duty, the remaining amount of time left in that tour shall be deducted from said employee's sick leave.

7.2 d. An employee may use up to five (5) days "sick leave" per calendar year in the event that an employee's spouse of immediate family living in the household cannot take care of themselves or take care of the children of the employee for which the employee has the responsibility of a parent or guardian. To be entitled to such leave, the employee must furnish proof of such incapacitating illness and of the employee's responsibility as a parent or guardian.

7.2 e. An employee may receive payment during the month of December for up to three (3) unused sick leave days if the employee submits such a request in writing to the Town by on or before November 15 of that year.

7.3 An employee shall be granted a leave of absence not exceeding two (2) years without pay for a child care leave attendant to either the birth of a child or the adoption of a child under the age of 5. Such employee, upon the expiration of such period of leave of absence, shall be restored to the same or comparable position of employment, if the same is available. The Town shall continue the employee's major medical/hospitalization benefits for a period of three (3) months beyond normal entitlements during such leave. Thereafter, at the option of the employee, the employee shall be entitled to continue such benefits at the employee's own expense.

7.4 a. Each employee shall be entitled to receive equivalent time off or receive compensation in lieu of such equivalent time off for the following holidays, whether or not such employee was required to report for duty on such days, to wit: the first day of January, known as New Year's Day; the third Monday of January, known as Martin Luther King, Jr. Day; the 12th day of February, known as Lincoln's birthday; the third Monday in February, known as Washington's birthday; Easter Sunday; the last Monday of May, known as Memorial Day; the 4th of July, known as Independence Day; the first Monday in September, known as Labor Day; the second Monday in October, known as Columbus Day; the first Tuesday after the first Monday in November, known as Election Day; the 11th day of November, known as Veteran's Day; the fourth Thursday in November, known as Thanksgiving Day; the 25th day of December, known as Christmas Day.

7.4 b. Employees who actually work on a designated holiday shall receive four (4) hours of additional compensation for working that particular holiday.

7.5 For the purpose of implementing the provisions of Section 7.4, on January 1st of each year, each employee will be credited with the total number of holidays to which he/she is entitled for the ensuing year. On or before December 1st of each year, the Police Department shall prepare and submit to the Supervisor a schedule indicating the total number of holidays that each employee is entitled to for such year, the total number of holidays charged against each employee for such year and the total number of holidays remaining due to said employee. On or before December 15th of such year, the Town shall pay to each employee a sum equal to the number of holidays remaining due to each employee. An employee who separates from service after he/she received the benefits of this section and prior to a holiday for which he/she has been compensated, shall have deducted from his/her final payroll check an amount equivalent to the compensation received for said holiday.

7.6 Employees shall be entitled to be absent from duty without pay at such time and for such duration as the Chief of Police or officer in charge may in his/her discretion approve for the purpose of attending business affairs.

7.7 a. Employees shall be entitled to four (4) days personal leave of absence with pay each calendar year for the purpose of attending to personal matters, provided that the time of taking such leave shall be approved by the officer in charge. Effective January 1, 2005, "each calendar

year” shall be changed to “each year starting on the officer’s anniversary date. For purposes of implementation during 2005 only, an employee whose anniversary date falls within 1/1 and 3/31 shall be credited with one PL day on 1/1 and four PL days on the officer’s anniversary; an employee whose anniversary falls within 4/1 and 6/30 shall be credited with 2 PL days on 1/1 and four PL days on the officer’s anniversary; an employee whose anniversary date falls within 7/1 and 9/30 shall be credited with 3 PL days on 1/1 and four PL days on the officer’s anniversary; and an employee whose anniversary date falls within 10/1 and 12/31 shall be credited 4 days on 1/1 and four PL days on the officer’s anniversary. These additional PL days must be used as of the employee’s anniversary date in 2006.”

7.7 b. If an employee submits his/her request for a personal day at least five (5) days prior to that day, no reason for the leave shall be required.

7.7 c. If said request is received less than five (5) days prior to the requested day, the reason justifying the need for said personal day shall be submitted. However, permission for a personal leave day shall not be withheld if there are adequate personnel available to fulfill the staffing needs of the Department.

7.8 An employee, on application of his/her commanding officer, shall be granted four (4) continuous days, including scheduled days off with full pay, in case of death in his/her “immediate family”, which shall be defined as spouse, child, father, stepfather, mother, stepmother, brother, sister, parent-in-law, son-in-law and daughter-in-law. An employee shall be granted one (1) working day off to attend the funeral of his/her grandparent, brother-in-law, sister-in-law, foster parent, foster child, niece, nephew, uncle, aunt, half-brother or half-sister. Grandparents and foster parents shall be included among those for whom four days death leave is allowable if it is necessary, if the employee attends the funeral and he/she has demonstrated to the commanding officer that there has been a sufficiently close relationship that he/she would normally be expected to need such an amount of time away from work, including time for travel to the funeral.

7.9 The PBA President shall be entitled to eighteen (18) paid leave days per year in addition to the various leave benefits provided for in this contract, for the purpose of attending PBA meetings, conventions and other like commitments. If, for whatever reason, the President is unable to attend these functions, he/she may delegate the Vice President or the Secretary/Treasurer as the President’s representative. The Suffolk County Police Conference Director shall be entitled to three (3) paid leave days per year to attend the various conference functions. The Chief shall continue to have the right to deny a request for paid leave days due to Departmental needs.

7.10 The PBA shall designate a maximum of two (2) of its members, in advance, to attend any formal negotiation session with the Town, or its representative. In the event any such designated member is scheduled to work on the calendar day of the schedule negotiating session,

such member shall be excused from his/her tour of duty for that calendar day but shall be deemed to be on duty for all other purposes. This shall in no way limit the actual number of representatives attending and/or participating in any negotiating session, but shall only limit those being paid during their attendance. For purposes of this section, the calendar day shall include the day before a midnight tour or the day after the midnight tour.

7.11 a. The existing duty chart of three (3) rotating tours of duty (i.e., 8:00 A.M. to 4:00 P.M.; 4:00 P.M. to 12:00 Midnight; and 12:00 Midnight to 8:00 A.M.) shall be continued. Members shall have the right to choose two (2) paid leave days ("RDO's") per cycle on a seniority basis within the Southold Police Department. A cycle shall be defined as one complete set of three (3) tour rotations. The duty chart shall be 239 days per year. Personnel appointment after January 30, 1996, for the first two (2) years of their employment only, shall work 260 days per year. The parties shall continue their negotiations about the Town's proposals for a new duty chart(s), including the hours of work. A committee shall be established for the purpose of doing so, composed of no more than three representatives designated by the Town and three representatives designated by the PBA. It is understood that criteria and other matters that are not terms and conditions of employment shall not be subject to the jurisdiction of this committee. The committee's results are subject to bilateral, written agreement, ratification and approval. Nothing contained in this paragraph, nor any action or inaction of the committee, nor any statements made in committee meetings, shall be subject to the grievance procedure or to any PERB or court proceeding.

7.11 b. At the discretion of the Chief of Police, a new patrol squad of full-time police officers may be established to work two (2) rotating tours (i.e., 8:00 A.M. to 4:00 P.M.; 4:00 P.M. to 12 Midnight). The assignment of officers to this squad shall be as follows. Not fewer than one-half of the squad members who volunteer for the assignment shall be assigned by seniority, provided they meet or exceed the performance standards, and qualifications, set by the Chief. The remaining assignments shall be made by the Chief, utilizing the same criteria. A member may be removed from this assignment if deemed as not meeting either or both of these criteria. In this event, the employee may request a review by a four (4) member labor-management committee consisting of the Chief of Police and his/her designee along with the PBA President and his/her designee, which shall meet upon written request to monitor/discuss the matters pertaining to this new squad. The Town and PBA may agree in writing at any time upon any additional terms and conditions of a new patrol squad tour/shift established by the Chief pursuant to this paragraph.

7.12 The Town shall have the option of assigning personnel to a split shift in accordance with this section. The split shift shall be of one continuous eight (8) hour period spanning the late evening to the early morning hours. Personnel for the split shift shall be reassigned from the twelve (12) to eight (8) shift. An employee shall be notified and assigned to the split shift at least one (1) week prior to the commencement of such assignment. Assignment of personnel to the split shift shall at no time create a below minimum staffing situation (three police officers and a sergeant) upon any shift. Shortage of personnel for the twelve (12) to eight (8) shift will be

covered by the assignment of additional personnel on overtime. Assignments to the split shift shall be by seniority on a rotating basis. Employees assigned to the split shift in the manner and as described herein shall not be entitled to overtime pay or change of tour compensation otherwise payable.

7.13 Police Officers shall be permitted to switch tours of duty provided that:

- a. the same is approved in writing by the Lieutenant, or in his/her absence, the officer in charge.
- b. the same does not result in any increased costs to the Town.
- c. the same does not disrupt normal police operations.

7.14 Insofar as its practicable, any change in relief officer scheduling will be done in writing no less than ninety-six (96) hours in advance of the change and insofar as is practicable, the relief officer shall receive his/her work schedule not less than ten (10) days prior to the end of the previous month.

SECTION 8. RETIREMENT BENEFITS

8.1 The Town agrees to make the provisions of Section 384-d of the Retirement and Social Security Law (optional twenty year retirement plan) applicable to the employees, and to take the appropriate action to assume the additional cost thereof. The Town of Southold, shall adopt the New York State Retirement Plan Section 375(I), and provide such benefit to any police officer who retires.

8.2 The Town agrees to make the provisions of Section 384 subdivision (f) and (g) of the Retirement and Social Security Law (1/60th increased pension) applicable to the employees, and to take the appropriate action to assume the additional costs thereof.

8.3 The Town agrees to make the provisions of Section 384 subdivision (e) of the Retirement and Social Security Law ("1/60th Bill", 1989 Session Laws Chapter 453) applicable to the employees, and to take the appropriate action assume the costs thereof.

8.4 The Town agrees to make the provision of Chapter 950 of the Laws of 1970 (twelve (12) months' final average salary) applicable to the employees, and to take the appropriate action to assume the additional cost thereof.

8.5 In order to be paid for unused accumulated sick leave, the employee must notify the Chief of Police in writing of the employee's intention to retire on a particular date. Such notification must be no less than forty-five (45) days prior to the date of the adoption of the

budget, but in no event, later than October 1st. Such retiree shall receive the monies due under Section 7.2 a. hereof, provided that such notice was given as herein provided. If notice was not given as herein required, such payment will not be lost, but shall become payable thirty (30) days after the commencement of the fiscal year for which the Town budgeted for the same or had the opportunity to do so. Time limits for notice to be given herein may be waived by the Town, in its sole discretion. In the event of severe health or personal problems of an employee, such requirements shall not apply. In the event of death, the notice requirements shall not apply and the payment involved shall be made to the person or persons entitled thereto as soon after death as is possible.

8.6 At the Chief's discretion, which shall not be unreasonably withheld, the Town agrees to allow retiring employees to keep their issued service weapon at no cost to the officer.

SECTION 9. SALARIES

9.1 All newly hired Police Officers who have been certified by the Suffolk County Civil Service Commission or who may have previously been employed in another New York State Police jurisdiction shall be placed at the first year salary step as set forth below, unless otherwise agreed to by the parties hereto.

Police Officer - Salary Rates

Period of Service	1/1/03	1/1/04	1/1/05
First Year	\$31,690	\$32,878	\$34,111
Second Year	\$49,997	\$51,872	\$53,817
Third Year	\$58,447	\$60,639	\$62,913
Fourth Year	\$66,897	\$69,406	\$72,008
Fifth Year	\$78,080	\$81,008	\$84,046
Sergeant Salary Rate	\$91,817	\$95,261	\$98,833
Lieutenant Salary Rate	\$103,237	\$107,108	\$111,125

9.2 Detective Duty. During the term of this Agreement, employees assigned to detective duty shall be paid additional salaries during the period of such assignments, in the amounts set forth in this Section, which additional salaries shall not, however, be included in such employee's salary for purposes of determining longevity pursuant to Section 10 hereof.

a. During the term of this Agreement:

- (i) The annual sum of five hundred (\$500.00) dollars during the first year of such assignment. Effective January 1, 2004, this shall be increased to \$600.00. Effective January 1, 2005, this shall be increased to \$700.00.
- (ii) The annual sum of one thousand (\$1,000.00) dollars during the second year of such assignment. Effective January 1, 2004, this shall be increased to \$1,100.00. Effective January 1, 2005, this shall be increased to \$1,200.00.
- (iii) The annual sum of one thousand six hundred (\$1,600.00) dollars during the third year of such assignment. Effective January 1, 2004, this shall be increased to \$1,700.00. Effective January 1, 2005, this shall be increased to \$1,800.00.
- (iv) An annual sum of three thousand two hundred and fifty (\$3,250.00) dollars during the fourth and subsequent years of such assignment. Effective January 1, 2004, this shall be increased to \$3,350.00. Effective January 1, 2005, this shall be increased to \$3,450.00.

b. Detectives assigned to the detective division shall receive additional compensation at the rate of 1.5 hours straight time for every eight hours on call. If, during the assigned period, the detective is called to duty, they shall forego compensation under this Section and be compensated consistent with Section 13.1 of this Agreement

9.3 Tour Differential

a. Effective January 1, 2003, a \$3,530 per annum amount as a tour differential shall be granted each employee who works three (3) tours around the clock or a steady night tour. Effective January 1, 2004, this per annum shall become \$3,740. Effective January 1, 2005, this per annum amount shall become \$3,950.

b. Effective January 1, 2003, a \$2,150 per annum amount as a tour differential shall be granted each employee who works two (2) rotating tours of duty. Effective January 1, 2004, this per annum amount shall become \$2,255. Effective January 1, 2005, this per annum amount shall become \$2,360.

c. If an employee who is not normally scheduled to work three (3) rotating tours of duty should, over the course of the calendar year, work twenty (20%) percent of his/her tours between 12:00 A.M., and 8:00 A.M., said employee shall be entitled to full tour differential instead of partial differential.

9.4 D.A.R.E. Stipend

A Police Officer assigned as the D.A.R.E. instructor shall receive a yearly stipend of one thousand (\$1,000) dollars. This D.A.R.E. stipend is not available to detectives or superior officers.

SECTION 10. LONGEVITY PAY

10.1 Employees hired prior to January 1, 1997 shall receive additional compensation based upon length of service as follows:

- a. Employees with at least ten (10) years but less than fifteen (15) years of service shall receive a salary increase of five (5%) percent.
- b. Employees with at least fifteen (15) years but less than eighteen (18) years of service shall receive a salary increase of six (6%) percent.
- c. Employees with eighteen (18) or more years of service shall receive a salary increase of seven (7%) percent.
- d. Such additional compensation as provided in this Section shall commence on the first day of the month in which an employee becomes eligible therefor.

10.2 Employees hired on or after January 1, 1997 shall receive additional compensation based upon length of service as follows:

- a. Employees with at least ten (10) years but less than fifteen (15) years of service shall receive a flat dollar amount of twenty-five hundred (\$2,500) dollars.
- b. Employees with at least fifteen (15) years but less than eighteen (18) years of service shall receive a flat dollar amount of three thousand (\$3,000) dollars.
- c. Employees with eighteen (18) years or more years of service shall receive a flat dollar amount of three thousand five hundred (\$3,500) dollars.

SECTION 11. COLLEGE CREDIT

11.1 Employees shall receive additional compensation based upon successful completion of police science sources qualifying for credit toward an Associate Degree in police science in an accredited college or university as follows:

- a. Such employee successfully completing thirty (30) hours shall receive a salary increase of one (1%) percent of base salary.
- b. Such employees who have received an Associate Degree in Police Science shall receive a salary increase of two (2%) percent of base salary.
- c. An employee requesting additional compensation as provided in this Section shall present to the Supervisor a letter or certificate executed by an official of the college or university as proof of his/her eligibility therefor. Additional compensation shall commence on the first day of the month after which the employee becomes eligible therefor.

SECTION 12. HOSPITALIZATION

12.1 The Town agrees to make available to the employee the group health insurance plans provided by the State of New York. The Town shall pay one hundred (100%) percent of the premium applicable to benefits afforded to both the employee and his/her dependents. In the event of an employee's death, the Town will pay the present hospitalization for a period of one year or for the remaining term of this contract, whichever is longer after such death on behalf of the deceased's family.

12.2 Health Insurance Declination Bonus. Employees may opt out of the health insurance program in whole or in part for a full year by completing the appropriate form furnished by the Town. An employee opting out of the health insurance program in whole or in part shall be paid 50% of the premium savings, provided the employee maintains the employee's waiver (remains out) for a full year. Payments shall be subject to all usual payroll deductions and shall be made on or about December 15 of each year.

Employees electing to waive coverage must do so by filing their forms no later than November 30 in any year, with the provisions of this section taking effect on the next January 1. Once a waiver form has been filed with the Town, the waiver shall continue to be in effect from year to year thereafter until the employee elects to reenroll and the employee shall be entitled to the applicable payment for waiver for each full year his or her waiver is in effect.

It is understood that once an employee has waived coverage for a particular year, the employee may not reinstate coverage for that year except in the event of an emergency causing the loss of insurance through another source and consistent with the rules and regulations of the Town's flexible spending plan and applicable laws and regulations. Emergency shall include loss of employment, or termination of insurance for, a spouse whose employer had provided the alternative insurance. Emergency shall not include the change of any such alternative insurance from a noncontributory to a contributory plan, or the voluntary declination of the spouse of insurance offered by the spouse's employer.

Reinstatement of coverage for the succeeding year may be made by notifying the Town in writing no later than November 30 to be effective the succeeding fiscal year. This deadline shall not apply to emergency reinstatement of insurance as provided for in the above paragraph, but the reinstatement shall be subject to whatever requirements or deadlines are imposed by the State health insurance program. If reinstatement occurs during a waived year due to emergency, the employee will repay, prorata, any amount already forwarded to the employee in return for the waiver, by payroll deduction.

SECTION 13. COMPENSATION FOR COURT ATTENDANCE AND OVERTIME WORK

13.1 In the event that an employee is required to be present in any Court proceeding as a witness during off-duty hours, or is called in to work during his/her normal time off, such employee shall be compensated therefor at the rate of one and one-half (1½) times the normal rate of salary or, at the option of the employee, shall be given compensatory time off at the same rate. Employees, when required to perform duty as provided in this Section, shall receive a minimum of four (4) hours compensation at their normal rate of salary. Proof of time spent for Court appearances shall be certified to the Justice or Clerk of the Court and filed by the employee with the Supervisor.

13.2 When an employee is required to be on duty beyond his/her normal tour, he/she shall be compensated at one and one-half (1½) times the normal rate of pay or compensatory time at the same rate.

13.3 Overtime worked between January 1st and May 31st shall be paid on June 15th. Overtime worked between June 1st and November 15th shall be paid on December 1st. Any unpaid overtime accrued from November 15th to December 31st shall be paid on January 15th.

SECTION 14. DEATH OF EMPLOYEE

14.1 The Town agrees to continue to provide the death benefits provided by Section 208-b of the General Municipal Law.

14.2 The Town agrees that any and all benefits to which an employee is entitled at the time of his/her death shall be paid to his/her estate as soon as possible after his/her death.

SECTION 15. BENEFIT PLAN

15.1 Dental/Optical Insurance Benefits

The Town shall provide the Employees with the CSEA Package 7 Benefit Plan that is provided for CSEA unit members, pursuant to the same terms, conditions, and contribution levels, if any, as exist from time to time for those members.

SECTION 16. EMPLOYER-EMPLOYEE RELATIONS AND GRIEVANCE PROCEDURE

16.1 The Town agrees to establish a committee to meet when necessary with a similar committee to be established by the PBA for the purpose of dealing with employee grievance and working conditions and such other matters as affect the Police Department and its employees.

16.2 Any non-disciplinary grievance arising out of the interpretation of this Agreement shall be resolved by the following procedure.

Step 1: The employee shall, within ten (10) days of an occurrence that is alleged to have violated the Contract, within ten (10) days of his/her discovering said occurrence, submit his/her grievance in writing to the Chief of Police. The Chief of Police shall issue a written reply to said grievance within ten (10) days of its receipt. The employee shall have the right to proceed to the next Step in the event that a timely decision is not rendered.

Step 2: Within 10 days of receipt of the Chief's written reply or within 10 days of the date on which the reply should have been issued, the employee may appeal to the Police Commissioner. Failure to appeal on a timely basis shall be deemed to be a withdrawal of the grievance. The Police Commissioner shall consider the grievance and issue a written reply within 10 working days of receipt of the appeal.

Step 3: In the event that the PBA is not satisfied with the Step 2 decision, or in the event that a Step 2 decision is not timely rendered, the PBA may submit the grievance to binding arbitration by filing a request for same, on written notice to the Town Attorney's office, within 10 working days. Failure to appeal on a timely basis shall be deemed to be a withdrawal of the grievance. The arbitrator shall be selected by, and the hearing conducted pursuant to, PERB's arbitration rules.

SECTION 17. DISCIPLINE AND BILL OF RIGHTS

17.1 The parties hereto agree that they will comply with the applicable provisions of law with respect to disciplinary matters involving the employees.

17.2 All members covered by this Agreement shall be entitled to the protection of what shall be hereafter termed the "Bill of Rights".

a. All charges or actions taken against an employee covered by this Agreement which may lead to disciplinary measures must be made in writing and signed by the Complainant.

b. The employer has established the following procedures to govern the conduct and control of internal police investigations.

The wide ranging powers and duties given to the Town Police Department and its members involves them in all manner of contacts and relationships with the public. Out of these contacts come many questions concerning the actions of employees. These questions often require immediate investigations by the employer or its designee, usually the Police Chief or other superior officer. In an effort to insure that these investigations are conducted in a manner which is constructive to good order and discipline, the following procedures shall be followed:

(1) The interrogation of an employee shall be at a reasonable hour, preferably when the employee is on duty, unless the exigencies of the investigation mandate otherwise. Where practicable, interrogations should be scheduled for the day time and the reassignment of the employee to the day shift shall be employed. If overtime as herein above defined, is incurred by reason of such interrogation, the employee shall be given overtime compensation as set forth in this Agreement.

(2) The interrogation shall take place at a location designated by the investigating officer. Usually it will be at the command to which the investigating officer is assigned or at Police Headquarters.

(3) If an employee is directed to leave his post and report for interrogation to another location, his/her immediate supervisor and the radio desk shall be promptly notified of his whereabouts.

(4) The employee shall be informed of the rank, name and command of the officer in charge of the investigations, as well as the rank, name and command of the interrogating officer and of all persons present during the interrogation, and shall be advised of the right to an adjournment in order to have counsel and/or Association representative present.

(5) The employee shall be informed of the nature of the investigation before any interrogation commences, including the name of the complainant. The address of the complainant and/or witness need not be disclosed; however, sufficient information to reasonable apprise the employee of the allegations shall be provided.

(6) 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.

(7) The employee shall not be subjected to any offensive language, nor be threatened with transfer, dismissal or other disciplinary punishment. No promises or reward shall be made as an inducement to answering questions.

(8) The complete interrogation of the employee shall be recorded mechanically or by a stenographer. All recesses called during the questioning shall be recorded. The employee or his/her counsel shall be entitled to a copy of the tape recording and/or a transcript of such stenographic record within a reasonable time after such interrogation.

(9) The law imposes no obligation, legal or otherwise, on the Department to provide an opportunity for an employee to consult with counsel or anyone else when questioned by a Superior Officer or employer about his/her employment or matter relevant to his/her continuing fitness for police service. Nevertheless, in the interest of maintaining the usually high morale of the Police Department, the employer shall advise the employee and afford an opportunity for the employee, if he/she so desires, to consult with counsel and/or with a representative of the Association before being questioned concerning a serious violation of law or the Rules and Procedures, provided the interrogation is not unduly delayed. However, in such cases, the interrogation may not be postponed for purposes of consultation past 10:00 A.M. of the day following the notification of interrogation. The employee shall have the right to have counsel and/or an Association representative present to assist during the interrogation.

SECTION 18. PERSONNEL RECORDS

18.1 Any employee shall be entitled to examine his/her personnel file upon making request therefor to the Chief of Police, or other officer in charge, in his/her absence.

18.2 Upon request, any employee shall be furnished with a copy of any nonconfidential material in his/her personnel file.

18.3 Only one employee personnel file shall be maintained which shall contain all material with respect to such employee.

18.4 No material derogatory to an employee, his/her conduct, character or service shall be placed in his/her personnel file unless he/she has been given an opportunity to examine the same and affix his/her signature thereon, which signature shall indicate that the employee has examined the same and shall not be deemed to indicate that the employee in any way consents or agrees with the contents thereof. The employee may place in such personnel file a written answer to any derogatory material in said file within ten (10) working days after receiving notification of the proposed inclusion of the material in the file.

18.5 If an employee is the subject of charges and specifications by an administrative hearing or a Court of competent jurisdiction, the only documents to be placed in the employee's personnel file shall be the charges and specifications and the final adjudication thereof. Upon the consent of the employee, the PBA, upon request, should be advised of the status, progress and outcome of this matter.

SECTION 19. AMENDMENTS

19.1 Any changes or amendments to this Agreement shall not become effective unless the same are in writing signed by the parties hereto.

SECTION 20. NO STRIKE PLEDGE

20.1 The PBA does hereby affirm that it does not assert the right to strike against any Government nor to assist or participate in any such strike, or to impose any obligation, to conduct, assist or participate in such a strike.

SECTION 21. UNIFORM CLEANING AND UNIFORM EQUIPMENT ALLOWANCE

21.1 The Town agrees to pay the entire cost of dry cleaning of all wearing apparel in connection with the police uniforms except washable items. The Town shall select an appropriate dry cleaning service. The employee shall use the cleaning service selected by the Town.

21.2 Employees assigned for uniformed duties shall have available the annual sum of four hundred (\$400.00) dollars as a uniform and equipment allowance.

21.3 Employees assigned to a non-uniformed duties shall have available the annual sum of six hundred (\$600.00) dollars as a clothing and equipment allowance.

21.4 Any unused allowance as outlined above will be credited to next year's clothing allowance but may not be accumulated beyond the subsequent year.

21.5 Dive Team Uniform and Equipment Allowance. Effective January 1, 2004, not more than five employees designated by the Chief as members of the Dive Team and who are certified divers shall receive the annual sum of \$600, to be prorated by complete months assigned during the year, as a stipend to be paid in December.

SECTION 22. LEGISLATIVE APPROVAL

22.1 IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUND THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

SECTION 23. APPORTIONMENT OF BENEFITS

23.1 In the event that the employment of an employee is terminated by reason of retirement, resignation or other cause, all benefits provided herein shall be prorated up to the date of such termination.

SECTION 24. ADDITIONAL COMPENSATION

24.1 In the event an employee is entitled to additional compensation for Court attendance, overtime work or other purposes, the rate such compensation shall be based upon two hundred thirty-nine (239) days or two hundred sixty (260) days, whichever number of days per year the employee is assigned in accordance with Section 7.11(a) of this Agreement.

SECTION 25. STAFF MEETINGS

25.1 The employees agree that the Chief of Police shall have the right to schedule not more than two (2) (three, effective August 10, 2004, with no more than one meeting per trimester) staff meetings of the employees with the rank of sergeant and above in each calendar year for periods not to exceed three (3) hours each, for which no compensation shall be paid to the employees, at which meetings police matters may be considered.

SECTION 26. ETHICS DISCLOSURE

26.1 The Lieutenant and Administrative Officer must comply with the disclosure requirements set forth in the Town of Southold Ethics Law.

SECTION 27 CANINE UNIT

27.1 In the event that the Town creates a canine unit, the PBA shall have the right to make a timely request that the Town engage in impact negotiations regarding the terms and conditions of employment for employees assigned to that unit.

SECTION 28. TERM OF AGREEMENT

28.1 The term of this Agreement shall be three (3) years to become effective January 1, 2003 and terminate on December 31, 2005.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 14th day of SEPTEMBER, 2004.

SOUTHOLD TOWN POLICE
BENEVOLENT ASSOCIATION, INC.

TOWN OF SOUTHOLD

By: Joseph A. Scipio
President

By: [Signature]
Supervisor