

MEMORANDUM OF AGREEMENT

This memorandum of agreement is entered into on February 22, 2022 ("Agreement"), between the City of Syracuse ("City") and the Syracuse Police Benevolent Association, Inc. ("PBA").

WHEREAS, the City and PBA are parties to a collective bargaining agreement for the period 1998-1999 ("1998-99 CBA"); and

WHEREAS, since expiration of the 1998-99 CBA, the City and the PBA have been parties to a series of interest arbitration awards and memoranda of agreement, all of which concern the terms and conditions of employment for PBA bargaining unit members for the period 2000 through 2019; and

WHEREAS, since December 2021, the parties have engaged in collective negotiations on a limited range of subjects in an effort to promptly reach an agreement that covers the period since 2019 through the current year; and

WHEREAS, the parties have reached this Agreement subject to ratification by the membership of the PBA and by the Syracuse Common Council; and

NOW, THEREFORE, the parties agree as follows:

1. **TERM OF AGREEMENT**

The term of this Agreement is January 1, 2020 through December 31, 2022.

2. **GENERAL WAGE INCREASE**

Wages shall be increased as follows:

- a. Effective July 1, 2020: Three percent (3%).

- b. Effective January 1, 2021: Three percent (3%).
- c. Effective January 1, 2022: Three percent (3%).

3. LONGEVITY

Effective January 1, 2022, the current longevity scale shall be modified as follows:

- a. After one (1) year of service: \$1,000.
- b. After ten (10) years of service: \$1,500.
- c. After fifteen (15) years of service: \$2,000.
- d. After twenty (20) years of service: \$10,000.

Officers already receiving longevity will remain frozen at their current rate and will not receive further longevity increases until they reach a milestone year on the schedule (i.e., after years 10, 15, or 20). Officers not already receiving longevity will receive longevity in accordance with the above schedule.

4. COMP/BONUS TIME BANK CAPS AND PAYMENTS

Effective upon ratification of this Agreement, the following rules apply with respect to the banking, accrual, and payment of comp/bonus time hours:

- a. The comp/bonus time that exceeds a member's individual cap of either 480, 720, or 960 hours shall be frozen and cannot be added to.
- b. Members whose comp/bonus time is below their individual cap can continue to accrue hours until their cap is reached.
- c. Members who accrue comp/bonus time hours that exceed their cap will be paid for such hours. Payment shall be made annually, no later than January 31 of the following year.

d. Members whose excess banked comp/bonus time hours have been frozen pursuant to subparagraph (a) may continue to use those hours.

5. HOLIDAY PAY

Effective January 1, 2022, the list of thirteen (13) legal holidays for which members receive payment shall include Juneteenth Day in lieu of Flag Day.

6. RETROACTIVE PAYMENTS

Compensation affected by the terms of this Agreement shall be retroactive to the indicated effective dates. Retroactive payments shall be paid to all members or former members who were active during the period covered by this Agreement, including on a pro rata basis to those who were active for less than the full period. All retroactive payments shall be made within sixty (60) days of the parties' respective ratifications of this Agreement.

7. OTHER TERMS AND CONDITIONS REMAIN IN EFFECT

Except as modified herein, all other terms and conditions contained in the 1998-99 CBA and subsequent interest arbitration awards and memoranda of agreement covering the period 2000 through 2019 shall remain in effect.

CITY OF SYRACUSE POLICE

By:


Ben Walsh, Mayor

Dated: February 22, 2022

SYRACUSE POLICE BENEVOLENT ASSOCIATION, INC.

By:


Joseph J. Moran, President

Dated: February 22, 2022