

Summary of Suffolk County Deputy Sheriffs PBA
Cumpulsory Interest Arbitration Award

- 1- **Term:** 2 years, 1/1/04 – 12/31/05.
- 2- **Work Chart:** The Civil Flexible Work Chart shall be an accepted work chart for possible implementation in other sections.
- 3- **Salary:** The increases for 2004 are a flat dollar amount as outlined below. **They are incorporated into the base salary as of January 2005.**

1/1/2004 – All employees on payroll as of the date of issuance of this award receive 1,925. one time lump sum payment for 2004, prorated for employees added to payroll after 1/1/04. In addition, as a direct result of the 40-hour workweek all employees on payroll as of the date of issuance of this award shall receive an additional 313.20 one time lump sum payment for 2004, prorated for employees added to payroll after 1/1/04.

1/1/05 – The 1,925. and 313.20 shall be added to each step of the salary chart, except the entry step. In addition each step of the salary schedule, except the entry step, shall then be increased by 3%. In addition as a direct result of the 40 hour work week all employees on payroll as of the date of issuance of this award shall receive an additional 417.60 added to the salary schedule, except for the entry step.

Effective 12/31/05 Deputy Sheriff III salary shall be made equidistant between a Deputy Sheriff II and Deputy Sheriff IV.

- 4- **Night Differential:** Effective 12/31/05, the night differential shall be increased to 10%. In addition, effective 12/31/05, the differential shall apply for any shift starting at 6:00 pm or later, or ending at 6:00 am or earlier.
- 5- **Rotating Shift Differential:** Effective 12/31/05 the rotating differential shall be increased to 7.5%.
- 6- **Stipend in Lieu of Overtime:** For all employees on the payroll as of the date of issuance of this award: effective 1/1/04 stipend increased by 3%, effective 1/1/05 stipend increased 3%.
- 7- **Overtime/Compensatory Time:** **Employees hired on or after 12/31/05** will have overtime and comp time based on FLSA rules.

- 8- **Compensatory Time:** Change “December 1st” to “the last payroll period in November.”
- 9- **Longevity:** Effective 12/31/05, longevity shall be increased by \$50. per step.
- 10- **Stand-by: Any employee** designated in writing by the sheriff or designee to be on stand-by shall be eligible for stand-by pay (two hours pay for eight hours of stand-by, or part thereof not less than six hours).
- 11- **General Municipal Law Section 207c:** Effective 12/31/05 employees out on 207c for more than one year shall stop receiving night differential, cleaning and clothing allowance, and stop accruing sick leave and personal leave until they return to work. Employees out on 207c for more than one year shall stop accruing vacation time only after they have reached the cap.
- 12- **Life Insurance:** County shall be sole determinate of carrier.
- 13- **Sick Leave Management Program:** Effective 12/31/05 the sick leave policy as awarded to the SOA and SDA shall apply to all employees. This should supercede any policy currently in effect.
- 14- **Sick Time:** **Note, this section only applies to employees hired on or after December 31, 2005.** New hires shall receive unlimited sick time, and accordingly will not accrue sick days (modeled on NYCPD).
- 15- **Pregnancy Maternity Leave :** Amended to comply with requirement that pregnancy be treated the same as other disabilities. All non-occupational injury or illness provisions of the contract shall apply.
- 16- **Benefit Fund:** County to make additional \$158.08 on behalf of each member to fully fund benefit enhancements.