

MEMORANDUM OF AGREEMENT

BY AND BETWEEN

CITY OF SARATOGA SPRINGS

AND

SARATOGA SPRINGS POLICE ADMINISTRATIVE OFFICERS UNIT

WHEREAS, the City of Saratoga Springs (“City”) and the Saratoga Springs Administrative Officers Unit (“A.O.U.”) are parties to a Collective Bargaining Agreement with a stated term of January 1, 2009 to December 31, 2014 (“Agreement”); and

WHEREAS, subject to ratification and approval by the City Council, the parties agree to modify the Agreement as follows:

1. The term of this Agreement shall be from January 1, 2015 through December 31, 2019.
2. **LONGEVITY** - Effective January 1, 2016, longevity shall be rolled into and included in the annual salary of all members of the bargaining unit. Effective January 1, 2016, **APPENDIX A – ANNUAL SALARY SCHEDULES** shall be amended to reflect that longevity has been rolled into and included in all bargaining unit members’ annual salary. Six Thousand Dollars (\$6000.00) shall be applied to the Chief of Police base salary and Seven Thousand Dollars shall be applied to the Asst. Chief of Police base salary.
3. **WAGES, APPENDIX A - ANNUAL SALARY SCHEDULES**, shall be amended to reflect the following salary increases:
 - Effective January 1, 2015: Increase of two percent (2%)
 - Effective January 1, 2016: Increase of two percent (2%)
 - Effective January 1, 2017: Increase of two percent (2%)
 - Effective January 1, 2018: Increase of two percent (2%)
 - Effective January 1, 2019: Increase of two percent (2%)

All salary and wage increases shall be fully retroactive to January 1, 2015 for all computation purposes.

4. **HOLIDAYS** – Shall be amended to reflect the following changes:
 - Lincoln’s Birthday will be replaced by Martin Luther King Day

- Washington's Birthday will be replaced by President's Day

5. **SICK LEAVE** – Shall be amended to reflect the following change:

- “Cash Out” of One Hundred Twenty days (120) upon retirement shall increase to One Hundred Thirty days (130). The “Cash Out” option is for those A.O.U. members that have Twenty (20) years of service time as a member of the Saratoga Springs Police Department.

6. **EDUCATION INCENTIVE** – Shall be amended to reflect the following changes:

- Eliminate Payment for Associate's and Bachelor's Degrees
- Increase Master's Degree incentive to (5%)

Furthermore, the A.O.U. supports and agrees to assist the office of the Mayor and the Commissioner of Public Safety, with establishing education guidelines for the position of Chief of Police and Asst. Chief of Police. These guidelines must be established through the Civil Service Commission.

7. **RANDOM DRUG TESTING** – The City and the A.O.U. have agreed to a random drug testing policy and said policy shall be attached to the collective bargaining agreement.

8. **CAPTAIN POSITION** – The A.O.U. supports and has agreed to work with the office of the Mayor and the Commissioner of Public Safety to eliminate the position of Captain within the police department. The elimination of the Captain position must take place through the Civil Service Commission. The City, however, reserves all rights to such position.

9. **RETIREMENT INCENTIVE** – Shall be established to reflect the following:

- Six (6) month advance notification to the City prior to retirement the A.O.U. member shall receive Fifteen Hundred Dollars (\$1500.00) upon retirement.
- Nine (9) month advance notification to the City prior to retirement the A.O.U. member shall receive Two Thousand Dollars (\$2000.00) upon retirement.

10. **HEALTH INSURANCE** – Shall be amended to reflect the following changes:

- Amend Section 2C to as of 01/01/2016, present A.O.U. members shall contribute 15% with a cap of Fifteen Hundred Dollars (\$1500.00) yearly toward health care cost. All future A.O.U. members shall contribute 15% with a cap of Twenty-Five Hundred Dollars (\$2500.00) yearly toward health care cost.
- Amend Section 2D to read, present Chief of Police and Asst. Chief of Police shall contribute 15% with a cap of Fifteen Hundred Dollars (\$1500.00) yearly in retirement toward health care cost.
- Amend Section 2D to also read, future Chiefs of Police and Asst. Chiefs of Police shall contribute 15% with a cap of Twenty Five Hundred Dollars (\$2500.00) yearly in retirement toward health care cost.
- Eliminate Section 2E (Supplemental Contribution).

11. All other language and terms and conditions of employment in the Collective Bargaining Agreement and elsewhere shall continue unless modified through mutual agreement between the City of Saratoga Springs and the Administrative Officers Unit.

SARATOGA SPRINGS ADMINISTRATIVE OFFICERS UNIT

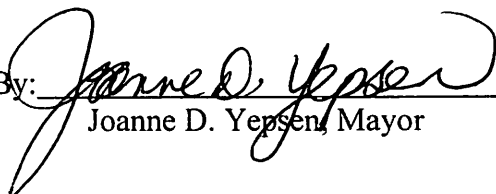
Dated: March 15, 2016

By: 

Gregory Veitch, President

CITY OF SARATOGA SPRINGS

Dated: March 16, 2016

By: 

Joanne D. Yepsen, Mayor

Approved at City Council: 3/15/16

APPENDIX A – SALARY SCHEDULE

<u>DATE:</u>	<u>CHIEF:</u>	<u>ASSISTANT CHIEF:</u>
January 1, 2015	\$109,953.00	\$103,730.00
January 1, 2016	\$118,272.00	\$112,944.00
January 1, 2017	\$120,637.00	\$115,203.00
January 1, 2018	\$123,050.00	\$117,508.00
January 1, 2019	\$125,511.00	\$119,858.00

MEMORANDUM OF AGREEMENT

BY AND BETWEEN

CITY OF SARATOGA SPRINGS

AND

POLICE ADMINISTRATIVE OFFICERS

The following Collective Bargaining Agreement will cover the years 2009 – 2014. Said provisions of the agreement will be retroactive to January 1, 2009, unless otherwise stated. The Administrative Officer's Unit shall hereinafter be called the "A.O.U." and the City of Saratoga Springs shall hereinafter be called "the City". Members of the Administrative Officer's Unit, hereinafter referred to as "members", include the Chief of Police, Assistant Chief of Police and Police Captain.

VACATION

1. All members shall be entitled to (32) vacation days per year.
2. A maximum of ten (10) vacation days may be taken in half-day increments.
3. Any recognized holiday as set forth in this agreement falling within such vacation period shall be added to the vacation period. If such holiday cannot be added to the member's vacation schedule for the foregoing reason, he/she shall be allowed the time on some other day during the year.
4. Any member entitled to vacation benefits who shall resign or have his/her employment terminated without cause shall not forfeit the right to such vacation time and if the time may not be allotted in work days, shall be paid the equivalent of that number of days based upon straight time pay schedule.. Any member entitled to vacation benefits who may die prior to receipt of said benefits for any year shall have an amount equivalent to vacation pay for those days paid to a next-of-kin or estate. Any member entitled to vacation benefits who may become ill or incapacitated prior to the taking of such vacation shall have the right to postpone the taking of such vacation until physically capable of returning to active duty.

HOLIDAYS

There shall be eleven (11) holidays a prescribed below:

New Year's Day	Independence Day	Veteran's Day
Lincoln's Birthday	Labor Day	Election Day
Washington's Birthday	Columbus Day	Christmas Day
Memorial Day	Thanksgiving Day	

Any member scheduled to work any identified holiday and does, in fact, work, shall receive, in addition to the (8) hours holiday pay, an additional eight (8) hours regular pay; that is to say, that all permanent Civil Service members of the A.O.U. shall be paid for each holiday named herein whether or not the day in question is worked and any member who is scheduled to work and does, in fact, work, on such day will receive an additional eight (8) hours pay. The prescribed holidays shall be celebrated the same day as those of City Hall employees.

LONGEVITY

Each member of the Collective Bargaining Unit shall receive \$150.00 for each year of service. Upon completion of 20 years of service and for every year thereafter, longevity shall increase to \$225.00 for every year of service.

PERSONAL DAYS

All A.O.U. members shall be credited with six (6) personal days per year. Personal days can be taken in increments of four (4) hours.

RETIREMENT PLAN

The present retirement plan covering the A.O.U. members is Section 384-e(b)

WORK WEEK

The A.O.U. members work week shall be forty (40) hours, Monday – Friday

SICK LEAVE

All A.O.U. members shall be allowed twelve (12) days per year for absence due to illness or disability. Such sick leave may be accumulated without limit, provided no more than one-hundred-and-fifty (150) days may be taken in any one calendar year including the final year. When an A.O.U. member retires from service, he/she shall be paid the cash value of all accumulated sick leave standing to his/her credit to a maximum one-hundred-and-twenty (120) days at his/her current salary rate. In the event that an A.O.U. member dies while employed by the City, the above accumulated benefits will be paid to his/her estate up to a maximum the employee would have been paid had he/she retired.

Upon request by the City, a member who has been absent two or more consecutive calendar work days shall supply to the City a statement from a doctor or other health care professional verifying the medical reason for the inability to perform his/her job as a police officer.

CLOTHING ALLOWANCE

All required uniforms and clothing to be worn by the A.O.U. members shall be provided and paid for by the City. Each A.O.U. member shall be allotted a maximum of eight hundred dollars (\$800) per year for cleaning and/or replacement of work clothing. In addition, the City shall also provide any equipment required to be worn by the A.O.U. members.

LEAVE OF ABSENCE

Leaves of absence without pay may be granted upon request in writing to the Public Safety Commissioner subject to the need to maintain a full and efficient staff to man the department. In determining preference between members who request leave for the same period, the Commissioner shall take into consideration the necessity for the absence, the staffing needs of the Department, and the seniority of the member. Subject to applicable law, no other criteria shall be employed.

DEATH IN FAMILY LEAVE

A member of the bargaining unit shall be granted a maximum of four (4) calendar days with pay due to a death in his/her immediate family. The term "immediate family" shall mean spouse; natural, foster or stepparents; natural, foster or stepchildren; brother and sister. A maximum of three (3) calendar days with pay will be given due to the death of a father-in-law; mother-in-law; brother-in-law; sister-in-law; grandfather; grandmother; or any other relative residing in the employee's household.

EDUCATION INCENTIVE

The City shall pay an education stipend on an annual basis, to any member of the A.O.U. bargaining unit who shall be awarded a degree according to the following schedule: Two percent (2%) of the employee's base salary for an Associate's Degree; Three percent (3%) of the employee's base salary for a Bachelor's Degree; or Four percent (4%) of the employee's base salary for a Master's Degree. Only one such stipend shall be payable at any one time.

OPTIONAL COURSES

With the advance written approval of the Commissioner of Public Safety, a member of the bargaining unit attending an optional education course which is part of a degree or certified program and which is related to law enforcement, shall, upon successful completion thereof, and presentation of evidence of such completion, be reimbursed by the City for the cost of tuition, books, supplies, fees and other related expenses advanced by him/her in the taking of such course. The City may provide optional courses at no cost to the employee through local educational institutions.

EXECUTIVE TRAINING

Each member of the A.O.U. bargaining unit is allowed to attend one of three specified training conferences each year with the approval of the Commissioner of Public Safety and without cost to the member.

SENIORITY

Seniority shall be determined by the length of time in grade

TENURE

1. The City agrees that all members in the Administrative Officer's Unit (A.O.U.) shall be accorded the same rights the competitive employees receive under provisions of Section 75 of the Civil service Law as it relates to removal, suspension, and discipline upon completion of Six (6) months of service.
2. In the event the City determines that a formal procedure is not required due to minor infraction(s) of the police department's adopted rules and regulations, the affected member(s) shall be afforded the opportunity to resolve the matter, with representation, through written Stipulation of Settlement, setting forth the terms agreed upon between the parties. The maximum penalty that may be imposed at this level is as follows:
 - a) A written reprimand to be placed in the member's personnel file.
 - b) A reduction in vacation accruals for a member that shall not exceed three (3) working days per incident.

MILEAGE

The City agrees to pay members who use their own personal vehicles on infrequent official City business outside the City's boundaries at a rate equal to the IRS approved rate. Mileage charges shall be subject to confirmation.

When and if the City shall provide a police vehicle for use by a member, it shall pay for all attendant operating and maintenance expenses and insurance. Said vehicle is to be used by the member in connection with the performance of his/her duties and for his/her professional growth and development. The vehicle may also be used by the member for personal reasons, since the members are "on-call" in the event of an emergency. Use of the vehicle for vacation, recreational trips, or other personal use from which an emergency response is not expected or practical is not authorized.

VISION PLAN

Effective January 1, 2014, the City shall provide annually a sum of two thousand dollars (\$2000.00) for the A.O.U. to establish a Vision Plan at Saratoga Vision, or such other provider as the A.O.U. members shall choose. Until such time, the A.O.U. members shall continue to utilize the CSEA Employee Benefit Fund Vision Care Program.

EMPLOYEE ASSISTANCE PROGRAM / RANDOM DRUG TESTING POLICY

The City agrees to continue an employee assistance plan substantially similar to that currently in effect on the date of the execution of this agreement. The parties agree to negotiate the details of a random drug testing policy, with such negotiations to be completed by within 30 days of complete ratification of this agreement. Upon approval, the policy will be made part of the collective bargaining agreement.

CIVIL LAWSUIT DEFENSE

In the event an A.O.U. member is named as defendant in a civil lawsuit, and the suit arises out of the member's performance of his/her duties and is based upon actions taken by the member which are within the scope of his/her employment and authority, whether on duty or off duty, the City, at its option, shall either, furnish a defense for the member or assume his/her reasonable attorney's fees and other reasonable cost of defense.

HEALTH INSURANCE AND RELATED BENEFITS

1. All members of the A.O.U. shall be covered for death benefits as provided for in Section 208-B of the General Municipal Law.

2. Health Insurance:

2A. The City shall provide the plans described in Section 2(B) of this article to the employees in this bargaining unit, their dependents/covered family members, and retired members of the bargaining unit and their dependents/covered family members at the City's own expense except as described in Section 2(C) of this article. The City will provide and pay the full cost of such medical coverage for the widow or widower of the employee or retiree until the widow or widower's death or remarriage, whichever occurs sooner and the

deceased employee's/retiree's children shall be covered in accordance with plan specifications.

2B. The City Plans shall be as follows:

- i) MVP Co-Plan 25 HMO Plan will be the sole plan offered for the employees and their dependents/covered family members, retired members not eligible for Medicare and their dependents/covered family members not eligible for Medicare, and dependents/covered family members of deceased employee's/retired members not eligible for Medicare residing within the MVP Co-Plan 25 HMO defined geographic provider network as it exists from time to time.
- ii) MVP Preferred PPO Plan will be the sole plan offered for retired members not eligible for Medicare and their dependents/covered family members not eligible for Medicare and dependents/covered family members of deceased employee's/retired members not eligible for Medicare, residing outside the MVP Co-Plan 25 HMO Plan defined geographic provider network as it exists from time to time; and
- iii) MVP Medicare Advantage Preferred Gold HMO will be the sole plan offered for Medicare eligible retired members and their Medicare eligible dependents/covered family members and Medicare eligible dependents/covered family members of deceased employee's/retired members.

2C. All members hired to the Police Department between June 1, 2004 and December 31, 2006, shall contribute ten percent (10%) of the total cost of the member's health insurance plan not to exceed seven-hundred and fifty dollars per year (\$750.00). Members hired to the Police Department on or after January 1, 2007, shall contribute fifteen percent (15%) of the total cost of the member's health insurance, not to exceed One Thousand Dollars (\$1000.00) per year. Effective January 1, 2007, members who do not contribute to health insurance premiums and do not opt out shall pay \$10 per week from the completion of the 7th year of service until retirement. Effective January 1, 2014, members hired to the Police Department prior to June 1, 2004, shall pay Twenty Dollars (\$20) per week for health insurance.

2D. Employees who retire prior to December 31, 2013, and their dependents/covered family members, shall be provided the opportunity to participate in the health insurance plan(s) offered by the City at no cost to them. Employees hired to the Police department prior to June 1, 2004, who retire on or after December 31, 2013, and their dependents/covered family members, shall, upon retirement of the employee, be provided the opportunity to participate in the health

insurance plan(s) offered by the City and shall pay Fifteen Dollars (\$15.00) per week toward the cost of their health insurance premium. Employees hired to the Police Department on or after June 1, 2004, who retire on or after December 31, 2013, and their dependents/covered family members, shall, upon retirement of the employee, be provided with the opportunity to participate in the health insurance plan(s) offered by the City and shall pay fifteen percent (15%) of the cost of the annual health insurance premium, not exceeding One Thousand Dollars (\$1000.00) annually.

2E. Effective July 1, 2014, and each July 1, of every subsequent year, whenever an employee's premium contribution as calculated utilizing the fifteen percent (15%) of the total cost of his/her health insurance premium would exceed the One Thousand Dollars (\$1000.00) annual cap, he/she shall be subject to making a further contribution to the cost of his/her health insurance premium (the "Supplemental Contribution") as follows: The health insurance premium for 2013, for individual, two-person, and family coverage shall be set as the Base Premium for the purpose of calculating the 2014, Supplemental Contribution, if any. Effective July 1, 2014, through June 30, 2015, (2014 Supplemental contribution) each employee's Supplemental Contribution shall consist of ten percent (10%) of the increase in the 2014 calendar year premium over the Base Premium, subject to a maximum Supplemental Contribution of Two hundred Dollars (\$200.00). The calculation effective July 1, 2015, shall use the 2014 health insurance premium as the Base Premium. Employees shall be subject to making further Supplemental Contribution, effective July 1, of each subsequent year using the same formula subject to the same Two Hundred Dollar (\$200.00) maximum contribution. The immediate prior calendar year premium shall be used as the Base Premium year for purposes of calculating such further Supplemental Contributions.

2F. The City may offer different HMO plans which are substantially similar to those HMO plans currently in existence subject to the approval of the A.O.U. members, which approval shall not be unreasonably withheld if the plan is substantially equivalent. The City shall notify the A.O.U. members of a potential health plan alteration a minimum of ninety (90) days before any change in the health plan is made. If a genuine dispute arises regarding whether the potential health plan is "substantially similar" then an expedited arbitration proceeding shall be conducted. An arbitrator shall be selected pursuant to the procedures established by PERB.

The arbitrator shall hear arguments and render a decision no more than thirty (30) days after the process (i.e., the decision to go to arbitration on the issue) has been initiated.

3. In the event that federal or state legislation, rules and/or regulations issued in relation to the Patient Protection and Affordable Care Act (“PPACA”), the Health Care and Education Reconciliation Act of 2010 (“HCERA”) and/or any other legislation, rule or regulation:

A) impact in any way the health insurance plans, costs or benefits provided for in this Agreement (including but not limited to contractual benefits such as health insurance buy-outs or stipends);or

B) raise a question as to whether the health insurance benefits provided for herein meet certain standards contained in such legislation, rules and/or regulations (including, but not limited to, compliance with legislation, rules, regulations, or any legislation, rules, or regulations which may cause the employer to be charged any penalty, or those that govern whether plan benefits meet the “minimum essential benefits” standard or a similar standard, whether employer premium contribution levels are adequate and/or meet legal requirements, or whether the individual household affordability standard is satisfied); or

C) permit an individual or group of individuals to receive benefits, subsidies, or credits through a health insurance exchange program (or any other government subsidy or benefit provided pursuant to the PPACA, HCERA, or any state or federal regulations or rules implementing health insurance reform laws), during the term of this Agreement; either party may immediately reopen negotiations on the issues of wages and health care, upon ten (10) calendar days prior notice. The parties hereby agree that while negotiations are pending, the employer may implement changes as necessary to comply with federal and/or state laws, rules, and regulations and/or to avoid or eliminate penalties, potential penalties, or taxes after prior notice to the Union. Such changes may include, among others, modifications for individual employees, including modification to individual or group coverage, benefits, contributions or wages, to the extent necessary to comply with federal and/or state laws, rules, and regulations and/or to avoid or eliminate penalties,

potential penalties, taxes, or cessation of payments toward the cost of benefit(s) if such benefit(s) are not compliant with the PPACA/HCERA or if such compliance would cause employer penalty or cost associated with avoidance of penalty.

4. Section 125 of the Internal Revenue Code made part of the Collective Bargaining Agreement, confirming the existing plan and shall read as follows: The City shall maintain a plan pursuant to the provisions of Section 125 of the Internal Revenue Code for all employees with regard to benefits, including but not limited to health and dental insurance contributions, unreimbursed medical and dental expenses, co-payments and the costs of dependent care. Should the statute be amended to modify, delete or add a permissible deduction(s), the City's obligation shall be to comply with any such modification, deletion or addition.

HEALTH INSURANCE OPT-OUT AND PROCEDURE

Effective January 1, 2014, an employee may elect not to participate in a plan of medical and health insurance benefits under this agreement and such employee shall be eligible to receive a payment of Three Thousand Dollars (\$3000.00) per year for family coverage, or Two Thousand Five Hundred Dollars (\$2500.00) for two person coverage, or Two Thousand Two Hundred Dollars (\$2200.00) for single person coverage per calendar year. No employee shall be eligible to receive such payment unless the employee shall have presented proof to the Insurance Administrator that such employee and such employee's eligible dependents/covered family members are covered by a comparable plan of medical and health insurance benefits for the entire year that such employee elected not to be covered by the plan of medical and health insurance benefits provided by the employer. Payments shall be made one month after the end of the calendar year during which the employee elected not to be covered by the plan of medical and health insurance benefits provided by the employer and the presentation of the required proof of coverage. The parties understand that participation in a plan of medical and health insurance benefits is mandatory. An election not to be covered shall be made in the month of November of each year in writing to the Insurance Administrator pursuant to the regulations of the plan in effect together with evidence of coverage of such employee and such employee's eligible dependents/covered family members under a comparable plan of medical and health insurance benefits.

Such employee must promptly notify the employer of a termination of alternative medical and health insurance benefit coverage. In the event that an employee re-enrolls in a health insurance program, the employee shall be permitted a prorated portion of the per year opt out payment, but shall not be permitted to again opt-out of the insurance program during the calendar year.

MISCELLANEOUS

1. Since all members are presumed to be subject to duty twenty-four (24) hours per day, seven (7) days per week, any action taken by a member on his/her time-off in the City of Saratoga Springs, or as otherwise directed by his superior, which would have been appropriate if taken by a member on active duty if present or available, shall be considered official action, and members shall have all the rights and benefits concerning such action, as if on active duty.
2. Officers selected for promotion to a rank included in the A.O.U. bargaining agreement must cash in their compensatory time bank prior to promotion. The hourly rate for determining the compensatory time value would be the employee's pay rate immediately prior to promotion.
3. The City will provide each member a handbook containing the rules and regulations of the Department and a copy of this agreement. Provisions in the rules and regulations inconsistent with this agreement shall be amended accordingly.
4. Insofar as any provision of this agreement shall conflict with an Ordinance or Resolution of the City Council, the terms of this agreement shall prevail.
5. Wages, hours and all other conditions of employment legally in effect at the execution of this agreement, except as specifically modified by agreement between the parties, shall be maintained during the term of this agreement.
6. This agreement shall become effective as of January 1, 2009. This agreement shall terminate on December 31, 2014. If the parties hereto have failed to agree upon a new contract on or before December 31, 2014, all the terms and conditions set forth in this agreement and any supplements or modifications thereof shall continue in full force and effect until the date of execution of a new agreement.

7. The A.O.U. will present to the City a contract proposal for the year 2015 by August 1, 2014. The parties shall meet to discuss and negotiate concerning such proposals as soon after September 30, 2014, as may be feasible, and will continue to negotiate until agreement is reached or an impasse declared. The Parties agree to utilize the facilities of the Public Employee Relations Board whenever necessary to assist them in arriving at a mutually satisfactory agreement. However, if the parties do not agree upon the terms of a new contract before the end of the period set forth in Section 209-1 of the Civil Service Law, all unresolved issues shall be submitted for final determination as provided for in Section 209-4 of said statute.
8. If any Article or Section of the Collective Bargaining Agreement, or any supplement hereto, should be held invalid by operation of law or by any tribunal or competent jurisdiction, or if compliance with and enforcement of any Article or Section should be restrained by such tribunal, the remainder of this Agreement and its supplements shall be effected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually acceptable replacement for such Article or Section, if legally permissible.
9. It is agreed by and between the parties, that any provisions of this agreement requiring legislative action to permit its implementation and amendment or law or by providing additional funds therefore, shall not become effective until the appropriate legislative body has been given approval.
10. The City and the A.O.U. recognize that the need for continued and uninterrupted operation of the Police Department is of paramount importance to the citizens of the community and that there should be no interference with such operations. Adequate procedures having been provided for the equitable settlement of grievance under this agreement and for the negotiation of further contracts, the parties here agree that there will not be and that the A.O.U. will not engage in, encourage, sanction or suggest, strikes, slowdowns, lockouts, mass resignations, mass absenteeism, or other similar action which would involve suspension of or interference with the normal work performance. The Commissioner of Public Safety shall have the right to discipline or discharge any member encouraging, suggesting or participating in the strike, slowdown, or other such interference as provided for in the Civil Service Law.

POLICE ADMINISTRATIVE OFFICERS

SALARY SCHEDULE

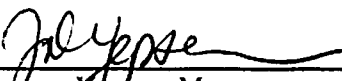
<u>Date:</u>	<u>Chief:</u>	<u>Assistant Chief:</u>	<u>Captain:</u>
Jan. 1, 2009	\$89,357.00	\$84,299.00	\$79,528.00
Jan. 1, 2010	\$91,144.00	\$85,984.00	\$81,118.00
Jan. 1, 2011	\$92,967.00	\$87,704.00	\$82,740.00
July 1, 2011	\$92,967.00	\$89,458.00	\$84,395.00
Jan. 1, 2012	\$92,967.00	\$91,247.00	\$86,083.00
July 1, 2012	\$92,967.00	\$93,072.00	\$87,805.00
Jan. 1, 2013	\$92,967.00	\$94,934.00	\$89,561.00
May 29, 2013	\$100,630.00	\$94,934.00	\$89,561.00
July 1, 2013	\$104,152.00	\$98,257.00	\$92,696.00
Jan. 1, 2014	\$107,797.00	\$101,696.00	\$95,940.00

The retroactive pay shall be payable to Captain and Assistant Chief who are/were members of the bargaining unit during all and/or part of the period of time from January 1, 2010, through the date of payment by the City. Retroactive pay for the Chief position shall be for the period of January 1, 2010 through May 31, 2011 and May 29, 2013 through the date of payment by the City. The above included salary schedule is the new A.O.U. Annual Base Salary/Pay schedule of the A.O.U. Collective Bargaining Agreement.

All other language and terms and conditions of employment in the Collective Bargaining Agreement and elsewhere shall continue unless expressly modified herein.

Dated this 17th day of January, 2014.

FOR THE CITY OF SARATOGA SPRINGS



Joanne Yepsen, Mayor

FOR THE ADMINISTRATIVE OFFICERS' UNIT



Gregory Neitch, Chief of Police