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*Comparison Of
Law Enforcement
Contracts In Onondaga
County*

2001



Community Benchmarks Program
The Maxwell School
Syracuse University

Mark Andersen
Karen Boltz
Rachel Liebman
Jessica Scott

COMMUNITY BENCHMARKS DIRECTOR: CAROL DWYER
Senior Researcher: Lisa Mueller

EXECUTIVE SUMMARY

Comparison of Law Enforcement Contracts in Onondaga County Community Benchmarks Program 2001

Introduction

This study provides information on the contractual agreements of 14 of the 16 police departments in Onondaga County. The study was conducted by the Community Benchmarks Program (CBP) at The Maxwell School of Syracuse University.

Methods

Information for this study was obtained from the bargaining unit contracts negotiated by representatives of the police and sheriff's departments with the governing bodies of their respective municipalities or the county. The New York State and Local Police and Fire Retirement System and the 1999 New York Municipal Reference Guide were also used as source material. This report looks at 14 of the 16 contracts in Onondaga County excluding the state police. Data were collected in 2001. The two departments not included do not have union representation. They are the part-time departments in the villages of Jordan and Marcellus. A comparative analysis of salary and benefits was conducted.

Findings

1. The average salary of entry-level officers is \$29,304, ranging from \$23,171 in the Town of Geddes to \$32,743 in the Town of Manlius.
2. The average salary of first-stage sergeants is \$45,644, ranging from \$32,427 in the Town of Cicero to \$50,209 in the City of Syracuse.
3. The number of sick days that can be accumulated by law enforcement officers ranges from 24 days in the Town of Cicero to 225 days in the Town of Camillus.
4. 92% of the departments require law enforcement officers to contribute to their health insurance benefits with only the Town of Geddes and the Village of Solvay paying 100% of the cost.
5. 78% of the departments provide dental coverage for law enforcement officers.
6. 85% of law enforcement agencies are enrolled in the 384-d retirement plan.
7. 79% of law enforcement officers receive annual longevity pay ranging from \$50 in the Village of Skaneateles after one year of service to \$850 in the towns of Camillus and Manlius after five years.

8. 50% of departments have established limits on the amount of compensatory time that can be accrued by law enforcement officers.
9. The average number of vacation days for first-level law enforcement officers is 10, ranging from 5 days in the Village of North Syracuse to 15 days in the City of Syracuse and the Town of DeWitt.
10. The average number of personal days available to law enforcement officers is 4, ranging from 2 in the Village of Solway to 7 in the Village of Liverpool.
11. Bereavement leave throughout the departments varies from 1-6 days depending upon the department and the relationship of the deceased to the officer.
12. 43% of law enforcement agencies provide officers with their required uniforms in addition to an annual clothing allowance ranging from \$300 in the Village of Manlius to \$1,000 in the Town of Camillus.

TABLE OF CONTENTS

| | |
|-------------------------|----|
| Introduction..... | 1 |
| Methods..... | 2 |
| Findings..... | 3 |
| Municipal Profiles..... | 16 |

I. INTRODUCTION

Purpose

This study provides contractual information on 14 of the 16 law enforcement agencies in Onondaga County including the County Sheriff's Department. The Community Benchmarks Program (CBP) at the Maxwell School of Syracuse University conducted the study.

Law Enforcement Agencies Studied

| | | |
|--------------------|--------------------------|---------------------------|
| County of Onondaga | Town of DeWitt | Village of Liverpool |
| City of Syracuse | Town of Geddes | Village of North Syracuse |
| Town of Camillus | Town of Manlius | Village of Skaneateles |
| Town of Cicero | Village of Baldwinsville | Village of Solway |
| Town of Clay | Village of East Syracuse | |

The Villages of Jordan and Marcellus are not included because their law enforcement officers do not have union representation.

The Town of Cicero has 25 part-time officers and their Police Chief is the only full-time officer on staff. These part-time officers do not have competitive status with the New York State Retirement Plan and are, therefore, not eligible for medical and dental benefits or personal days. They are negotiating with the Civil Service Commission to include competitive status and eligibility in their next contract.

Background Information

Representatives of the local Police Benevolent Associations (PBA) contacted were not able to supply researchers with a definition for the PBA locally, but the following was discovered through a Web search and was confirmed by local PBA officials as being representative.

Although the state police are not included in this report, the definition of the New York State Troopers Police Benevolent Association mirrors the purpose of police benevolent associations representing officers with the various law enforcement agencies in Onondaga County.

The New York State Troopers PBA is dedicated to improving the terms and conditions of employment for all of its members. Membership consists exclusively of NYS Troopers, both active and retired. The PBA works to promote fellowship throughout the organization and is the official voice of its members (www.nystpba.org).

II. METHODS

Data Collection

Data used in this report were obtained from the collective bargaining agreements between each municipality and its respective Police Benevolent Association and Special 20- and 25-Year Retirement Plans (1998.)

Data Quality

Contracts were obtained primarily from municipalities, although in some cases, the bargaining unit provided copies. Data accuracy is dependent upon the acquisition of correct information and the care with which it is inputted, analyzed and the thoroughness of quality assurance checks. To reduce the occurrence of error, sections of the report prepared by the CBP are returned to the law enforcement departments for review before it is released for publication.

The variation in language, ranks and definitions found in the contracts compounded the difficulty of clear and consistent analysis. Inquiries were made by CBP team members to the appropriate personnel to clarify issues and request missing information. Throughout the report, attempts have been made to adjust for any distinctions between departments.

At the time the analysis was conducted, some law enforcement agencies were functioning with expired contracts.

Law enforcement agencies that have current contracts include:

| | |
|---------------------------|-------------------------------------|
| County of Onondaga | January 1, 2000 – December 31, 2003 |
| City of Syracuse | January 1, 2000 – December 31, 2001 |
| Town of Clay | January 1, 2001 - December 31, 2003 |
| Town of Cicero | January 1, 2001 – December 31, 2001 |
| Town of Camillus | January 1, 2001 – December 31, 2004 |
| Town of DeWitt | January 1, 2001 – December 31, 2003 |
| Town of Geddes | January 1, 1999 – December 31, 2002 |
| Town of Manlius | January 1, 2000 – December 31, 2002 |
| Village of Baldwinsville | March 1, 2000 – February 28, 2002 |
| Village of Liverpool | June 1, 1998 – May 31, 2003 |
| Village of North Syracuse | June 1, 1999 – May 31, 2003 |
| Village of Skaneateles | June 1, 1999 – May 31, 2002 |

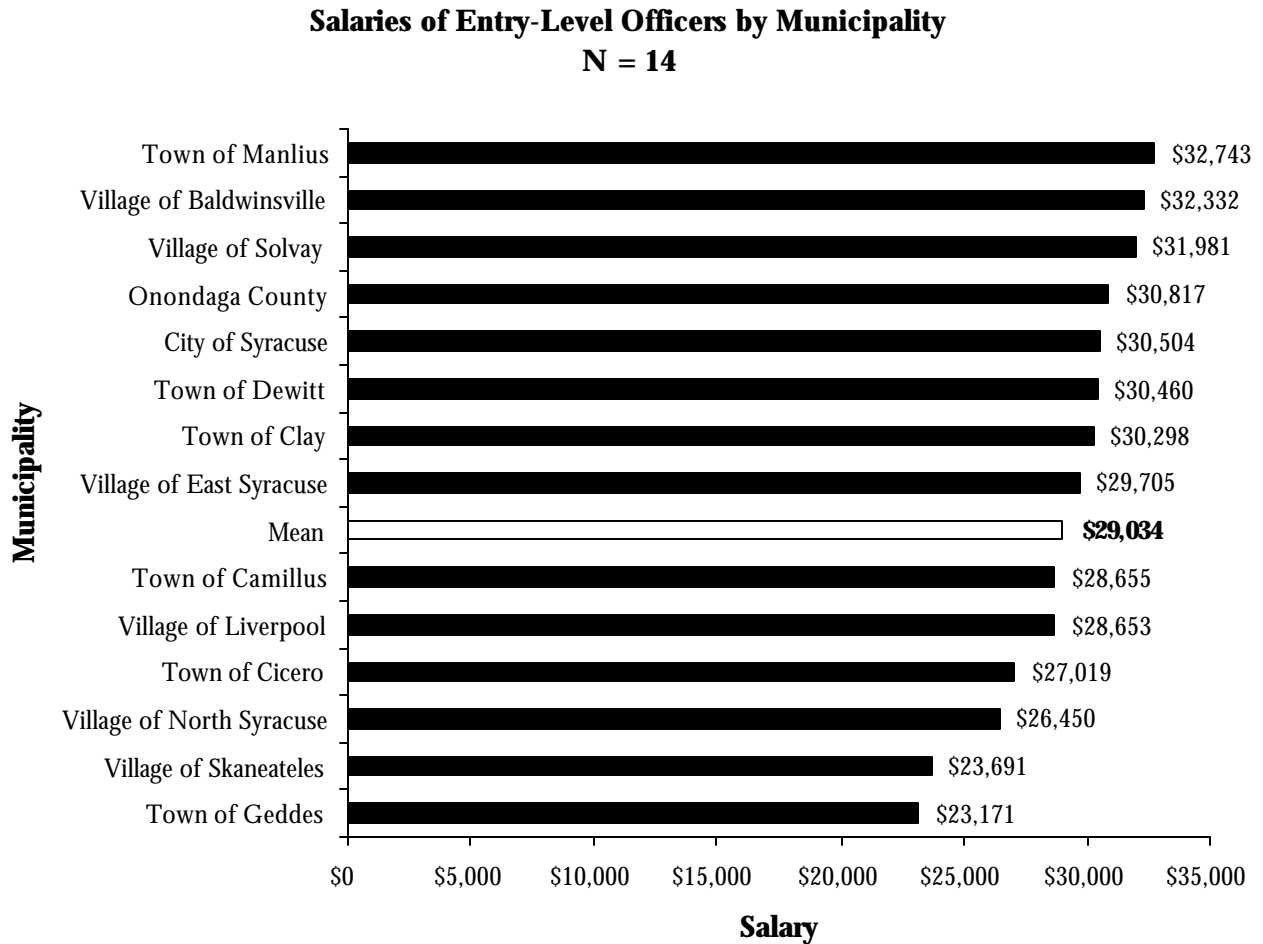
Law enforcement agencies functioning with expired contracts include:

| | |
|--------------------------|-----------------------------|
| Village of East Syracuse | June 1, 1998 - May 31, 2000 |
| Village of Solvay | June 1, 1997 - May 31, 2000 |

The information regarding the status of expired contracts was last verified in October 2001 and information on current contracts was most recently updated in December 2001.

III. FINDINGS

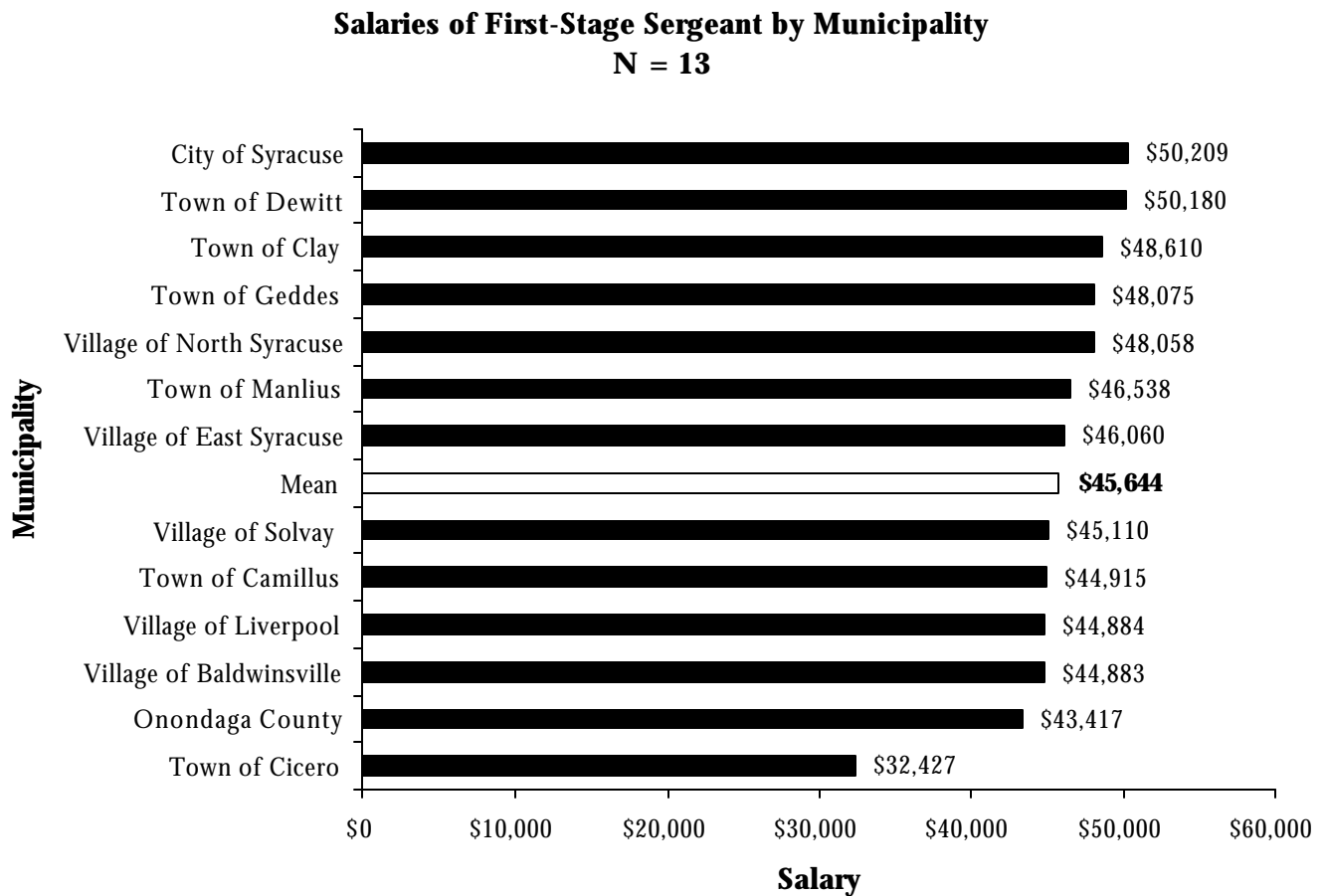
- The average salary of entry-level officers is \$29,034, ranging from \$23,171 in the Town of Geddes to \$32,743 in the Town of Manlius.



| Mean | Median | Standard Deviation |
|----------|----------|--------------------|
| \$29,034 | \$30,002 | \$2,996 |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001.*

2. The average salary of first-stage sergeants is \$45,644, ranging from \$32,427 in the Town of Cicero to \$50,209 in the City of Syracuse.



| Mean | Mean | Standard Deviation |
|----------|----------|--------------------|
| \$45,644 | \$46,060 | \$4,514 |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001.*

Comments:

The Village of Skaneateles does not have a position of sergeant.

The term “First-Stage” in the title is used in several of the PBA contracts delineating pay for first level sergeants. The table above is a comparison of all of the salaries paid to those designated as first-stage sergeants and where there are no additional levels listed for the position of sergeant.

3. The number of sick days that can be accumulated by law enforcement officers ranges from 24 days in the Town of Cicero to 225 days in the Town of Camillus.

**Table 1. Sick Leave Policies for Law Enforcement Officers
N=14**

| Municipality | Total # of Sick Days | Can be carried over? | Total # that can be Accumulated | Reimbursement for Sick Days |
|------------------------|-----------------------------|-----------------------------|--|------------------------------------|
| County of Onondaga | 12 | Yes | 165 | Not Specified |
| City of Syracuse | 35 | Yes | 130 | Not Specified |
| <u>Towns</u> | | | | |
| Camillus | 12 | Yes | 225 | No |
| Cicero | 12 | Yes | 24 | No |
| Clay | 12 | Yes | 120 | Yes |
| DeWitt | 12 | No | N/A | Yes |
| Geddes | 180 | Yes | 180 | Not Specified |
| Manlius | 10 | Yes | 120 | Yes |
| <u>Villages</u> | | | | |
| Baldwinsville | 12 | Yes | N/A | No |
| East Syracuse | 6 | Yes | 95 | Yes |
| Liverpool | 10 | Yes | 150 | Yes |
| North Syracuse | 15 | Yes | 150 | Yes |
| Skaneateles | 12 | Yes | 165 | No |
| Solvay | 130 | No | N/A | No |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001.*

Comments:

Officers in the City of Syracuse accrue sick leave with tenure in the following manner:

1-5 Years: 20 days
 6-10 Years: 25 days
 11-15 Years: 30 days
 16 or more: 35 days

Officers in the Town of Geddes accrue sick leave with tenure in the following manner:

< 1 year: 12 days
 > 1 Year: 24 days (2 days per month) + 25 day yearly stipend

4. 82% of the departments require law enforcement officers to contribute to their health insurance benefits.

**Table 2. Medical Benefit Plans for Law Enforcement Officers
N=13**

| Municipality | Officer Contributions for Individual Medical Benefits | Officer Contributions for Family Medical Benefits |
|---------------------|---|---|
| Onondaga County | 15% of premium | 40% of premium |
| City of Syracuse | \$10 per month | \$25 per month |
| Towns | | |
| Camillus | 5% of premium | 5% of premium |
| Clay | 20% of premium | 20% of premium |
| DeWitt | 15% of premium | 20% of premium |
| Geddes | \$130 per year + \$500 over life of contract | \$130 per year + \$500 over life of contract |
| Manlius | 15% of premium | 15% of premium |
| Villages | | |
| Baldwinsville | 25% of premium | 25% of premium |
| East Syracuse | \$40 per month | \$100 per month |
| Liverpool | 10% of premium | 10% of premium with a maximum of \$70/month |
| North Syracuse | \$200 per year | \$700 per year |
| Skaneateles | 25% of difference in premium between individual and family plan | 25% of difference in premium between individual and family plan |
| Solvay | Officers do not contribute | Officers do not contribute |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001.*

Comments:

PBA employees in the Town of Cicero receive no medical benefits.

Law enforcement officers in the Town of Manlius and the villages of East Syracuse and Liverpool pay one premium for a combined medical and dental package

5. 778% of the departments offer a dental plan to law enforcement officers.

**Table 3. Dental Benefit Plans for Law Enforcement Officers
N=9**

| Municipality | Officer Contributions for Individual Dental Benefits | Officer Contributions for Family Dental Benefits |
|------------------------|---|---|
| Onondaga County | \$5 per month | \$10 of service |
| City of Syracuse | \$7 per month | \$15 per month |
| <u>Towns</u> | | |
| Clay | 25% of premium | 25% of premium |
| DeWitt | \$5 per month | Not Specified |
| Geddes | Officers do not contribute | Officers do not contribute |
| <u>Villages</u> | | |
| Baldwinsville | 25% of premium | 25% of premium |
| North Syracuse | 20% of premium | 20% of premium |
| Skaneateles | 25% of difference in premium between family and individual plan | 25% of difference in premium between family and individual plan |
| Solvay | Officers do not contribute | Officers do not contribute |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001.*

Comments:

Law enforcement officers in the Town of Cicero receive no dental benefits.

The PBA contract with the Town of Camillus does not specify any dental benefits.

Law enforcement officers in the Town of Manlius and the villages of East Syracuse and Liverpool pay one premium for a combined medical and dental package.

In the Town of Geddes a deluxe plan is available to law enforcement officers at their own expense

6. 71% of law enforcement agencies are enrolled in the 384-d retirement plan.

**Table 4. Retirement Plans for Law Enforcement Officers
N=14**

| Municipality | Plan |
|------------------------|-------------|
| Onondaga County | 89-b |
| City of Syracuse | 384-d |
| <i>Towns</i> | |
| Camillus | 384-e |
| Cicero | 375-c |
| Clay | 384-d |
| DeWitt | 384-d |
| Geddes | 384-d |
| Manlius | 384-d |
| <i>Villages</i> | |
| Baldwinsville | 384-d |
| East Syracuse | 384-d |
| Liverpool | 384-d |
| North Syracuse | 384-d |
| Skaneateles | 384-e |
| Solvay | 384-d |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001; and the New York State and Local Police and Fire Retirement System, 1998.*

Comments:

The primary service retirement benefit for public employees of New York State is Section 384. Additional benefits have been added to section 384 creating five levels of possible retirement plans that may be offered to full time employees serving at least 20 years with the PBA. They are sections 384-d, 384-e, 384-f, 384-g and, 384-h. Section 89-b is also used in Onondaga County.

- Section 384-d is a 20-year retirement plan. Employees will be eligible for full retirement at any age upon completion of 20 years of credible service, defined as years served under the 20-year plan. The benefit upon retirement is equal to 50% of one's final annual salary. If retirement occurs at age 62, retirement benefit will equal 2.5% of one's final average salary for each year of credible service.
- Section 384-e provides additional benefits for credible service exceeding 20 years while employed under the 20-year plan (384-d). 384-e provides an additional pension of 1.66% of one's final salary for each year served beyond 20 years.
- Section 375-c provides retirement benefits to part time law enforcement officers.
- In addition, section 89-b requires law enforcement officers to contribute 3% of their salary to the retirement plan for the first 10 years of employment. Retirement is based on 50% of the salary of the three highest years after 20 years of service.

7. 79% of law enforcement officers receive annual longevity pay ranging from \$50 in the Village of Skaneateles after one year of service to \$850 in the Towns of Camillus and Manlius after five years.

Table 5. Longevity Increments
N=11

| Municipality | Number of Years of Service | Pay at 1st Level | Number of Years of Service | Pay at 2nd Level | Number of Years of Service | Pay at 3rd Level | Number of Years of Service | Pay at 4th Level | Number of Years of Service | Pay at 5th Level |
|------------------------|----------------------------|------------------|----------------------------|------------------|----------------------------|------------------|----------------------------|------------------|----------------------------|------------------|
| City of Syracuse | 10-14 years | \$500 | 15-19 | \$700 | 20-24 | \$900 | 25-29 | \$1,100 | 30+ | \$1,300 |
| <u>Towns</u> | | | | | | | | | | |
| Camillus | 7-12 | \$850 | 12-17 | \$1,700 | 17+ | \$2,550 | | | | |
| Clay | 5-10 | \$350 | 10-15 | \$700 | 15-20 | \$1,050 | 20-25 | \$1,400 | 25-30 | \$1,750 |
| DeWitt | 8-9 | \$550 | 10-11 | \$750 | 12-13 | \$950 | 14+ | \$1,150 | 15-20 | \$1,200 |
| Geddes | 5-10 | \$275 | 11-15 | \$475 | 16-20 | \$675 | 21-25 | \$875 | 26-30 | \$1,075 |
| Manlius | 5-8 | \$850 | 9-11 | \$1,000 | 12-14 | \$1,150 | 15-17 | \$1,300 | 18-20 | \$1,450 |
| <u>Villages</u> | | | | | | | | | | |
| Baldwinsville | 5-10 | \$450 | 10-15 | \$950 | 15+ | \$1,200 | | | | |
| East Syracuse | 10-14 | \$250 | 15-19 | \$500 | 20-end | \$750 | | | | |
| North Syracuse | 5-9 | \$500 | 10-14 | \$750 | 15-19 | \$1,000 | 20+ | \$1,250 | | |
| Skaneateles | 1-5 | \$50 | 6-10 | \$125 | 11-15 | \$200 | 16-20 | \$275 | 21-25 | \$350 |
| Solvay | 0-5 | \$250 | 6-10 | \$500 | 11-15 | \$750 | 16-20 | \$1,000 | 20-25 | \$1,250 |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001.*

Comments:

Officers receive longevity pay on an annual basis.

Law enforcement officers in the Village of Liverpool and Town of Cicero police departments and the Onondaga County Sheriff's Office do not receive longevity pay.

Law enforcement officers in the Town of DeWitt receive an additional \$50 for each year worked after 20 years.

Law enforcement officers in the Town of Manlius receive \$1,600 for each year worked after 20 years.

Law enforcement officers in the Village of Skaneateles receive \$425 for each year worked after 25 years.

Law enforcement officers in the Town of Clay receive longevity pay in additional increments of \$350 for every five years of employment.

8. 50% of departments have established limits on the amount of compensatory time that can be accrued by law enforcement officers.

**Table 6. Overtime Compensation Comparison
N=14**

| Municipality | Method of Compensation | Maximum Limit of Compensatory Time |
|------------------------|-------------------------------|---|
| Onondaga County | Wage/Time-off | 40 hours |
| City of Syracuse | Wage/Time-off | Unlimited |
| <i>Towns</i> | | |
| Camillus | Wage | N/A |
| Cicero | Wage/Time-off | 40 hours |
| Clay | Wage | N/A |
| DeWitt | Wage/Time-off | 160 hours |
| Geddes | Wage | N/A |
| Manlius | Wage/Time-off | 48 hours |
| <i>Villages</i> | | |
| Baldwinsville | Wage/Time-off | 40 hours |
| East Syracuse | Wage/Time-off | 40 hours |
| Liverpool | Wage/Time-off | Unlimited |
| North Syracuse | Wage/Time-off | 200 hours |
| Skaneateles | Wage | N/A |
| Solvay | Wage | N/A |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001.*

9. The average number of vacation days for first-level law enforcement officers is 10, ranging from 5 days in the Village of North Syracuse to 15 days in the City of Syracuse and the Town of DeWitt.

Table 7. Vacation Days Available to Law Enforcement Officers
N=13

| Municipality | First Level by Years | Vacation Days at 1st Level | Second Level by Years | Vacation Days at 2nd Level | Third Level by Years | Vacation Days at 3rd Level | Fourth Level by Years | Vacation Days at 4th Level | Fifth Level by Years | Vacation Days at 5th Level |
|------------------------|----------------------|----------------------------|-----------------------|----------------------------|----------------------|----------------------------|-----------------------|----------------------------|----------------------|----------------------------|
| Onondaga County | 1-4 | 11 | 5-9 | 16 | 10-14 | 17 | 15 | 21 | 16+ | 22 |
| City of Syracuse | 1-4 | 15 | 5-9 | 18 | 10-14 | 20 | 15+ | 25 | | |
| <u>Towns</u> | | | | | | | | | | |
| Camillus | 6mo-1yr | 6 | 1-5 | 12 | 5-10 | 18 | 10-15 | 23 | 15+ | 28 |
| Clay | 6mo-1yr | 7 | 2-5 | 12 | 5-8 | 14 | 8-10 | 15 | 10-12 | 16 |
| DeWitt | 1 | 5 | | | 3-5 | 10 | 5-9 | 15 | 10 | 17 ^A |
| Geddes | 1 | 9 | 2-8 | 16 | 9-14 | 22 | 15+ | 28 | | |
| Manlius | 1-5 | 12 | 5-10 | 18 | 10+ | 24 | | | | |
| <u>Villages</u> | | | | | | | | | | |
| Baldwinsville | 6mo-1yr | 6 | 2-4 | 12 | 5-9 | 17 | 10-14 | 22 | 15-19 | 25 ^D |
| East Syracuse | 1-5 | 10 | 5-9 | 15 | 10-15 | 20 | 16 | 21 | 17 | 22 ^B |
| Liverpool | 6mths-2yr | 8 | 2-6 | 13 | 6-15 | 19 | 15+ | 24 | | |
| North Syracuse | 0-6mths | 5 | 6mths-1yr | 12 | 1-3 | 15 | 3-6 | 18 | 6-9 | 23 ^C |
| Skaneateles | 1 | 5 | 2-4 | 10 | 5-9 | 15 | 10-14 | 20 | 15+ | 25 |
| Solvay | 1-8 | 14 | 9-14 | 21 | 15+ | 28 | | | | |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001.*

Comments:

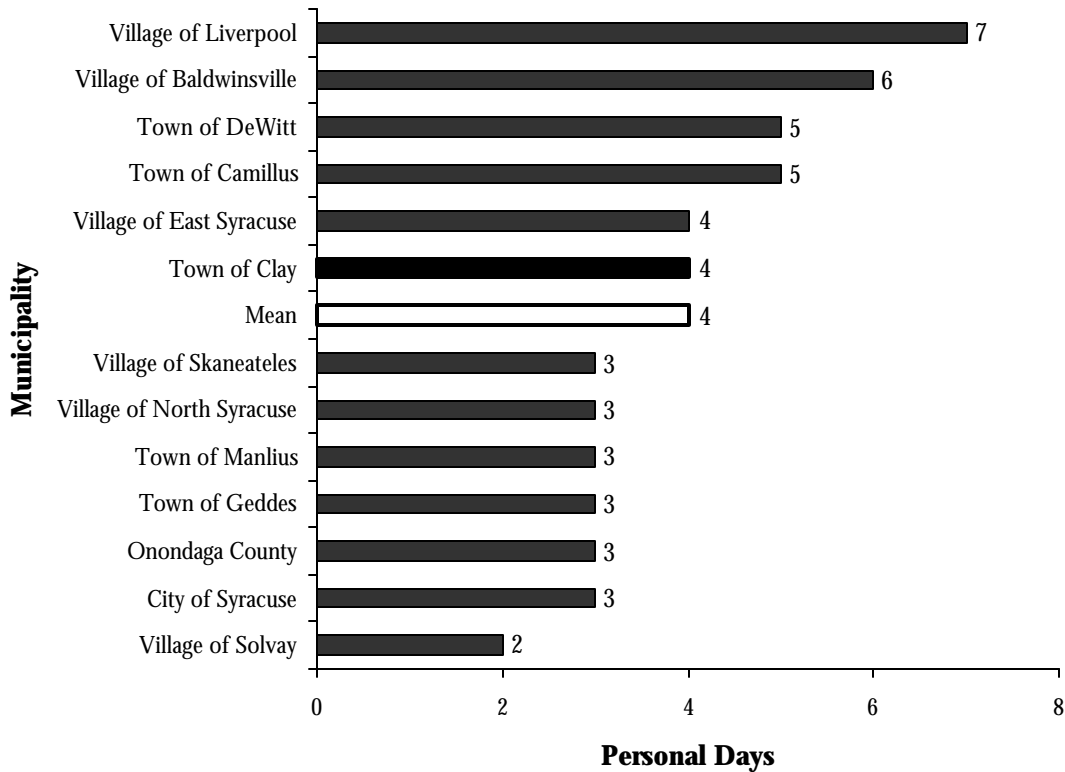
The Town of Cicero accrues vacation days based on actual hours worked per year. Those working a full time yearly schedule of 2,080 hours receive five days of vacation time.

In the Town of Dewitt, the second level of vacation is given in the following manner: at the end of their year first anniversary date, vacation days are calculated as .83 of a day for each remaining month or portion of a month until the last day of December of that year. The first of the year will then serve as the anniversary date for vacation purposes.

- A Law enforcement officers in the Town of DeWitt are allotted one additional vacation day for each year worked from the 10th to the 20th year up to a maximum of 25 days.
- B Law enforcement officers in the Village of East Syracuse are allotted one additional vacation day for each year worked from the 16th to the 20th year up to a maximum of 25 days.
- C Law enforcement officers in the Village of North Syracuse are allotted 25 days for 9 – 14 years of service and 28 days vacation after the 14th year.
- D Law enforcement officers in the Village of Baldwinsville receive 30 vacation days after the 20th year.
- E Law enforcement officers in the Town of Clay receive 23 vacation days after the 15th year.

10. The average number of personal days available to law enforcement officers is 4, ranging from 2 in the Village of Solvay to 7 in the Village of Liverpool.

Personal Days Available to Law Enforcement Officers
N=13



| Mean | Median | Standard Deviation |
|------|--------|--------------------|
| 4 | 3 | 1.44 |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001.*

Comments:

The Town of Cicero does not offer personal leave to law enforcement officers.

11. Bereavement leave throughout the departments varies from 1-6 days depending on the department and the relationship of the officer to the deceased.

**Table 8. Bereavement Leave Available to Law Enforcement Officers
N=14**

| Municipality | Total # of Bereavement Days |
|------------------------|------------------------------------|
| Onondaga County | 1-4 |
| City of Syracuse | 3-4 |
| <i>Towns</i> | |
| Camillus | 1-3 |
| Cicero | 3 |
| Clay | 1-3 |
| DeWitt | 1-5 |
| Geddes | 1-3 |
| Manlius | 1-6 |
| <i>Villages</i> | |
| Baldwinsville | 1-3 |
| East Syracuse | 1-4 |
| Liverpool | 3 |
| North Syracuse | 1-3 |
| Skaneateles | 1-3 |
| Village of Solvay | 3 |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001.*

Comments:

The number of days available for bereavement leave differ between departments due to the variation in the definition of immediate family, extended family and others whose death is applicable to the bereavement leave policy. Because of this the data are presented in ranges.

Example: The Town of Geddes defines immediate family as “spouse, child, son-in-law, daughter-in-law, grandchild, parent, brother, sister, grandparent, step-parent, and step-children of said member and said member’s spouse.” The Village of Liverpool defines immediate family as “parent, sister, brother, spouse, child, foster child, stepchild, foster parent, stepparent, grandparent, the parent of a full-time police officer’s present spouse or a close relative living in the home of the full-time police officer.”

12. 43% of law enforcement agencies provide officers with their required uniforms in addition to an annual clothing allowance ranging from \$300 in the Village of Manlius to \$1,000 in the Town of Camillus.

Table 9. Clothing and Other Allowances Available to Law Enforcement Officers
N=14

| Municipality | Uniform/Clothing Provided | Yearly Allowance | Cleaning Allowance | Personal Effects Allowance | Plain-Clothes Allowance |
|------------------------|----------------------------------|-------------------------|---------------------------|-----------------------------------|--------------------------------|
| Onondaga County | Yes | No | Yes | No | Yes |
| City of Syracuse | No | \$700 | No | No | No |
| <i>Towns</i> | | | | | |
| Camillus | No | \$1,000 | No | No | No |
| Cicero | Yes | N/A | No | No | No |
| Clay | Yes | \$425 | Yes | No | Yes |
| DeWitt | Yes | N/A | No | Yes | Yes |
| Geddes | Yes | \$400 | No | No | No |
| Manlius | Yes | \$300 | Yes | No | Yes |
| <i>Villages</i> | | | | | |
| Baldwinsville | Yes | N/A | Yes | Yes | No |
| East Syracuse | Yes | N/A | Yes | No | No |
| Liverpool | Yes | \$450 | No | No | No |
| North Syracuse | Yes | \$650 | No | No | No |
| Skaneateles | Yes | N/A | Yes | No | No |
| Solvay | Yes | \$450 | No | No | No |

Source: *Comparison of Law Enforcement Contracts in Onondaga County, Community Benchmarks Program, Spring 2001, updated Winter 2001.*

Comments:

With the exception of the Towns of Camillus and Manlius, the yearly allowance provided to law enforcement officers is for the purchase, maintenance, cleaning and replacement of uniforms.

The Onondaga County Sheriff's Department issues uniforms and equipment to officers and also incurs the expense of any replacement items. They provide a \$225 clothing allowance for plain-clothes officers only.

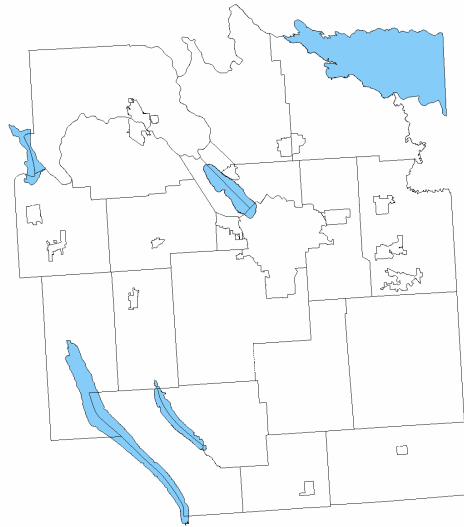
The Town of Clay provides \$425 for uniformed officers and \$600 for plain-clothes officers.

The Town of Manlius offers up to \$300 as a replacement stipend for law enforcement officers.

IV. Municipality Profiles

- Population data for each municipality are 2000 Census Bureau Estimates from the Central New York Regional Planning and Development Board. (www.cnyrpdb.org/cnyrpdb/on00.htm).
- Per capita income data and coverage area in square miles are from the Municipal Reference Guide: New York, Northern Edition, 1999.

Onondaga County



Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 458,336 |
| Per Capita Income (1996) | \$14,703 |
| Coverage Area (square miles) | 780.3 |

PBA Contract Profiles

| | Onondaga County | Comparison to other Law Enforcement Agencies |
|------------------------------------|--|---|
| Entry Level Salary | \$30,817 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$43,417 | \$45,644 (mean) |
| Annual Number of Sick Days | 12 | 6 - 180 (range) |
| Medical Benefits | Officers contribute 15% of the premium for the individual plan and 40% for the family plan | |
| Dental Benefits | Officers contribute \$5 per month for the individual plan and \$10 for the family plan | |
| Retirement Plan | 89-b | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | N/A | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | 40 hours | 40 - 200 hours (range) |
| Vacation Days | 11-22 | 5-30 (range) |
| Personal Leave | 3 days | 4 days (mean) |
| Bereavement Leave | 1-4 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | \$225 for plain-clothes officers only | \$225 - \$1,000 (range) |

City of Syracuse



Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 147,306 |
| Per Capita Income (1996) | \$11,351 |
| Coverage Area (square miles) | 25.1 |

| PBA Contract Profiles | | |
|------------------------------------|--|---|
| | City of Syracuse | Comparison to other Law Enforcement Agencies |
| Entry Level Salary | \$30,504 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$50,209 | \$45,644 (mean) |
| Annual Number of Sick Days | 35 | 6 - 180 (range) |
| Medical Benefits | Officers contribute \$10 per month for the individual plan and \$25 per month for the family | |
| Dental Benefits | Officers contribute \$7 per month for the individual plan and \$15 per month for the family | |
| Retirement Plan | 384-d | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$1,300 | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | Unlimited | 40 - 200 hours (range) |
| Vacation Days | 15-25 | 5-30 (range) |
| Personal Leave | 3 days | 4 days (mean) |
| Bereavement Leave | 3-4 days | 1 - 6 days (range) |
| Uniform Provided | No | 50% agencies provide officers with uniforms |
| Clothing Allowance | \$700 | \$225 - \$1,000 (range) |

Town of Camillus



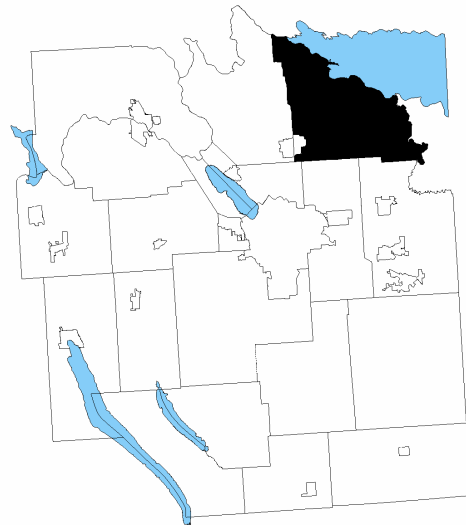
Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 23,152 |
| Per Capita Income (1996) | \$13,573 |
| Coverage Area (square miles) | 34.5 |

PBA Contract Profiles

| | Town of Camillus | Comparison to other Law Enforcement Agencies |
|------------------------------------|--|---|
| Entry Level Salary | \$28,655 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$44,915 | \$45,644 (mean) |
| Annual Number of Sick Days | 12 | 6 - 180 (range) |
| Medical Benefits | Officers pay 10% of premium for both individual and family plans the first year and 15% of premium the next 3 years. | |
| Dental Benefits | N/A | |
| Retirement Plan | 384-e | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$2,550 | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | N/A | 40 - 200 hours (range) |
| Vacation Days | 6-28 | 5-30 (range) |
| Personal Leave | 5 days | 4 days (mean) |
| Bereavement Leave | 1-3 days | 1 - 6 days (range) |
| Uniform Provided | No | 50% agencies provide officers with uniforms |
| Clothing Allowance | \$1,000 | \$225 - \$1,000 (range) |

Town of Cicero



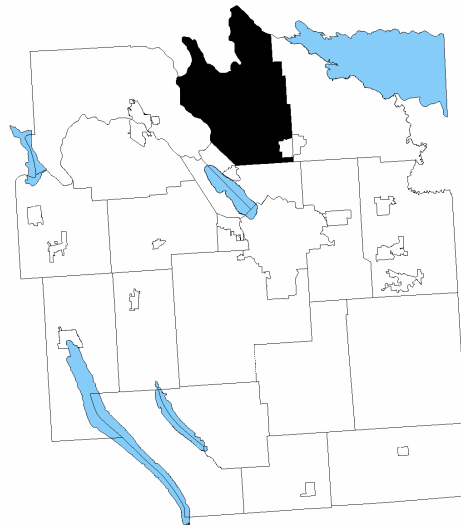
Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 27,982 |
| Per Capita Income (1996) | \$14,609 |
| Coverage Area (square miles) | 48.5 |

PBA Contract Profiles

| | Town of Cicero | Comparison to other Law Enforcement Agencies |
|------------------------------------|---|---|
| Entry Level Salary | \$27,019 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$32,427 | \$45,644 (mean) |
| Annual Number of Sick Days | 12 | 6 - 180 (range) |
| Medical Benefits | None offered | |
| Dental Benefits | None offered | |
| Retirement Plan | 375-c | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | N/A | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | 40 hours | 40 - 200 hours (range) |
| Vacation Days | Determined by number of hours worked per year | 5-30 (range) |
| Personal Leave | N/A | 4 days (mean) |
| Bereavement Leave | 3 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | N/A | \$225 - \$1,000 (range) |

Town of Clay



Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 58,805 |
| Per Capita Income (1996) | \$15,375 |
| Coverage Area (square miles) | 48 |

PBA Contract Profiles

| | Town of Clay | Comparison to other Law Enforcement Agencies |
|------------------------------------|---|---|
| Entry Level Salary | \$30,298 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$48,610 | \$45,644 (mean) |
| Annual Number of Sick Days | 12 | 6 - 180 (range) |
| Medical Benefits | Officers pay 20% of the premium for individual and family plans | |
| Dental Benefits | Officers pay 50% of the premium for individual and family plans | |
| Retirement Plan | 384-d | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$1,750 | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | N/A | 40 - 200 hours (range) |
| Vacation Days | 7-23 | 5-30 (range) |
| Personal Leave | 4 days | 4 days (mean) |
| Bereavement Leave | 1-3 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | \$425 for uniformed officers and \$600 for plain clothes officers | \$225 - \$1,000 (range) |

Town of DeWitt



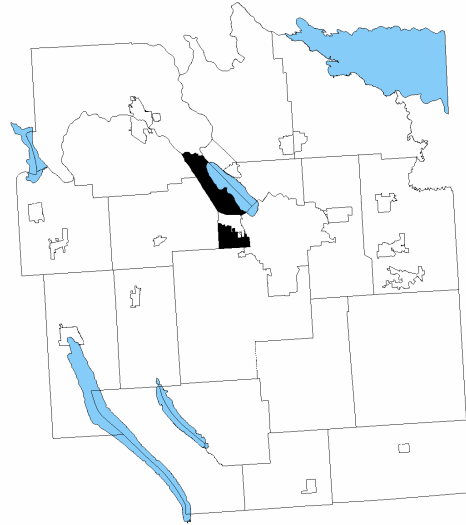
Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 24,071 |
| Per Capita Income (1996) | \$19,477 |
| Coverage Area (square miles) | 33.9 |

PBA Contract Profiles

| | Town of DeWitt | Comparison to other Law Enforcement Agencies |
|------------------------------------|--|---|
| Entry Level Salary | \$30,460 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$50,180 | \$45,644 (mean) |
| Annual Number of Sick Days | 12 | 6 - 180 (range) |
| Medical Benefits | Officers pay 15% of the premium for the individual plan and 20% of the premium for the family plan | |
| Dental Benefits | Officers pay \$5 per month for individual coverage | |
| Retirement Plan | 384-d | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$1,200 | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | 160 hours | 40 - 200 hours (range) |
| Vacation Days | 15-25 | 5-30 (range) |
| Personal Leave | 5 | 4 days (mean) |
| Bereavement Leave | 1-5 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | N/A | \$225 - \$1,000 (range) |

Town of Geddes



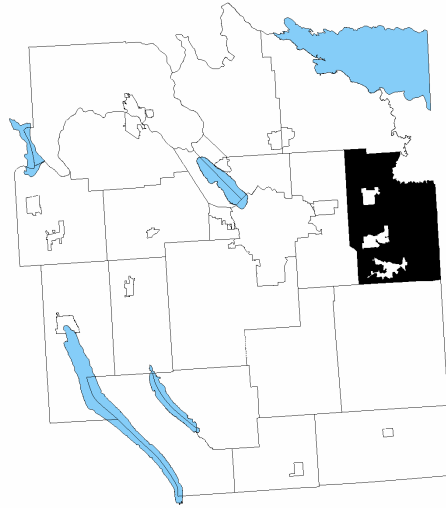
Demographic Profile

| | |
|------------------------------|----------|
| Population (1996) | 17,665 |
| Per Capita Income | \$14,488 |
| Coverage Area (square miles) | 9.2 |

PBA Contract Profiles

| | Town of Geddes | Comparison to other Law Enforcement Agencies |
|------------------------------------|---|---|
| Entry Level Salary | \$23,171 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$48,075 | \$45,644 (mean) |
| Annual Number of Sick Days | 180 | 6 - 180 (range) |
| Medical Benefits | Officers pay \$130 per year and \$500 over the life of contract | |
| Dental Benefits | Officers do not contribute to the family or individual plans | |
| Retirement Plan | 384-d | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$1,075 for 26-30 years | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | N/A | 40 - 200 hours (range) |
| Vacation Days | 9-28 | 5-30 (range) |
| Personal Leave | 3 days | 4 days (mean) |
| Bereavement Leave | 1-3 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | \$400 | \$225 - \$1,000 (range) |

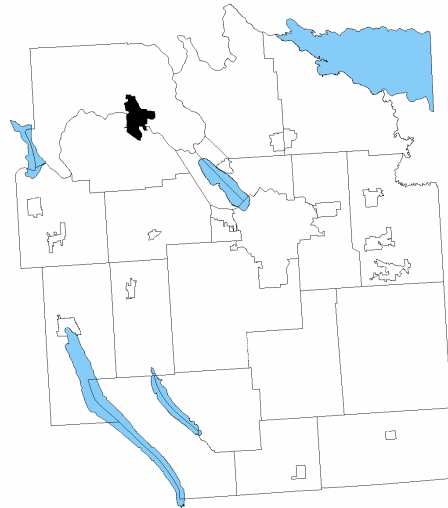
Town of Manlius



| Demographic Profile | |
|------------------------------|----------|
| Population (2000) | 31,872 |
| Per Capita Income (1996) | \$21,506 |
| Coverage Area (square miles) | 49.6 |

| PBA Contract Profiles | | |
|------------------------------------|---|---|
| | Town of Manlius | Comparison to other Law Enforcement Agencies |
| Entry Level Salary | \$32,743 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$46,538 | \$45,644 (mean) |
| Annual Number of Sick Days | 10 | 6 - 180 (range) |
| Medical Benefits | Officers pay 15% of the premium for the individual and family plans | |
| Dental Benefits | Dental benefits are included in the medical benefit plan | |
| Retirement Plan | 384-d | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$1,600 | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | 48 hours | 40 - 200 hours (range) |
| Vacation Days | 12-24 | 5-30 (range) |
| Personal Leave | 3 days | 4 days (mean) |
| Bereavement Leave | 1-6 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | N/A | \$225 - \$1,000 (range) |

Village of Baldwinsville



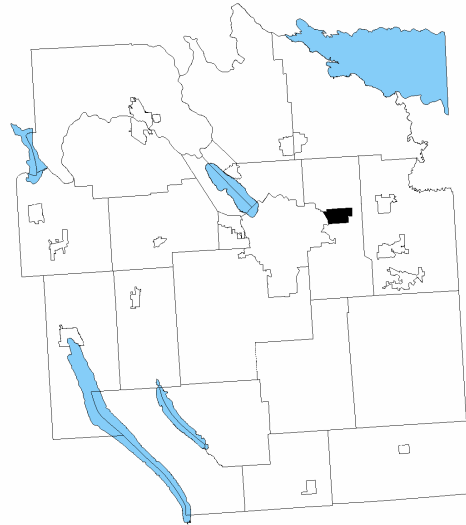
Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 7,053 |
| Per Capita Income (1996) | \$13,134 |
| Coverage Area (square miles) | 3.1 |

PBA Contract Profiles

| | Village of Baldwinsville | Comparison to other Law Enforcement Agencies |
|------------------------------------|---|---|
| Entry Level Salary | \$32,332 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$44,883 | \$45,644 (mean) |
| Annual Number of Sick Days | 12 | 6 - 180 (range) |
| Medical Benefits | Officers pays 25% of the premium for the individual and family plan | |
| Dental Benefits | Officers pays 25% of the premium for the individual and family plan | |
| Retirement Plan | 384-d | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$1,200 | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | 40 hours | 40 - 200 hours (range) |
| Vacation Days | 6-30 | 5-30 (range) |
| Personal Leave | 3 days | 4 days (mean) |
| Bereavement Leave | 1-3 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | N/A | \$225 - \$1,000 (range) |

Village of East Syracuse



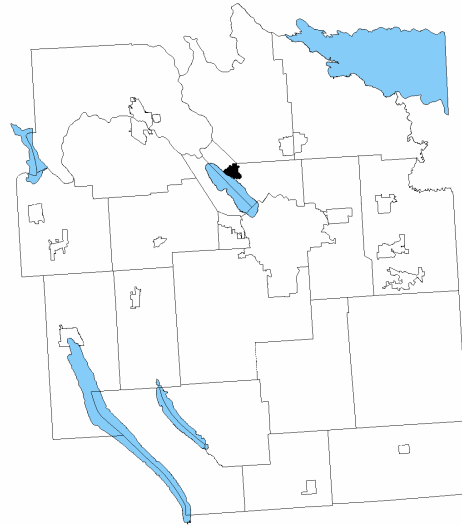
Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 3,178 |
| Per Capita Income (1996) | \$11,997 |
| Coverage Area (square miles) | 1.6 |

PBA Contract Profiles

| | Village of East Syracuse | Comparison to other Law Enforcement Agencies |
|------------------------------------|---|---|
| Entry Level Salary | \$29,705 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$46,060 | \$45,644 (mean) |
| Annual Number of Sick Days | 6 | 6 - 180 (range) |
| Medical Benefits | Officers pay \$40 per month for the individual plan and \$100 per month for the family plan | |
| Dental Benefits | Dental benefits are included in the medical benefit plan | |
| Retirement Plan | 384-d | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$750 | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | 40 hours | 40 - 200 hours (range) |
| Vacation Days | 2-25 | 5-30 (range) |
| Personal Leave | 4 days | 4 days (mean) |
| Bereavement Leave | 1-4 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | N/A | \$225 - \$1,000 (range) |

Village of Liverpool



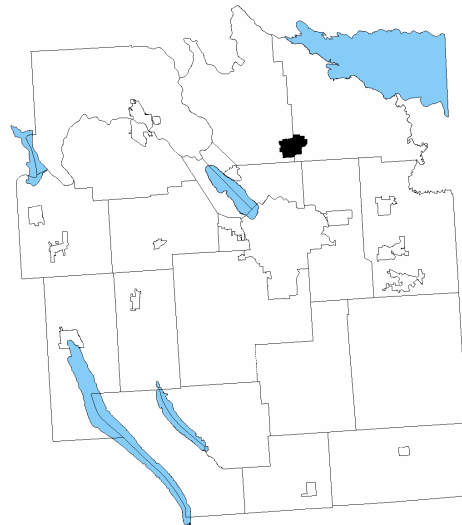
Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 5,505 |
| Per Capita Income (1996) | \$16,487 |
| Coverage Area (square miles) | 0.8 |

PBA Contract Profiles

| | Village of Liverpool | Comparison to other Law Enforcement Agencies |
|------------------------------------|---|---|
| Entry Level Salary | \$28,653 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$44,884 | \$45,644 (mean) |
| Annual Number of Sick Days | 10 | 6 - 180 (range) |
| Medical Benefits | Officers pay 10% of the premium for the individual and family plans | |
| Dental Benefits | Dental benefits are included in the medical benefit plan | |
| Retirement Plan | 384-d | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | N/A | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | No Limit | 40 - 200 hours (range) |
| Vacation Days | 8-24 days | 5-30 (range) |
| Personal Leave | 7 days | 4 days (mean) |
| Bereavement Leave | 3 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | \$450 | \$225 - \$1,000 (range) |

Village of North Syracuse



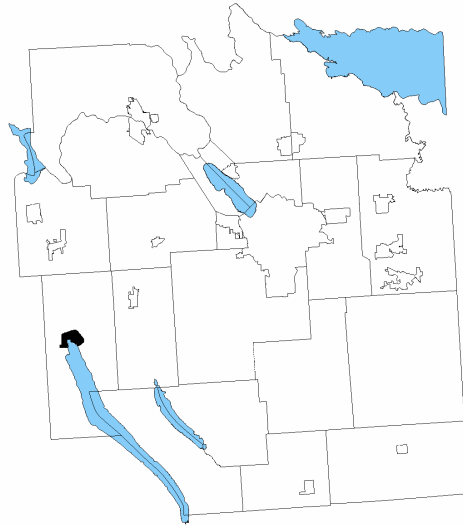
Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 6,862 |
| Per Capita Income (1996) | \$13,950 |
| Coverage Area (square miles) | 2 |

PBA Contract Profiles

| | Village of North Syracuse | Comparison to other Law Enforcement Agencies |
|------------------------------------|--|---|
| Entry Level Salary | \$26,450 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$48,058 | \$45,644 (mean) |
| Annual Number of Sick Days | 15 | 6 - 180 (range) |
| Medical Benefits | Officers pay \$200 per year for the individual plan and \$700 per year for the family plan | |
| Dental Benefits | Officers pay 20% of the premium for the individual and family plans | |
| Retirement Plan | 384-d | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$1,250 | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | 200 hours | 40 - 200 hours (range) |
| Vacation Days | 5-28 days | 5-30 (range) |
| Personal Leave | 3 days | 4 days (mean) |
| Bereavement Leave | 1-3 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | \$650 | \$225 - \$1,000 (range) |

Village of Skaneateles



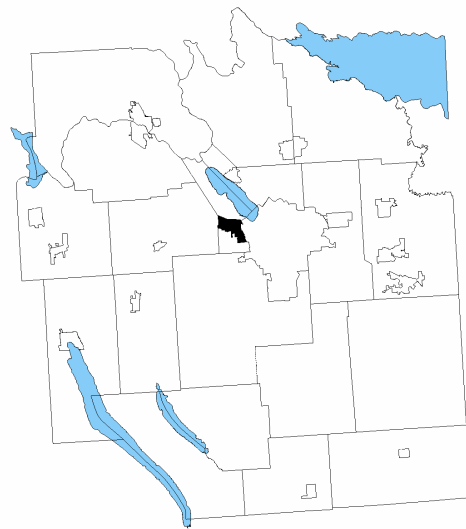
Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 2,616 |
| Per Capita Income (1996) | \$25,540 |
| Coverage Area (square miles) | 1.3 |

PBA Contract Profiles

| | Village of Skaneateles | Comparison to other Law Enforcement Agencies |
|------------------------------------|---|---|
| Entry Level Salary | \$23,691 | \$29,034 (mean) |
| First Stage Sergeant Salary | N/A | \$45,644 (mean) |
| Annual Number of Sick Days | 12 | 6 - 180 (range) |
| Medical Benefits | Officers pay 25% of the difference in premium between the individual and family plans for both individual and family coverage | |
| Dental Benefits | Officers pay 25% of the difference in premium between the individual and family plans for both individual and family coverage | |
| Retirement Plan | 384-e | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$425 | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | N/A | 40 - 200 hours (range) |
| Vacation Days | 5-25 | 5-30 (range) |
| Personal Leave | 3 days | 4 days (mean) |
| Bereavement Leave | 1-3 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance | N/A | \$225 - \$1,000 (range) |

Village of Solvay



Demographic Profile

| | |
|------------------------------|----------|
| Population (2000) | 6,845 |
| Per Capita Income (1996) | \$12,920 |
| Coverage Area (square miles) | 1.6 |

PBA Contract Profiles

| | Village of Solvay | Comparison to other Law Enforcement Agencies |
|------------------------------------|--|---|
| Entry Level Salary | \$31,981 | \$29,034 (mean) |
| First Stage Sergeant Salary | \$45,110 | \$45,644 (mean) |
| Annual Number of Sick Days | 130 | 6 - 180 (range) |
| Medical Benefits | Officers do not contribute for individual or family coverage | |
| Dental Benefits | Officers do not contribute for individual or family coverage | |
| Retirement Plan | 384-d | 71% of agencies offer 384-d to their officers |
| Maximum Longevity Pay | \$1,250 | \$350 - \$2,550 (range) |
| Maximum Limit of Compensatory Time | N/A | 40 - 200 hours (range) |
| Vacation Days | 14-28 | 5-30 (range) |
| Personal Leave | 2 days | 4 days (mean) |
| Bereavement Leave | 3 days | 1 - 6 days (range) |
| Uniform Provided | Yes | 50% agencies provide officers with uniforms |
| Clothing Allowance (in dollars) | \$450 | \$225 - \$1,000 (range) |