

TENTATIVE AGREEMENT

TERM OF AGREEMENT

April 1, 2023 – March 31, 2026

COMPENSATION

Base Pay, Maintenance Allowance and Holiday Pay

- 3% increase effective April 2023
- 3% increase effective April 2024
- 3% increase effective April 2025

All increases are fully retroactive to the stated effective dates for all calculation purposes including overtime and retirement/pension purposes.

Investigator Starting Base Salary Increased

Effective April 2025, after the application of the above Base Salary percentage increases, the starting Base Salary of an Investigator shall be increased by \$3,410.

Seniority Pay (\$1,519)

- Currently, Members are entitled to Seniority Pay upon 8 years of service with the New York State Police.
- Effective upon ratification, a Member who holds the rank of Sergeant or is on the Sergeant Promotional List (regardless of rank on the Sergeant Promotional List) will be paid Seniority Pay regardless of their years of service with the New York State Police.
- This will allow Members the opportunity to receive this Seniority Pay earlier in their career.

Longevity Payments

- 3% increase effective April 2023
- 3% increase effective April 2024
- 3% increase effective April 2025

All increases are fully retroactive to the stated effective dates for all calculation purposes including overtime and retirement/pension purposes.

Expanded Duty Pay (currently \$9,235)

- 3% increase effective April 2023
- 3% increase effective April 2024
- \$2,063.00 increase effective April 2025
- All increases are fully retroactive to the stated effective dates for all calculation purposes including overtime and retirement/pension purposes.

- Effective April 2025, Expand Duty Pay will be \$11,860

Expertise Pay (currently \$4,734)

\$375 increase effective April 2024

\$500 increase effective April 2025

- All increases are fully retroactive to the stated effective dates for all calculation purposes including overtime and retirement/pension purposes.
- Effective April 2025, Expertise Pay will be \$5,609.

Lump Sum Payment

- Effective for each Member of the bargaining unit during the period September 26, 2024 through July 25, 2025 each such Member shall receive a one-time \$3,000 lump sum payment that is not on base salary and not pensionable.
- If a Member retires between such dates, they shall still be eligible for payment.
- If a Member received a payment as a member of another State bargaining unit, they won't receive a second lump sum payment.
- The September 26, 2025 date is critical because effective on that date 81 Members were promoted to Investigator. These Members were not eligible to receive the \$3,000 Lump Sum Payment under the Troopers PBA Agreement but will receive that payment under this Agreement.

Location Pay (Regular)

3% increase all locations effective April 2023

3% increase all location effective April 2024

\$350 increase Orange, Putnam and Dutchess effective April 2025

\$600 increase NYC, Rockland, Westchester, Nassau and Suffolk effective April 2025

- All increases are fully retroactive to the stated effective dates for all calculation purposes.

Location Pay (Supplemental)

Effective April 1, 2023 all locations increase by 3%

Effective April 1, 2024 all locations increase by 3%

- All increases are fully retroactive to the stated effective dates for all calculation purposes.

Holiday Pay – Overtime Rate Calculation

- Currently, Holiday Pay is NOT included in the calculation of the overtime rate of pay.
- Effective upon ratification, Holiday Pay will be included in the calculation of the overtime rate of pay.
- This will result in an increase in your overtime rate of pay.

Value of Sick Leave Upon Retirement

- **Cost of Retiree Health Insurance**
 - Currently, Expertise Pay (\$5,609) and Holiday Pay (\$1,947) are NOT included in the calculation of the value of your sick leave that is used to offset the cost of health insurance in retirement.
 - This will change. Prospectively, Expertise Pay and Holiday Pay WILL be included in the calculation of the value of sick leave for its use to offset the cost of health insurance in retirement.
 - This will increase the value of your unused sick leave upon retirement and lower your out-of-pocket costs for retiree health insurance.
- **Lump Sum Sick Leave Payment Upon Retirement**
 - Currently, Expertise Pay (\$5,609) and Holiday Pay (\$1,947) are NOT included in the calculation of the value of your sick leave that is used for your lump sum sick leave cash payment.
 - Prospectively the value of any sick leave payout separate from the amount used to offset the cost of health insurance in retirement will also include such Expertise Pay and Holiday Pay.
- This will increase the value of your unused sick leave upon retirement and increase your lump sum payment.

Acting Senior Investigator Pay

- Effective April 1, 2025, Acting Senior Investigators will be paid the same Base Salary as a Senior Investigator.
- Currently, Acting Senior Investigators receive \$3,000 in bi-weekly installments and an additional \$70.94 on a bi-weekly basis on the 29th day as an Acting Senior Investigator.
- This change will substantially increase Acting Senior Investigator Pay.

WORK RULE IMPROVEMENTS UNDER ARTICLE 12

Back Room 10 Hour Schedule

- The 10 Hour Back Room Pilot Program will become permanent with some changes we had to agree to in order for Division to agree to make it permanent. We were, however, able to preserve the most beneficial aspects of the work rules.
- The work rules are set forth in Attachment B to the CBA MOA.
- We will go over these in detail during our in-Troop presentations.

8 Hour Schedule

- Overtime eligibility will be determined on a weekly basis, not on the entire 28-day schedule.
- The requirement that you work 8 hours of flex time in the 28-day work schedule in order to be overtime eligible has been changed.
- You are now overtime eligible when you work 2 hours of flex time during a work week.

For example, if you are held over for 5 hours during the first work week of the 28-day schedule, and do not work outside of your schedule for the remaining 3 weeks of the 28-day schedule, here is the impact of this change:

Current Flex Rules: You will not be paid any overtime. (You worked 5 hours of flex time).

New Flex Rules: You will be paid 3 hours of overtime. (In week 1, you worked 2 hours of flex time and earned 3 hours of overtime).

HEALTH INSURANCE

- No change to premium contribution percentages.
- No increases to Empire Plan medical or prescription copayments.
- Single \$25 office visit copayment for Empire Plan.
- Maintain Empire Plan \$0 employee cost share for telemedicine program for medical and mental health visits.
- Modify out-of-network reimbursement methodology.

- Implement site of care for specific infusions and remove enrollee medical and prescription copayments for those services.

PAID PARENTAL LEAVE

- Members will be entitled to Paid Parental Leave.
- This benefit is detailed in Attachment C of the CBA MOA.

LEAVE TIME

- Confirmed by contract the addition of a 13th Holiday (Juneteenth).
- Bereavement Leave and Family Sick Leave have been increased from 200 hours to 240 hours.
- The definition of “immediate family” for which you can use Bereavement Leave and Family Sick Leave was broadened to include step-child, step-parent, step-brother, step-sister, brother-in-law, sister-in-law, grandchild and any person living in your household.

CONTRACT FUND/JOINT CONTRACTUAL PROGRAM (PROFESSIONAL DEVELOPMENT AND JCHB)

All Contract Funding/Joint Contractual Committees/Programs, Professional Development and JCHB shall be increased as follows:

3% increase effective April 2023
3% increase effective April 2024
3% increase effective April 2025

EMPLOYEE BENEFIT FUND

The State’s contribution to the NYSPIA Employee Benefit Fund shall be increased as follows:

- a. Current rate of \$57.99 per Member used to calculate the amount to be deposited by the State into the Fund shall be continued and increased by 3 % effective April 2023, 3% effective April 2024 and 3% effective April 2025.