

NYS PUBLIC EMPLOYMENT RELATIONS BOARD
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OCT 30 1989

CONCILIATION

-----X
In the Matter of the Voluntary
Interest Arbitration

between

NEW YORK STATE FEDERATION
OF POLICE, INC.

Petitioner,

Consent Award

(Handwritten signature)

-and-

TOWN OF EAST FISHKILL

Respondent,
-----X

APPEARANCES

On behalf of the Town of East Fishkill: Plunkett and Jaffe,
Esqs., John M. Donoghue, Esq., Of Counsel.

On behalf of the New York State Federation of Police, Inc.
(Union): John P. Henry, Director of Labor Relations.

STATEMENT OF JURISDICTION

After the Union filed a petition with the New York State
Public Employment Relations Board to refer the impasse in
collective bargaining between it and the Town to a public
arbitration panel pursuant to Civil Service Law Section 209.4
(PERB Case No. IA89-13; M89-013), the parties, by agreement
annexed hereto, agreed that the petition be withdrawn and the
dispute submitted to arbitration for resolution pursuant to Civil
Service Law Section 209.2. They selected the undersigned as
arbitrator and consented and agreed to an award for a period of
five years, retroactive to January 1, 1989.

AWARD

1. The terms of the January 1, 1986 through December 31, 1988 Collective Bargaining Agreement between the Town of East Fishkill and the New York State Federation of Police, Inc. are extended unchanged for an additional five years, through December 31, 1993, except as modified by this award. All modifications shall take effect on January 1, 1989, unless stated otherwise

2. Unused personal leave will be added to accumulated unused sick leave.

3. The clothing allowance will be increased to \$350.00 in 1989, \$375.00 in 1990, and \$400.00 in 1991.

4. The longevity payment will be raised to \$600.00 on January 1, 1990, and to \$700.00 on January 1, 1991.

5. An additional \$50.00 per employee will be paid to the dental plan.

6. Accumulated unused sick leave in excess of 100 days to a maximum of 180 days will be paid for upon retirement at \$50.00 per day, with a maximum payment of \$4000.00.

7. The first step (first year) of the salary schedule will be eliminated and all officers on the first step will be placed on the second step. The remaining steps will be renumbered 1 through 4.

8. Effective December 31, 1993, the Town of East Fishkill will adopt the 20 year retirement plan authorized by Section 384.d of the Retirement and Social Security Law.

9. Negotiations may be reopened for salaries, longevity payments, insurance fringes and clothing allowance for the period starting January 1, 1992 for all employees.

SALARY SCHEDULE

<u>YEARS OF SERVICE</u>	<u>SALARY ON 1-1-89</u>	<u>SALARY ON 1-1-90</u>	<u>SALARY ON 1-1-91</u>
0-1	\$20,212.93	\$22,185.31	\$24,212.43
more than 1 to 2	\$23,565.92	\$25,615.86	\$27,788.81
more than 2 to 3	\$25,858.91	\$28,046.44	\$30,365.23
more than 3 to 4	\$28,151.90	\$30,477.02	\$32,941.64
more than 4	\$29,151.90	\$31,477.02	\$33,941.64

Employees holding the title of either Sergeant, investigator, detective and detective Sergeant shall be paid the differential of their rank or assignment above the listed salaries as is the present practice or as stated in the collective bargaining agreement made between the Town of East Fishkill and the N.Y.S. Federation of Police, Inc. on December 2, 1985.

AGREEMENT TO ARBITRATE MADE PURSUANT
TO CIVIL SERVICE LAW SECTION 209.2

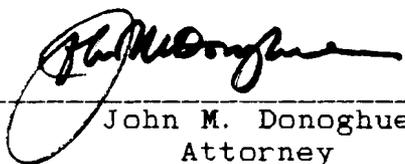
It is hereby agreed between the New York State Federation Of
Police, Inc. (Union) and the Town Of East Fishkill as follows:

1. The petition filed by the Union with the New York State
Public Employment Relations Board to refer the impasse in
collective bargaining between it and the Town to a public
arbitration panel pursuant to Civil Service Law Section 209.4, is
withdrawn and the dispute is submitted to arbitration for
resolution pursuant to Civil Service Law Section 209.2.

2. The arbitrator shall be Jerome Thier, 10 Imperial Drive,
Loudonville, New York 12211.

3. The award shall be for a period of five years, retroactive
to January 1, 1989 and reflect the Memorandum Of Agreement of the
parties dated September 14, 1989.

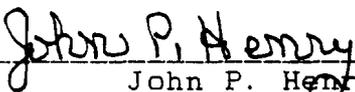
TOWN OF EAST FISHKILL

By: 
John M. Donoghue
Attorney

10/19/89

DATE

NEW YORK STATE FEDERATION OF POLICE, INC.

By: 
John P. Henry
Vice President

10/24/89

DATE