

## MEMORANDUM

To: Wendella Ault-Batthey, Esq.  
From: Floyd J. Dugas, Esq.  
Re: Police Settlement Summary  
Date: October 15, 2024

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Per your request, the following is a summary of the settlement reached on the City's behalf with Elm City Local, CACP (Police):

1. Duration  
7/1/22 - 6/30/28
2. Wages

7/1/22 (retroactive*)	2.5%
7/1/23 (retroactive*)	2.5%
7/1/24 (retroactive*)	5.0%
First Year Officer increased to \$70,000 (currently \$50,745)	
Second Year Officer increased to \$78,000 (currently \$60,259)	
7/1/25	5.0%
7/1/26	5.0%
7/1/27	5.0%
FTO - Receive 2 hours of TA time for each 4 hours serving as an FTO	
3. Insurance
  - (a) Rx Healthcare
    - (1) Rx shall be Anthem's Essential Formulary (current prescriptions not in formulary will be grandfathered); copays \$15/\$35/\$60/\$75
    - (2) Eliminate BCPOE, CompMix, BCI effective July 1, 2025
    - (3) Cost share - HDHP (all others is a buy up)

7/1/24	18.0%
7/1/25	19.5%
7/1/26	21.0%
7/1/27	21.5%

Above are based on allocation rate (currently Fully Insured Equivalent).
  - (b) Retiree Medical - Acknowledge change from a Medicare Supplemental Plan to Medicare Advantage for over 65 coverage.
  - (c) Life Insurance - Increased to \$25,000 from \$15,000.

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**\* Retro pay based on base pay and department overtime only, not special duty or differentials; payable one-half with 30 days of contract signing and balance 18 months later.**

4. Pension
- (a) Implement a Deferred Retirement Option Plan (DROP)
    - allows employees to retire for pension purposes but continue to work up to 5 years
    - pension benefits put into a separate account which cannot be accessed until the individual stops working
    - no further pension service credit accrues
  - (b) Prior City Service - allows employees with prior City Service to transfer that time to the P&F pension.
  - (c) Prior Police Service Buy Back - allows officers to purchase pension credit for time spent in another department
5. Schedule
- (a) Patrol will move from a 5-3, 5-2 schedule to a 5-3, 5-3 schedule in exchange for giving up C-days, and giving up detention work.
  - (b) Administrative Schedule: 4-3, 5-2 instead of 5-2, 5-2, exchanged for six H days.
6. Other Language Changes
- (a) Article 1, Sec. 1 - City may civilianize: Public Information Officer, Social Media Personnel and Detention Facility.
  - (b) Article 2, Sec. 1 - Updated Union Security to comply with Janus v. AFSCME.
  - (c) Article 2, Sec. 3 - All payments shall be made by direct deposit.
  - (d) Article 4, Sec. 3 - City may place an employee charged with a felony on unpaid leave.
  - (e) Article 4, Sec. 7 - Employees shall receive notification of disciplinary/adverse information placed in their personnel file; extended time period discipline remains in personnel files.
  - (f) Article 5, Sec. 11 - If an employee exhausts their sick leave, up to 2 weeks of time may be drawn from an emergency sick bank.
  - (g) Article 6, Sec. 1 - Bereavement leave for immediate family increased from 3 to 4 days.
  - (h) Article 7, Sec. 3 - Reimbursement for lost/damaged property increased from \$250 to \$400.
  - (i) Article 8, Sec. 1 - Juneteenth added to the list of holidays.
  - (j) Article 9, Sec. 2 - Interpreter stipend of \$1,000 annually (designated by Shift Commander and must demonstrate proficiency)
  - (k) Article 12, Sec. 12 - Removes limitation on use of retired officers to work on cold cases.
  - (l) Article 13, Sec. 5 - Increased Special Duty pay to Sergeant rate; increased various minimum hours of pay.
  - (m) Article 13, Sec. 13 - Allows for the use of retired officers to work Special Duty.
  - (n) Article 25, Sec. 25 - Allows for on-line reporting of minor crimes; rather than having to dispatch a patrol car, provided crime is not currently in process.