

GOVERNOR'S PROGRAM BILL
2015

MEMORANDUM

An act to amend the executive law, in relation to the terms and conditions of employment for members of the collective negotiating unit consisting of troopers in the division of state police and salary schedules for members of such unit; to amend the state finance law, in relation to the employee benefit fund for members of such unit; making an appropriation therefor; and repealing certain provisions of the executive law relating thereto

Purpose of the Bill:

This bill would implement the provisions of a collective bargaining agreement between the State of New York and the employee organization representing members of the collective negotiating unit consisting of Troopers in the Division of State Police (hereafter "Troopers") for the period covering April 1, 2011 to March 31, 2018.

Summary of Provisions:

Section 1 of the bill would repeal subparagraphs 1, 2, 3 and 4 of paragraph a of subdivision 2 of section 215 of the Executive Law and replace them with new salary schedules reflecting the collective bargaining agreement for Troopers. The new salary schedules include a 2 percent increase, effective April 1, 2014; a 2 percent increase, effective April 1, 2015; a 1.5 percent increase, effective April 1, 2016; and a 1.5 percent increase effective April 1, 2017.

Section 2 of the bill would add a new paragraph a-1 to subdivision 2 of section 207-b of the State Finance Law to provide for continued annual State payments to the Employee Benefit Fund. The payment is based on the number of full-time annual-salaried Troopers on the payroll on March 1 of each year.

Section 3 of the bill would add a new subdivision 17 to section 201 of the State Finance Law permitting deductions from a Trooper's salary to make restitution for damaged or lost equipment.

Section 4 of the bill would continue location compensation payments at \$200 per year for eligible Troopers working in Monroe County. The Trooper must have been on the payroll on March 31, 1985, and received this compensation continually since then. Location compensation is also continued at \$1,536 per year for eligible Troopers working in New York City, or in the counties of Rockland, Westchester, Nassau or Suffolk.

Section 5 of the bill would continue supplemental location compensation for eligible Troopers, as follows: i) \$1,280 for eligible members working in Orange, Putnam or Dutchess counties; ii) \$1,918 for

eligible members working in Rockland or Westchester counties or New York City; and iii) \$2,239 for eligible members working in Nassau or Suffolk counties.

Section 6 of the bill would continue the payment of expanded duty pay in the amount of \$7,452 during the period covering April 1, 2010 through March 31, 2014. Effective April 1, 2014, the annual payment shall increase to \$8,702. There shall be no retroactive payment of the increases to this payment for the period covering April 1, 2011 to March 31, 2014 under any circumstances. Pursuant to the collective bargaining agreement, the entire increase of \$1,250 covering April 1, 2011 to March 31, 2014 is only payable on a prospective basis commencing April 1, 2014.

Section 7 of the bill would continue the payment of hazardous duty pay in the amount of \$1,200 during the period covering April 1, 2010 through March 31, 2014. Effective April 1, 2014, the annual payment shall increase to \$2,450. There shall be no retroactive payment of the increases to this payment for the period covering April 1, 2011 to March 31, 2014 under any circumstances. Pursuant to the collective bargaining agreement, the entire increase of \$1,250 covering April 1, 2011 to March 31, 2014 is only payable on a prospective basis commencing with the scheduled December 2014 payment.

Section 8 of the bill would continue the committee on health benefits for Troopers. Under the agreement, this amount is increased by 2 percent in fiscal year 2015 (\$12,750); 2 percent in fiscal year 2016 (\$13,005); 1.5 percent in fiscal year 2017 (\$13,200); and 1.5 percent in fiscal year 2018 (\$13,398).

Section 9 of the bill would continue professional development and training funds for Troopers. These funds provide for the tuition reimbursement program, the master's program, and the employee assistance program. Under the agreement, this amount is increased by 2 percent in fiscal year 2015 (\$94,248); 2 percent in fiscal year 2016 (\$96,133); 1.5 percent in fiscal year 2017 (\$97,575); and 1.5 percent in fiscal year 2018 (\$99,039).

Section 10 of the bill would continue annual lump sum payments to Troopers who possess or obtain a recognized degree.

Section 11 of the bill would continue to provide Troopers with \$30 for each short swing they are required to work and actually work.

Section 12 would continue annual payments in the amount of \$435 for a Trooper designated as the "member in charge" of a satellite station.

Section 13 of the bill would continue the lump sum payment for unused sick leave at retirement.

Section 14 of the bill would continue the overtime meal allowance benefit for Troopers.

Section 15 would prevent implementation of the bill until the Director of Employee Relations informs the Director of the Budget and the State Comptroller that the collective bargaining agreement for Troopers has been ratified.

Sections 16 through 21 of the bill would provide for: payment and publication of grievance arbitration settlements and awards; payment of the collectively negotiated salary increases; the use of

appropriations; the appropriation amounts; and the bill's effective date.

Existing Law:

The last pay bill for Troopers, covering the period April 1, 2007 to March 31, 2011, was enacted by Chapter 69 of the Laws of 2009. Section 215 of the Executive Law contains the current salary schedules for Troopers. Section 207-b of the State Finance Law authorizes payments to an employee benefit fund on behalf of Troopers.

Statement in Support:

This bill is necessary to implement the ratified collectively negotiated agreement between the State of New York and the employee organization representing Troopers in the Division of State Police. Such agreement is for the period April 1, 2011 to March 31, 2018.

Budget Implications:

This bill includes General Fund appropriations totaling \$35.9 million, which covers the cost of the agreement through March 31, 2016.

Effective Date:

This bill would take effect immediately and would be deemed to have been in full force and effect on and after April 1, 2011.