

Proposal for the Provision of Police Services to the Town of Ossining

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June 9, 2010

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INTRODUCTION

In May 2010, the Westchester County Department of Public Safety (“Department of Public Safety”) was asked to prepare a proposal for the provision of police services to the unincorporated portion of the Town of Ossining (the “Town”). The Town has, for some time, been considering various options for reducing the cost of police services, including the possible merger of its police department with those of the two villages within its borders.¹ The purpose of the present request is to examine the merit of contracting for such services to be provided by Westchester County (the “County”).

BACKGROUND

The unincorporated portion of the Town covers an area of three (3) square miles and has a resident population of 5,514 living in 1,693 households.² Police services in the unincorporated area of the Town are presently provided by the seventeen (17) member Town of Ossining Police Department.

The Department of Public Safety has its headquarters in Hawthorne – four and one-half miles from the Town police headquarters. The Department of Public Safety provides a wide variety of police services, including patrol³, investigations, forensics, special operations, incident management and police administration.

The Department of Public Safety recently completed a reorganization of its operations that has generated substantial cost savings to the County. There are currently eight (8) vacant positions within the Department of Public Safety, and it is expected that this number may be as high as eighteen (18) vacancies by year end. With these vacancies, it may be possible to absorb the members of the Town police department wishing to make the move into the Department of Public Safety in connection with this proposal.

¹ The Town of Ossining contains within its borders the Village of Ossining and the Village of Briarcliff Manor (part of which lies in the adjacent Town of Mount Pleasant) each of which maintains its own police department.

² U.S. Census Bureau Data (2000).

³ DPS provides patrol services on four of the major parkways within Westchester County and on County property including the Grasslands Campus, the Westchester County Airport and numerous county parks. In addition, the DPS provides such patrol services (in conjunction with the New York State Police) in the Town of Cortlandt, in northern Westchester County.

EXECUTIVE SUMMARY

The Westchester County Department of Public Safety has a track record of providing contractual police service to communities in Westchester, most recently in the Town of Cortlandt. County police officers are currently in their 10th year of patrolling Cortlandt under an Inter-Municipal Agreement (“IMA”).

That IMA initially covered a five-year period – the maximum allowed by law – and was subsequently renewed by the Cortlandt Town Board for an additional five years. With a similar IMA in place, the Department of Public Safety could bring this same successful community policing model to the Town of Ossining.

Based on a recent analysis, the Department of Public Safety has concluded that it can meet or exceed the patrol services that currently exist in the Town while generating savings of about \$1 million annually to Town taxpayers.

The analysis determined the following:

- The projected budget for the Town of Ossining Police Department in 2011 is \$3,106, 259. The Department of Public Safety estimates it can provide contractual police services to the Town at a cost of \$2,173,606.
- The 17-member Town of Ossining Police Department comprises a police chief, lieutenant, four sergeants, two detectives and eight full-time police officers and one part-time officer. The county police would provide 11 uniformed police officers and one detective to meet the policing needs of the Town.
- Currently, the maximum number of patrol personnel present on a day or evening duty shift in the Town is two police officers and a sergeant who supervises them and serves as the desk officer at headquarters. That maximum number, however, is frequently not met and often there is only one uniformed police officer on patrol in the town. The Department of Public Safety would be able to guarantee that two uniformed patrol officers in two marked patrol cars would be deployed on day and evening shifts in the Town.
- On the midnight tour, one county officer would patrol the Town, matching the level of service currently provided on this shift by the Town police.
- Supervision would be provided by patrol supervisors assigned to County Police Headquarters in Hawthorne. Consolidating this supervision function is what generates substantial savings for Town taxpayers while allowing the number of officers on patrol to be the same as or higher than currently exists.
- The Town of Ossining Police Department currently has a member assigned as the School Resource Officer at the Anne M. Dorner Middle

School. The Department of Public Safety is committed to retaining the SRO position at the school.

- The Department of Public Safety would assign a detective full-time to the Town to provide investigative support. Currently, the Town of Ossining Police Department has two members with the rank of detective, but one serves as the School Resource Officer and the other has been reassigned to Patrol.
- It is anticipated that the Department of Public Safety will absorb most members of the Town of Ossining Police Department into its ranks and that they will retain their rank and relative seniority. To the extent possible, the former Town officers would be assigned to patrol the Town.

LEGAL CONSIDERATIONS

The laws of the State of New York as they affect municipal corporations, such as towns and counties, allow for the abolishing of a town police department and/or the provision of police services to the town under contract with the county in which it is situated as follows:

A town, having established a police department, may abolish same upon an appropriate resolution of the town board,⁴ subject to a permissive referendum.⁵

A town has the authority to enter into a contract with another municipal corporation for the provision of such services that it is authorized to provide for itself - provided that any agreement so entered into shall be approved by each participating municipal corporation by a majority vote of the voting strength of its governing body.⁶

In this instance, the town board of the Town would pass a resolution abolishing its police department. Within ten days after the adoption of such resolution, the town clerk would publish a notice setting forth the date of the adoption of the resolution and containing an abstract of the resolution and further specifying that such resolution was adopted subject to a permissive referendum.⁷ Such referendum may be called for by petition, signed by a number of qualified voters equal, at least, to five (5%) percent of the total vote cast for governor in the unincorporated Town at the last general election held for the election of state officers (but not less than one hundred) requesting that it be submitted to the voters for their approval or disapproval.

⁴ Municipal Home Rule Law § 1(ii)(a)(1).

⁵ Town Law § 150 (4).

⁶ General Municipal Law § 119-o(1).

⁷ Town Law § 90.

If such a petition is filed, then the resolution could not take effect until there is an affirmative vote of a majority of the qualified electors of the unincorporated Town voting on the proposition.⁸

In the event that the town board wishes to avoid altogether the permissive referendum, it may be possible to abolish the town police department, *de facto*, by simply not funding it in the future. While there is no express authority in the law for this method, there is successful precedent for it here in Westchester County.⁹ Note, however, that the precedent pre-dates by one year the permissive referendum requirement.

In addition, regardless of how the Town's police department is wound up, an Inter-Municipal agreement ("IMA") will have to be prepared providing the terms for the provision of police services to the Town by the County. The IMA cannot take effect, however, without approval by a majority of the *total voting strength* of each of the town board and the county legislature.¹⁰ In this type of majority, absentees count the same as "no" votes.

When negotiating and preparing the IMA, there are a number of subject areas expressly permitted, under the General Municipal Law, to be included. Among them:

- A method or formula for equitably providing for and allocating revenues and for equitably allocating and financing the capital and operating costs.
- The manner of employing, engaging, compensating, transferring or discharging necessary personnel, subject, however, to the provisions of the civil service law, where applicable.
- Procedure for periodic review of the terms and conditions of the agreement, including those relating to its duration, extension or termination, provided that the term of the agreement may not be more than five years – though the municipal parties are not prevented or prohibited from either renewing such an agreement upon conclusion of the term established.
- Adjudication of disputes or disagreements, the effects of failure of participating corporations or districts to pay their shares of the costs, and expenses and the rights of the other participants in such cases.

⁸ Town Law § 91.

⁹ In 1998, the Town of Cortlandt, intending to abolish its police department, voted to cease funding it as of January 1, 1999 and provided for police services to be rendered jointly by the New York State Police and the Westchester County Department of Public Safety. This action was challenged on first amendment grounds in a lawsuit alleging that the police department was abolished in retaliation for its employees speaking out on local political issues. The lawsuit was settled and the action abolishing the police department stood. (*Morris, et al. v. Lindau*, 196 F.3d 102 [2d Cir. 1999], "Cortlandt Settles," New York Times, March 26, 2000.)

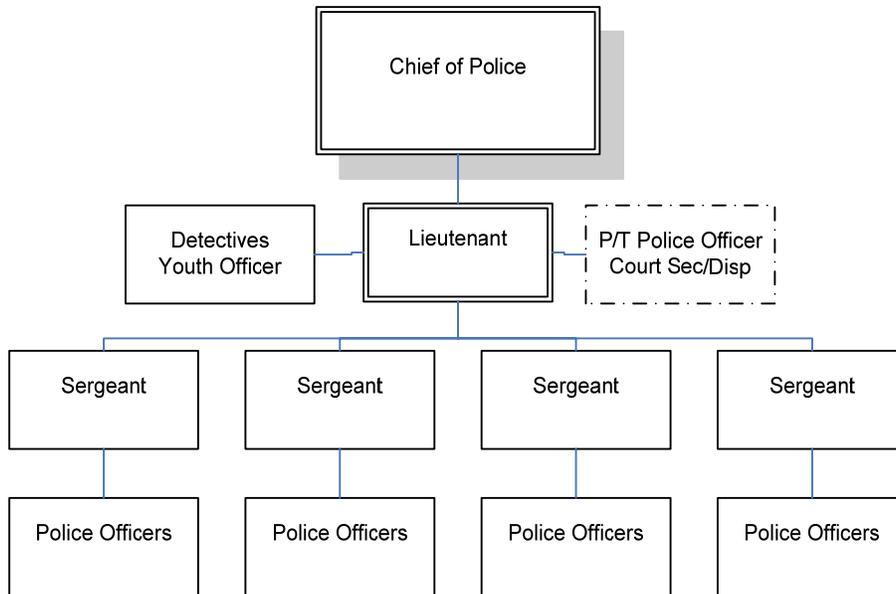
¹⁰ General Municipal Law § 119-o(1).

ORGANIZATION AND COST OF TOWN POLICE DEPARTMENT

The Town police department was formed and organized pursuant to the applicable sections of the Town Law. As the two villages situated in the Town have their own police departments, the cost of the Town police department is assessed on a part-town basis to those taxable properties lying in the unincorporated portion of the Town.

Organization of the Town Police Department

The Town of Ossining Police Department is presently comprised of sixteen (16) full-time sworn Police Officers¹¹ (including one on Section 207-c disability) and one (1) part-time Police Officer, as follows:



- Chief of Police (1)
- Lieutenant (1)
- Sergeant (4) (1 on §207-(c))
- Detective (2)
- Police Officer (8)
- Part-time Police Officer (1)

The Chief of Police is the Chief Executive Officer of the department and the Lieutenant is the Executive Officer of the department and commanding officer of the detective division (which includes the youth officer, who is one of the two detectives). The Sergeants are first line supervisors, but are not assigned to

¹¹ "Police Officer" used in this context includes each sworn member of the department having the authority to take police action pursuant to the New York State Criminal Procedure Law, regardless of civil service standing or rank.

every tour of duty. The part-time Police Officer serves as a court officer for the Town court and as a fill-in police dispatcher.

The Town police patrol division, consisting of the Sergeants and Police Officers provides twenty-four hour a day service working in rotating eight (8) -hour shifts.

The maximum number of patrol personnel present on a duty shift is two Police Officers (each patrolling half of the jurisdiction) and one Sergeant who both supervises the Police Officers and acts as desk officer at police headquarters. The maximum number of patrol personnel is often not met, however. With four Sergeants available for work in any given week, approximately two shifts will be without a Sergeant unless one is hired to work in the gap on overtime. Likewise, if each Police Officer were available to work in a given week, four shifts will have only one Police Officer scheduled to be working. These staffing gaps occur before vacation time, sick leave and other absences are taken into account. Further, at present, one Sergeant is on extended medical leave and another is on military leave, so there are only two Sergeants in the duty rotation at this time. When there is no Sergeant on duty a Police Officer serves as the desk officer at police headquarters and one Police Officer patrols the Town.

The department is not accredited by any of the recognized police accrediting agencies.

Cost of Operating the Town Police Department

The cost to the Town of operating its police department, based on its approved labor contract for 2011 and its projected budget, is as follows:

Personnel

Full-time personnel	\$1,667,034.00	
Overtime	150,000.00	
Longevity	31,225.00	
Holiday Pay	81,220.00	
Shift Differential	9,100.00	
Total Personnel		<u>\$1,938,588.00</u>

Employee Benefits

Retirement	\$358,195.00	
FICA	119,425.00	
Medicare	28,726.00	
Life/Health/Vision	301,886.00	
Unemployment Insurance	N/A	
Workers Compensation	40,527.00	
MTA Taxes	6,736.00	
Total Employee Benefits		<u>\$855,495.00</u>

<u>Non-Personnel</u> ¹²	
Equipment purchase	\$15,300.00
Supplies	7,752.00
Postage	2,060.00
Travel and education	5,100.00
Membership dues	1,224.00
Equipment repair	37,740.00
Office/Computer repairs (Maintenance contracts)	21,420.00
Uniforms (actual)	13,745.00
Telephone	25,500.00
Vehicle Leases	41,361.00
Investigations	510.00
Gasoline	30,600.00
Water	1,020.00
Electricity	28,560.00
Printing	2,295.00
Misc.	255.00
Oil	306.00
Books	1,632.00
Auto Insurance on Police Vehicles	6,972.81
Law Enforcement Liability	25,870.87
 Total Non-Personnel	 <u>\$268,954.08</u>
 <u>Part-Time Employees</u>	
Police Officer(\$32.96 per Hr.)	\$29,994.00
Cleaner (\$18.17 per Hr.)	13,228.00
 Total Part-Time	 <u>\$43,222.00</u>
 GRAND TOTAL	 <u>\$3,106,259.08</u>

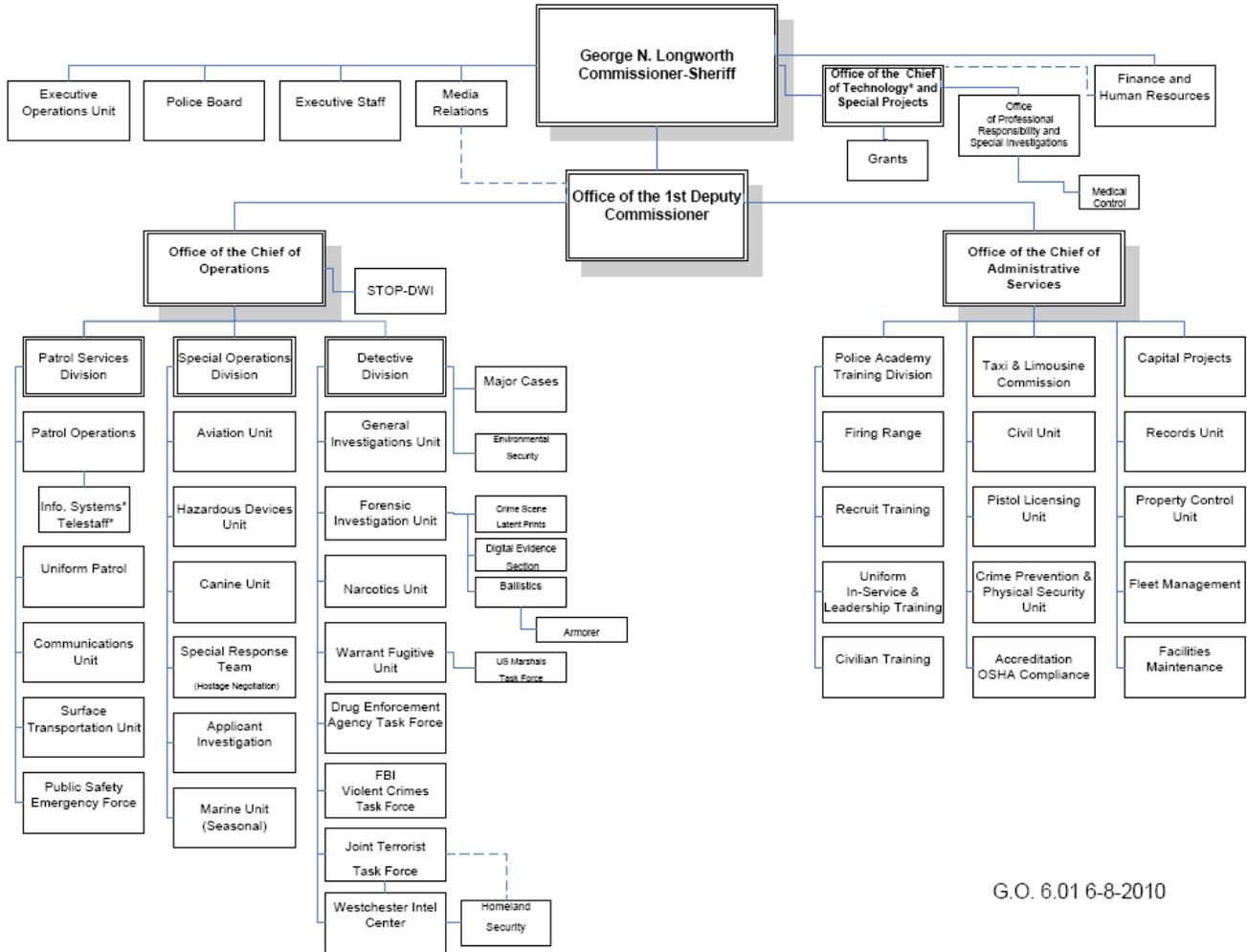
In addition to the above operating expenses, the Town will also pay \$305,109.39 in debt service on its police headquarters facility.

ORGANIZATION OF AND SERVICES PROVIDED BY THE DEPARTMENT OF PUBLIC SAFETY

The Department of Public Safety is a full service law enforcement agency providing a full spectrum of patrol, investigative, administrative and special operations services to the communities it services.

¹² Non-Personnel figures for 2011 not available. Estimated at 2010 approved budget plus 2%.

WESTCHESTER COUNTY DEPARTMENT OF PUBLIC SAFETY



G.O. 6.01 6-8-2010

The Department of Public Safety has extensive experience in conducting community police patrols and has contracted same to local municipalities, dating back to the early 1970s. Currently, the Department of Public Safety is in its tenth year of providing community police patrols in the Town of Cortlandt. In addition to a dedicated patrol unit, the Department of Public Safety provides the Town of Cortlandt with the specialized services described above and other community based services such as Safe Child Identification.

The Department of Public Safety has been accredited since 1992 by the New York State Council on Law Enforcement Accreditation, successfully maintaining this distinction by meeting 132 standards in successive five-year terms.

The Department of Public Safety operates a new, state-of-the-art communications/dispatch center in Hawthorne and has recently made numerous technological improvements in its radio communications infrastructure to ensure excellent radio coverage throughout the county to provide efficient service and facilitate community and officer safety.

In addition to basic patrol services, the Department of Public Safety provides many investigative, forensic, special operations and administrative services. Among them are the following:

- Accident Investigation Unit
- Aviation Unit – 2 Helicopters
- Canine Unit (Drug/Bomb Detection & Trackers)
- Civil Unit
- Communications Unit
- Crime Analysis Unit
- Crime Prevention and Physical Security Unit
- DEA Drug Enforcement Task Force
- Environmental Crimes Unit
- FBI Violent Crimes Task Force
- Finance and Human Resource Unit
- Fleet Management
- Forensics Investigation Unit
- General Investigations Unit
- Hazardous Devices Unit (Bomb Squad)
- Hostage Negotiation Team
- Joint Terrorism Task Force
- Major Case Unit
- Marine Unit
- Narcotics Unit
- Office of Professional Responsibility and Special Investigations (includes internal affairs investigations and medical control officer)
- Pistol Licensing Unit
- Police Academy and Firearms Range (recruit, supervisory, in-service and specialized training)
- Property Control Unit
- Records Unit
- Sex Crimes/Special Victims Investigation Team
- Special Response Team
- STOP-DWI Enforcement Program
- Surface Transportation Unit
- Taxi and Limousine Commission
- U.S. Marshals Fugitive Task Force
- Warrant Fugitive Unit
- Westchester Intelligence Center

PRESENT LEVEL OF POLICE SERVICE IN THE TOWN OF OSSINING

Manpower and Activity

Police per 1,000 residents 3.43

Typical manpower deployment:

Days: 1 or 2 P.O.'s on patrol. 1 desk Sgt. or P.O. from patrol
 1 Lt. (M-F)
 1 Det. School Resource Officer (M-F)

Evenings: 1 or 2 P.O.'s on patrol. 1 desk Sgt. or P.O. from patrol

Midnights: 1 or 2 P.O.'s on patrol. 1 desk Sgt. or P.O. from patrol

The remaining detective is presently assigned to patrol duties as a result of the present manpower shortage in the Town police department.

The demands on police services of the Town are reflected in the activity of its police department. Town police activity in 2009 was as follows:

Blotter entries	11,421
Criminal cases	333
Arrests (criminal)	59
Arrests (traffic)	159
Summonses (traffic)	3,224
Summonses (parking)	145

Facilities and Equipment

The Town police headquarters is located at 507 North State Road. It is an 8,600-square-foot building constructed in 2005. Included within the facility is a separate detention area comprised of two cells and one holding pen. Access to the detention area is gained via a secure drive-through sally port. The Town leases the Village of Ossining's court facilities for the Town Justice Court.

The Town's police vehicle fleet is comprised of:

- 3 marked patrol units all equipped with TRACS, Video and MDT
- 1 marked patrol unit equipped with TRACS, Video, MDT, and LPR
- 2 marked full size SUVs equipped with TRACS, Video, MDT
- 3 unmarked units
- 1 electric car
- 1 command vehicle (passenger bus used)

A MODEL FOR THE WESTCHESTER COUNTY DEPARTMENT OF PUBLIC SAFETY PROVIDING POLICE SERVICE IN THE TOWN OF OSSINING

If so desired by the Town, the Department of Public Safety would provide patrol services in the Town at a level equivalent to the maximum manpower presently provided by its police department. Specifically, the Department of Public Safety would provide two (2) police officers in two (2) patrol cars dedicated to patrolling the unincorporated portion of the Town during the day and evening tours and one (1) police officer in one (1) patrol car during the midnight tour. The patrol force will be supervised around the clock each day by a Department of Public Safety patrol supervisor (typically a Sergeant) as part of his or her duties supervising other patrol personnel on duty within the County at the time.

The Department of Public Safety would also provide one (1) police officer to serve as the School Resource Officer at the Anne M. Dorner Middle School which is located in the Town and one (1) detective dedicated to matters in the Town requiring investigation.

The county will provide eleven (11) police officers and one (1) detective to fulfill the foregoing.

In addition, the investigative, special operations, administrative and other resources of the Department of Public Safety will be available for deployment in the Town as and when needed.

We anticipate that the Department of Public Safety will absorb most of the members of the Town's police department into its ranks and that they will retain their rank and relative seniority.¹³ To the extent possible, the former Town police officers will be assigned to patrols in the Town.

As part of the contract for police services, the Town would transfer title to its vehicles, weapons and other police-related equipment to the County. Evidence and other property held by the Town's police department for safekeeping or otherwise will be inventoried and disposed of according to applicable law and accepted best practices relating to same.

If the Town so desires, the Department of Public Safety would maintain a police presence in the present Town police headquarters – operating the Town patrols from that location and possibly relocating some Department of Safety units to the building. Were the Town to not want the County to make use of the Town's police headquarters building, the Town patrols would be based out of Department of Public Safety headquarters. The agreement to provide police services to the town will not be dependent upon nor affected by the use or not of the Town's police headquarters building.

¹³ The current Town Chief of Police would be brought into the Department of Public Safety with the rank of Captain, subject to civil service review and approval.

For the services above-described, the contract price to the Town would be the approximate cost of eleven (11) police officers and one (1) detective necessary to fulfill the obligations of the contract for police services. The cost for each of the next five years is set forth below:

**Westchester County Department of Public Safety Town of Ossining Patrol
Personnel Budget - 11 Police Officers to Staff 3 Tours Daily (Including S.R.O.) and 1 Detective
2011-2015**

POLICE OFFICER (11)	2011	2012	2013	2014	2015	5 Yr Total
1010 Salaries (Incl. Lgty)	\$1,096,284	\$1,134,654	\$1,174,367	\$1,215,470	\$1,258,012	
1400 Overtime	\$120,000	\$124,200	\$128,547	\$133,046	\$137,703	
1490 Holiday Pay	\$34,155	\$35,350	\$36,588	\$37,868	\$39,194	
1540 Shift	\$17,248	\$17,852	\$18,476	\$19,123	\$19,792	
P.O. Salary Before Fringes	\$1,267,687	\$1,312,056	\$1,357,978	\$1,405,507	\$1,454,701	
1650 Retirement System ¹⁴	\$213,986	\$221,475	\$229,227	\$237,250	\$245,553	
1651 FICA/Medicare	\$96,978	\$100,372	\$103,885	\$107,521	\$111,285	
1680 Medical Insurance	\$376,026	\$389,186	\$402,808	\$416,906	\$431,498	
1715 Employee Benefit Fund	\$17,869	\$18,495	\$19,142	\$19,812	\$20,506	
MTA Payroll Tax	\$4,310	\$4,461	\$4,617	\$4,779	\$4,946	
P.O. Salary with Fringes	\$1,976,856	\$2,046,045	\$2,117,657	\$2,191,775	\$2,268,489	
DETECTIVE (1)	2011	2012	2013	2014	2015	5 Yr Total
1010 Salaries (Incl. Lgty)	\$108,301	\$112,092	\$116,015	\$120,076	\$124,278	
1400 Overtime	\$15,000	\$15,525	\$16,068	\$16,631	\$17,213	
1490 Holiday Pay	\$3,100	\$3,209	\$3,321	\$3,437	\$3,557	
1540 Shift	\$0	\$0	\$0	\$0	\$0	
Det. Salary Before Fringes	\$126,401	\$130,825	\$135,404	\$140,143	\$145,048	

¹⁴ Retirement system costs are subject to costs as established by the NYS Retirement System.

1650 Retirement System ¹⁵	\$21,337	\$22,083	\$22,856	\$23,656	\$24,484	
1651 FICA/Medicare	\$9,640	\$10,008	\$10,358	\$10,721	\$11,096	
1680 Medical Insurance	\$37,147	\$38,448	\$39,793	\$41,186	\$42,627	
1715 Employee Benefit Fund	\$1,765	\$1,827	\$1,891	\$1,957	\$2,026	
MTA Payroll Tax	\$430	\$445	\$460	\$476	\$493	
Det. Salary with Fringes	\$196,750	\$203,636	\$210,764	\$218,140	\$225,775	
CONTRACT TOTAL	\$2,173,606	\$2,249,681	\$2,328,421	\$2,409,915	\$2,494,264	\$11,655,888

CONCLUSION

Should the Town choose to contract with the County for the provision of police services, it would realize immediate and significant savings - nearly \$1 million in out-of-pocket costs together with the following benefits:

- meet or exceed the current number of police officers on patrol in the Town at any given time;
- provide around-the-clock first-line supervision of its police officers, which current Town police staffing does not permit;
- have fully integrated access to the broad range of support services provided by the Department of Public Safety;
- continue the School Resource Officer program at the Anne M. Dorner Middle School, and
- provide for the retention of rank and relative seniority for Town police department personnel transferring to the Department of Public Safety.

The foregoing savings and benefits will be realized from the very first day of the contract term.

¹⁵ Retirement system costs are subject to costs as established by the NYS Retirement System.

APPENDIX "A" - Comparison of Collective Bargaining Agreements

Base Pay	WESTCHESTER	OSSINING TOWN
	COUNTY	
	<i>2008 Contract</i>	<i>2010 Contract</i>
Patrol Officer Recruit/Academy	--	\$39,506.00
Patrol Officer Grade 5: Salary	\$45,335.00	\$49,381.00
Patrol Officer Grade 4: Salary	\$57,137.00	\$63,149.00
Patrol Officer Grade 3: Salary	\$66,923.00	\$75,226.00
Patrol Officer Grade 2: Salary	\$76,727.00	\$82,246.00
Patrol Officer Grade 1: Salary	\$86,508.00	\$88,773.00
Rank/Shift Differential Pay		
Detective	\$94,077.00	\$95,875.00
Sergeant	\$101,603.00	\$101,645.00
Detective Sergeant	--	\$108,747.00
Lieutenant	\$118,816.00	\$114,073.00
Shift Differential	\$24.50/per Tour	\$700.00/per Yr.
Longevity		
Longevity Year 5 through 7	\$2,975.00	\$1,185.00
Longevity Year 8 through 9	\$2,975.00	\$1,385.00
Longevity Year 10 through 11	\$3,175.00	\$1,585.00
Longevity Year 12 through 13	\$3,175.00	\$1,785.00
Longevity Year 14 through 15	\$3,175.00	\$1,985.00
Longevity Year 16 through 17	\$3,375.00	\$2,185.00
Longevity Year 18 and above	\$3,375.00	\$2,435.00
Longevity Year 20 and above	\$3,575.00	\$2,435.00
Work Week and Call In		
Working Hours per Week PO and Sgt.	40.0	37.5
Working Hours per Week Supv.	35 Lt. and above	40 Det./Sgt and Lt.
Contractual Give Back Hours	8 Hrs.	24 Hrs.
Court Time on a Workday <2.75 Hrs.	4 Hrs.	4 Hrs.
Call In on a Non-Workday <3.75 Hrs.	6 Hrs.	4 Hrs. OT Rate
Call in on a Non-Workday > 3.75 Hrs.	Actual Hours OT Rate	8 Hrs. OT Rate
Holidays/Leave/Vacation/Sick		
Paid Holidays	14	13
Super Holiday (included in above)	6	4
Personal Leave	5	5
Bereavement Leave	4	4
Chart Days	5	0
RDO Chart Days	8	0
Sick	1/per month	Unlimited
Vacation < 1 Year	Prorated 10 Max.	Prorated 6 Max.
Vacation 2nd Year	20	10

Vacation Year 3 through 5	20	15
Vacation Year 6 through 10	20	20
Vacation Year 11	21	20
Vacation Year 12	22	20
Vacation Year 13	23	20
Vacation Year 14	24	20
Vacation Year 15	25	21
Vacation Year 16	25	22
Vacation Year 17	25	23
Vacation Year 18	25	24
Vacation 19 and above	25	25

Miscellaneous

Uniform Allowance Patrol, Sgt. Lt	\$1,300.00 Payment	\$775.00 Reimbursement
Uniform Allowance Det. + Det./Sgt	\$1,300.00 Payment	\$875.00 Reimbursement
Mutual Tours on reasonable notice and needs of PD	Yes	Yes
Education Reimbursement	\$25,000/Pooled	\$4,500.00/Pooled
Drug Testing	Random Permitted	Random permitted
207-C	Yes	Yes
Line of Duty Funeral Expenses	N/A	\$9,000.00

Health/Dental/Life

Health/Dental Insurance - Individual	\$0.00	\$750.00/Yr. for 1 st 6 Years
Health/Dental Insurance - Family	\$0.00	\$1,500.00/Yr. for 1 st 6 Years
Health Insurance Cost on Retirement	\$0.00	\$0.00 for Member
	\$0.00	20% of Cost for Dependent
Life Insurance while actively employed	N/A	\$270.00 Paid by Town
Life Insurance while retired (\$10,000)	N/A	\$200.00 Paid by Town

Retirement

New York State Retirement	20 Years/Half Pay	20 Years/Half Pay
Terminal Leave (prior year notice)	N/A	30 days pay
Accumulated Benefits	All in Cash	Cash or Time

APPENDIX "B" - Annual Cost of Town First Grade Police Officer 2011

Salary	\$92,546.00	
Holiday Pay	4,936.00	
Longevity	2,485.00	
Night Differential	700.00	
Social Security	5,891.92	
Medicare	1,377.95	
Workers Compensation	2,182.50	
Retirement	17,894.34	
Health	17,568.28	
Dental	2,088.50	
Uniform allowance	775.00	
Life Insurance	126.00	
MTA Tax	323.11	
Total Annual Cost		<u>\$148,894.60</u>