

SCHENECTADY POLICE DEPARTMENT



Public Safety Dispatcher Employment Benefits

This packet is intended to be an aid to assist you in understanding some of the current employment benefits of Schenectady Public Safety Dispatchers.

Any errors or typographical errors will be superceded by the current and actual labor relations agreement between the City of Schenectady and the Civil Service Employees Association.

Residency:

Public Safety Dispatchers are required to become and remain residents of the City of Schenectady in order to maintain employment.

Salary Schedule:

	<u>2006</u>	<u>2007</u>	<u>2008</u>
Step 1	\$28,955	\$29,824	\$30,719
Step 2	\$29,922	\$30,819	\$31,744
Step 3	\$30,943	\$31,871	\$32,827
Step 4	\$32,031	\$32,992	\$33,982
Step 5	\$33,124	\$34,117	\$35,141
Step 6	\$34,209	\$35,236	\$36,293

Annual Longevity Payment:

- 5th – 9th year of employment > \$800
- 10th – 14th year of employment > \$990
- 15th – 19th year of employment > \$1,180
- 20th year of employment and beyond > \$1,500

Holidays:

Dispatchers working on a holiday are paid double time plus 8 hours of holiday pay.

City of Schenectady Holidays:

- New Year's Day
- Martin Luther King Day
- Washington's Birthday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Election Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

Work Schedule:

Dispatchers work a 5-day-on, 2-day-off schedule with set days off. Days off and shifts are chosen by seniority.

Overtime:

Overtime is paid at a rate of 1.5 of pay rate for all hours worked in excess of 40 per week. Dispatchers have the option of cash payment or compensatory time for overtime worked.

Sick Leave:

Dispatchers earn sick leave at the rate of 1 day for each month, not to exceed 12 days per year, and may accumulate a maximum of 240 days.

Upon retirement, death or layoff, 25% of accumulated sick leave will be paid out in cash to the Dispatcher or Dispatcher's estate, computed at their pay rate at the time they left service.

Vacation:

Years 2-5 > 10 days

Year 6-15 > 1 additional day for each continuous year of service to a maximum of 20

Personal Leave:

3 paid days each calendar year

Death Leave:

5 paid days due to the death of an immediate family member

3 one-half paid days due to the death of someone other than an immediate family member

Health Insurance:

The City of Schenectady provides health insurance to Dispatchers and their families.

Dispatchers are required to contribute 20% of the cost of health and dental insurance throughout employment and retirement. Contributions are deducted from their paycheck each week.

Uniforms and Equipment:

Dispatchers are issued all necessary uniforms and equipment at the City's expense, and also receive an annual uniform allowance of \$305.

Pensions:

Dispatchers are members of the New York State Retirement System and are eligible for pensions after a designated number of years of service.