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

Title: **Geneva, City of and Geneva Police Command Officers Association (COA) (2007)**

Employer Name: **Geneva, City of**

Union: **Geneva Police Command Officers Association (COA)**

Local:

Effective Date: **01/01/07**

Expiration Date: **12/31/09**

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PLT | 6-159

RESOLUTION # 1

AUTHORIZED CONTRACT WITH THE GENEVA POLICE COMMAND OFFICERS ASSOCIATION FOR 2007-2009

1/1/07 - 12/31/09

**WHEREAS**, the City Manager has been negotiating with the Geneva Police Command Officers Association with respect to the 2007-2009 contract pursuant to the Taylor Law, and

**WHEREAS**, the City Manager is now recommending that the City Council adopt a three (3) year contract for the Geneva Police Command Officers Association, the following are the areas of proposed modifications:

- Length of contract
- Article IV- Salary
- Article X- Holidays, Vacations & Sick Leave
- Article XIII- 27 vs. 26 Payroll Issue
- Article XIX- Miscellaneous Provisions
- Article XI- Health Insurance

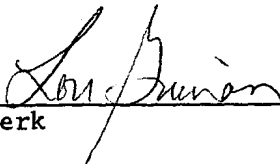
**WHEREAS**, all terms and conditions are referenced in the Attachment

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Geneva, New York, that the above terms be and the same hereby are adopted for the 2006-2009 contract with the Geneva Police Command Officers Association.

STATE OF NEW YORK) SS:  
COUNTY OF ONTARIO)

I, Lori Guinan, City Clerk of the City of Geneva, New York do hereby certify the foregoing to be a true and complete copy of an original resolution on file in the City Clerk's Office, which was adopted at a Regular Meeting of the Geneva City Council held on February 7, 2007.

Dated: February 8, 2007

  
\_\_\_\_\_  
City Clerk

**RECEIVED**

JUN 25 2007

NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

## **Tentative Agreement for Geneva Police Command Officers Association**

**January 12, 2007**

All terms are effective January 1, 2007, except as noted. All other terms and conditions remain the same as in the year 2004-2006 contract.

**Terms of Agreement:** This agreement covers the period January 1, 2007 through December 31, 2009. This agreement is subject to ratification of the Geneva Police Command Officers Association and City Council.

### **Article IV Salary:**

- Step increase: \$500.00 per step-per year for each contract year.
- Wage increases of 3.5% for 2007, 3.25% for 2008, and 3.25% for 2009.

### **Article X Holidays, Vacations & Sick Leave:**

Add: Sick Leave Incentive- \*This benefit is prorated based on start date and/or retirement/separation of employment for the City. No other change to current contract language.

#### Sick Leave Incentive:

Language clarification: A command officer shall earn four hours paid sick leave for each two-week pay period of active service (on active payroll for at least 50% of scheduled working days), not to exceed thirteen (13) days accumulative to a maximum of 285 days.

Sick Leave Incentive (new): Change title heading to "Attendance Incentive." Provide for an annual pay out for perfect attendance (0 days used in the year) at \$750.00 plus one additional personal day to be banked and used the following year. The use of this additional personal day would be consistent with current contract language noted in Article X (Personal Days)-page 7. Revise personal days section to reflect up to 5 personal days. All other language remains the same.

#### Sick Leave Upon Retirement (Cash-out)

Change maximum days from 260 to 285-see below  
201-285 days @\$85/day

### **Article XIX- Miscellaneous Provisions**

Command Officer Supervisory Pay-out at Retirement: A payment of \$1000.00 for a command officer at retirement based on the 24/7 nature of the position and the additional responsibilities of staff to maintain compliance with New York State Accreditation or National Accreditation/Recognition for the police department. The payment will be made if the State or National accreditation/recognition is in affect during the year of retirement.

**Article XI- Health Insurance**

The parties agree to cooperate and work together as part of the City's effort to review the overall health insurance program.

**Buy-Out, Switching and Shared Savings Procedures:**

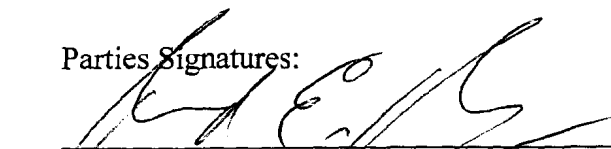
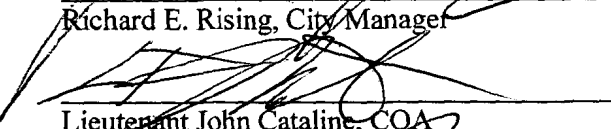
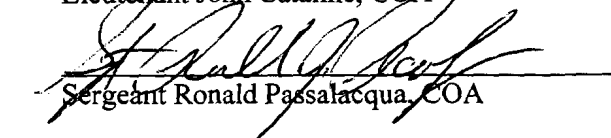
- d. The amount of the payment will be equal to 50% of the premium savings by the City. As of January 1, 1996 the premium shall be defined as the lowest cost 2-person plan offered by the City, which is Blue Choice Select. Employees hired on or after January 1, 2004 the lowest cost 2-person premium shall be associated with coverage under Blue Choice Value. No buy-out option unless the employee does not accept our health insurance plan. There is no change to the practice or how this benefit has been paid out in the past and/or future. This wording is for clarification purposes only.

**Article XXIII 27 vs. 26 Payroll Issue**

2007—1 day  
2008—2 days  
2009—0 days

Tentatively agreed to, subject to ratification of the City Council and Geneva Police Command Officers Association.

Parties Signatures:

	1/22/07
Richard E. Rising, City Manager	Date
	01-22-07
Lieutenant John Cataline, COA	Date
	1-22-07
Sergeant Ronald Passalacqua, COA	Date

**2006**

<b>Sergeant</b>	<b>50,605</b>	<b>52,383</b>	<b>54,121</b>	<b>55,931</b>	<b>59,504</b>
<b>Lieutenant</b>	<b>54,940</b>	<b>56,878</b>	<b>58,765</b>	<b>60,574</b>	<b>64,192</b>
<b>Captain</b>	<b>59,218</b>	<b>61,383</b>	<b>63,429</b>	<b>65,236</b>	<b>68,849</b>

**2007**

<b>Sergeant</b>	<b>52,894</b>	<b>54,734</b>	<b>56,533</b>	<b>58,406</b>	<b>62,104</b>
<b>Lieutenant</b>	<b>57,380</b>	<b>59,386</b>	<b>61,339</b>	<b>63,212</b>	<b>66,956</b>
<b>Captain</b>	<b>61,808</b>	<b>64,049</b>	<b>66,167</b>	<b>68,037</b>	<b>71,776</b>

**2008**

<b>Sergeant</b>	<b>55,129</b>	<b>57,029</b>	<b>58,886</b>	<b>60,821</b>	<b>64,639</b>
<b>Lieutenant</b>	<b>59,762</b>	<b>61,833</b>	<b>63,849</b>	<b>65,782</b>	<b>69,649</b>
<b>Captain</b>	<b>64,333</b>	<b>66,647</b>	<b>68,833</b>	<b>70,764</b>	<b>74,625</b>

**2009**

<b>Sergeant</b>	<b>57,437</b>	<b>59,399</b>	<b>61,316</b>	<b>63,313</b>	<b>67,256</b>
<b>Lieutenant</b>	<b>62,220</b>	<b>64,358</b>	<b>66,440</b>	<b>68,436</b>	<b>72,428</b>
<b>Captain</b>	<b>66,940</b>	<b>69,329</b>	<b>71,587</b>	<b>73,580</b>	<b>77,567</b>