

Local Law No. P-2 of the year 2021.

A local law adding Part 4 “Public Safety Management Compensation” inclusive of Article XXX entitled “Police and Fire Management Compensation” to Chapter 52 “Emergency Services” to the City Code of the City of Plattsburgh.

Be it enacted by the Common Council of the City of Plattsburgh as follows:

1. Part 4 “Public Safety Management Compensation” inclusive of Article XXX entitled “Police and Fire Management Compensation” will be added to Chapter 52 “Emergency Services” to the City Code of the City of Plattsburgh and will read as follows:

§ 52-286 Police Department Management Compensation

- a. The Chief, Captain(s) and Lieutenant(s) of the Police Department shall receive the salary and benefits provided under this Article.
  - i. The Chief, Captain(s) and Lieutenant(s) of the Police Department shall receive tuition payment benefits, health insurance, health insurance buyout, retirement health insurance, and retirement benefits in accordance with, and subject to the conditions set forth in, the provisions of the collective bargaining agreement negotiated by the City with the public employee organization representing Police Sergeants employed by the City.
  - ii. The Chief, Captain(s) and Lieutenant(s) of the Police Department shall receive and accrue vacation leave, sick leave, cash payment for unused sick leave, annual voluntary liquidation of sick leave, personal leave, holiday pay, clothing allowance, education incentives, travel reimbursement and bereavement leave in accordance with, and subject to the conditions set forth in, the provisions of the collective bargaining agreement negotiated by the City with the public employee organization representing Police Sergeants employed by the City.
  - iii. The Chief, Captain(s) and Lieutenant(s) of the Police Department, as exempt employees, shall not earn or accrue overtime or compensatory time.
  - iv. The base salary of Lieutenant(s) of the Police Department shall be at least \$7,000.00 higher than the base salary set forth in the collective bargaining agreement for a Police Sergeant with the same years of service with the City.

- v. The base salary of Captain(s) of the Police Department shall be at least \$10,000.00 higher than the base salary set forth in the collective bargaining agreement for a Police Sergeant with the same years of service with the City.
- vi. The base salary of the Chief of the Police Department shall be at least \$20,000.00 higher than the base salary set forth in the collective bargaining agreement for a Police Sergeant with the same years of service with the City.
- vii. The Chief, Captain(s) and Lieutenant(s) of the Police Department shall be subject to the City's drug and alcohol testing policy as set forth in the collective bargaining agreement negotiated by the City with the public employee organization representing Police Sergeants employed by the City.
- viii. The City shall assume the liability to the extent that it shall save harmless, the Chief, Captain(s) and Lieutenant(s) of the Police Department for any negligent act or tort, provided such officer, at the time of the negligent act or tort complained of, was acting in the performance of his duties and within the scope of his employment, on the same terms as set forth in the collective bargaining agreement negotiated by the City with the public employee organization representing Police Sergeants employed by the City.
- ix. The Chief, Captain(s) and Lieutenant(s) of the Police Department shall not receive any benefit, except those required by law, not expressly set forth in this Article. This Article supersedes all prior policies, resolutions, ordinances, and local laws addressing the salary and benefits provided to the Chief, Captain(s) and Lieutenant(s) of the Police Department.

§ 52-287 FIRE DEPARTMENT MANAGEMENT COMPENSATION

- b. The Chief, Assistant Chief(s) and Battalion Chief(s) of the Fire Department shall receive the salary and benefits provided under this Article.
  - i. The Chief, Assistant Chief(s) and Battalion Chief(s) of the Fire Department shall receive tuition reimbursement benefits, health insurance, retirement health insurance, and retirement benefits in accordance with,

and subject to the conditions set forth in, the provisions of the collective bargaining agreement negotiated by the City with the public employee organization representing Fire Captains employed by the City.

- ii. The Chief, Assistant Chief(s) and Battalion Chief(s) of the Fire Department shall receive and accrue vacation leave, payment for vacation, sick leave, cash payment for unused sick leave, personal leave, holiday pay, clothing allowance, education incentives and bereavement leave in accordance with, and subject to the conditions set forth in, the provisions of the collective bargaining agreement negotiated by the City with the public employee organization representing Fire Captains employed by the City.
- iii. The Chief, Assistant Chief(s) and Battalion Chief(s) of the Fire Department shall not earn or accrue overtime, compensatory time, lieu hours or Kelly Days.
- iv. The base salary of Battalion Chief(s) of the Fire Department shall be at least \$7,000.00 higher than the base salary set forth in the collective bargaining agreement for a Fire Captain with the same years of service with the City.
- v. The base salary of Assistant Chief(s) of the Fire Department shall be at least \$9,000.00 higher than the base salary set forth in the collective bargaining agreement for a Fire Captain with the same years of service with the City.
- vi. The base salary of the Chief of the Fire Department shall be at least \$30,000.00 higher than the base salary set forth in the collective bargaining agreement for a Fire Captain with the same years of service with the City.
- vii. The Chief, Assistant Chief(s) and Battalion Chief(s) of the Fire Department shall not receive any benefit, except those required by law, not expressly set forth in this Article. This Article supersedes all prior policies, resolutions, ordinances, and local laws addressing the salary and benefits provided to the Chief, Assistant Chief(s) and Battalion Chief(s) of the Fire Department.

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2. This Local Law shall take effect immediately upon approval by the Mayor and filing with the New York Secretary of State.