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CONCILIATION

 In the Matter of the Interest Arbitration

between

CITY OF LOCKPORT

and

HICKORY CLUB, PBA

AWARD OF THE
 COMPULSORY INTEREST
 ARBITRATION PANEL

Case No.: M85-484
 IA 85-34

BEFORE Alice B. Grant, Neutral Public Member
 Nicholas J. Sargent, Esq. Employee Panel Member
 Richard P. Mullaney, Employer Panel Member

APPEARANCES

For the City A. Angelo DiMillo, Esq.
 For the Association Edward J. Ott

Date July 11, 1986

Place Lockport, N.Y.

1. Salaries

Effective January 1, 1986, increase the base salary of each employee by ~~three percent (3%)~~ ^{6%}

~~Effective July 1, 1986, increase the base salary as of June 30, 1986 by an additional three percent (3%).~~

Effective January 1, 1987, increase the base salary as of December 31, 1986 by ~~Five~~ ^{SIX} and one-half percent (6.5%) for each employee.

2. ~~1.~~ Labor-Management Committee

Proposed Labor-Management Committee will be included in present grievance procedure.

3. ~~1.~~ Effective Jan 1, 1986 the longevity schedule will be as follows.

	<u>1986</u>	<u>1987</u>
5 years but less than 10	250	350
10 " " " 15	300	400
15 " " " 20	500	600
20 " " " 25	600	700
25 ^{years} or more	700	800

4. Uniform Allowance

Effective January 1, 1987, increase the uniform allowance to \$550.00 per year for each employee.

5. Conference Attendance

Permit up to two employees to attend regularly scheduled meetings of the Police Conference of New York without loss of pay. Schedule to be furnished in January of each year.

6. Retirement Plan

Effective January 1, 1987, option 375(i) of the Retirement Law will be provided, if the cost to the City does not exceed that of present Sections 384(f) or 384.

7. Seniority Definition

A definition as per present Police Department Rules and Regulations will be included in the new Agreement. For purposes of layoffs and recall, Civil Service Law will be determinative.

8. Forfeiture

Employees who terminate employment with less than three (3) years of accumulated service in the bargaining unit will not be entitled to payment for vacation, holiday, briefing or debriefing pay accumulated.

9. 0. Vacation Sellbacks

Employees of the Police Department may receive payment for earned vacation days up to a maximum of 250 days for the whole Department.

10. 0. Grievance Procedure

If the Union and an employee elects to invoke the arbitration procedure for resolution of a grievance, this will be the sole recourse available against the City.

11, ~~10~~. Detective's Overtime

Include the Detective Lieutenant in the list of employees entitled to payment in lieu of overtime at four and one-half percent (4.5%) of base salary.

This constitutes the entire Award. Any issues not addressed are denied.

Alice B. Grant
Richard J. Sneyd - CONCUR
Richard P. Halliday Dissect

July 11, 1986