Roemer Wallens
& Mineaux LLP
Counsellors at Law

January 28, 2009

Thomas D. Mahar, Jr., Esq.
Town Attorney
Town of Poughkeepsie
One Overocker Road
Poughkeepsie, New York 12603

Re: Town of Poughkeepsie and PBA (2009 Negotiations)
Our File No.: POUGTO.080379

Dear Tom:

Enclosed herewith please find a copy of the Memorandum of Agreement which has been signed by the PBA and Town Supervisor Myers.

By copy of this letter to Comptroller Jim Wojtowicz, I am forwarding him the Memorandum of Agreement so that he can verify the salaries contained therein.

If there are any questions, please do not hesitate to contact me.

Very truly yours,

Roemer Wallens & Mineaux LLP

William M. Wallens

WMW:ejb
Enc.

cc w/ enc.: Patricia Myers, Supervisor
Jim Wojtowicz, Comptroller

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December 23, 2008

MEMORANDUM

OF

TENTATIVE AGREEMENT

between

THE TOWN OF POUGHKEEPSIE

AND

THE TOWN OF POUGHKEEPSIE POLICE BENEVOLENT ASSOCIATION

WHEREAS, the parties agreement expires on December 31, 2008; and

WHEREAS, the parties recognize the unsettled future fiscal condition of the Town and State of New York; and

WHEREAS the parties agree that a one year agreement will allow the parties time to more fully understand their financial positions,

It is hereby agreed as follows:

TERM

1. The Term of the Agreement shall be January 1, 2009 through December 31, 2009.

SALARY INCREASE

2. **ARTICLE 5** Section 1. SALARIES will be amended as follows:

Effective January 1, 200~~9~~2, the officers of the Police Department shall receive a base salary per annum as set forth in the schedule contained in Appendix B.

3. Appendix B is amended as attached.

December 23, 2008

HEALTH INSURANCE

4. ARTICLE 8 SECTION 1. MEDICAL INSURANCE shall be amended as follows:

(a) (3) Effective January 1, 2006, the MVP HMO set forth in paragraph (a) shall become the base plan available to members of this bargaining unit. The Town will pay 100% of the premium cost for members who elect this plan. Members who elect MVP (POS), Empire Blue Cross/Blue Shield Direct or NYSHIP will pay twenty-five percent (25%) of the difference in actual premiums between MVP HMO and the plan selected. Effective January 1, 2009, for the purposes of calculating the 25%, the MVP Co-pay 20 with $5/$20/$40 drug card shall be deemed to be the base plan.

(a) (6) Effective January 1, 2009, the Town shall offer the following four medical insurance plans to members of the bargaining unit under the conditions set forth in paragraph (a) (3).

- MVP HMO Co-Pay 25 with $5/$20/$40 prescription drug coverage and a $500 inpatient hospital deductible.
- MVP POS Co-Pay 25 with $5/$20/$40 prescription drug coverage and a $500 inpatient hospital deductible.
- Empire Blue Cross/Blue Shield Direct Co-Pay 25, $250 hospital deductible, a $50 Emergency Room deductible, and $10/$20/$40 prescription drug coverage.
- New York State Health Insurance Program (NYSHIP)

(a) (7) Effective January 1, 2009, the Town shall implement a reimbursement plan to cover the difference in co-pays resulting from the implementation of the new co-pays described in paragraph (a)(6). This plan will reimburse the members of the bargaining unit for the difference between the co-pays in effect as of December 31, 2008 and the higher co-pays in effect after 1/1/2009 for the MVP options and the Empire Blue Cross option. Reimbursements will be made based upon submission of receipts to the Town

APPENDIX B

3.5% across-the-board increase

	2008	2009
3.5% across-the-board-increase		
Trainee	$ 41,698	**$ 43,157**
Patrol (Start)	$ 46,929	**$ 48,572**
Patrol (After 1 year)	$ 52,161	**$ 53,987**
Patrol (After 2 years)	$ 57,392	**$ 59,401**
Patrol (After 3 years)	$ 62,623	**$ 64,815**
Patrol (After 4 years)	$ 67,854	**$ 70,229**
Patrol (After 5 years)	$ 73,085	**$ 75,643**
Traffic Enforcement Officer	$ 74,912	**$ 77,534**
Detective	$ 76,738	**$ 79,424**
Sergeant	$ 81,855	**$ 84,720**
Traffic Enforcement Sergeant	$ 83,901	**$ 86,838**
Detective Sergeant	$ 84,047	**$ 86,989**
Lieutenant	$ 87,702	**$ 90,772**
Detective Lieutenant	$ 89,894	**$ 93,040**