

LABOR AGREEMENT
BY AND BETWEEN
THE CITY OF ITHACA
AND
THE ITHACA POLICE
BENEVOLENT ASSOCIATION

January 1, 1993 - December 31, 1996

PERSONNEL OFFICE
SIGNED ORIGINAL

**LABOR AGREEMENT BY AND BETWEEN
THE CITY OF ITHACA
AND
THE ITHACA POLICE BENEVOLENT ASSOCIATION**

January 1, 1993 - December 31, 1996

TABLE OF CONTENTS

TABLE OF CONTENTS	2-4
ARTICLE I APPLICABLE LAW	5
ARTICLE II RECOGNITION	5
ARTICLE III COMPENSATION	
Section A....Salary.....	6
Section B....College Credits	6
Section C....Longevity.....	6
Section D....Retirement	6
Section E....Paychecks, Vacation Checks.....	6
ARTICLE IV WORK DAY, WORK WEEK, HOLIDAYS AND OVERTIME	
Section A Work Schedule.....	7
1. Patrol Division	7
2. Officers Other Than Patrol Division.....	7
3. Shift Hours	8
4. Special Shifts.....	8-9
5. Mutuels.....	9
6. Overtime	9
13. College Coursework Schedule	9-10
14. Extra Duty Police Services	10
15. Work Schedule Committee.....	10
Section B....Holidays.....	10-11
Section C....Compensatory Time	11
Section D....Travel Time	11
Section E....Changes in Schedule to Avoid Overtime	11
Section F....Officer-in-Charge Pay	11-12
ARTICLE V VACATION AND SICK LEAVE	
Section A....Vacation	12
Section B....Sick Leave	12
Section C....Family Illness.....	13
Section D....Prolonged Illness	13
Section E....Retirement Fund Account	13
ARTICLE VI PARENTAL LEAVE	14
ARTICLE VII BEREAVEMENT LEAVE	14
ARTICLE VIII PERSONAL LEAVE	14

ARTICLE IX	SNOW EMERGENCY	15
ARTICLE X	NIGHT SHIFT DIFFERENTIAL.....	15
ARTICLE XI	HEALTH AND DENTAL INSURANCE	
	Section A....Health Insurance.....	15
	Section B....Dental Insurance.....	15
ARTICLE XII	DUTY AND SHIFT ASSIGNMENTS AND SENIORITY	
	Section A....Duty and Shift Assignments.....	16
	Section B....Seniority	16
	Section C....Assignments as Investigators	16
ARTICLE XIII	EMPLOYEE RIGHTS IN DISCIPLINARY MATTERS	
	Section A....Preamble.....	16
	Section B....Definitions	16-17
	Section C....Rights To Representation	17
	Section D....Investigatory Suspensions.....	17-18
	Section E....Limitation on Actions	18
	Section F....Procedures for Notice of Discipline.....	18
	Section G....Discovery.....	18-19
	Section H....Procedures for Arbitration	19-20
	Section I....Salary Protection During Disciplinary Process	20-21
	Section J....Cost to the Parties	21
	Section K....Limitations on Choice of Forum	21
	Section L....Extensions of Time.....	21
	Section M...Informal Resolution Procedure	21
ARTICLE XIV	PERSONNEL FILES	21-22
ARTICLE XV	UNIFORMS AND EQUIPMENT	
	Section A....Issuance of Uniforms and Equipment.....	22
	Section B....Replacement of Uniforms and Equipment.....	22
	Section C....Cleaning of Uniforms and Equipment.....	22
	Section D....Investigative Division Clothing Allowance	22
	Section E....Employee Maintenance of Uniforms and Equipment ...	22
	Section F....Police Vehicle Equipment	23
ARTICLE XVI	CHANGES IN WORKING CONDITIONS	23
ARTICLE XVII	GRIEVANCE PROCEDURE	
	Section A	23
	Section B Stage 1.....	23
	Stage 2.....	23
	Stage 3.....	24
	Section C	25
ARTICLE XVIII	CALL-IN TIME AND COURT TIME	
	Section A....Call-in-Time	25
	Section B....Court Time.....	25

ARTICLE XIX	LABOR MANAGEMENT COMMITTEE	25
ARTICLE XX	RECIPROCAL RIGHTS AND MISCELLANEOUS PROVISIONS	
	Section A....Reciprocal Rights	26
	1. PBA Representatives.....	26
	2. PBA Organization Time.....	26
	3. PBA President Time	26
	4. PCNY Time	26
	Section B....Mileage Reimbursement	26
	Section C....Reimbursement for Damage to Personal Property.....	26
	Section EDefinitions	26
ARTICLE XXI	DURATION OF THE AGREEMENT AND APPROVAL	27
APPENDIX A	SAMPLE - NOTICE OF DISCIPLINE	28
APPENDIX B	SAMPLE - WAIVER OF ARBITRATION HEARING.....	29
APPENDIX C	SAMPLE - NOTICE OF DEMAND FOR ARBITRATION HEARING	29
APPENDIX D	UNIFORM AND EQUIPMENT LIST	30
APPENDIX E	JOB TITLES AND COMPENSATION PLAN.....	31

**LABOR AGREEMENT BY AND BETWEEN
THE CITY OF ITHACA
AND
THE ITHACA POLICE BENEVOLENT ASSOCIATION**

January 1, 1993 - December 31, 1996

**ARTICLE I
APPLICABLE LAW**

The Public Employment Act, the other provisions of the Civil Service Law and the Local Laws of the City of Ithaca, (hereinafter known as the City or Employer), not inconsistent with said Act and the Civil Service Law govern the terms and provisions of this Agreement.

**ARTICLE II
RECOGNITION**

Section A.

The Employer recognizes the Police Benevolent Association, Inc. of the Ithaca Police Department, hereinafter known as the PBA, as sole and exclusive representative of all sworn officers of the Police Department of the City of Ithaca with the exception of the Police Chief and Deputy Police Chief. Job titles covered by this contract are listed in Appendix E.

Section B.

The Employer agrees that the PBA shall be the sole and exclusive representative for all employees described in Section 1 of this Article, for the purpose of collective negotiations and grievances from the 1st day of January 1993 until the 31st day of December 1996.

Section C.

The PBA affirms that it does not assert the right to strike against the Employer, to assist or participate in any such strike, or to impose an obligation upon its members to conduct, assist, or participate in such a strike.

Section D.

Upon presentation of a dues checkoff authorization card signed by an individual employee, the Employer will deduct from compensation paid to the individual such dues and assessments as may be authorized. The amount so deducted shall be remitted to the designated association representative weekly.

The Police Benevolent Association, having been recognized and certified as the exclusive representative of employees within the bargaining unit represented by this Agreement, shall have deductions made from the wage or salary of employees of said bargaining unit who are not members of the Police Benevolent Association, the amount equivalent to the dues levied by the Police Benevolent Association. The amount so deducted shall be remitted to the designated association representative weekly.

**ARTICLE III
COMPENSATION**

Section A. - Salary

All sworn officers shall receive the salary benefits set forth in Appendix E of this Agreement.

Section B. - College Credits

All officers shall be paid for college credit in police science or criminal justice at the rate of \$15 per credit per annum. All courses mandated by the State of New York or paid for by the City shall be excluded from calculation. No credits earned beyond ninety-two (92) shall be subject to calculation.

Section C. - Longevity

Effective January 1, 1993, each employee shall receive longevity benefits in addition to the employee's base salary as follows:

10 years or more - \$ 850
14 years or more - \$1,050
17 years or more - \$1,350

Longevity benefits shall be paid to all employees semi-annually (June 30th and on or before December 15th). If an employee dies or retires, that employee or the employee's estate, shall be paid longevity as if the employee worked for the entire year. If an employee resigns or is discharged, payments under this Article shall be pro rata for the time worked during the year and shall be paid with the last paycheck from the Employer.

Section D. - Retirement

The City agrees to continue to provide the Section 384-d (20 year) retirement plan, Section 375-i New Career Plan and Section 302.9D Final Average Salary retirement plan (Tier 1 members only), and to continue to make payments for the contributions of all members of the police department who are now, or shall become in the future, members of the New York State Retirement System.

Section E. - Paychecks

Employees shall continue to be paid on a weekly basis. In the event that the regularly scheduled payday falls on a holiday, employees shall receive their paychecks on the day immediately preceding the holiday.

Employees taking an extended vacation may elect to receive up to four (4) paychecks in advance, which shall be paid on the day preceding the commencement of the employee's vacation with the following exceptions:

1. No vacation checks may be issued in advance of one calendar year for salary scheduled to be earned and paid in another year.
2. No vacation checks may be issued in advance for the last pay period of the calendar year.

ARTICLE IV
WORK DAY, WORK WEEK, HOLIDAYS AND OVERTIME

Section A. - Work Schedule

1. Patrol Division

a. Effective as soon as is practicable after January 1, 1994, those Police Officers, Sergeants and Lieutenants assigned to one of the three platoons in the Patrol Division shall work a twenty-two (22) day work schedule consisting of five (5) days on followed by two (2) days off, five (5) days on, followed by two (2) days off, six (6) days on followed by two (2) days off. Time worked in accordance with this work schedule shall be considered regular straight time for the purposes of Article IV.

b. Upon initiation of the 5-2, 5-2, 6-2 work schedule each officer currently working a 5-2, 5-2, 5-3 rotation shall receive one day per 22 day work cycle as a "day owed", to be credited following the 22 work day cycle. A "day owed" equals eight (8) hours of straight time. An employee who is on General Municipal Law Section 207-c leave during the entire 22 day work cycle will not be credited with a day owed.

c. A day owed may be used as a complete day off and applied for in accordance with current departmental practices regarding use of personal time off and compensatory time off. Up to eight (8) days owed may be converted to cash in December of each year at the daily rate of pay then in effect. An employee opting for said cash payment must notify the Chief's office no later than December 1st of the year in which payment is requested. An employee who provides such notice shall receive the cash payment no later than the third payroll in December.

d. An employee who is unable to use days owed as time off may carryover no more than 16 unused days owed to the following year. Any unused days owed in the year of retirement may be converted to sick leave for the purposes of Article V, Section E.

2. Officers Other Than Patrol Division

a. Each officer working a 5-2 Schedule shall receive one day per month schedule adjustment as a day owed, to be credited on the first day of each month for the previous month as earned. A day owed for the purposes of this clause equals eight (8) hours of straight time. An employee who is on General Municipal Law Section 207-c leave during the entire month will not be credited with a day owed on the first day of the following month.

b. A day owed may be used as a complete day off and applied for in accordance with current departmental practices regarding use of personal time off and compensatory time off. Up to six (6) days owed may be converted to cash in December of each year at the daily rate of pay then in effect. An employee opting for said cash payment must notify the Chief's office no later than December 1st of the year in which payment is requested. An employee who provides such notice shall receive the cash payment no later than the third payroll in December.

c. An employee who is unable to use days owed as time off may carryover no more than 12 unused days owed to the following year. Any unused days owed in the year of retirement may be converted to sick leave for the purposes of Article V, Section E.

3. Shift Hours

a. Shift rotation shall be forward every twenty two days for Officers working the 5-2, 5-2, 6-2 schedule and they will have the following shift hours:

(1) Police Officers - 7 a.m. to 3 p.m., 3 p.m. to 11 p.m., and 11 p.m. to 7 a.m. 11:00 p.m. on Sunday starts the Monday work week.

(2) Sergeants - 6:30 a.m. to 2:30 p.m., 2:30 p.m. to 10:30 p.m., and 10:30 p.m. to 6:30 a.m. 10:30 p.m. on Sunday starts the Monday work week.

(3) Lieutenants, and Sergeants or Police Officers serving as a Shift Commander - 6:00 a.m. to 2:00 p.m., 2:00 p.m. to 10:00 p.m. and 10:00 p.m. to 6:00 a.m. 10:00 p.m. on Sunday starts the Monday work week.

b. Shift hours for the Captain of the Patrol Division shall be 2 p.m. to 10 p.m. Tuesday through Saturday.

c. Shift hours for Traffic Officers shall be either 7 a.m. to 3 p.m. Monday through Friday, 10:00 a.m. to 6:00 p.m. Monday through Friday, or 2 p.m. to 10 p.m. Tuesday through Saturday.

d. Shift hours for the Administrative Division shall be either 7 a.m. to 3 p.m. Monday through Friday or 8 a.m. to 4 p.m. Monday through Friday.

e. Shift hours for the Warrant Officer shall be: 6 a.m. to 2 p.m. Monday, Wednesday and Friday, and 8 a.m. to 4 p.m. Tuesday and Thursday.

f. Shift hours for the Lieutenant of the Investigative Division shall be 8 a.m. to 4 p.m. Monday through Friday, and either 8 a.m. to 4 p.m. or 3 p.m. to 11 p.m. for the remainder of the Investigative Division; shifts shall rotate every four weeks with either Friday/Saturday, Saturday/Sunday, or Sunday/Monday as days off.

4. Special Shifts

The Chief of Police may establish special shifts to provide extra patrol coverage when and where there is a need for such coverage and to provide other special services such as those associated with the delivery of neighborhood oriented policing and during times of heavy activity (e.g., 7 p.m.- 3 a.m.)

a. As a condition for maintaining such special shifts, there must be a minimum of 12 permanent police officers assigned to each Patrol Division Platoon. In determining whether this minimum number is met, officers who are on vacation time, compensatory time, bereavement leave, holiday time, training time, short term illness or short term disability or similar short term leaves shall not be subtracted from the total number. This staffing provision is directly related to and solely for the purpose of implementing special shifts, as provided herein, and is in no way intended to establish a minimum staffing requirement for the Patrol Division of the Police Department for any other purpose.

b. Preference may be given to officers requesting a special shift to pursue college coursework as set forth in Article IV, Section A, Paragraph 13. When selecting other officers for these shifts, the City agrees that in making duty and shift assignments, the seniority of the employees shall be taken into consideration; provided, however, that it is understood that the primary criterion for determining such assignments shall continue to be an individual's ability and past performance in doing the work in question.

AGREEMENT - CITY/PBA

January 1, 1993 - December 31, 1996

c. For officers on educational assignments, the duration will be 6 months or the end of the semester, whichever is longer. For other officers on special shifts, the duration will be six months. Officers on these special assignments will have permanent days off and will be granted one day owed per month, as outlined in Section A, Paragraphs 2a, 2b and 2c of this Article.

d. Officers assigned to these special shifts shall expect to be provided with set work hours, however, they may be changed periodically due to departmental needs, provided seven (7) days advance notice is given to the officer, or upon mutual agreement. It is understood that such changes will not adversely affect the officer's college coursework.

5. Mutuuls

Any unit member may have any other unit member work in the member's place, provided that the member receives approval in advance from the Shift Commander of the affected shift(s).

6. Overtime

a. For officers working the 5-2, 5-2, 6-2 work cycle, time worked in excess of 8 hours in a day or 128 hours in a twenty-two day cycle shall be paid at the rate of time and one half for all hours or part thereof.

b. For officers working the 5-2 schedule in a seven day work cycle, time worked in excess of 8 hours in a day or 40 hours per week shall be paid at the rate of time and one half for all hours or part thereof.

7. No schedule revisions shall be made, except in cases of emergencies, illness or absence due to other leave provisions extant in the Agreement, or as specifically provided for in this Agreement.

8. No unit member shall be required to work while attending training sessions, unless an emergency exists. If the training session concludes prior to the end of the scheduled shift, the employee is required to work the remainder of the shift.

9. A Call-In list shall be established for both commissioned and non-commissioned officers. Individuals wishing to be considered for call backs shall be listed by seniority (most senior first). Individuals can restrict the time and/or days they wish to be available for said voluntary call-in. The list shall be updated every three months.

10. If there is a temporary assignment or special duty, for which an officer is qualified, the appointment by strict seniority to said duties is waived. If the special assignment or temporary duty requires times other than those listed above, the assigned times shall conform to an 8 hour day and 40 hour week. Work beyond those times shall be paid in accordance with the overtime provisions of this article. If these work assignments do not require any special qualifications, the appointment to said assignments shall be made by strict seniority, that is, the most senior has first right of refusal.

11. Employees shall be given reasonable notice, as they become known, of required training sessions.

12. In all situations requiring an employee to extend the employee's shift, the employee shall be paid at the overtime rate.

13. College Coursework Schedule

An employee may request the Chief of Police to change the employee's work schedule in order to pursue college coursework in criminal justice or a human services or human relations field. The Chief shall be free to grant such request wherever possible provided the change shall not be detrimental to the best interest of the Ithaca Police Department.

14. Extra Duty Police Services

a. The pay rate for employees volunteering to work for extra duty police services for which the City acts as an agent for a third party who is a separate and independent employer, who pays the employee's wage for the detail through the City's payroll system, shall be at the time and one-half rate for Step 4 Police Officer, regardless of the rank and actual pay of the employee. An exception is where such a sign-up roster sheet for the Extra Duty Police Services specifies a supervisor of staff rank, the staff officer employee volunteering to work the detail shall be paid at the time and one half rate for the highest step of the specified rank, regardless of the actual staff rank and pay grade of the staff officer employee.

b. The pay rate for employees volunteering to work for extra duty police services on a holiday for which the City acts as an agent for a third party who is a separate and independent employer, who pays the employee's wage for the detail through the City's payroll system, shall be at the time and one-half rate for Step 4 Police Officer, regardless of the rank and actual pay of the employee. An exception is where such a sign-up roster sheet for the extra duty police services specifies a supervisor of staff rank, the staff officer employee volunteering to work the detail on the holiday shall be paid a the time and one half rate for the highest step of the specified rank, regardless of the actual staff rank and pay grade of the staff officer employee.

15. Work Schedule Committee

The Police Chief and Union President shall serve as an ad hoc committee for the purposes of monitoring and evaluating the impact of schedule changes provided herein on the members of the Department and on delivery of police services to the Ithaca community. The ad hoc committee is authorized to evaluate and make recommendations with respect to improvements in the implementation of the work schedule, including but not limited to issues concerning use of paid time off and days owed under the new work schedule. Recommendations made by the committee shall be implemented by mutual agreement of the parties.

Section B. - Holidays

Police Officers who work a complete eight (8) hour shift on a holiday shall be credited with two (2) days compensatory time. Officers who work less than a complete shift shall receive compensatory time at a double time rate for hours worked.

Officers working overtime on a holiday shall be paid at a triple time hourly rate only. If the overtime detail continues past midnight of the holiday into the next day, the triple time payment rate will continue provided there is no break in the overtime service of the affected officer. All police officers who take the holiday off or who are on vacation shall receive one (1) day compensatory time in addition to the day off. Additionally, holidays occurring during an employee's scheduled vacation shall not be charged against scheduled vacation time.

AGREEMENT - CITY/PBA

January 1, 1993 - December 31, 1996

If a Police Officer's regularly scheduled day off falls on a holiday, he shall receive one (1) day compensatory time in addition to his regular day off. If a Police Officer is unable to work due to an illness on a holiday, the officer shall receive one (1) day compensatory time, in addition to the sick day: provided however, the Chief or the Chief's designee may, within forty-eight (48) hours of the officer's return to work, require a physician certification of illness, the certificate to be so furnished within a reasonable time. No officer on disability leave shall receive credits for holidays occurring while on such leave.

If an officer is required to work beyond the officer's normal shift which extends into a holiday, or such shift extends on the holiday, the officer shall receive pay for all hours worked on the holiday at the triple time rate. Holidays shall be defined as the twenty-four (24) hours of the holiday date.

The holidays are as follows:

January 1	Labor Day
February 22	November 11
May 30	4th Thursday in November
July 4	December 25

In addition, at the beginning of a calendar year employees will choose three of the following holidays:

- Martin Luther King Day
- Lincoln's Birthday
- Election Day
- Columbus Day

Employees hired or returning to the payroll after the celebration of Martin Luther King Day shall receive all holidays as they fall for the remainder of the year.

Section C. - Compensatory Time

All time earned in excess of eighty (80) hours compensatory time accrued at the end of each month will be paid for in cash. However, no employee may carry an excess of eighty (80) hours of compensatory time into any subsequent year. Excess hours over the carry-over limit shall be paid for in cash, if not used prior to December 1st.

Notwithstanding the aforementioned provision, any employee may elect at anytime during the year, but no later than November 30th, to be paid for any compensatory time over forty (40) hours. Payment shall be made at the end of the month following the election.

Section D. - Travel Time

Time spent by officers outside of their normal work hours travelling from Police Headquarters to training sessions outside of the City, and time travelling to return from these training sessions to Police Headquarters, shall be compensated at a straight time rate; provided, however, that recruit officers attending Basic Training Schools shall not be governed by this provision and shall be ineligible for such compensation for travel time.

Section E. - Changes In Schedule To Avoid Overtime

There shall be no change of any employee's regular schedule, unless the employee and the department agree, for the purpose of avoiding the payment of overtime already earned.

Section F. - Officer-In-Charge Pay

When an officer is expressly assigned to perform the duties of a Sergeant, as an Acting Sergeant, the officer shall be paid as if the officer had been promoted to the position of Sergeant, for all hours or part thereof that the officer performed said duties. The assignment

AGREEMENT - CITY/PBA
January 1, 1993 - December 31, 1996

of an officer as an Acting Sergeant will be based upon seniority; provided, however, that the Police Chief reserves the right to restrict officers from being eligible for this assignment for cause.

ARTICLE V
VACATION AND SICK LEAVE

Section A. - Vacation

Employees shall receive vacation with pay as follows:

1 year -	10 working days
5 years -	15 working days
10 years -	20 working days
13 years -	22 working days
16 years -	23 working days
20 years -	25 working days

For the purpose of this Section, all employees shall be deemed to have an anniversary date, after the first year of completed service, of January 1st.

Vacation shall be cumulative, if earned vacation is not made available by the City during the year. Holidays occurring during an employee's scheduled vacation period shall not be charged against vacation time.

The City shall make every effort to schedule vacations beginning the day an employee desires to commence such leave.

Any employee may, at the employee's option, carry over up to one (1) week of accumulated vacation time into the following calendar year. This vacation time must then be scheduled and used prior to the end of that year or be forfeited.

In the event that staffing, workload, or other departmental considerations prevent the employee from using the carry over vacation as scheduled, and prevent the rescheduling and use of the time before the end of the year, the employee shall be paid for the unused portion, up to five (5) day maximum amount, at the previous year's rate of pay.

At the end of each calendar year or upon retirement, each employee may have transferred to sick leave accumulation any unused vacation time in excess of two weeks.

Any employee called back from vacation to testify as a witness in any court or administrative hearing shall be compensated pursuant to the court time provision of this contract and shall have credited a full day of vacation for each day that the employee is called back to testify.

Section B. - Sick Leave

During an employee's first calendar year of employment, sick leave shall be earned at the rate of one (1) day per month and be charged at the rate of one (1) day per day used.

Beginning January 1st of the employee's second calendar year of employment, the employee shall earn sick leave at the rate of 1 1/2 days per month. In a calendar year, the first six (6) days or hourly portions thereof of sick leave used shall be charged at the rate of two (2) days for each day used. Sick leave accumulation shall be unlimited.

Section C. - Family Illness

Each employee shall be permitted to use up to three (3) days per year of accumulated sick leave for the illness of a family member. Such days shall be deducted from the employee's sick leave balance. However, said days are not chargeable against an employee's sick time account as specified in Section B, Article V, Sick Leave. "Family" shall be as defined in Bereavement Leave.

Section D. - Prolonged Illness

In the event an officer is absent from work due to a prolonged illness and has exhausted the officer's leave credits, the officer's fellow officers may donate earned leave time to the affected officer. Said days shall be taken from the earned leave time of the donating officer(s), up to a maximum of ten (10) days per person per year.

Section E. - Retirement Fund Account

Upon an employee's retirement, the employee shall be compensated as follows:

1. Unused Sick Leave: The employee may, at the employee's option, elect to take a cash settlement for unused sick leave, which shall not exceed the following amounts:

1993	\$10,000
1994	\$11,000
1995	\$11,000
1996	\$11,000

Any unused sick leave in excess of the above amounts shall be applied to the payment of extended health and/or dental insurance coverage. The employee may also, at the employee's option, elect to waive the cash settlement and apply all of the employee's unused sick leave toward the payment of extended health and/or dental insurance coverage. Such payment shall be calculated at the rate of 1 1/2 sick days for each month of insurance coverage.

2. Unused Vacation Time and Compensatory Time: The employee may, at the employee's option, elect to receive a cash settlement as payment for any unused vacation time and compensatory time; or the employee may elect to have any unused vacation time and compensatory time applied toward the payment of extended health and/or dental insurance coverage.

3. For the purpose of this Article, the value of unused leave time shall be determined as follows:

hourly rate of pay = annual salary divided by the number of weekly pay periods divided by forty (40) hours per week

The cost of health insurance and dental insurance premiums shall be determined pursuant to the policies and procedures established by the Ithaca Common Council.

4. Upon the exhaustion of an employee's Retirement Fund Account, the City will no longer extend health or dental insurance coverage to retirees and dependents except by direct, full payment of the established premiums by the retiree or dependent to the City.

5. In the event of an employee's death prior to the employee's retirement, or if retired, prior to the exhaustion of the employee's Retirement Fund Account, the employee's Retirement Fund Account or remaining balance thereof shall go to the employee's spouse or surviving dependent children.

**ARTICLE VI
PARENTAL LEAVE**

Section A.

An employee shall be entitled to a leave of absence not to exceed one (1) year, to care for a natural or adopted child. Said leave of absence shall be without pay; provided, however, that an employee may elect to use any accumulated leave time during said leave, as provided in this Agreement and the City Charter.

Section B.

Except in the case of an emergency, an employee seeking parenting leave must submit a written notice to the Chief at least thirty (30) days prior to the commencement of a leave.

Section C.

All employee benefits shall be frozen at the time the unpaid leave commences. The employee may, however, continue the employee's health and dental insurance coverage at the employee's own expense.

Section D.

An employee who takes a parenting leave may engage in part-time employment of up to twenty (20) hours per week or be incidentally employed during said leave. All other forms of outside employment shall be prohibited during a parenting leave.

**ARTICLE VII
BEREAVEMENT LEAVE**

Where there is a death in an employee's immediate family or in the immediate family of the employee's spouse or live-in-partner, an employee may be allowed a leave of absence with pay up to a maximum of three calendar days.

The immediate family is defined as the spouse, domestic partner, parent, grandparents, child, brother or sister of the employee; or the parent, grandparents, child, brother or sister of the spouse or live-in-partner. It shall also apply to any other relatives living in the same household.

Employees shall request such leave as soon as is practicable.

The Chief may grant additional leave under this provision, if, in the Chief's discretion, such leave is warranted.

**ARTICLE VIII
PERSONAL LEAVE**

Employees shall be granted two (2) personal leave days per year. Personal days shall be granted in order to allow an employee to conduct personal and/or family business which otherwise falls on a work day. Application shall be made in a manner similar to application for compensatory time off.

Personal days are not cumulative from year to year, however, unused personal days may be added to an employee's sick leave accumulation.

**ARTICLE IX
SNOW EMERGENCY**

In the event inclement weather shall prevent an officer from returning home after completing the officer's shift, the Department shall furnish such officer with comfortable and reasonable billeting for such period.

**ARTICLE X
NIGHT SHIFT DIFFERENTIAL**

Section A.

Effective January 1, 1993, the rate shall be \$.85 per hour. Effective January 1, 1994, the rate shall increase from \$.85 per hour to \$.90 per hour and effective January 1, 1995, the rate shall increase from \$.90 per hour to \$.95 per hour for all hours actually worked on the evening and night shifts, including the following:

1. If an officer is otherwise scheduled for the evening or night shift, and is assigned to the day shift for the convenience of the Department, the officer shall receive the differential.
2. If an officer reports for duty and returns home due to illness during the shift, the officer shall receive differential for the remainder of the shift.
3. Employees working on a holiday shall receive a \$1.00 per hour evening/night differential for all hours actually worked.

The shift differential shall be paid semi-annually, on the pay day nearest the pay period encompassing June 15th and December 15th of each year.

**ARTICLE XI
HEALTH AND DENTAL INSURANCE**

Section A. - Health Insurance

The City shall continue to provide, at no cost to members, the existing family or individual Health Insurance benefits as follows: Blue Cross 70-day Group Plan; Blue Shield, Select Blue Surgical-Medical Group Plan; Major Medical Expense Group Plan; Diagnostic Admissions Rider; Non-member Hospital Benefits Rider; In-patient Non-member Hospital Charges Rider; Full Benefits for Outpatient Diagnostic Services Rider; Rider to Eliminate Waiting Periods; Elective Sterilization Coverage Rider; Nursery Care Rider; Routine Physical Examination Rider; Ambulance Service Rider; Newborn Preventive Care Rider; Student Coverage Rider; Temporary Continuation of Coverage Under Group Contracts and Certificates Rider; Coordination of Benefits Rider; Government Hospitals and Programs Rider; Outpatient Treatment of Alcoholism or Substance Abuse Rider; Prescription Drugs Rider. Any enhancement of the existing health insurance plan by the Common Council shall be granted to the employees covered by this Agreement.

Section B. - Dental Insurance

The City shall provide, at no cost to member, family or individual Dental Insurance benefits as follows: Blue Cross/Blue Shield Schedule A Basic Plan; Supplemental Benefits Rider; College Student to Age 25 Rider.

**ARTICLE XII
DUTY AND SHIFT ASSIGNMENTS AND SENIORITY**

Section A. - Duty and Shift Assignments

The City agrees that in making duty and shift assignments, the seniority of the employees shall be taken into consideration; provided, however, that it is understood that the primary criterion for determining such assignments shall continue to be an individual's ability and past performance in doing the work in question.

Section B. - Seniority

Employee seniority within rank shall commence on the date of his/her appointment to such rank. Where members of a rank are appointed or promoted on the same day, the most senior officer shall be determined by positions on an appointment list. Leaves of absence, if without pay, shall not count towards seniority.

An employee senior to an employee selected for a special detail, training, or preferred assignment who so requests shall be informed in writing why the more senior officer did not receive such special training, detail or preferred assignment. Neither the employee nor the Union shall grieve the reason for the denial.

Section C. - Assignments as Investigators

Assignments to the position of Investigator shall be based upon length of service with the Department, work performance and job evaluations.

**ARTICLE XIII
EMPLOYEE RIGHTS IN DISCIPLINARY MATTERS**

Section A. - Preamble

1. No permanently appointed employee shall be disciplined, discharged, reduced in rank or compensation without just cause as a penalty for misconduct or incompetence.

2. It is expressly understood between the parties the provisions of this Article do not apply to police officers who have not yet satisfactorily completed the Civil Service probationary period. This article does not apply to voluntary or involuntary disability retirements.

Section B. - Definitions

1. **Discipline** includes any written reprimand or written reference to an oral reprimand, reduction in compensation, demotion in salary grade, imposition of a fine or suspension, which the Department seeks to impose on a unit member as a penalty for misconduct or incompetence.

2. **Discharge** means termination from service as an employee of the Department which the Department seeks to impose as a penalty for misconduct or incompetence.

3. **Department** means the Ithaca Police Department.

4. **Chief** refers to the Chief of Police.

5. **Association** means the Ithaca Police Benevolent Association.

AGREEMENT - CITY/PBA

January 1, 1993 - December 31, 1996

6. **Representative** means any person designated by the Association or the employee to act on behalf of the employee and/or Association.

7. **City** shall mean the City of Ithaca.

8. **Employee** shall mean any employee of the Department represented by the Association.

9. **Days** mean regular business days of the City, unless otherwise noted.

10. **Service** means delivery of written Notice by first class and certified mail, return receipt requested or by hand delivery of Notice.

11. **Counseling Memorandum** means a written communication to an employee intended to call attention to breaches in policy and/or procedure and for the purpose of instruction to an employee in more appropriate conduct or correcting the employee's behavior. Counseling memoranda are not intended to draw conclusions of fact or to punish.

Section C. - Rights To Representation

1. Whenever an employee who is the potential subject of a disciplinary action is summoned to a meeting with the Chief or the City for matters of discipline or discharge, the employee will be made aware that the employee has the right to Association representation and shall be informed of the issue to be discussed at the meeting. The employee, by written communication to the Chief and the Association President, may waive the right to Association representation.

2. The Chief shall provide the employee up to twenty-four (24) hours to obtain representation for the meeting. For any disciplinary action which requires the employee's attendance, the Chief of Police or the Mayor may extend the time limits to permit the employee to appear during the employee's scheduled duty time. These time periods shall not apply to investigatory suspensions.

Section D. - Investigatory Suspensions

1. In the event that the Chief learns of an allegation of employee misconduct which generates concern for the safety and welfare of other employees or the public, the Chief may suspend the employee against whom the allegations are made, with pay, up to thirty days in order to further investigate the allegation.

2. If the allegation proves unfounded, all records of the allegation shall be removed from the employee's personnel file and retained in a confidential file in the Chief's office for use only in the event that the City or the employee is sued regarding the employee, the event, or the Department's investigatory practices. The employee shall immediately return to active duty with no loss of pay, or other benefits.

3. If, after further investigation, the Chief believes the allegation to be substantiated, disciplinary action may be taken pursuant to this Article XIII.

4. When an employee is the subject of such an investigation, the Association President shall be advised, prior to any investigatory questioning of the subject employee, that the employee is the subject of an investigation.

Section E. - Limitation on Actions

No disciplinary action against an employee shall be commenced by the City more than eighteen (18) months after the Chief learns of the occurrence of the alleged acts for which discipline is being considered. Such time limitation shall not apply where the act(s) would, if proven in a court of appropriate jurisdiction, constitute a criminal offense.

Section F. - Procedures For Notice of Discipline

1. Where the Chief has probable cause to believe that an employee is guilty of misconduct or incompetency, the Chief may initiate disciplinary action. If disciplinary action is taken, it shall be commenced by serving upon the employee a Notice of Discipline (See Appendix A). This Notice shall state the nature of the charges, the specifications and state the penalty being sought. Within twenty-four (24) hours of service of the Notice of Discipline upon the employee, the President of the Association shall be provided with a copy of the Notice.

2. In addition to the Notice of Discipline, the employee will also be served with a Waiver of Arbitration Hearing form (See Appendix B) and a Notice of Demand for Arbitration form (See Appendix C).

3. Within ten (10) days of receipt of the Notice of Discipline, the employee shall serve upon the Chief either a Waiver of Arbitration Hearing or Notice of Demand For Arbitration on the forms provided.

4. If the employee fails to provide to the Chief with either the Waiver of Arbitration Hearing or Notice of Demand for Arbitration within the ten (10) days, the charges shall be deemed sustained and the penalty being sought may immediately be imposed.

5. Should the employee serve the Chief with a Notice of Demand For Arbitration, and if the penalty being sought is discharge, the employee will be suspended with pay and benefits, as provided in the Section I. below entitled "Salary Protection During the Disciplinary Process".

Section G. - Discovery

1. The parties agree that disclosure of certain information may assist the parties in the search for the truth and in reaching resolution of a dispute involving discipline or discharge. Therefore, the parties agree to provide to the requesting party, within ten days after a written request, the following information:

a. Names of any known witnesses with knowledge of facts relevant to the charges or specifications;

b. any documents, lab tests, scientific tests, photographs, video tapes, drawings, charts etc... which relate to the charges or specification;

c. copies of sworn statements made by witnesses;

d. the identification of any witnesses with first hand information which would tend to mitigate or intensify the penalty.

2. Discovery requests shall be considered ongoing and any additional information responsive to the original request discovered at any time during the process should be made available to the requesting party.

AGREEMENT - CITY/PBA

January 1, 1993 - December 31, 1996

3. In no case shall either side be entitled to discovery of the work product of any attorney or labor consultant, retained by either party.

Section H. - Procedures For Arbitration

1. Selecting the Hearing Officer/Arbitrator

a. Within five (5) business days of receipt of an employee's demand for an arbitration hearing, the City and the Association will confer in person or by telephone to determine which of the arbitrators from the permanent list of arbitrators is next on the rotation and available to conduct a hearing within the time limits provided in Paragraph 2 below.

b. The following individuals, providing they agree to serve, shall be on the list of permanent arbitrators: Thomas Rinaldo, James McDonald, Judith LaManna, Susan MacKenzie, Jean McKelvy, Carol Wittenburg and James Markowitz.

c. This list of permanent arbitrators expires with the current contract and does not carryover into any successor agreement. In the event that the parties require the assistance of an arbitrator during any period between contracts, the City and the Union President shall mutually agree on one of the arbitrators on the above list.

d. An arbitrator shall be appointed to decide a disciplinary matter in rotation order, alphabetically by last name. Not later than five (5) business days after the service of the Demand for Arbitration, the City and the Union shall jointly write to the next arbitrator in order of rotation and request the arbitrator furnish the parties with a list of not fewer than five (5) days within the next sixty (60) calendar days or forty-five business days that are available to the arbitrator to hear the grievance.

e. In the event that the selected arbitrator is not able to provide five (5) hearing days within the next forty-five (45) business days, the next arbitrator on the list shall be contacted as provided above. This process shall continue in rotation order until reaching an arbitrator who is able to provide five (5) days as available for hearing as indicated above. Notwithstanding the foregoing, the parties may by mutual agreement extend the time period during which an arbitrator is required to hear the disciplinary matter.

f. Upon receipt of the hearing dates from the arbitrator, the parties shall confer for purposes of selecting one or more of the five days. In the event the parties are not able to agree on a hearing day (days), each party shall notify the arbitrator of its availability on at least three (3) of the five (5) hearing days, which notice shall be provided to the arbitrator within five (5) business days of receipt of the hearing days listing from the arbitrator. In no event shall a party not be available on less than three days. Upon receipt of the available dates from the parties, the arbitrator shall schedule a hearing day or days by notice to each party. In the event a party does not provide the available days information as provided above, the arbitrator shall schedule hearing days based on the information provided by the other party.

g. Either party may cause the removal of an arbitrator from the panel at any time provided the arbitrator does not have a matter pending under this Contract before the arbitrator at the time of the removal. The parties shall meet for purposes of selecting and appointment of replacement panel members, if necessary, at least once every six months.

AGREEMENT - CITY/PBA

January 1, 1993 - December 31, 1996

2. Timeliness of Hearing

The hearing must be conducted within forty-five (45) business days of the initial Notice of Discipline.

3. Burden of Proof

The Department shall bear the burden of proving that the employee is guilty of the charges alleged. In non-discharge cases, the Department must establish the employee's guilt by a preponderance of the evidence. In discharge cases, the Department must establish the employee's guilt by clear and convincing evidence.

4. Requirement of Findings of Fact

In reaching a decision after a disciplinary hearing, the arbitrator must make a specific finding as to each separate allegation or specification in the Notice of Discipline. The decision must state whether the City met its burden of proof on each separate specification of the charges.

5. Transcript

The parties, by mutual agreement, may provide for a stenographic record. In such case the transcript shall serve as the official transcript of the hearing. The costs shall be borne equally between the City and Association.

6. The starting time for the hearings will be mutually agreed to between the Association representative and the City representative.

7. If post hearing briefs are required by the arbitrator or requested by the City or Association said briefs are to be received by the arbitrator within twenty-five (25) calendar days of the close of the oral arguments.

8. The arbitrator shall have thirty (30) calendar days after closing the record and receipt of the briefs, if any, to render a decision which shall be final and binding upon all parties to the arbitration. Copies of the Decision and Award shall be mailed to the parties' representatives.

9. The arbitrator and the parties to the arbitration shall be bound by the Voluntary Rules and Procedures of the American Arbitration Association, to the extent that said rules are not inconsistent with any of the terms of this agreement.

10. The employee may, at the employee's expense have the employee's own representative present at the arbitration hearing. The Association must be present at any meetings held outside the arbitration hearing that take place between the City and the employee's representative.

Section I. - Salary Protection During the Disciplinary Process

1. Investigatory Suspensions. Salary protection for employees during investigatory suspension is covered in Section D of this Article.

2. Where the proposed penalty is anything less than discharge, the penalty will not be imposed until proceedings have been concluded under this Article, either by waiver by the employee, or the arbitrator's decision, whichever is last.

AGREEMENT - CITY/PBA

January 1, 1993 - December 31, 1996

3. Where the proposed penalty is discharge, and the employee has been directed not to report to work, the Department will continue the employee's salary pending the arbitrator's decision, if the employee chooses to challenge the penalty.

Section J. - Cost to the Parties

All costs for the arbitrator's time, travel, etc. will be shared equally between the parties. Each party will pay the party's own witness and exhibit fees and costs.

Section K. - Limitations on Choice of Forum

The parties agree that the disciplinary procedures outlined in this Section are the exclusive procedures for the review of employee disciplinary and discharge actions. The parties fully and completely waive whatever rights they may have had under Civil Service Law § 75 and § 76.

Section L. - Extensions of Time

By mutual agreement the Association and the City can extend any time frame contained herein.

Section M. - Informal Resolution Procedure

Prior to the service of formal charges, the Chief may initiate an informal meeting with the employee and the Association, if the employee requests the presence of the Association, for the purpose of attempting to resolve the situation informally.

In the event that the meeting does not resolve the disciplinary action, formal charges may be served on the employee at the end of the meeting. If the City intends to use anything the employee says in this meeting against the employee in any disciplinary action, the employee will be informed at the beginning of any such meeting that whatever the employee says may be used against the employee in any such action. The employee may refuse to answer any questions and in such case this refusal shall not be considered insubordination.

If the Chief chooses to require the employee to answer any questions, after having informed the employee that the answers will not be used against the employee in a disciplinary action, then the refusal to answer may be considered insubordination.

**ARTICLE XIV
PERSONNEL FILES**

Section A.

The City shall keep one official personnel file on each employee. The file shall be kept in the Personnel Department of the City and may not be viewed by the general public.

Section B.

Whenever any material is to be placed in an employee's file, the employee will be notified, and if such material is derogatory in nature, the employee will have a right to confront the author of said material and the Chief of Police before said material is placed in the employee's file. The employee may write a response to the derogatory material or may grieve its placement in the file if the City will not remove it after the employee has so requested.

Section C.

The employee or the employee's designee, shall have the right to review the contents of the employee's personnel file, by giving at least twenty-four (24) hours notice. The review shall be conducted in the presence of an authorized City official. The employee/designee shall have the right to copies of the personnel file, at no cost to the employee/designee.

**ARTICLE XV
UNIFORMS AND EQUIPMENT**

Section A. - Issuance of Uniforms and Equipment

Commencing in the year 1989, all required uniforms and equipment shall be issued by the Department in accordance with a quartermaster system. The initial issue of clothing and equipment is annexed hereto as Appendix D.

Section B. - Replacement of Uniforms and Equipment

Replacement articles shall be issued on an as-needed basis and upon the return of the article to be replaced.

Section C. - Cleaning of Uniforms and Equipment

The Department shall provide for the cleaning and maintenance of uniforms at an established cleaning establishment at no cost to the employee. Leather jackets may be reconditioned if needed on an annual basis.

Section D. - Investigative Division Clothing Allowance

Any officer assigned to the Investigative Division and required to wear street clothing shall receive the sum of money listed below for clothing. The applicable annual clothing allowance shall be made in two equal installment payments. The first installment shall be made to those officers assigned to the Investigative Division in January with the last paycheck in January. The second installment payment shall be made to those officers assigned to the Investigative Division in July with the last payroll check in July.

1993 - \$850.00
1994 - \$900.00
1995 - \$950.00
1996 - \$950.00

The Department shall provide the cleaning of such work clothing at a cleaning establishment specified by the Department at no cost to the employee.

Section E. - Employee Maintenance of Uniforms and Equipment

It is recognized by both parties that all employees will be required to maintain their uniforms and equipment in accordance with uniform and equipment regulations set forth by the Police Chief.

Section F. - Police Vehicle Equipment

The following equipment shall be included in police vehicles:

1. Air Conditioning
2. Cages (in marked cars)
3. Radio Scanners
4. Heavy duty police package

The cars will be maintained in a safe working condition and will include high performance police type tires, winter tires to be installed not later than November 1st of each year, first aid kits, flares and blankets.

**ARTICLE XVI
CHANGES IN WORKING CONDITIONS**

The Employer shall notify the PBA at least fifteen (15) days in advance of any change in working methods or working conditions, except where such change is required because of an emergency or disaster over which the Employer has no control.

**ARTICLE XVII
GRIEVANCE PROCEDURE**

Section A.

Any dispute or grievance arising concerning the interpretation, or application of the terms of this contract, rights claimed to exist herein, or work rules and procedures of the Employer claimed to be contained herein shall be processed in accordance with procedures set forth in this Article.

Section B.

Stage 1.

An employee or the PBA, as appropriate, may file a grievance in writing within fifteen (15) days when the PBA or the employee could have reasonably known that the alleged act or omission occurred. This grievance must be presented to the Chief of Police, who will issue a written answer within ten (10) days of his receipt of the grievance.

Stage 2.

The PBA may appeal an unsatisfactory decision to the Mayor or the Mayor's designee within ten (10) days of the date of the Chief's decision. Such appeal shall be in writing. The Mayor or the Mayor's designee shall meet with the PBA within ten (10) days of receipt of the appeal in order to discuss the grievance, and shall respond, in writing, within ten (10) days of such meeting.

Stage 3.

In the event the dispute is not resolved at Stage 2, the PBA can submit the dispute to arbitration within ten (10) days of receipt of the Stage 2 decision.

AGREEMENT - CITY/PBA

January 1, 1993 - December 31, 1996

a. Selecting the Hearing Officer/Arbitrator

(1) Within five (5) business days of receipt of an employee's demand for an arbitration hearing, the City and the Association will confer in person or by telephone to determine which of the arbitrators from the permanent list of arbitrators is next on the rotation and available to conduct a hearing within the time limits provided.

(2) The following individuals, providing they agree to serve, shall be on the list of permanent arbitrators: Thomas Rinaldo, James McDonald, Judith LaManna, Susan MacKenzie, Jean McKelvy, Carol Wittenburg and James Markowitz.

(3) Panel members shall be appointed to serve as arbitrators from the panel in a rotation order, alphabetically by last name. Not later than five (5) business days after the service of the Demand for Arbitration, the City and the Union shall jointly write to the next arbitrator in order of rotation and request the arbitrator furnish the parties with a list of not fewer than five (5) days within the next sixty (60) calendar days or forty-five business days that are available to the arbitrator to hear the grievance.

(4) In the event that the selected arbitrator is not able to provide five (5) hearing days within the next forty-five (45) business days, the next arbitrator on the list shall be contacted as provided above. This process shall continue in rotation order until reaching an arbitrator who is able to provide five (5) days as available for hearing as indicated above. Notwithstanding the foregoing, the parties may by mutual agreement extend the time period during which an arbitrator is required to hear the matter.

(5) Upon receipt of the hearing dates from the arbitrator, the parties shall confer for purposes of selecting one or more of the five days. In the event the parties are not able to agree on a hearing day (days) each party shall notify the arbitrator of its availability on at least three (3) of the five (5) hearing days, which notice shall be provided to the arbitrator within five (5) business days of receipt of the hearing days listing from the arbitrator. In no event shall a party not be available on less than three days. Upon receipt of the available dates from the parties, the arbitrator shall schedule a hearing by notice to each party. In the event a party does not provide the available days information as provided above, the arbitrator shall schedule hearing days based on the information provided by the other party.

(6) The parties shall meet for purposes of selecting and appointment of replacement panel members, if necessary, at least once every six months.

b. The arbitrator shall have no power to add to, subtract from or modify the provisions of this Agreement in arriving at a decision of the stipulated issue, and, shall have no authority to determine any other issue not so submitted.

c. The parties shall share equally the costs of arbitration.

d. The cost of a transcript, if any, shall be borne by the party requesting its preparation.

e. The decision of the arbitrator shall be final and binding upon the parties.

f. The arbitrator and the parties to the arbitration shall be bound by the Voluntary Rules and Procedures of the American Arbitration Association, to the extent that said rules are not inconsistent with any of the terms of this agreement.

Section C.

1. **Days** as referred to in this Article shall mean business days.
2. Mailing of all written notices shall be considered delivered as of the date mailed. Written notices may be served by personal delivery. If the document is served by personal delivery, it shall be considered delivered as of said date.
3. Arbitration hearings shall be conducted in Ithaca, NY.
4. The definition section in Article XIII shall apply to this Article where relevant and not in conflict.

**ARTICLE XVIII
CALL-IN TIME AND COURT TIME**

Section A. - Call-in-Time

A Police Officer called into duty at times other than regularly scheduled hours (except for reasons of the officer's own neglect) and more than two and one-half (2 1/2) hours prior to the beginning of the officer's regularly scheduled work shift shall be paid a minimum of four (4) hours pay or at the rate of time and one-half for all hours worked, whichever is greater; an officer called in for two and one-half (2 1/2) hours or less prior to the officer's regular work shift, shall receive time and one-half for all hours worked prior to the officer's shift. The officer shall be compensated in cash, not in compensatory time.

Section B. - Court Time

Police Officers required to appear before a tribunal in an official capacity as mandated by the Department or by subpoena, shall be paid their regular straight time hourly rate of pay in cash, not compensatory time, for a minimum of four (4) hours; provided, however, that if an officer is called to court within two and one-half (2 1/2) hours of the start of the officer's scheduled tour of duty, said officer shall be compensated at the rate of time and one-half for said time worked.

**ARTICLE XIX
LABOR-MANAGEMENT COMMITTEE**

In order to promote harmonious labor-management communication, the PBA may, upon its request, meet with the Chief of Police quarterly in order to discuss topics of mutual interest. It is understood that such meetings do not constitute negotiations as required by the Taylor Law, nor are the participants authorized to make any agreements which are inconsistent with the present agreement.

Either party may include up to three persons in labor-management meetings; provided, however, that either party may request that additional persons are included in order to discuss particular topics which require their presence. Members of the PBA who attend such meetings shall not be required to charge leave credits for any portion of a meeting during which they otherwise would be scheduled to work.

Either party may make minutes of these meetings, and is free to forward such minutes to appropriate City officials. The parties shall make every effort to give timely responses to issues raised in such meetings.

ARTICLE XX
RECIPROCAL RIGHTS AND MISCELLANEOUS PROVISIONS

Section A. - Reciprocal Rights

1. PBA Representatives

The City recognizes the right of the employees herein to designate representatives of the PBA to appear on their behalf to discuss salaries, working conditions, grievances and disputes as to the terms and conditions of this Agreement and to visit said employees during working hours. Such police representatives shall also be permitted to appear at public hearings before the Common Council upon request of the employees.

2. PBA Organization Time

The President of the PBA or the President's designee(s) shall have time off from regular duties, or be compensated in like time for time spent while off duty when the President or the President's designee(s) attends meetings or functions which have as their purpose the improvement of police/community or employee/employer relationships at the request of appropriate City officials.

If the President requests to attend such meetings, the President shall be compensated for attending only if the Chief concurs.

3. PBA President Time

The PBA President will, whenever possible, be allowed one (1) day per week to conduct PBA business; provided, however, that there is a full complement on duty to conduct the business of the department and further provided that the shift commander is notified by the PBA President that this time will be spent on PBA business.

4. PCNY Time

Employees who are designated to represent the Police Officers shall have the right to attend statewide conventions and meetings of the Police Conference of New York, Inc. in pursuance to their obligation as Officers or delegates of the bargaining unit herein.

Section B. - Mileage Reimbursement

The prevailing Internal Revenue Service rate shall be paid when an employee uses the employee's own vehicle for authorized City business.

Section C. - Reimbursement for Damage to Personal Property

The City will continue to reimburse employees for personal property damaged in the line of duty.

Section D. - Definitions

The use of the words "Police Officers" and "Officers" as used in this Agreement shall apply to all employees in the collective negotiating unit covered herein.

AGREEMENT - CITY/PBA
January 1, 1993 - December 31, 1996

ARTICLE XXI
DURATION OF THE AGREEMENT

This contract shall take effect January 1, 1993 and expire as of midnight, December 31, 1996.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

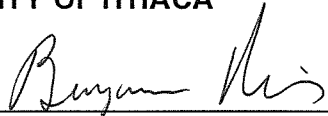
CITY OF ITHACA NEGOTIATORS

Chairperson, John F. O'Reilly, Esq.
Controller Dominick Cafferillo
Assist. City Attorney Patricia Kennedy
Police Chief Harlin R. McEwen
Deputy Police Chief David P. Barnes

ITHACA PBA NEGOTIATORS

Chairperson, Paul S. Mayo
Officer Drew A. Martin
Investigator Dale A. Johnson
Sgt. Roderick E. Howe
Officer Clifford T. Ducey
Investigator Brian P. Robison
Meter Servicer Peter Malison

FOR CITY OF ITHACA



Mayor Benjamin Nichols

FOR POLICE BENEVOLENT ASSOCIATION



President Drew A. Martin

March 11, 1994
Date

March 11, 1994
Date

AGREEMENT - CITY/PBA
January 1, 1993 - December 31, 1996

APPENDIX A

SAMPLE

NOTICE OF DISCIPLINE

TO:

DATE:

This is to notify you that, as Chief of Police of the City of Ithaca, I have determined that there is probable cause for the following charge to be brought against you:

1. Charge in detail: (including supporting specifications)

2. Penalty Sought:

Within ten (10) days of receipt of these charges you must mail to the Chief of Police, by certified mail, return receipt requested, either the enclosed Notice of Demand for Arbitration Hearing or Waiver of Arbitration Hearing form. Should you fail to mail the Notice of Demand for Arbitration Hearing or Waiver of Arbitration Hearing form within the ten (10) days, the charges will be sustained and the City will thereafter impose the penalty sought.

You have the right to representation by your PBA and/or an attorney and you may consult with either the PBA or your own attorney at any time.

Chief of Police

Attachments: Copy of Article XIII of the Labor Agreement
Notice of Demand for Arbitration Hearing Form
Waiver of Arbitration Hearing Form

cc: PBA President

AGREEMENT - CITY/PBA
January 1, 1993 - December 31, 1996

APPENDIX B

SAMPLE

WAIVER OF ARBITRATION HEARING

TO: (Chief of Police)

DATE:

I hereby waive my right to an arbitration hearing on charges brought against me, which charges were specified in the Police Chief's Notice of Discipline dated _____ . I understand the waiving of my rights to an arbitration hearing allows the City to determine the case and fix a penalty or punishment.

Signature of Employee

cc: PBA President

AGREEMENT - CITY/PBA
January 1, 1993 - December 31, 1996

APPENDIX C

SAMPLE

NOTICE OF DEMAND FOR ARBITRATION HEARING

TO: (Chief of Police)

DATE:

I hereby notify the City of my demand for an arbitration hearing on the charges brought against me, which charges were specified in the Police Chief's Notice of Discipline dated _____.

Signature of Employee

cc: PBA President

APPENDIX D

1. Uniforms

- a. 3 Long Sleeve Shirts
- b. 3 Short Sleeve Shirts
- c. 1 Long Sleeve White Shirt
- d. 1 Dress Blouse
- e. 3 Pair Winter Pants
- f. 3 Pair Summer Pants
- g. 2 Eight-Point Hats
- h. 1 Winter Hat
- i. 1 Baseball Hat with IPD emblem
- j. 1 Pant Belt
- k. 2 Ties
- l. 1 3/4 length Winter Coat
- m. 1 Waist Length Windbreaker
- n. 1 Leather Jacket
- o. 1 Raincoat (reversible)
- p. 1 Raincap
- q. 2 Pair Gloves (insulated at the employee's option)
- r. 2 Pair Shoes
- s. 1 Pair Winter Boots (Insulated)
- t. 1 Pair Overshoes
- u. 2 Name Tags
- v. 2 Tie Clasps
- w. Arm Patches and Flags for All Shirts/Jackets
- x. 1 Marksman Badge (if earned by Officer)

2. Equipment (to be returned to the department upon separation from service)

- a. 2 Breast Badges (silver for officers; gold for staff)
- b. 1 Hat Badge (silver for officers; gold for staff)
- c. 2 Sets Collar Insignia
- d. 1 Sam Browne Belt
- e. 1 Gun with Ammunition and Holster (and security for Investigators)
- f. 1 Soft Body Armor
- g. 1 Baton/Nightstick and Holder
- h. 1 set of Handcuffs with Case
- i. 1 can of Mace with holder and charger
- j. 1 Flashlight with batteries or charger
- k. 1 whistle
- l. Portable Radios with chargers (for on-duty officers)
- m. Identification Card and holder
- n. Gasoline Card
- o. Helmet (Motorcycle Patrol)
- p. Ticket Holder and Report Holder
- q. Tickets - Appearance/Parking/UTT
- r. Rules and Regulations Manual
- s. State Police Manual
- t. Training Bulletins

AGREEMENT - CITY/PBA
January 1, 1993 - December 31, 1996

APPENDIX E

Effective January 1, 1993, Officers shall be compensated as follows:

Step	Police Officer	Sergeant	Lieutenant	Captain
1	\$23,886	\$40,353	\$47,106	\$50,429
2	\$30,051	\$41,567		
3	\$33,179	\$42,782		
4	\$37,363	\$44,002		

Effective January 1, 1994, Officers shall be compensated as follows:

Step	Police Officer	Sergeant	Lieutenant	Captain
1	\$24,841	\$41,967	\$48,990	\$52,446
2	\$31,253	\$43,229		
3	\$34,506	\$44,494		
4	\$38,858	\$45,762		

Effective January 1, 1995, Officers shall be compensated as follows:

Step	Police Officer	Sergeant	Lieutenant	Captain
1	\$25,835	\$43,646	\$50,950	\$54,544
2	\$32,503	\$44,959		
3	\$35,887	\$46,274		
4	\$40,412	\$47,593		

Effective January 1, 1996, Officers shall be compensated as follows:

Step	Police Officer	Sergeant	Lieutenant	Captain
1	\$26,868	\$45,392	\$52,988	\$56,725
2	\$33,808	\$46,757		
3	\$37,322	\$48,124		
4	\$42,028	\$49,497		

As soon as is practicable after the signing of this agreement, the City shall pay as a lump sum cash bonus to members of the bargaining unit the aggregate amount of \$10,350.00. This sum of money shall be distributed and paid as a cash bonus to members of the bargaining unit in the manner directed by the Union. This cash bonus shall be a one time payment only and shall not be added to base pay for any purpose.