



New York State Correctional Officers & Police Benevolent Association, Inc.

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To: Chris Hickey – Executive Vice President
Diane Davis – Recording Secretary

From: Dave Viddivo – Sergeant Liaison

Subject: Contract Proposal 09-11 (FLSS)

Date: 1/26/10

Dear Chris & Diane,

I would like to address an individual item that I spoke of during the last round of negotiations, that I would like to propose be included in the current negotiations.

I speak of an FLSS (Front Line Supervisor Stipend) for all supervisory titles within NYSCOPBA. This stipend would be similar to the Command pay which was already awarded to the Lieutenants in their last arbitration award.

The work that is carried out on a day to day basis by Correction Sergeants and Non-Correction Sergeants (SSO#2, SHTA#2) has become increasingly diversified and administrative in nature. The supervisor position deals with a variety of administrative functions including; written evaluations of subordinates, investigating grievances, letters of complaint, claims of lost or destroyed property, allegations of security staff misconduct, inmate requests for placement in protective custody, and the need to segregate disruptive or problem inmates. Also the additional Mental Health requirements with more emphasis on treatment, counseling and

training, which includes increased administrative responsibility for on-site supervisors.

Perhaps the most significant administrative change/function is the duty to investigate and generate reports on all kinds of facility issues. These have become part of the day-to-day responsibilities of sergeants. For example, in the case of a simple fight investigation, the sergeant must (a) see that medical attention is given; (b) interview all participants and witnesses; (c) make a determination, when possible, as to the culpability of the individuals involved; and (d) prepare a written report to be sent up the chain of command. Many times the reports that are written will be introduced in a court of law as evidence in a criminal proceeding.

Essentially, any problem an inmate has, or any question that a Lieutenant or higher has, turns into an investigation and report for a sergeant. The administrative level and responsibilities for these kinds of issues has become significant, and justify a Front Line Supervisor Stipend.

I can go further into detail as to the reasoning behind my request. It has been well established by Selchick, Pelligrini, and Corsi in the April 03- March 05 award that a FLSS and or command pay is applicable for not only Correction Lieutenants, but sergeants as well.

I ask that you consider a FLSS as a stand alone stipend in the amount deemed appropriate by the committee. In lieu of the FLSS stipend, I also ask for consideration adjusting the current Expanded Duty Pay with emphasis on Grade. For example, a Grade -14 stipend of 1750.00, Grade-17 of 2250.00.

Thank you very much for your time and consideration in this matter. Also, thank you for your hard work and effort, to bring us back a negotiated/arbitrated contract that we can all be proud of.

In Solidarity,

Dave Viddivo – Sergeant Liaison

Cc: Donn Rowe
John Telisky
William Sheehan
Bill Beach
Scott Carpenter
John Fariss
John Harmon
Tom Mulhern
Courtney Nixon