

## **SECURITY SUPERVISORS UNIT – INTEREST ARBITRATION UPDATE**

Since the last update (12/10/2008), there have been four additional days of hearing in the Security Supervisors interest arbitration matter. Hearings occurred on December 15<sup>th</sup> & 18<sup>th</sup>, 2008 and January 13<sup>th</sup> & 15<sup>th</sup>, 2009. During these hearings the State presented additional witnesses in their case in chief. The State presented the testimony of Michael Volforte, Priscilla Feinburg, Francis Christensen, Nicholas Vaginellis, and Kathleen Jordan.

The State presented the testimony of Michael Volforte, Deputy Counsel to GOER. He gave testimony concerning the most recent agreements reached by the Troopers, BCI, and commissioned and non-commissioned members of the State Troopers. He detailed the terms of the agreements for the Panel.

Ms. Priscilla Feinburg, GOER Director of the Employee Benefit Management Unit, gave testimony concerning the changes sought to Security Supervisors Unit's health insurance. Generally, the State is seeking increases in co-pays for certain benefits in the health insurance plan.

New York State Trooper Deputy Superintendent Francis Christensen provided testimony that updated information presented at the prior interest arbitration concerning New York State Troopers' job duties and the structure of the Division of State Police.

Nicholas Vaginellis director of New York State Civil Service's Classification and Compensation Unit testified concerning job titles in contiguous states that in his opinion are comparable to a New York State Department of Corrections Lieutenant. Of note is Mr. Vaginellis' testimony that, in his opinion, in Connecticut the comparable title to a New York Corrections Lieutenant is Corrections Captain.

The State also presented the testimony of Kathleen Jordan of GOER's Research Unit. Ms. Jordan presented the State's case concerning comparability. The State, like the Union, compared DOCS Corrections Lieutenants to like titles in Massachusetts, Connecticut, New Jersey, Vermont and Pennsylvania. The State also presented testimony to support its claim that County Corrections titles in New York are comparable to State Corrections Lieutenants. It should be noted that in the prior interest arbitration the Panel ruled that county corrections are not a primary comparable but are relevant in making an award on compensation. With that in mind, the Union will focus on contiguous states in arguing to the Panel what the appropriate level of compensation should be for this Unit. Ms. Jordan also gave testimony concerning the cost of the Unit's proposals.

The anticipated last hearing date will take place on February 24, 2009. We anticipate that the State will conclude their case. It is anticipated that the State will present its witness concerning the State's ability to pay and a witness from DOCS. Our financial expert will be present to assist in analyzing the State's ability to pay case. Further, should it be determined that additional testimony concerning the comparable states be needed, we will present that testimony.

Following the conclusion of the hearing, each side will prepare written briefs and provide them to the panel. The Panel will then issue an award. We will continue to update you as this matter develops.