

**Memorandum of Agreement  
Between the State of New York  
and  
the New York State Police Benevolent Association of the New York State Troopers Inc.  
for the unit consisting of all Troopers.**

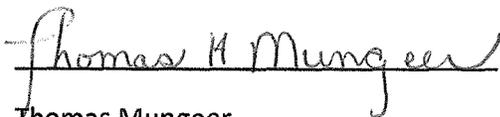
The parties do hereby agree to the following terms and conditions:

1. Term of Agreement shall be from April 1, 2018 to March 31, 2023.
2. Compensation
  - a. Across the board increases to the salary schedule (April 1 of each fiscal year)
    - i. 2018-19        2%
    - ii. 2019-20       2%
    - iii. 2020-21      2%
    - iv. 2021-22      2%
    - v. 2022-23       2%
3. Health Insurance Changes – as proposed by the State and implemented on 1/1/19. See attachment.
4. Contract Funding/Joint Contractual Programs and Professional development and JCHB
  - a. Funding levels at 17-18 rates increased by 2% each year of agreement.
5. Employee Benefit Fund
  - a. Current rate of \$52.52 (per member) increase by 2% April 1, 2018 and increased by 2% each remaining year of agreement.
  - b. Increase transferred lump sum employee benefit fund monies by 2% in each of last three years of agreement.
6. Eliminate Trainee 2 rate effective April 1, 2019 and carry Trainee 1 rate for first full year of service.
7. Effective April 1, 2019, all members of the Troopers unit who have 15 years of service shall receive \$1200 annually. Such payment shall be made on bi-weekly basis and count for purposes of overtime and retirement.
8. Expanded Duty Pay and Hazardous Duty Pay
  - a. Expanded Duty Pay - Increase by 2% April 1, 2020, April 1, 2021 and April 2022.
  - b. Hazardous Duty Pay –
    - i. Increase by \$1284 effective 4/1/18
    - ii. Increase by \$500 effective 4/1/19
    - iii. Increase by \$250 effective 4/1/20
    - iv. Increase by \$250 effective 4/1/21

9. Location Pay (Supplemental)
  - a. Effective April 1, 2020, and April 1, 2021, increase by ATBs
  - b. Effective April 1, 2022, change from current structure to two categories:
    - i. Orange, Putnam and Dutchess
    - ii. NYC, Rockland, Westchester, Nassau and Suffolk
10. Location Pay (regular) –
  - a. Effective April 1, 2019, increase by \$150.
  - b. Effective April 1, 2020, and April 1, 2021, increase by ATBs
  - c. Effective April 1, 2022, add Orange, Putnam and Dutchess Counties.
11. Amend the Hair testing protocol as follows: A hair testing sample can be collected by a trained medical professional licensed by the State of New York.
12. Amend Article 13.1. See attached.
13. Amend Article 12.24. See attached.
14. In an effort to expose Troopers to the duties of a “backroom” Station Investigator and further their professional development, an individual Trooper may, on a one-time basis, be assigned to work with a “backroom” Investigator for a period not to exceed three months.
15. A Trooper who was trained as a Drug Recognition Expert (DRE), upon their promotion to Sergeant or appointment to Investigator, may retain their certification and be utilized for evaluations.
16. If assigned to a joint and/or multiagency task force, Members will work the schedule of the task force regardless of the schedule normally worked. All such assignments of a duration less than a full 28-day schedule will be considered hours neutral to allow for transition between schedules.
17. Amend Article 14 as follows:
  - a. Per Diem Meal and Lodging Expenses
    1. The State agrees to reimburse, on a per diem basis as established by Rules and Regulations of the Comptroller (the Rules), as interpreted by the Comptroller’s Travel Manual, employees who are eligible for travel expenses, for their expenses incurred while in travel status in the performance of their official duties.
  - b. Mileage Allowance
    1. The personal vehicle mileage reimbursement rate for employees in this unit shall be consistent with the maximum mileage allowance permitted by the Internal Revenue Service. Such payments shall be

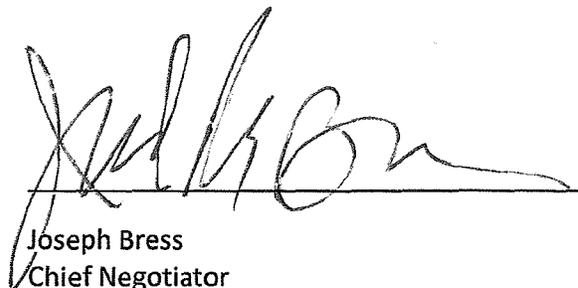
made in accordance with the Rules and Regulations of the Comptroller as interpreted by the Comptroller's Travel Manual.

- c. The State will provide the union with notice of changes to the Comptroller's Rules, Regulations, Travel Manual, per diem rates or mileage rates
18. All employees hired after ratification of this Agreement shall receive salary payments through electronic funds transfer.
19. NYS Paid Family Leave benefit shall apply to employees. The parties shall work together in labor-management to establish the start date of the program as soon as practicable following ratification.
20. Amend Article 15.6L: All grievance appeals and grievance decisions shall be served by electronic mail. The parties shall designate and inform each other of the electronic mailbox that each other shall use to implement this provision.
21. Amend Article 12.40A(3) to read as follows:
  3. The member is on disciplinary probation or has not completed one year of service.
22. Increase Bereavement leave. Change Article 13.4(A) to 200 hours.
23. As was discussed in negotiations for the 2018-2023 agreement, upon execution and ratification of the Agreement, the PBA has the right to reopen negotiations, during the term of the agreement, with respect to the sole issue of a general salary increase for fiscal year 2018-2019, 2019-2020, 2020-2021, 2021-2022 and/or 2022-2023 if any other state bargaining unit agrees to and ratifies a general salary increase exceeding 2.0% in any of these fiscal years. This right is conditioned on taking into account the overall value of compensation increases for PBA members during the term of the Agreement and the value of any concessions obtained by the state contained in the collective bargaining agreement used as justification by the PBA to demand reopening.



Thomas Mungeer  
President  
Police Benevolent Associations of the  
New York State Troopers, Inc.

Date: 08/23/2018



Joseph Bress  
Chief Negotiator  
State of New York

Date: 08/21/2018