

# SBA Update

Official Publication of the Sergeants Benevolent Association

September 2024

## From The President's Desk

**Dear Fellow Sergeants,**

It has been a year since the SBA agreed to the Uniformed Coalition proposed pay increases. While members of the Coalition all agreed to the basic wage increases as part of the agreement with the City, each individual bargaining unit was given the autonomy to continue to negotiate other specific priorities unique to each individual union.

The purpose of this update is to provide you with the timeline of our negotiations and to also point out the reason why the SBA has not settled our contract.

The added responsibilities that have been placed on our rank over the years persistently hamper our ability to properly do our job and have placed extraordinary demands upon us. These include being a 311 supervisor, the logistics related to expanded body worn camera guidelines, and additional scrutiny of complaint reports to conform to National Incident-Based Reporting System (NIBRS) standards.

When you look at what the actual salary chart would look like, and the irrational givebacks the City is demanding as a "take it or leave it approach," it is obvious why we

would not accept this offer. It is clearly a slap in the face to all.

We currently have over 1,400 Sergeants making less than a top pay police officer. This is completely unacceptable.

This contract update is being presented to the delegate body and by the time it goes live, we will be discussing it at the monthly meeting.

OLR was given numerous opportunities to correct this situation, which ironically is of their own making. However, they have chosen to waste over \$150 million doubling down on past practices. We must make a stand now to permanently correct this problem. We deserve nothing less.

Fraternally,



Vincent J. Valletlong  
President  
Sergeants Benevolent Association





**A Publication of the  
NYC Sergeants Benevolent Association**

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They respond to all CCRB hearings and  
shootings involving Sergeants,  
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**NYC Police Pension Fund**  
Web Site: [www.nyc.gov/nccpf](http://www.nyc.gov/nccpf)

## Specific SBA Contract Issues

The current PBA contract, which was ratified in April 2023, impacted key contractual issues for the SBA.

When Police Officers get promoted to Sergeant, there is a 6-step process to top pay Sergeant. Below are the 3 primary issues currently affecting SBA members:

### Issue 1

This involves the Police Officers promoted to Sergeant between November 2020 and April 30, 2023, of which there are approximately 1,250. These newly promoted Sergeants began at Step 1 because the PBA contract had not yet been settled. These Sergeants would still be making less than a top pay Police Officer until they reach top pay as a Sergeant. The pay disparity between Police Officers and these Sergeants is shown on [page 7](#).

### Issue 2

Police Officers promoted to Sergeant between May 1, 2023, and July 31, 2023, when the PBA contract went into effect, were placed in Step 5 of the Sergeant's salary scale. There are 184 Sergeants who fall into this category.

While this is **POSITIVE** for newly promoted Sergeants, had these Sergeants began at Step 1 of the process, which would have occurred prior to the August 2023 PBA contract, the City would have saved millions of dollars during the years Sergeants were being paid at Steps 1 to 4.

### Issue 3

Police Officers promoted to Sergeant after August 1, 2023, when the PBA received contractual raise of 3.5%, are automatically placed at Step 6 (top pay). This has **POSITIVELY** affected over 900 Sergeants.

### Negative impact on morale and work environment

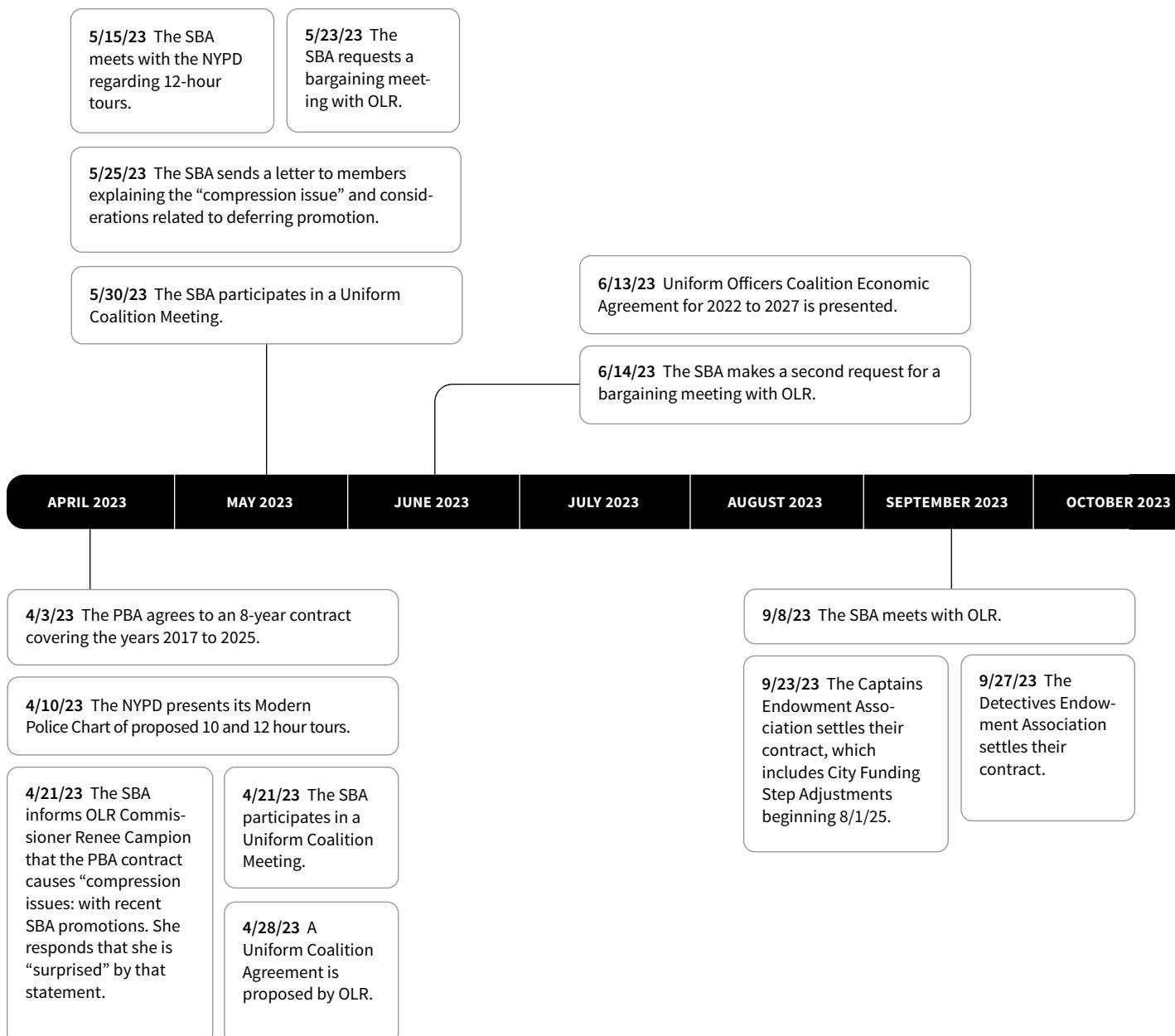
In numerous discussions with OLR, the SBA clearly articulated the difficulties associated with this pay disparity, as well as the wasting of public funds by not rectifying this problem. The keys issues are:

- A sense of demotivation and difficulty retaining experienced personnel
- Perceived unfairness and inequality among personnel
- Potential discord and strained relationships among personnel
- Reduced morale and motivation
- Potential decreased productivity, engagement, collaboration, and productivity
- Overall decrease in job satisfaction and organizational commitment

## Timeline of Meetings with the Office of Labor Relations

Even long before the PBA settled their contract with the PBA, the SBA had been aggressively meeting with the Office of Labor Relations (OLR) in order to settle our contract and correct the inequities that have been plaguing newly promoted Sergeants for several years. It was believed that the PBA settlement would be the impetus for OLR acting in good faith to rectify the issues that have prevented the SBA from accepting a contract under the current conditions and proposals.

The following is a timeline of those efforts:



**11/6/23** The SBA meets with OLR.

**11/10/23** The SBA meets with OLR.

**6/12/24** OLR offers a proposal that does nothing to rectify the “compression issue” and demands givebacks.

[See Page 6](#)

**3/20/24** The SBA meets with the NYPD regarding 12-hour tours.

**6/14/24** The SBA responds to OLR.

NOVEMBER 2023

DECEMBER 2023

JANUARY 2024

FEBRUARY 2024

MARCH 2024

APRIL 2024

MAY 2024

JUNE 2024

JULY 2024

**1/10/24** The SBA meets with OLR.

**5/2/24** The SBA meets with OLR.

**5/30/24** The SBA presents proposal to OLR for a “permanent fix” to the “compression issue” at OLR’s request.

**7/2/24** The SBA once again offers a proposal to OLR for a “permanent fix.”

**7/2/24** The SBA engages in conversation with OLR regarding our proposal.

**7/15/24** The SBA engages in conversation with the City regarding the contract issues.

**7/30/24** OLR informs the SBA they cannot do better and they have made their final offer.



## Givebacks Requested by the City

- OLR solution to salary chart takes effect 12/10/24, meaning new Sergeants promoted between now and 12/9/24 would go to Step 5, not top pay.
- Pushes the 3.25% raise due 12/10/21 back to 4/25/22, meaning all Sergeants would have a ZERO raise for 4 months and 15 days (and ZERO retro).
- Forfeited retro equals approximately \$1,526 for Sgt & \$1,755 for SDS/SA
- Two month contract extension: 2 months of ZEROS.
- No retro for Sgts promoted between 1/1/23 and 12/9/24.
- Newly promoted Sgts forfeit 2 days for first 5 years in rank.
- A one-time pensionable lump sum bonus for Sgts in the steps of \$2,807. These Sgts would have made approximately \$100,000 less than those promoted after them.
- Newly promoted Sgts continue going to different steps depending on when promoted and settlement of next PBA contract.

**This proposal DOES NOTHING for the 1,473 Sgts making less than the 770 promoted after them.**

**This proposal DOES NOTHING to correct the problem in the future.**

## Latest Proposal by the City to "Rectify" the Pay Disparity

Below is the most recent proposal by the City that was rejected by the SBA. The numbers in red highlight the pay disparity where Sergeants would earn less than Police Officers. As you can see, the proposal is totally unacceptable and downright insulting.

**SBA PBA Salary\* Comparison Difference in Pay for Sergeants Promoted prior to May 1, 2023**

Years in Rank	Years in Service	SBA Pay with Pattern Raises	PBA 8/1/24	Difference	City Proposal Effective 12/10/24	Difference
5+	20+	142,709			147,370	
5+	15+	141,628			146,289	
5+	10+	139,463			144,124	
5+	5+	136,818			141,424	
4+	20+	127,640	124,526	3,114	131,774	7,248
4+	15+	126,559	122,937	3,622	130,693	7,756
4+	10+	124,394	121,392	3,002	128,528	7,136
4+	5+	121,749	119,845	1,904	125,828	5,983
3+	20+	119,131	124,526	(5,395)	128,967	4,441
3+	15+	118,050	122,937	(4,887)	127,886	4,949
3+	10+	115,885	121,392	(5,507)	125,721	4,329
3+	5+	113,240	119,845	(6,605)	123,021	3,176
2+	20+	117,568	124,526	(6,958)	123,999	(527)
2+	15+	116,487	122,937	(6,450)	122,918	(19)
2+	10+	114,322	121,392	(7,070)	120,753	(639)
2+	5+	111,677	119,845	(8,168)	118,053	(1,792)
1+	20+	117,351	124,526	(7,175)	123,774	(752)
1+	15+	116,270	122,937	(6,667)	122,693	(244)
1+	10+	114,105	121,392	(7,287)	120,528	(864)
1+	5+	111,460	119,845	(8,385)	117,828	(2,017)
Entry	20+	117,060	124,526	(7,466)	123,474	(1,052)
Entry	15+	115,979	122,937	(6,958)	122,393	(544)
Entry	10+	113,814	121,392	(7,578)	120,228	(1,164)
Entry	5+	111,169	119,845	(8,676)	117,528	(2,317)

\* Salary Includes Base Salary, Longevity and Service Differential