



## **A Comparative Analysis of the Pay of Port Authority of New York and New Jersey Police Officers**

**December 2012**

The Port Authority of New York and New Jersey (PANYNJ) maintains a police force of about 1,700 officers to protect infrastructure and people at its facilities. This police force is one of the largest in the country and constitutes almost one-third of the PANYNJ's personnel costs. As a new collective bargaining agreement with the police officers is under negotiation, the Citizens Budget Commission undertook a comparative analysis of the compensation of PANYNJ police officers to provide an informed perspective. It includes eight other large forces in the region. The analysis finds that PANYNJ officers are paid more generously than most other regional law enforcement officers, and suggests that the next contract should align PANYNJ officers' compensation with that of officers in other large urban police departments in the region.

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The Citizens Budget Commission is a nonprofit, nonpartisan civic organization devoted to influencing constructive change in the finances and services of New York State and City governments.

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## Introduction and Summary

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The Port Authority of New York and New Jersey (PANYNJ) is a unique bi-state agency created in 1921 under a Congressionally-approved compact between New York and New Jersey. Initially its mission was to develop and manage seaport facilities in the shared harbor. Today it operates the second-largest shipping port in the country, approaching the scale of Los Angeles. Its mission has expanded to include building and operating six bridges and tunnels connecting the two states, operating the PATH transit system connecting the states, operating two bus terminals that receive interstate passengers, managing five airports including three major international facilities, developing major real estate holdings, and other activities related to economic development in a 1,500 square mile region.

In 1928 the PANYNJ established its own police force to help protect its facilities and the safety of users, and this police force has grown to a current size of approximately 1,700 officers.<sup>1</sup> According to a 2008 national survey of 17,985 state and local police agencies, the PANYNJ police force (1,667 officers) was the 41<sup>st</sup> largest in the country, ranking close to the cities of Atlanta (1,719) and Cleveland (1,616).<sup>2</sup> Among transportation agencies the PANYNJ's force is by far the largest, more than double the size of the combined forces of the two separate (seaport and airport) forces in Los Angeles.<sup>3</sup>

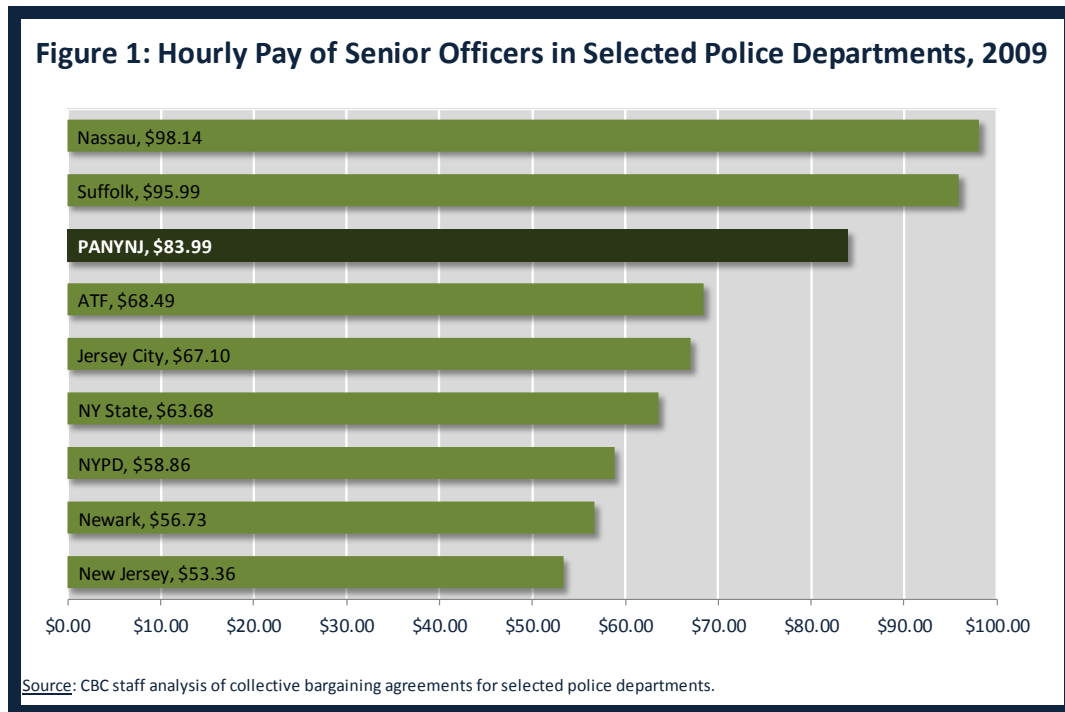
Maintaining this relatively large force is expensive. The PANYNJ's 2012 budget allocates the Public Safety Department over \$406 million, including \$372 million for personal service items; the latter sum is the largest single personal service cost and represents fully 31 percent of the total PANYNJ personal service budget.<sup>4</sup>

The cost of PANYNJ police services is determined largely through collective bargaining with unions that represent the staff. Most of the relevant staff is composed of police officers represented by the Port Authority Police Benevolent Association (PAPBA). The PANYNJ's collective bargaining is governed, not by the labor laws of either New York or New Jersey, but by a Labor Relations Instruction adopted by the Authority's Board in 1976 and updated in 1983. The Instruction prohibits strikes and provides for mediation of disputes. The most recent contract with the PAPBA covered the period January 21, 2003 to January 20, 2010, and its terms continue in effect until a new agreement is reached. Negotiations are underway.

## A Comparative Analysis of the Pay of PANYNJ Police Officers

Given the importance of the pending agreement, the Citizens Budget Commission seeks to provide relevant information for the public and representatives of the parties. This report presents a description of the compensation of PANYNJ police officers and compares it to that of officers in other large urban police departments in the region, in the New York and New Jersey State police forces, in the suburban counties of Nassau and Suffolk, and of Special Agents at the federal Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) assigned to the New York region.

*The major finding is that PANYNJ officers are paid more generously than those of most other local, state and federal law enforcement agencies. Only officers in the suburban counties of Nassau and Suffolk, New York are paid at higher rates; PANYNJ senior officers receive hourly pay ranging from 25 to 48 percent above that of senior officers at the nearby municipal departments. (See Figure 1.) A clear policy implication is that the next contract for PANYNJ officers should make progress in aligning their pay to that of officers in large urban departments in the region.*



## PANYNJ Police Officer Hours and Compensation

PANYNJ officers have duties similar to those of local law enforcement officers. They carry guns and can make arrests. They patrol PANYNJ properties to prevent crime and apprehend those committing crimes.

Analysis of officers’ pay should examine both the time they are required to work and the salary and fringe benefits they receive. This section first describes the work schedule of PANYNJ police officers leading to an estimate of their average total annual hours worked, and then describes the elements of their compensation leading to an estimate of the typical average annual and hourly compensation.

**Work Schedule.** For purposes of staffing the Public Safety Department is divided into a headquarters unit and four zones. (See Table 1.) A total of 1,327 posts are staffed at these units, including 196 at headquarters and between 197 and 399 in each of the four zones. Each unit is staffed 24 hours per day, seven days per week. The 24-hour staffing is accomplished by dividing officers among three major types of shifts: morning shifts begin at 6, 7, 8 or 9 am; afternoon shifts begin at 2, 3, 4 or 5 pm; and night shifts begin at 10 pm, 11 pm, midnight or 1 am. Other shifts involve mixed schedules among times of day.

	Day	Afternoon	Night	Other*	Administrative	Total
Zone A (JFK and LaGuardia Airports)	115	115	106	49	14	399
Zone B (PATH, WTC, Holland Tunnel/Brooklyn Piers)	31	33	60	55	18	197
Zone C (Port Authority Bus Terminal, Lincoln Tunnel, GW Bridge)	48	53	57	51	35	244
Zone D (Newark Airport, NJ Marine Terminals, Staten Island Bridges)	67	65	77	63	19	291
Police Headquarters	34	31	29	46	56	196
<b>Total</b>	<b>295</b>	<b>297</b>	<b>329</b>	<b>264</b>	<b>142</b>	<b>1,327</b>

\* Other shifts include mixed day/afternoon shifts and 15-squad rotations  
 Source: Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, page 92. November 3, 2004.

The seven-day-per-week coverage is achieved through multiple schedules that alternate the days that officers work. While some officers in administrative positions may work a conventional schedule in a seven-day cycle of five days on and two days off, the majority of officers use a combination of 17 different schedules having, for example, 12, 21 or 42 day cycles with varying sequential days on and off. Generally seniority is used to determine an officer’s shift and schedule.

The different schedules can result in an officer being scheduled to work 242, 243, 244 or 245 days (or tours) in any given year depending on how the schedule cycle falls. However, over four years all officers should average 243.5 tours annually. This figure (243.5) is used in this analysis as the average number of tours scheduled.

Officers do not actually work all of the tours for which they are scheduled. Actual days worked will deviate from the schedule for three reasons – vacation time, personal days and sick days.

## A Comparative Analysis of the Pay of PANYNJ Police Officers

Officers receive varying amounts of vacation time depending on years of service. In their first and second years, officers have 18 days of vacation; in years three to four they have 23 days, and starting in the fifth year 28 days. Vacation days can be carried from one year to the next with some limitation on the maximum accumulation. However this analysis assumes all vacation time is used in the year it is earned. Under this assumption, vacation time reduces the number of tours worked from the scheduled average of 243.5 to between 225.5 and 215.5 depending on length of service.

Officers are also allowed five personal days each year regardless of length of service. The personal days also can be accumulated from year to year, but this analysis assumes they are used in the year earned. This reduces the number of tours worked to between 220.5 and 210.5 annually.

Paid sick leave varies by length of service and includes some time at full pay and some time at half pay. The schedule is summarized in Table 2.

Length of Service	Days at Full Pay	Days at Half Pay
Less than 3 months	0	0
3 months but less than 1 year	5	10
1 year but less than 2 years	10	20
2 years but less than 5 years	20	40
5 years but less than 10 years	40	90
10 years and over	65	195

*Source: Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, page 123. November 3, 2004.*

The PANYNJ has procedures to ensure that sick leave is used appropriately, and use of more than three days in a year triggers some review. There also are incentives to limit use by providing additional pay at the end of service for each year in which an officer has used less than six sick days. Most officers do not use the full annual sick leave allowance; in 2009, officers took an average of 10 days of sick leave, reducing the average number of tours worked to between 210.5 and 200.5.

Year of Service	Scheduled Tours	Vacation Days	Personal Days	Sick Leave	Tours Worked	Hours Worked
1	243.5	18	5	10	210.5	1,473.5
2	243.5	18	5	10	210.5	1,473.5
3	243.5	23	5	10	205.5	1,438.5
4	243.5	23	5	10	205.5	1,438.5
5	243.5	28	5	10	200.5	1,403.5
6	243.5	28	5	10	200.5	1,403.5
10	243.5	28	5	10	200.5	1,403.5
20	243.5	28	5	10	200.5	1,403.5

*Source: Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, pages 15, 20, 30, 119, 152. November 3, 2004.*

The number of tours worked annually can be converted to a number of hours worked annually based on the length of each tour. Tours are set at eight hours, but require an additional 15 minutes of preparation time before each tour. Each tour also includes 75 minutes off for meal time. Thus the net time worked during each tour is seven hours. With average annual tours equaling 200.5, 205.5 or 210.5, the corresponding annual hours worked are 1,403.5 hours, 1,438.5 hours and 1,473.5 hours. (See Table 3.)

**Compensation.** Compensation consists of salary and other cash payments as well as

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fringe benefits. This analysis focuses on cash earnings, but it is worth noting the fringe benefits available to PANYNJ police officers. The major items are retirement benefits and health insurance.

PANYNJ officers participate in the New York State and Local Police and Fire Retirement System. The benefits provided by this system vary depending on when an officer was hired, but most current officers likely are in “tier 2,” which covers officers hired between July 31, 1973 and June 30, 2009. These officers are not required to make an employee contribution to the pension fund. They are eligible to retire after 20 years of service with no minimum age requirement. At 20 years of service the pension is 50 percent of the average annual earnings in the three consecutive highest paid years of service. Wages in any of these years cannot be more than 20 percent higher than the year before, to ensure officers do not “spike” salary with increased overtime in the final years of employment. Officers hired after June 30, 2009 are in tiers 3, 5 or 6, and must contribute at least 3 percent of their salary to the pension fund and, depending on the tier, may have less generous benefits. Officers also participate in the federal Social Security system and receive retirement benefits from that fund.

**Table 4: Port Authority of New York and New Jersey Base Salary and Longevity Schedule, 2009**

Year of Service	Base Salary	Longevity	Salary + Longevity
1	\$34,834	\$0	\$34,834
2	\$51,450	\$515	\$51,965
3	\$59,158	\$887	\$60,045
4	\$68,020	\$1,360	\$69,380
5	\$78,210	\$1,955	\$80,165
6	\$90,000	\$2,700	\$92,700
7	\$90,000	\$3,150	\$93,150
8	\$90,000	\$3,600	\$93,600
9	\$90,000	\$4,050	\$94,050
10	\$90,000	\$4,500	\$94,500
15	\$90,000	\$6,750	\$96,750
20	\$90,000	\$9,450	\$99,450
25	\$90,000	\$11,250	\$101,250
30	\$90,000	\$13,500	\$103,500

*Source: Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, pages 4, 87. November 3, 2004.*

PANYNJ officers and their dependents are covered by comprehensive health insurance policies purchased by the agency and including medical, hospital, prescription drug, dental and vision care. The employer pays the full premium cost of this insurance. In 2009, the annual premium cost for individual coverage was \$8,832 and for family coverage it was \$23,532.<sup>5</sup> The employer also pays the full premium cost for retired officers.

**Base salary and longevity.** The basic salary schedule for police officers consists of six “steps” that are based on successfully gaining experience in the first six years of service. As shown in Table 4, the steps increase from an annual salary of \$34,834 in the first year to \$90,000 at the sixth step.

In addition to the base salary, officers are paid for longevity. The longevity increments vary from 1 percent of base salary in the second year to 15 percent of base salary in the thirtieth year. The

2009 annual increment amounts for longevity are shown in Table 4; they reach \$13,500 in the thirtieth year bringing the maximum combined base and longevity pay to \$103,500 annually.

**Supplemental pay.** Officers can qualify for five types of supplementary pay – preparation time, a night shift differential, a holiday shift premium, a uniform allowance, and incentive payments for unused sick leave. Additional pay is given for the 15 minutes of preparation time added to each tour. This time is

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paid at 1.5 times the base pay rate (including longevity), the rate used to compensate for “overtime.”<sup>6</sup> As shown in Table 5, the preparation time pay is generally about 4 percent of base pay and ranges from \$1,322 to \$3,741 annually depending on years of service.<sup>7</sup>

**Table 5: Port Authority of New York and New Jersey  
Supplemental Pay and Hourly Pay, 2009**

Year of Service	Salary and Longevity	Preparation Time Pay	Night Shift Premium	Holiday Shift Premium	Uniform Allowance	Total Salary	Salary/ Hour
1	\$34,834	\$1,322	\$2,509	\$1,144	\$2,700	\$42,510	\$28.85
2	\$51,965	\$1,972	\$3,744	\$1,707	\$2,700	\$62,088	\$42.14
3	\$60,045	\$2,225	\$4,223	\$1,973	\$2,700	\$71,165	\$49.47
4	\$69,380	\$2,570	\$4,879	\$2,279	\$2,700	\$81,809	\$56.87
5	\$80,165	\$2,898	\$5,501	\$2,634	\$2,700	\$93,897	\$66.90
6	\$92,700	\$3,351	\$6,361	\$3,046	\$2,700	\$108,157	\$77.06
7	\$93,150	\$3,367	\$6,392	\$3,060	\$2,700	\$108,669	\$77.43
8	\$93,600	\$3,383	\$6,423	\$3,075	\$2,700	\$109,181	\$77.79
9	\$94,050	\$3,400	\$6,453	\$3,090	\$2,700	\$109,693	\$78.16
10	\$94,500	\$3,416	\$6,484	\$3,105	\$2,700	\$110,205	\$78.52
15	\$96,750	\$3,497	\$6,639	\$3,179	\$2,700	\$112,765	\$80.35
20	\$99,450	\$3,595	\$6,824	\$3,267	\$2,700	\$115,836	\$82.53
25	\$101,250	\$3,660	\$6,948	\$3,326	\$2,700	\$117,884	\$83.99
30	\$103,500	\$3,741	\$7,102	\$3,400	\$2,700	\$120,444	\$85.82

*Source: Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010 , pages 4-7, 24, 30, 87. November 3, 2004.*

A night shift differential is paid for all shifts beginning after 2 pm and ending before 10 am. Given the schedules described earlier, this means approximately two of every three shifts qualifies for the differential. The differential is 12.5 percent of base salary and longevity. How many night shifts an officer works depends on the schedule to which he or she is assigned; that is largely a function of seniority, but senior officers may vary in their preference for having or not having a night schedule. This analysis assumes night shift work is spread evenly among all officers and the average officer receives the differential for two-thirds of the shifts worked. Under this assumption the night shift differential increases base pay by about 7 percent annually. In dollar amounts the increase ranges from \$2,509 to \$7,102 depending on longevity. (Refer to Table 5.)

The PANYNJ designates 12 days each year as holidays. These are ten federally recognized holidays plus Easter and Lincoln’s Birthday. As described earlier, an officer’s schedule may require him or her to work on one or more of those holidays. If they work on a holiday, they are paid double time (based on the previously described hourly base rate) for that day. How many holidays an officer actually works will vary depending on the schedule; in 2009, officers typically worked eight of the 12 holidays. Based on this estimate, holiday pay adds an average of about 3.5 percent to base pay or between \$1,144 and \$3,400 annually.



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Officers receive an annual uniform allowance. This allowance is set at 3 percent of maximum base salary excluding longevity. That maximum is \$90,000, making the uniform allowance \$2,700.

Officers also may receive an incentive payment upon separation from service for not using all available sick leave. Officers qualify for one day of additional compensation for each year they have five or fewer days of excused absences. In 2009, officers took ten sick days on average and thus a typical officer did not qualify for the incentive payment.<sup>8</sup>

The combined effect of the supplementary payments is to increase an officer's pay by between one-fifth and one-quarter. (Refer to Table 5.) For example, a second-year officer's base pay with longevity of \$51,965 is increased to \$62,088, and for an officer with 30 years of service the respective figures are \$103,500 and \$120,444.

These annual earnings can be converted to an hourly rate of pay by dividing them by the annual hours worked as previously calculated. The results, shown in the last column of Table 5, are hourly rates ranging from \$28.85 to \$85.82.

It should be noted that these compensation estimates do not include any overtime earnings (except for the preparation time described above). Most officers work some additional time beyond their regularly scheduled tours and receive pay at the overtime rate for that work.<sup>9</sup> In 2009 average overtime earnings for all officers including preparation time was \$16,458.<sup>10</sup> However, in this analysis overtime (except for the mandatory preparation time) is not included, both because it varies among officers and because it is largely subject to management discretion in staffing rather than determined by contractual provisions.



## Comparative Approach

This analysis compares the hours and compensation of PANYNJ police officers with those of seven other police forces and ATF special agents in the same region. (See Table 6.) A comparison to these other forces can indicate if and how PANYNJ police compensation is out of line with similar workers. The state and local forces chosen are the largest police departments in the region: New Jersey and New York state troopers,<sup>11</sup> the New York City Police Department (NYPD), two suburban county forces (Nassau and Suffolk), and two urban municipal forces in New Jersey (Jersey City and Newark). Five of the agencies are larger than the PANYNJ force, with the NYPD far larger; the two New Jersey municipal forces are somewhat smaller. ATF agents provide a point of comparison with federal law enforcement officers. The agency employs about 2,500 agents nationally and internationally, but it does not disclose how many are assigned to any specific region.

**Table 6: Characteristics of Selected Police Departments in New York and New Jersey**

Department Name	2008 Size (Sworn Officers)	Period of Comparison Collective Bargaining Agreement
Port Authority of New York and New Jersey	1,700	January 21, 2003 - January 20, 2010
New York Police Department (NYPD)	36,000	August 1, 2006 - July 31, 2010
Jersey City Police Department	900	January 1, 2009 - December 31, 2012
Newark Police Department	1,300	January 1, 2009 - December 31, 2012
New York State Police	4,800	April 1, 2007 - March 31, 2011
New Jersey State Police*	3,100	July 1, 2008 - June 30, 2012
Suffolk County Police Department*	2,600	January 1, 2008 - December 31, 2010
Nassau County Police Department*	2,700	January 1, 2007 - December 31, 2015

\*The contract terms for these departments were reached through arbitration. The dates of the arbitration agreements are: New Jersey State Police (September 21, 2011), Suffolk County Police Department (March 11, 2010), Nassau County Police Department (June 30, 2007).

Sources: Brain Reaves, *Census of State and Local Law Enforcement Agencies, 2008*, (U.S. Department of Justice, Bureau of Justice Statistics, July 2011, NCJ 233982) Appendix Table 5 and 8. Jersey City Department of Police, <http://www.cityofjerseycity.com/police.aspx?id=1088>.

The officers of the state and local departments negotiate their pay and schedule through collective bargaining; the federal agents do not engage in collective bargaining and federal salary scales are set by Congress. This analysis focuses on the arrangements in effect in 2009, the last full year of the PANYNJ police officers' contract. Three of the relevant collective bargaining agreements are still in effect as of August 2012. The NYPD agreement expired in 2010 and negotiations are underway. The agreement for New Jersey state troopers ended on June 30, 2012, and the New York state troopers' contract expired on March 31, 2011. Negotiations for troopers in both states have not yet officially opened. In August 2012 the Suffolk officers' union reached a tentative agreement extending the contract for eight years including a two-year retroactive pay freeze and, for new officers, an extended pay step scale and employee cost sharing for health insurance premiums.

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Officers in each of the selected departments have similar duties. All carry firearms, make arrests, issue warrants, respond to disasters, and investigate crimes. Only PANYNJ officers are trained to fight fires (there is no separate PANYNJ fire department).

This comparison focuses on officers' compensation and hours of work at years two, six, and 25. The second year was selected to show starting salaries; the second year is used rather than the first because of variations in how time spent in initial training ("the academy") is counted and compensated. The sixth year was selected to show pay at the time the last step increment is reached by PANYNJ officers. Year 25 was selected to illustrate pay at a time when many officers are likely to end their careers by retiring. The comparisons for each year of service use the contract provisions in effect for calendar year 2009.

The comparisons in this report are for salary and supplemental pay only. Fringe benefits are not analyzed comprehensively; however, a brief summary of fringe benefits is useful. Police officers in the eight departments studied belong to one of four different pension systems, and ATF agents belong to the Federal Employees Retirement System (FERS). (See Table 7.) Like PANYNJ officers, the New York state troopers and officers in Nassau and Suffolk are in the New York State and Local Police and Fire Retirement System. The structure of benefits is the same for these workers; variations in benefits received result from differences in earnings rather than benefit provisions. Officers in Newark and Jersey City belong to the New Jersey Police and Firemen's Retirement System; New Jersey state troopers belong to a separate state retirement system for them, the New Jersey State Police Retirement System. The NYPD officers have a separate pension system.

Table 7 summarizes the structural features of each of the pension plans. The New Jersey state systems are less generous than the New York State and local system, requiring larger employee contributions and excluding overtime from benefit calculations. The New York City plan is uniquely generous in that it includes a \$12,000 annual supplementary payment for retired officers not on disability pensions. The FERS has a lower multiplier for calculating the share of final average salary paid in benefits (39 percent versus 50 percent for the other systems); the FERS is also integrated with federal Social Security benefits and requires a relatively low separate employee contribution beyond the federal payroll tax. Since 2009 each of the New York and New Jersey plans has been reformed to include less generous benefits for newly hired workers.

Table 7 also presents an illustrative pension benefit for officers retiring after 25 years of service under provisions in effect in 2009. Because pension benefit amounts are linked to final average salaries, the amounts shown are driven as much by the compensation arrangements described below as by the structure of the pension system. Accordingly, the Nassau and Suffolk pension amounts are highest, but the PANYNJ amount is greater than that of the other departments. Although the benefit structure of the NYPD system is the most generous due to its added \$12,000 annual supplement, the illustrative amounts are higher for some other New York officers because they have higher salaries to which the benefit formula is applied. All the New York illustrative benefits understate actual benefits because they exclude overtime in the benefit calculation; actual benefits typically are much higher due to overtime.

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**Table 7: New York City, New York State, New Jersey and Federal ATF Agent Pension Benefits, 2009**

	New York City Tier 2	New York State Tier 2	New Jersey Tier 1 (State Troopers)	New Jersey Tier 1 (Jersey City/Newark)	Federal Employees Retirement System
<b>Years of Enrollment</b>	July 1, 1973 – June 30, 2009	July 31, 1973 – June 30, 2009	Before May 21, 2010	Before May 21, 2010	After December 31, 1983
<b>Employee Contribution</b>	Rate assigned by the Police Pension Fund at time of membership (required only for first 20 years of service)	None	7.5% of salary on full pensionable amount	8.5% of salary on full pensionable amount	1.3% of salary
<b>Minimum Retirement Age</b>	None	None	None	None	None
<b>Minimum Years of Service</b>	20 years	20 years	20 years	Enrolled before 2000: 20 years	25 years
<b>Final Average Salary</b>	Average of 3 final consecutive years of service	Average of 3 highest-paid consecutive years of service	Final year of service	Final year of service	Average of 3 highest- paid consecutive years of service
<b>Overtime Limits</b>	Overtime included Anti-spike cap of 20%	Overtime included Anti-spike cap of 20%	No overtime included	No overtime included	No overtime included
<b>Vesting Period</b>	5 years	5 years	10 years	10 years	5 years
<b>Additional Benefits</b>	\$12,000 payment to all non-disability retirees	None	None	None	None
<b>Benefit Multiplier</b>	50%	50%	50%	50%	39%
<b>Illustrative Benefit</b>	\$58,013	<b>PANYNJ:</b> \$59,856 <b>New York State:</b> \$53,335 <b>Suffolk County:</b> \$61,141 <b>Nassau County:</b> \$63,258	\$45,490	<b>Jersey City:</b> \$42,292 <b>Newark:</b> \$41,422	\$57,266

Sources: "Comparison of PFRS Key Benefits," New York State Comptroller's Office, accessed August 7, 2012, [http://www.osc.state.ny.us/retire/employers/tier-6/pfrs\\_comparison.php](http://www.osc.state.ny.us/retire/employers/tier-6/pfrs_comparison.php). New York City Police Pension Fund, *Comprehensive Annual Financial Report FY2011*, December 15, 2011, <http://www.nyc.gov/html/nycppf/downloads/pdf/cafr2011.pdf>. New Jersey Department of the Treasury, *State of New Jersey State Police Retirement System Member Handbook*, September 2011, <http://www.state.nj.us/treasury/pensions/epbam/exhibits/handbook/sprbook.pdf>. New Jersey Department of the Treasury, *State of New Jersey Police and Firemen's Retirement System Member Handbook*, September 2011, <http://www.state.nj.us/treasury/pensions/epbam/exhibits/handbook/pfrsbook.pdf>. U.S. Office of Personnel Management, *Federal Employees Retirement System (An Overview of Your Benefits)*, April 1998, <http://www.opm.gov/forms/pdfimage/ri90-1.pdf>.

Officers in each police department receive health insurance from their employer. The employee's share of the health insurance premium varies; in five of the departments there was no cost sharing in 2009, but New Jersey established cost sharing under subsequent contracts. For New York state troopers a contribution of 10 percent for individual coverage and 25 percent for family coverage was required in 2009. ATF agents pay at least 25 percent of the premium. Information on premium cost-sharing for Newark was not available.

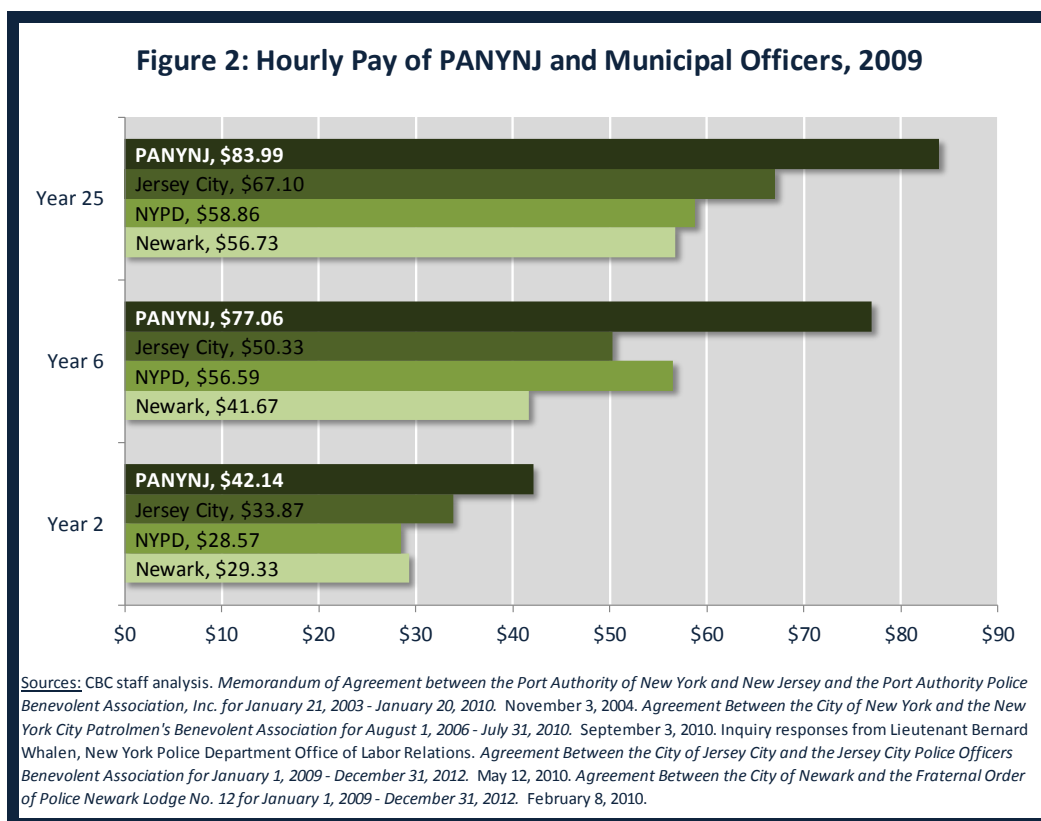
## Findings

The comparative analysis points to four key findings.

1. PANYNJ police officers are compensated more generously than officers in the three large municipal departments (NYPD, Jersey City, and Newark).
2. PANYNJ officers are compensated more generously than New York and New Jersey state troopers, except in the earliest years of service.
3. Nassau and Suffolk county officers are generally compensated more generously than PANYNJ officers, except for less experienced officers in Nassau.
4. PANYNJ police officers are compensated more generously than ATF Special Agents.

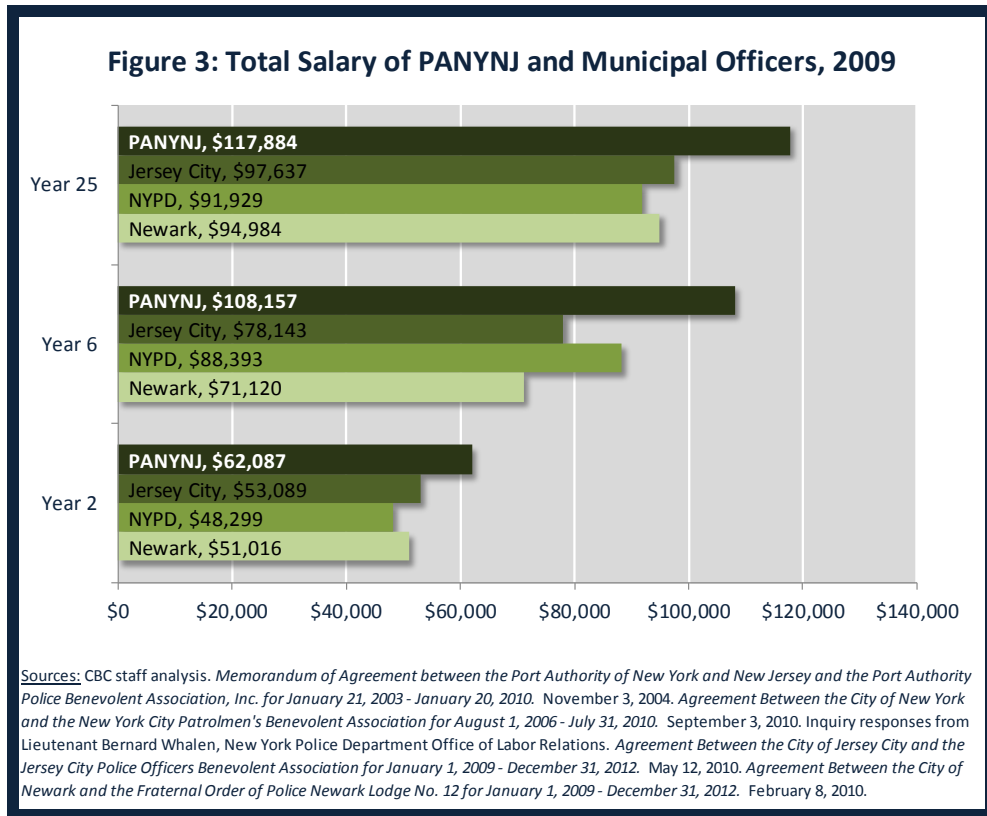
### 1. PANYNJ police officers are compensated more generously than officers in the three large municipal departments.

As shown in Figure 2, the hourly earnings of PANYNJ officers are higher than those of municipal department officers in each of the three years of service analyzed. At year 25, the PANYNJ rate of \$83.99 ranged from 48 percent higher than in Newark to 25 percent higher than in Jersey City. At year six the range was 85 percent higher than in Newark to 36 percent higher than for the NYPD, and at year two, from 48 percent above the NYPD to 24 percent higher than in Jersey City.



## A Comparative Analysis of the Pay of PANYNJ Police Officers

**Annual Earnings.** The disparity in pay results from PANYNJ officers having both higher annual earnings and lower annual hours worked. For annual earnings, the PANYNJ figure at 25 years of service - \$117,884 - ranges from 21 percent to 28 percent higher than for the municipal departments. At year six the difference ranges from 22 percent to 52 percent higher, and at year two, from 17 percent to 29 percent higher. (See Figure 3.)



PANYNJ officers earn more annually than their municipal counterparts due to a higher base salary and larger supplemental payments. As shown in Table 8, the base salary with longevity of PANYNJ officers is higher than that of officers in the municipal departments at each selected year of service. The differences are greatest at year six, because in Jersey City and Newark the highest base pay is not reached until years eight and ten, respectively. (The NYPD officers reach the maximum base pay at year six.) At year 25, the base salary with longevity of PANYNJ officers

**Table 8: Base Salary and Longevity Pay of PANYNJ and Municipal Officers, 2009**

	PANYNJ	New York City	Jersey City	Newark
<b>Base Salary</b>				
Year 2	\$51,450	\$43,644	\$51,877	\$48,816
Year 6	\$90,000	\$76,488	\$75,423	\$66,269
Year 25	\$90,000	\$76,488	\$84,583	\$82,843
<b>Base Salary and Longevity</b>				
Year 2	\$51,965	\$43,644	\$51,877	\$48,816
Year 6	\$92,700	\$80,877	\$76,931	\$68,920
Year 25	\$101,250	\$84,149	\$96,425	\$92,784

*Sources: Memorandum of Agreement between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, pages 4-5, 87. November 3, 2004. Agreement Between the City of New York and the New York City Patrolmen's Benevolent Association for August 1, 2006 - July 31, 2010, pages 5, 8-9. September 3, 2010. Agreement Between the City of Jersey City and the Jersey City Police Officers Benevolent Association for January 1, 2009 - December 31, 2012, pages 53-54. May 12, 2010. Agreement Between the City of Newark and the Fraternal Order of Police Newark Lodge No. 12 for January 1, 2009 - December 31, 2012, pages 13, 38. February 8, 2010.*

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is higher than that of NYPD officers by 20 percent, Newark officers by 9 percent, and Jersey City officers by 5 percent.

In addition to a higher base salary, PANYNJ officers also receive more supplemental pay. The total supplemental pay for PANYNJ officers ranges from as much as 14 times that in Jersey City to double that of senior NYPD officers. (See Table 9.) The difference is not due to any one particular form of supplemental pay alone; rather, each of the payments PANYNJ officers receive is more generous than those at the municipal departments.

	Uniform Allowance	Prep Time	Night Shift Differential	Holiday Shift Differential	Sick Leave Payout	Total Supplemental Pay
<b>Port Authority of New York and New Jersey</b>						
Year 2	\$2,700	\$1,972	\$3,744	\$1,707	\$0	\$10,123
Year 6	\$2,700	\$3,351	\$6,361	\$3,046	\$0	\$15,457
Year 25	\$2,700	\$3,660	\$6,948	\$3,326	\$0	\$16,634
<b>New York City</b>						
Year 2	\$1,000	\$0	\$1,815	\$1,839	\$0	\$4,655
Year 6	\$1,000	\$0	\$3,108	\$3,409	\$0	\$7,516
Year 25	\$1,000	\$0	\$3,233	\$3,547	\$0	\$7,780
<b>Jersey City</b>						
Year 2	\$1,212	\$0	\$0	\$0	\$0	\$1,212
Year 6	\$1,212	\$0	\$0	\$0	\$0	\$1,212
Year 25	\$1,212	\$0	\$0	\$0	\$0	\$1,212
<b>Newark</b>						
Year 2	\$1,000	\$0	\$1,200	\$0	\$0	\$2,200
Year 6	\$1,000	\$0	\$1,200	\$0	\$0	\$2,200
Year 25	\$1,000	\$0	\$1,200	\$0	\$0	\$2,200

*Sources: Memorandum of Agreement between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, pages 5-7, 24, 30, 87. November 3, 2004. Agreement Between the City of New York and the New York City Patrolmen's Benevolent Association for August 1, 2006 - July 31, 2010, page 7, 22. September 3, 2010. Inquiry responses from Lieutenant Bernard Whalen, New York Police Department Office of Labor Relations. Agreement Between the City of Jersey City and the Jersey City Police Officers Benevolent Association for January 1, 2006 - December 31, 2008, page 33. May 18, 2007. Agreement Between the City of Newark and the Fraternal Order of Police Newark Lodge No. 12 for January 1, 2009 - December 31, 2012, pages 10, 14, February 8, 2010.*

None of the other officers receive extra compensation for preparation time. PANYNJ officers receive a higher uniform allowance than the municipal forces. A PANYNJ officer's uniform allowance of \$2,700 is 2.7 times higher than the \$1,000 received by officers at the NYPD and Newark and about double Jersey City officers' allowance of \$1,212.

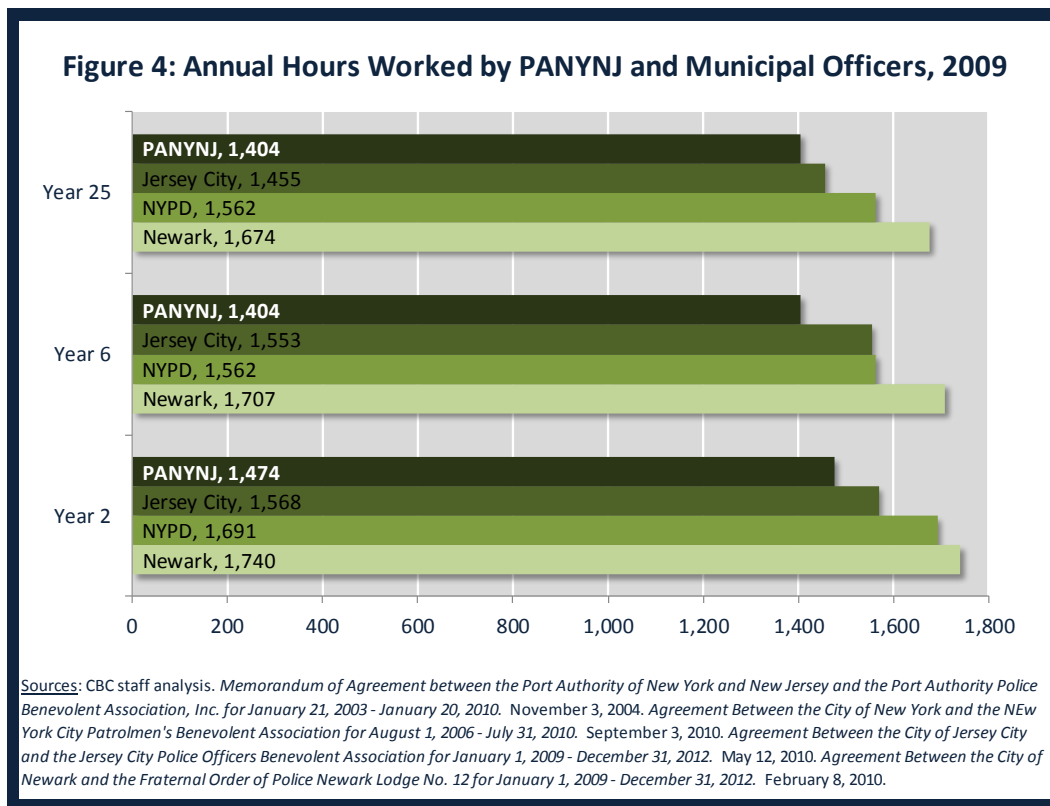
PANYNJ officers have a higher night shift premium than municipal officers. PANYNJ officers earn a 12.5 percent premium; the NYPD officers' premium is 10 percent.<sup>12</sup> Newark officers, rather than having a night shift differential, receive an annual flat rate of \$1,200 in recognition of any work done during night shifts. Jersey City officers do not receive any differential for night tours.

Officers at the NYPD, Newark and Jersey City are eligible for unlimited sick leave. These departments have not instituted an incentive payment for limited use of sick leave.

## A Comparative Analysis of the Pay of PANYNJ Police Officers

PANYNJ officers receive higher pay for working holidays than all municipal police officers except NYPD officers. As described earlier, PANYNJ officers receive twice their regular base rate pay for holiday tours and typically work eight of 12 holidays. NYPD officers also receive twice their regular pay, and they are paid for 11 holidays regardless of the number actually worked. Jersey City and Newark officers receive no extra pay for working on holidays; instead, they receive compensatory time off in exchange for the holidays – 10 days in the case of Jersey City and three days in Newark. The compensatory time is accounted for in the section below on hours worked.

**Annual Hours.** PANYNJ officers work fewer hours annually than officers in the municipal departments. (See Figure 4.). In year two, PANYNJ officers work 94-266 fewer hours; in year six they work 149-303 fewer hours, and in year 25 they work 52-271 fewer hours. This is the equivalent of 12-33 eight-hour days in year two; 19-38 days in year six, and 6-34 days in year 25.



The lower number of hours is due to a greater number of days off and shorter tours. As described earlier, the PANYNJ officers work a seven-hour tour after adjusting for preparation time and meal time. NYPD officers' tours are scheduled for 8 hours and 35 minutes with a 60-minute meal break, making the time worked 7 hours and 35 minutes. Officers in Newark are assigned to 8-hour and 30-minute tours; a 20-minute contractual meal break yields an 8-hour, 10-minute tour. Jersey City officers are assigned to 8-hour tours. The contract does not specify a meal period; assuming a 30-minute meal break yields a tour of 7 hours and 30 minutes. Thus, the other departments' tours are between 30 minutes to 1 hour and 10 minutes longer than the PANYNJ tour.



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PANYNJ officers work fewer tours per year than officers in the NYPD and in Newark, and in Jersey City only in year 25 do officers work fewer tours than at the PANYNJ. All of these forces initially schedule a nearly identical number of appearances annually, with either 243 or 244 appearances scheduled for officers in each municipal department. However, the number of tours officers are given off from their scheduled tours varies. (See Table 10.) PANYNJ officers receive from 33-43 days off annually depending on year of service. At the NYPD, the number of days off ranges from 20-37; in Jersey City from 35-50, and in Newark from 31-39.

	Annual Scheduled Tours	Holiday Compensatory Days	Personal Days	Vacation Days	Average Sick Leave	Total Days Off	Annual Tours Worked	Hours Per Tour	Annual Hours Worked
<b>Port Authority of New York and New Jersey</b>									
Year 2	243.5	0	5	18	10	33	210.5	7	1,473.5
Year 6	243.5	0	5	28	10	43	200.5	7	1,403.5
Year 25	243.5	0	5	28	10	43	200.5	7	1,403.5
<b>New York City</b>									
Year 2	243	0	0	10	10	20	223	7.58	1,691
Year 6	243	0	0	27	10	37	206	7.58	1,562
Year 25	243	0	0	27	10	37	206	7.58	1,562
<b>Jersey City</b>									
Year 2	244	10	0	15	10	35	209	7.5	1,568
Year 6	244	10	0	17	10	37	207	7.5	1,553
Year 25	244	10	0	30	10	50	194	7.5	1,455
<b>Newark</b>									
Year 2	244	3	0	18	10	31	213	8.17	1,740
Year 6	244	3	0	22	10	35	209	8.17	1,707
Year 25	244	3	0	26	10	39	205	8.17	1,674

*Sources: Memorandum of Agreement between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, pages 15, 20, 30, 119, 152. November 3, 2004. Agreement Between the City of New York and the New York City Patrolmen's Benevolent Association for August 1, 2006 - July 31, 2010, pages 10-14. September 3, 2010. City of New York, Mayor's Management Report Fiscal 2009, September 2009, "Paid Absence Rates", accessed July 10, 2012, [http://www.nyc.gov/html/ops/downloads/pdf/mmr/0909\\_indicators.pdf](http://www.nyc.gov/html/ops/downloads/pdf/mmr/0909_indicators.pdf). Agreement Between the City of Jersey City and the Jersey City Police Officers Benevolent Association for January 1, 2009 - December 31, 2012, pages 15, 29, 17-18, 22. May 12, 2010. Agreement Between the City of Newark and the Fraternal Order of Police Newark Lodge No. 12 for January 1, 2009 - December 31, 2012, pages 8-9, 12, 22, 24. February 8, 2010.*

The major elements driving the number of days off are personal leave, vacation time, sick leave and adjustments for holidays. PANYNJ officers receive five personal days off annually; officers at the municipal departments receive no personal days.

The municipal forces receive generally fewer vacation days than PANYNJ officers. In year two, PANYNJ officers receive 18 vacation days, more than the other departments except Newark, where officers receive an equal number of days. In year six, PANYNJ officers receive more vacation days than any other department. In year 25, PANYNJ officers receive 28 days, more than in the NYPD and Newark, but two days less than in Jersey City.

Holiday time is treated differently among the departments. The PANYNJ builds holidays into the regular schedule, and pays officers extra for the holidays they are required to work. The NYPD follows the same

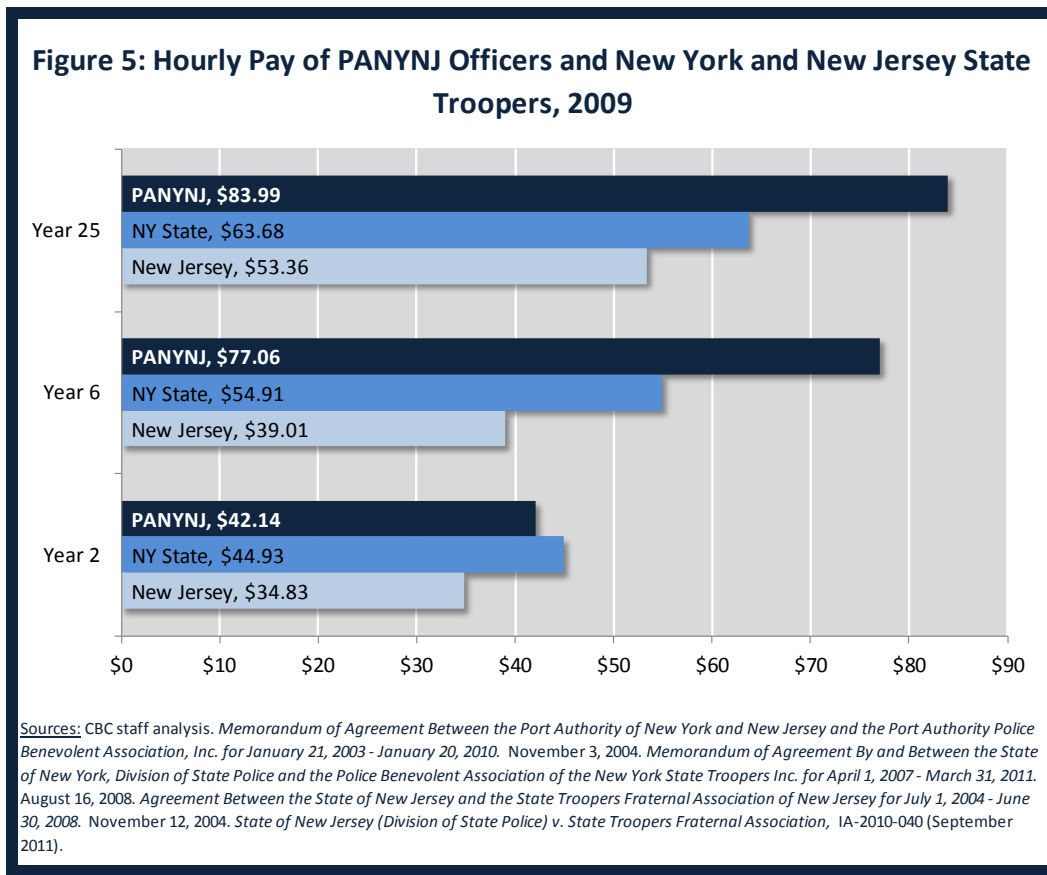
## A Comparative Analysis of the Pay of PANYNJ Police Officers

schedule practice, but pays a lower holiday premium as described above. Newark and Jersey City also schedule officers to work on holidays, but instead of paying a premium they give compensatory time off. Newark officers get three days off, and Jersey City officers get ten days off.

Finally, officers receive sick leave. As noted earlier, PANYNJ officers take an average of ten sick days per year. NYPD officers receive unlimited sick leave, and the average number of days taken in 2009 was 10 days, including days due to injuries on the job.<sup>13</sup> Data on sick leave are not available for the Newark and Jersey City Departments; this analysis assumes ten days sick leave for these forces based on the experience at the other municipal departments.

### 2. PANYNJ officers are compensated more generously than New York and New Jersey state troopers, except in the earliest years of service.

The hourly pay of PANYNJ officers is higher than that of state troopers in New York and New Jersey in each of the years analyzed except year two, when New York state troopers earn a slightly higher rate. (See Figure 5.) At year 25, the PANYNJ hourly rate of \$83.99 is 32 percent higher than in New York State, and 57 percent higher than New Jersey; at year six the difference is 40 percent and 98 percent, respectively. In contrast, at year two the PANYNJ hourly pay is 6 percent *lower* than in New York State and 21 percent higher than in New Jersey, a smaller disparity than in later years.



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**Annual Earnings.** The anomaly in the pattern of year two earnings is due to the higher base salaries paid to New York and New Jersey troopers. As shown in Table 11, the base salary for relatively new troopers in New Jersey (\$56,413) and in New York (\$69,735) is nearly 10 percent and 36 percent greater than that of PANYNJ officers (\$51,450).<sup>14</sup>

**Table 11: Supplemental Pay of PANYNJ Officers and New York and New Jersey State Troopers, 2009**

	Base Salary	Longevity	Uniform Allowance	Prep Time	Night Shift Differential	Holiday Shift Differential	Sick Leave Payout	Other Payments <sup>1</sup>	Total Salary
<b>Port Authority of New York and New Jersey</b>									
Year 2	\$51,450	\$515	\$2,700	\$1,972	\$3,744	\$1,707	\$0	\$0	\$62,087
Year 6	\$90,000	\$2,700	\$2,700	\$3,351	\$6,361	\$3,046	\$0	\$0	\$108,157
Year 25	\$90,000	\$11,250	\$2,700	\$3,660	\$6,948	\$3,326	\$0	\$0	\$117,884
<b>New York State Troopers</b>									
Year 2	\$69,735	\$0	\$0	\$0	\$0	\$0	\$1,445	\$13,224	\$84,404
Year 6	\$82,695	\$3,000	\$0	\$0	\$0	\$0	\$1,776	\$13,224	\$100,695
Year 25	\$82,695	\$15,000	\$0	\$0	\$0	\$0	\$2,025	\$13,224	\$112,944
<b>New Jersey State Troopers</b>									
Year 2	\$56,413	\$0	\$900	\$0	\$1,556	\$0	\$0	\$4,225	\$63,094
Year 6	\$67,170	\$0	\$900	\$0	\$1,702	\$0	\$0	\$0	\$69,772
Year 25	\$88,402	\$0	\$900	\$0	\$2,146	\$0	\$0	\$0	\$91,448

**Notes:** Other payments: New York State: location premium of \$1,477, a supplemental location premium of \$1,739, a "geographic pay" premium of \$3,650, and expanded duty pay of \$6,252. New Jersey: maintenance allowance of \$4,225, payable to troopers in each of the first three years of service.

**Sources:** Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, pages 4-7, 24, 30, 87. November 3, 2004. Memorandum of Agreement By and Between the State of New York, Division of State Police and the Police Benevolent Association Of the New York State Troopers Inc. for April 1, 2007 - March 31, 2011, Sec. 10.4, 10.5, 10.7, 13.2, 26.1, Appendix A. August 16, 2008. New York State, Senate, Pay Adjustments for Certain State Employees -- Pay Differential for State Police in Certain Areas, C. 174, S.5961 (1993). Agreement Between the State of New Jersey and the State Troopers Fraternal Association of New Jersey for July 1, 2004 - June 30, 2008, pages 8, 9, Appendix A. November 12, 2004.

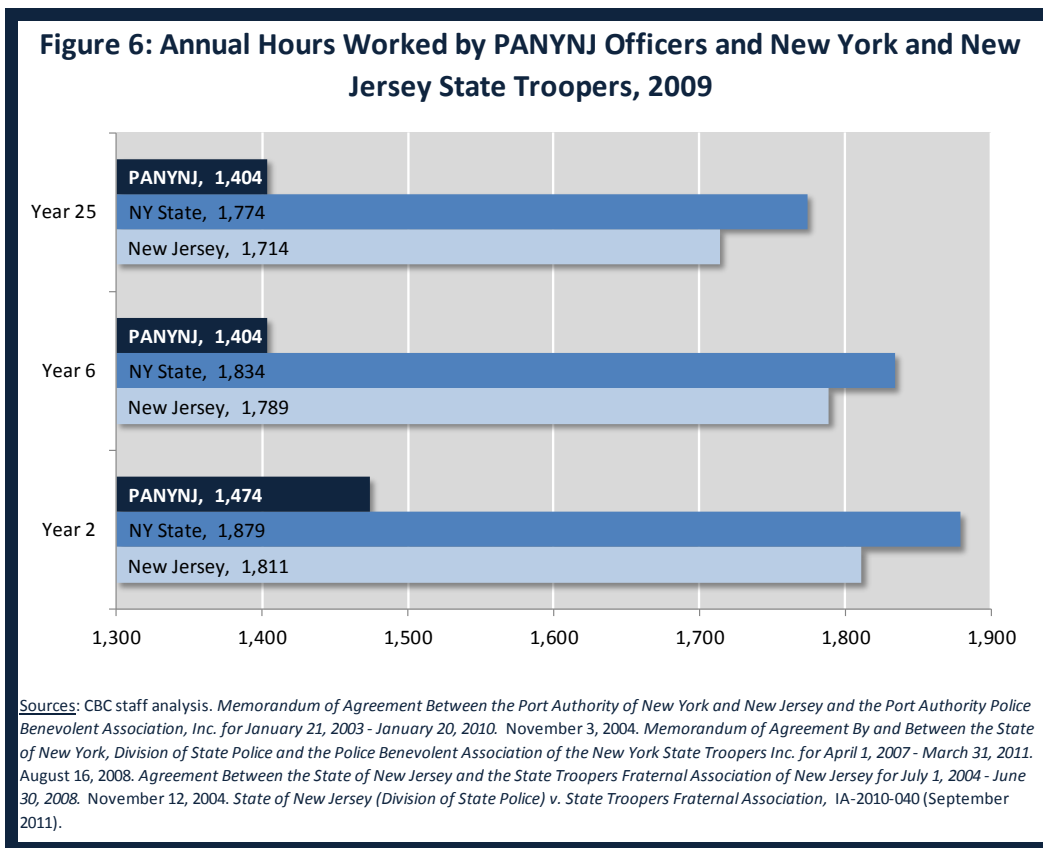
The more generous supplementary pay available to officers at the PANYNJ narrows the difference in total annual pay to 2 percent and about 26 percent, respectively. In contrast to the multiple sources of supplementary pay available to PANYNJ officers detailed earlier, the package for state troopers is more modest. New York state troopers have no shift or holiday differentials and no uniform allowance; however, they receive \$6,972 annually in location premiums for those working in the New York City region and \$6,252 annually in expanded duty pay awarded to officers beginning in 2005 in recognition of expanded anti-terrorism duties. New York state troopers are also permitted to accumulate sick days over the course of their service and can convert the days to cash payments at retirement; this analysis values the accumulated leave using pay rates in effect when the days are earned, yielding supplemental pay valued from \$1,445 in year two to \$2,025 in year 25.<sup>15</sup> New Jersey state troopers have a \$900 uniform allowance, one-third that of PANYNJ officers, and a night shift differential of 7 percent versus 12.5 percent for PANYNJ officers.<sup>16</sup> New Jersey troopers receive a "maintenance allowance" of \$4,225 annually paid only in their first three years of service. New Jersey state troopers are eligible for unlimited sick leave but do not have any incentive pay arrangement for unused leave.

In later years, the annual earnings of PANYNJ officers surpass that of New York and New Jersey troopers. In addition to receiving the more generous supplements, PANYNJ officers move up a steeper base salary

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scale. In New York State, the top step salary of a trooper (\$82,695) is 19 percent higher than their year two salary; at the PANYNJ the top salary (\$90,000) is 75 percent higher than the year two salary. In New Jersey, troopers have 13 steps in their base pay scale, rather than the six at the PANYNJ, and the increase from year two to the maximum (\$88,402) is 57 percent. If longevity as well as base pay is taken into account, the increase from year two to year 25 is 95 percent at the PANYNJ versus 40 percent for New York state troopers and 57 percent for New Jersey troopers (who have no longevity increases).

**Annual Hours.** PANYNJ officers work fewer hours in each year of service than state troopers, as shown in Figure 6. In year two, PANYNJ officers work 338 hours fewer than New Jersey troopers and 405 hours fewer than New York state troopers; in year six, they work 385 and 430 fewer hours, respectively, and in year 25 they work 310 and 370 hours fewer. This is the equivalent of 42 and 51 eight-hour days in year two; 48 and 54 days in year six, and 39 and 46 days in year 25.



The main reason that state troopers work more hours is their longer tours. Whereas PANYNJ officers typically are scheduled for 8-hour tours, New York and New Jersey state troopers typically are scheduled for 12-hour tours. In exchange for the longer tours, the troopers are scheduled to work fewer tours per year. Both New York and New Jersey state troopers are scheduled to work 183 tours annually, as opposed to the 243.5 tours of PANYNJ officers. The tours are scheduled on 14-day cycles with troopers working seven of the 14 days. The net result is that state troopers are scheduled to work a larger total number of annual scheduled hours. (See Table 12.)

**Table 12: Scheduled Leave Time and Time Worked by PANYNJ Officers and New York and New Jersey State Troopers, 2009**

	Annual Scheduled Tours	Holiday Compensatory Days	Personal Days 8-Hour Days	Scheduled Tours	Vacation Days 8-Hour Days	Scheduled Tours	Avg Sick Leave 8-Hour Days	Scheduled Tours	Annual Tours Worked	Hours Per Tour	Annual Hours Worked
<b>Port Authority of New York and New Jersey</b>											
Year 2	243.5	0	5	5	18	18	10	10	210.5	7	1,473.5
Year 6	243.5	0	5	5	28	28	10	10	200.5	7	1,403.5
Year 25	243.5	0	5	5	28	28	10	10	200.5	7	1,403.5
<b>New York State</b>											
Year 2	183	0	3	2	16	11	5	3	167	11.25	1,879
Year 6	183	0	5	3	20	13	5	3	163	11.25	1,834
Year 25	183	0	5	3	28	19	5	3	158	11.25	1,774
<b>New Jersey</b>											
Year 2	183	9	3	2	12	8	5	3	161	11.25	1,811
Year 6	183	9	3	2	15	10	5	3	159	11.25	1,789
Year 25	183	9	3	2	25	17	5	3	152	11.25	1,714

**Notes:** Personal days, vacation days and sick days are presented in 12-hour tours and 8-hour days. Holiday compensatory days are noted in terms of 12-hour tours.

**Sources:** Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, pages 15, 20, 30, 119, 152. November 3, 2004. Memorandum of Agreement By and Between the State of New York, Division of State Police and the Police Benevolent Association Of the New York State Troopers Inc. for April 1, 2007 - March 31, 2011, Sec. 12.2, 12.20, 12.29, 12.42, 13.1, 13.2, 13.3, 26.1. August 16, 2008. Agreement Between the State of New Jersey and the State Troopers Fraternal Association of New Jersey for July 1, 2004 - June 30, 2008, pages 2-5. November 12, 2004. State of New Jersey (Division of State Police) v. State Troopers Fraternal Association, IA-2010-040 (September 2011), 32.

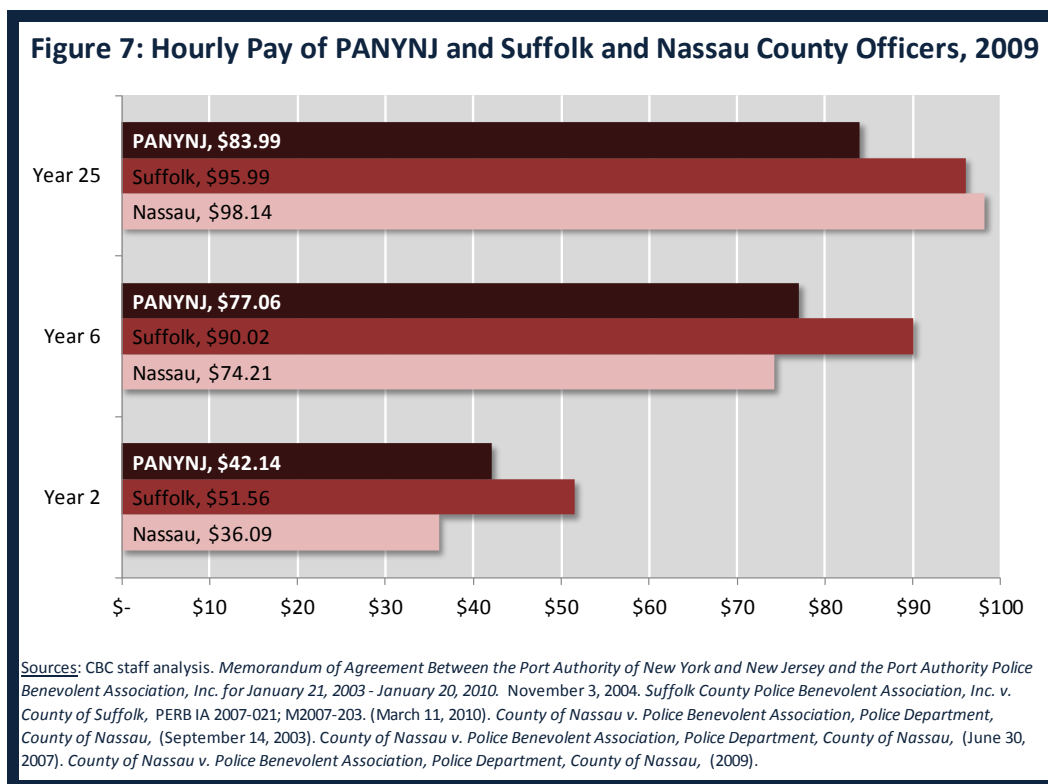
As with PANYNJ officers, the state troopers actually work less time than scheduled due to available leave benefits. The combination of available personal days, available vacation days, estimated sick leave days and compensatory time for holidays (available only for New Jersey state troopers) reduces the actual annual tours worked to between 158 and 167 for New York state troopers and between 152 and 161 for New Jersey troopers versus between 200.5 and 210.5 for PANYNJ officers. (The contracts for troopers typically indicate a number of leave days in each category based on eight-hour days; in practice and in Table 12 these are converted to tours of 12 hours.) Measured in terms of eight-hour days, the personal day and vacation day benefits of PANYNJ officers are generally more generous than those of the state troopers. In terms of sick leave, New Jersey state troopers are reported to take an average of five eight-hour days per year, and this analysis assumes the same figure for New York State troopers; PANYNJ officers take 10 days of sick leave per year.

As previously described, PANYNJ officers work seven-hour tours when adjusted for a 75-minute meal break and 15-minute preparation time. New York state troopers are assigned to a 12-hour tour and receive 45 minutes for meals, resulting in an 11-hour and 15-minute tour. New Jersey troopers work a 12-hour tour and their contract does not specify a meal period; assuming a 45-minute meal break yields a tour of 11 hours and 15 minutes. Using these tour durations and the calculated number of annual tours worked, Table 12 shows the estimated annual hours worked; as noted earlier, this figure for PANYNJ officers is well below that of the state troopers with the same years of service.

## A Comparative Analysis of the Pay of PANYNJ Police Officers

### 3. Nassau and Suffolk county officers are generally compensated more generously than PANYNJ officers, but this not the case for less experienced officers in Nassau.

As shown in Figure 7, the hourly pay of Suffolk officers exceeds that of PANYNJ officers by about 14 percent in the 25<sup>th</sup> year of service, 17 percent in the sixth year of service, and 22 percent in the second year of service. Nassau officers are paid about 17 percent more than PANYNJ officers at the most senior level, but are paid about 4 percent less at year six and 14 percent less in year two. The higher pay in Nassau and Suffolk is related to both higher annual compensation and fewer hours worked.



**Annual Earnings.** The differences in hourly pay among the three departments are driven by differences in their base pay structures. (See Table 13.) PANYNJ officers and Suffolk county officers both reach maximum base pay in six annual steps, and at each step the pay in Suffolk is higher. For example, year two pay in Suffolk is \$64,202 versus \$51,965 at the PANYNJ; at year six the respective figures are \$106,735 and \$92,700. Despite greater longevity increments at the PANYNJ, at year 25 the Suffolk combined base pay is still greater: \$112,435 versus \$101,250.

In Nassau County, the pay structure follows a different pattern. In the earlier years base pay is lower than at the PANYNJ, but in later years it becomes higher. In year two Nassau officers are earning \$45,000 compared to \$52,965 at the PANYNJ. Nassau officers reach their maximum base pay in nine annual increments (versus six at PANYNJ), and at each of the first seven steps the base pay (including longevity) is lower than at the PANYNJ. However, base pay exceeds that of the PANYNJ beginning in year eight (\$94,014 versus \$93,600) and remains higher in each subsequent year, with the differential nearly 12 percent (\$113,348 versus \$101,250) at year 25.

**Table 13: Base Salary and Longevity Pay of PANYNJ and Suffolk and Nassau County Officers, 2009**

	PANYNJ		Suffolk County			Nassau County			
	Base Salary	Longevity	Base and Longevity	Base Salary <sup>1</sup>	Longevity	Base and Longevity	Base Salary	Longevity	Base and Longevity
Year 1	\$34,834	\$0	\$34,834	\$42,000	\$0	\$42,000	\$34,000	\$0	\$34,000
Year 2	\$51,450	\$515	\$51,965	\$64,202	\$0	\$64,202	\$45,000	\$0	\$45,000
Year 3	\$59,158	\$887	\$60,045	\$75,303	\$0	\$75,303	\$67,457	\$0	\$67,457
Year 4	\$68,020	\$1,360	\$69,380	\$86,404	\$0	\$86,404	\$72,985	\$0	\$72,985
Year 5	\$78,210	\$1,955	\$80,165	\$97,505	\$0	\$97,505	\$78,425	\$0	\$78,425
Year 6	\$90,000	\$2,700	\$92,700	\$104,935	\$1,800	\$106,735	\$84,718	\$2,250	\$86,968
Year 7	\$90,000	\$3,150	\$93,150	\$104,935	\$2,100	\$107,035	\$88,582	\$2,625	\$91,207
Year 8	\$90,000	\$3,600	\$93,600	\$104,935	\$2,400	\$107,335	\$91,014	\$3,000	\$94,014
Year 9	\$90,000	\$4,050	\$94,050	\$104,935	\$2,700	\$107,635	\$103,973	\$3,375	\$107,348
Year 25	\$90,000	\$11,250	\$101,250	\$104,935	\$7,500	\$112,435	\$103,973	\$9,375	\$113,348

*Note:* Suffolk County officers receive a step increase after 6 months to \$53,101 and another step increase at the start of year two to \$64,202.

*Sources:* Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, pages 4-5, 87. November 3, 2004. Suffolk County Police Benevolent Association, Inc. v. County of Suffolk, PERB IA 2007-021; M2007-203. (March 11, 2010), 119, 127-8. County of Nassau v. Police Benevolent Association, Police Department, County of Nassau, (September 14, 2003), 28. County of Nassau v. Police Benevolent Association, Police Department, County of Nassau, (June 30, 2007), 49, Appendix A.

Supplementary pay is generally greater at the PANYNJ than the two county departments, lowering the total annual pay gap in the later years of service. (See Table 14.) Nassau and Suffolk officers have no extra preparation time pay. In contrast to the PANYNJ officers' \$2,700 uniform allowance, the Suffolk officers receive \$800; the Nassau officers have no uniform allowance. The night shift differential rate for Nassau officers is 12 percent, slightly lower than the PANYNJ officers' 12.5 percent. It is also lower for Suffolk officers, who earn a differential of 7 or 10 percent.<sup>17</sup> Holiday shift differentials are higher for Nassau officers (2.5 versus 2.0 times the base rate) than for PANYNJ officers, but the Suffolk officers' rate is lower (1.5 times the base rate).<sup>18</sup>

In addition, officers in Suffolk and Nassau can receive a cash payment for unused sick leave. Officers in Nassau and Suffolk are eligible for 26 days of sick leave; unused days can be accumulated and converted to a cash payment at retirement equal to 50 percent of the then-current daily rate. Suffolk officers are reported to use nine days of sick leave annually, and this rate is assumed for Nassau officers. The cash value of this benefit based on current daily rates for the 17 days is shown in Table 14. In Suffolk this is equal to a payment ranging from \$2,192 in year two to \$4,119 in year 25; for Nassau officers, the payment ranges from \$1,638 to \$4,126. Overall, in years six and 25, supplements add about 17 percent to the base pay (including longevity) of PANYNJ officers versus about 12 percent for Suffolk officers and 13 percent for Nassau officers.

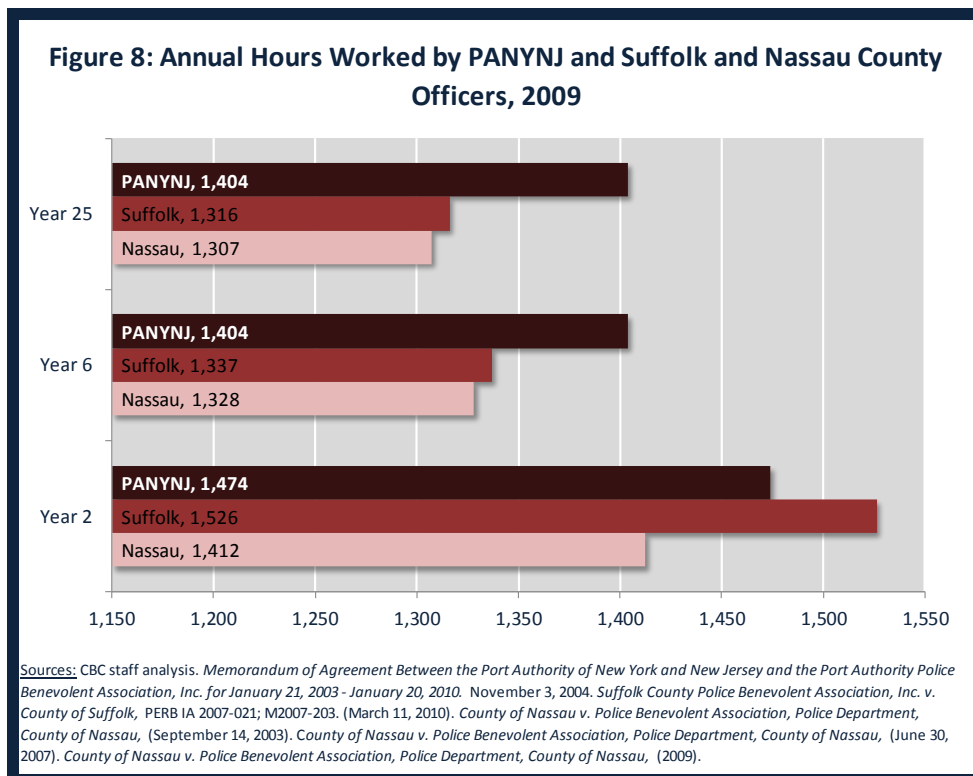


## A Comparative Analysis of the Pay of PANYNJ Police Officers

<b>Table 14: Supplementary Pay of PANYNJ and Suffolk and Nassau County Officers, 2009</b>								
	Base Salary and Longevity	Uniform Allowance	Preparation Time	Night Shift Differential	Holiday Shift Differential	Sick Leave Payout	Total Supplemental Pay	Total Salary
<b>Port Authority of New York and New Jersey</b>								
Year 2	\$51,965	\$2,700	\$1,972	\$3,744	\$1,707	\$0	\$10,123	\$62,087
Year 6	\$92,700	\$2,700	\$3,351	\$6,361	\$3,046	\$0	\$15,457	\$108,157
Year 25	\$101,250	\$2,700	\$3,660	\$6,948	\$3,326	\$0	\$16,634	\$117,884
<b>Suffolk County</b>								
Year 2	\$64,202	\$800	\$0	\$10,494	\$1,001	\$2,192	\$14,486	\$78,688
Year 6	\$106,735	\$800	\$0	\$7,345	\$1,565	\$3,911	\$13,621	\$120,356
Year 25	\$112,435	\$800	\$0	\$7,345	\$1,623	\$4,119	\$13,887	\$126,322
<b>Nassau County</b>								
Year 2	\$45,000	\$0	\$0	\$3,200	\$1,116	\$1,638	\$5,955	\$50,955
Year 6	\$86,968	\$0	\$0	\$5,814	\$2,607	\$3,166	\$11,587	\$98,555
Year 25	\$113,348	\$0	\$0	\$7,457	\$3,343	\$4,126	\$14,926	\$128,274

Sources: Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, pages 4-7, 24, 30, 87. November 3, 2004. Suffolk County Police Benevolent Association, Inc. v. County of Suffolk, PERB IA 2007-021; M2007-203. (March 11, 2010). Agreement Between the County of Nassau and the Police Benevolent Association of the Police Department of the County of Nassau, Inc. for January 1, 1992 - December 31, 1995, pages 17, 44, 29. August 15, 1995. County of Nassau v. Police Benevolent Association, Police Department, County of Nassau, (August 1997), 51, 148. County of Nassau v. Police Benevolent Association, Police Department, County of Nassau, (September 14, 2003), 28, 30, 32-33, 43, 46-48. County of Nassau v. Police Benevolent Association, Police Department, County of Nassau, (June 30, 2007), 49, 51, Appendix A.

**Hours Worked.** Nassau and Suffolk officers generally work fewer hours per year than PANYNJ officers. (See Figure 8.) For Nassau officers the difference increases from 62 fewer hours (the equivalent of about eight eight-hour days per year) to 76 fewer hours (more than nine days) in year six and 97 fewer hours (12 days) in year 25. Suffolk officers work 88 fewer hours (nearly 11 days) in year 25 and 67 fewer hours (more than eight days) in year six; however, they work 53 more hours (more than six days) in year two.



## Citizens Budget Commission

The main reason for the lower number of hours among the Nassau and Suffolk officers is the contractual requirement relating to how many shifts are scheduled annually. (See Table 15.) All three sets of officers are scheduled for eight-hour shifts, which represents seven hours worked due to one-hour meal periods for the Nassau and Suffolk officers and the previously described meal and preparation time for PANYNJ officers. However, in contrast to the average 243.5 annual scheduled tours for PANYNJ officers, the Nassau and Suffolk officers typically are scheduled to work only 232 tours annually. (The exception is

**Table 15: Scheduled Time and Time Worked by PANYNJ and Suffolk and Nassau County Officers, 2009**

	Annual Scheduled Tours	Personal Days	Vacation Days <sup>1</sup>	Average Sick Days	Tours Worked	Annual Hours Worked <sup>2,3</sup>
<b>Port Authority of New York and New Jersey</b>						
Year 2	243.5	5	18	10	210.5	1,473.5
Year 6	243.5	5	28	10	200.5	1,403.5
Year 25	243.5	5	28	10	200.5	1,403.5
<b>Suffolk County</b>						
Year 2	249	4	18	9	218	1,526
Year 6	232	5	27	9	191	1,337
Year 25	232	5	30	9	188	1,316
<b>Nassau County</b>						
Year 2	232	5	18	9	200	1,412
Year 6	232	5	30	9	188	1,328
Year 25	232	5	33	9	185	1,307

**Notes:**

- 1) Nassau County: A 2009 arbitration award eliminated three holidays for the calendar year 2009, 2010, and 2011 only. Officers were permitted to convert these days to vacation days, which could be used only after January 1, 2012. These three days are included in the total number of vacation days for 2009.
- 2) Nassau County: A 2003 arbitration required officers to work four additional 12-hour tours annually. A subsequent 2007 arbitration eliminated three of these tours. Therefore, an additional 12 hours is included in the total hours worked.
- 3) The annual number of hours worked assumes officers in each department work 7-hour tours.

**Sources:** Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010, pages 15, 20, 30, 119, 152. November 3, 2004. Suffolk County Police Benevolent Association, Inc. v. County of Suffolk, PERB IA 2007-021; M2007-203. (March 11, 2010). Agreement Between the County of Nassau and the Police Benevolent Association of the Police Department of the County of Nassau, Inc. for January 1, 1992 - December 31, 1995, pages 31-32, 36-37. August 15, 1995. County of Nassau v. Police Benevolent Association, Police Department, County of Nassau, (August 1997), 51, 144, 148. County of Nassau v. Police Benevolent Association, Police Department, County of Nassau, (September 14, 2003), 34, 42, 47, 49. County of Nassau v. Police Benevolent Association, Police Department, County of Nassau, (June 30, 2007), 51. County of Nassau v. Police Benevolent Association, Police Department, County of Nassau, (2009), 51.

less experienced officers in Suffolk; year one and year two officers there are scheduled for additional tours, making the year two total 249 tours).

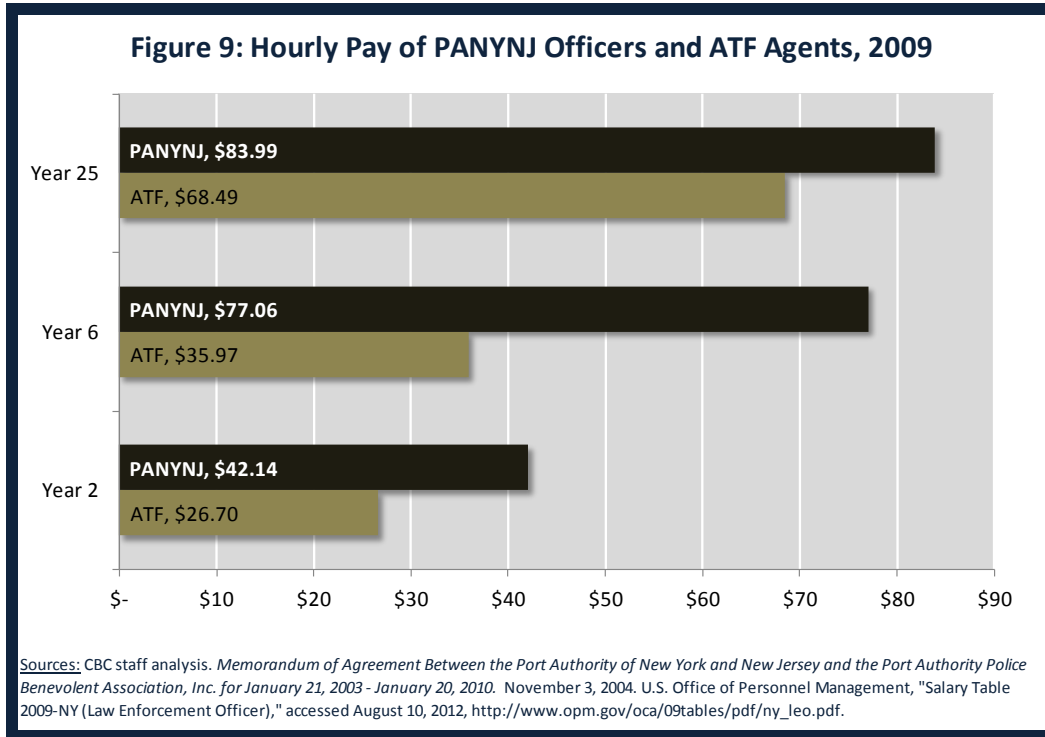
Reductions to hours worked due to leave benefits are generally similar among the three forces. As described above, all receive premium pay rather than compensatory time for holidays worked. All have five annual personal leave days (except for the least experienced officers in Suffolk, with four days). Vacation days are the same (18) in all forces in year two; in year six the range is from 27 to 30 days, and in year 25 from 28 to 33 days.

As mentioned, Nassau and Suffolk each provide up to 26 days of paid sick leave per year. Based on the reported nine days of sick leave in Suffolk County, this analysis assumes nine sick days in Nassau.

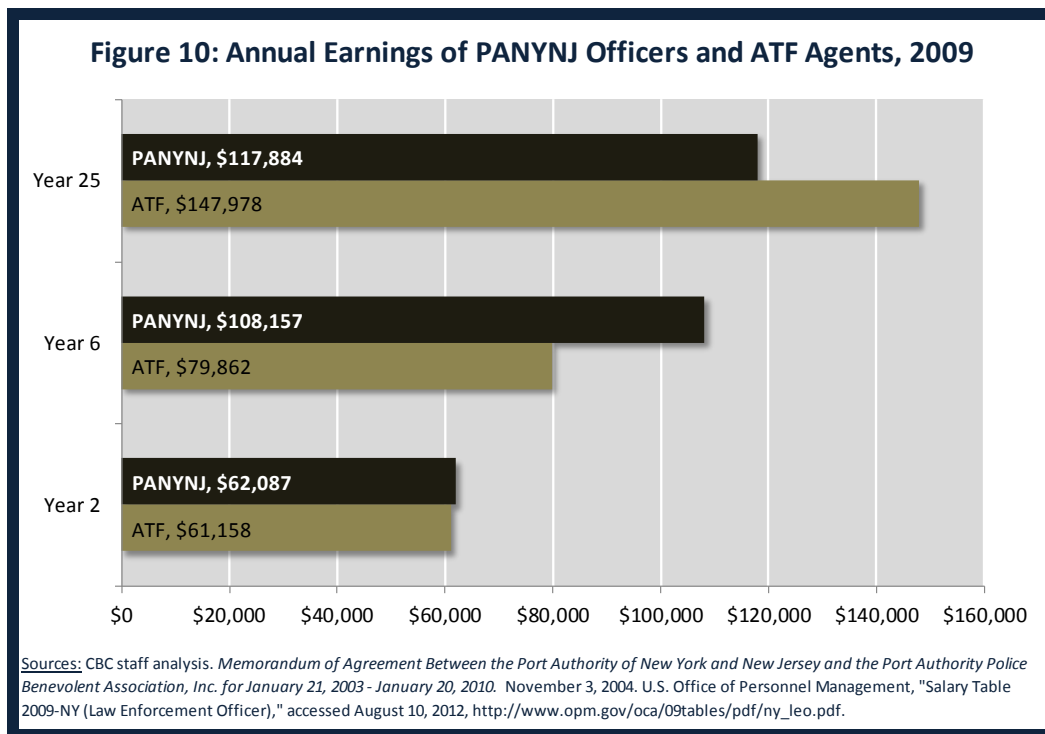
#### 4. PANYNJ officers are compensated more generously than ATF Special Agents.

As shown in Figure 9, the hourly earnings of PANYNJ officers are higher than those of ATF Special Agents. In year two the PANYNJ officer rate is 58 percent higher; in year six it is more than double, and in year 25 it is 23 percent higher. The higher hourly pay of PANYNJ officers is due largely to the far fewer hours worked each year, but in the earlier years the PANYNJ officers also have higher annual earnings.

## A Comparative Analysis of the Pay of PANYNJ Police Officers



**Annual Earnings.** PANYNJ officers' annual compensation is greater than ATF agents' except in year 25. (See Figure 10.) The PANYNJ figure at year 25, \$117,884, is 20 percent lower than that of ATF agents; in year six the PANYNJ pay is 35 percent higher, and at year two it is 2 percent higher.



## Citizens Budget Commission

The salaries of most federal employees are determined by the General Schedule (GS) established by Congress. The GS divides jobs among 15 grades based on required knowledge and skill, and it has ten steps within each grade that increase pay for longevity and successful performance. The GS national rates are adjusted for major metropolitan areas, and in the New York-New Jersey area the adjustment is a positive 27.96 percent.

ATF agents may be classified in grades five to 13 depending on their education and experience.<sup>19</sup> Agents hired at a lower grade may be promoted to higher grades based on their performance. This analysis assumes that a second year officer will be at the first step of grade seven (that is, hired at grade five and promoted to grade seven in the second year); at the first step of grade 11 in the sixth year (that is, progressing up through grade nine and being promoted to grade 11 in the sixth year); and at the highest step of grade 13 in year 25 (that is, having been promoted to grade 13 at least ten years earlier). As shown in Table 16, the corresponding base salaries in 2009 in the New York area are \$48,459 in year two, \$63,397 in year six, and \$117,469 in year 25.

	Base Salary and Longevity <sup>1</sup>	Uniform Allowance	Preparation Time	Night Shift Differential	Holiday Shift Differential	Sick Leave Payout	Other Payments <sup>2</sup>	Total Supplemental Pay	Total Salary
<b>Port Authority of New York and New Jersey</b>									
Year 2	\$51,965	\$2,700	\$1,972	\$3,744	\$1,707	\$0	\$0	\$10,123	\$62,087
Year 6	\$92,700	\$2,700	\$3,351	\$6,361	\$3,046	\$0	\$0	\$15,457	\$108,157
Year 25	\$101,250	\$2,700	\$3,660	\$6,948	\$3,326	\$0	\$0	\$16,634	\$117,884
<b>Bureau of Alcohol, Tobacco, Firearms and Explosives Special Agent</b>									
Year 2	\$48,549	\$0	\$0	\$0	\$0	\$472	\$12,137	\$12,609	\$61,158
Year 6	\$63,397	\$0	\$0	\$0	\$0	\$616	\$15,849	\$16,465	\$79,862
Year 25	\$117,469	\$0	\$0	\$0	\$0	\$1,142	\$29,367	\$30,509	\$147,978
<b>Notes:</b>									
1) The base salary of ATF Special Agents includes a location premium of 27.96 percent.									
2) Law Enforcement Availability Pay, equal to 25 percent of base salary.									
<b>Sources:</b> Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010. November 3, 2004. U.S. Office of Personnel Management, "Salary Table 2009-NY (Law Enforcement Officer)," accessed August 10, 2012, <a href="http://www.opm.gov/oca/09tables/pdf/ny_leo.pdf">http://www.opm.gov/oca/09tables/pdf/ny_leo.pdf</a> . U.S. Office of Personnel Management, "Sick Leave (General Information)," accessed August 22, 2012, <a href="http://www.opm.gov/oca/leave/html/sicklv.asp">http://www.opm.gov/oca/leave/html/sicklv.asp</a> .									

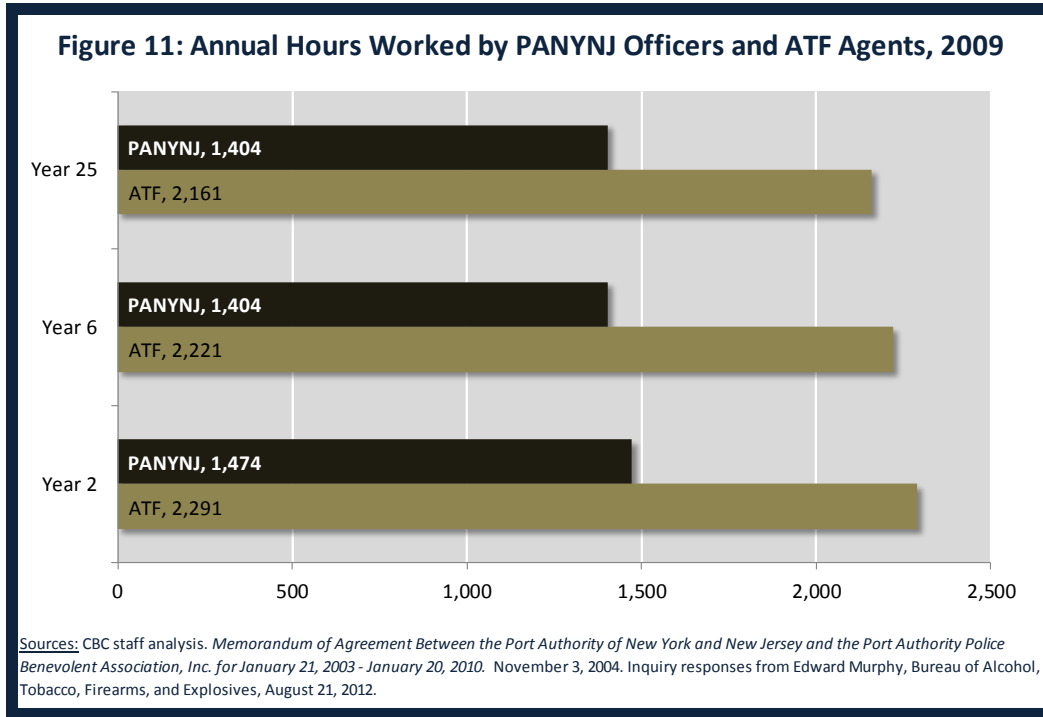
In addition to the base salary, ATF agents earn Law Enforcement Availability Pay (LEAP). The LEAP is 25 percent of base pay. It is paid in recognition of unscheduled additional hours worked as needed; the additional hours are expected to average two hours per day over the year. ATF agents do not typically earn additional night shift or holiday pay.<sup>20</sup> They also receive no uniform allowance.

ATF agents earn sick leave of 104 hours (13 days) per year. The agents average eight days of sick leave per year, leaving an average of five days to be accumulated. At retirement, half of accumulated unused sick leave days can be converted to credit in the calculation of retirement benefits. In this analysis the unused sick leave days are assigned a cash value set at 50 percent of the daily rate based on annual salaries in effect in each year of service (including LEAP). This ranges from \$472 for a year two agent to \$1,142 for a year 25 agent.

**Hours Worked.** PANYNJ officers work fewer hours annually than ATF agents. (See Figure 11.) In year two and year six PANYNJ officers work 817 fewer hours than ATF agents; in year 25 they work 757 fewer hours. This is equivalent to nearly 102 eight-hour days in earlier years and 95 days in year 25.

## A Comparative Analysis of the Pay of PANYNJ Police Officers

ATF agents work more tours per year and longer tours than PANYNJ officers. ATF agents' tours are eight hours, and they are expected to average an additional two hours per day over the year. Agents may take 30 minutes for a meal, but this is unpaid and in addition to the scheduled work time. Accordingly, the agents' average tour is ten hours.



ATF agents are scheduled to work five tours per week for 52 weeks of the year, or 260 annual tours. These scheduled tours are not all worked due to holidays, vacation days and sick leave.<sup>21</sup> (See Table 17.) ATF agents have ten holidays, which reduce the annual tours to 250. ATF agents have between 13 and 26 vacation days, depending on years of service; as with other officers this analysis assumes all vacation time is taken in the year earned. The average annual sick leave taken by ATF agents is 64 hours or eight

**Table 17: Scheduled Time and Time Worked by PANYNJ Officers and ATF Agents, 2009**

	Annual Scheduled Tours	Personal Holidays <sup>1</sup>	Vacation Days	Average Sick Days	Tours Worked	Annual Hours Worked
<b>Port Authority of New York and New Jersey</b>						
Year 2	243.5	12	5	18	210.5	1,473.5
Year 6	243.5	12	5	28	200.5	1,403.5
Year 25	243.5	12	5	28	200.5	1,403.5
<b>Bureau of Alcohol, Tobacco, Firearms and Explosives Special Agent</b>						
Year 2	260	10	0	13	229	2,291
Year 6	232	10	0	20	222	2,221
Year 25	232	10	0	26	216	2,161

Sources: Memorandum of Agreement Between the Port Authority of New York and New Jersey and the Port Authority Police Benevolent Association, Inc. for January 21, 2003 - January 20, 2010. November 3, 2004. Inquiry responses from Edward Murphy, Bureau of Alcohol, Tobacco, Firearms, and Explosives, August 21, 2012.

days, two fewer than the ten days taken by PANYNJ officers. Agents do not receive any personal days, in contrast to the five personal days available to PANYNJ officers. After adjustment for the leave days, ATF agents work an estimated 18.5 more tours than PANYNJ officers in year two, 21.5 more in year six, and 15.5 more in year 25. Given the longer duration of ATF agent tours (ten hours versus seven hours), this results in the large difference in total annual hours worked in each year of service noted earlier.

## Conclusion

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This comparative analysis of police officers' compensation indicates that PANYNJ officers are relatively well paid; their hourly compensation exceeds that of all the other departments examined except the suburban counties of Nassau and Suffolk. Among senior officers the PANYNJ pay exceeds that of federal agents by 23 percent; of New York and New Jersey State troopers by 32 and 57 percent, respectively; and of officers at local urban departments by between 25 and 48 percent. The higher compensation results from both fewer hours worked and more generous arrangements for salaries including supplements to base salaries.

The next contract with the PANYNJ officers should make progress in narrowing the disparities by moving them closer to the pay received by officers in other large urban departments in the region. The specific terms should be set by collective bargaining, but the result should be hourly rates that are much closer to those of their counterparts in the region served.

**Appendix I: Components of Pay for Selected Police Departments, 2009**

		Base Salary			Additional Payments						Total Salary
		Base Salary	Longevity	Total Salary	Uniform Allowance	Prep Time	Night Shift Differential	Holiday Shift Differential	Sick Leave Payout	Other	
Port Authority Police	Year 2	51,450	515	51,965	2,700	1,972	3,744	1,707	-	-	62,087
	Year 6	90,000	2,700	92,700	2,700	3,351	6,361	3,046	-	-	108,157
	Year 25	90,000	11,250	101,250	2,700	3,660	6,948	3,326	-	-	117,884
NYPD PBA	Year 2	43,644	-	43,644	1,000	-	1,815	1,839	-	-	48,299
	Year 6	76,488	4,389	80,877	1,000	-	3,108	3,409	-	-	88,393
	Year 25	76,488	7,661	84,149	1,000	-	3,233	3,547	-	-	91,929
Jersey City	Year 2	51,877	-	51,877	1,212	-	-	-	-	-	53,089
	Year 6	75,423	1,508	76,931	1,212	-	-	-	-	-	78,143
	Year 25	84,583	11,842	96,425	1,212	-	-	-	-	-	97,637
Newark	Year 2	48,816	-	48,816	1,000	-	1,200	-	-	-	51,016
	Year 6	66,269	2,651	68,920	1,000	-	1,200	-	-	-	71,120
	Year 25	82,843	9,941	92,784	1,000	-	1,200	-	-	-	94,984
NY State Troopers	Year 2	69,735	-	69,735	-	-	-	-	1,445	13,224	84,404
	Year 6	82,695	3,000	85,695	-	-	-	-	1,776	13,224	100,695
	Year 25	82,695	15,000	97,695	-	-	-	-	2,025	13,224	112,944
NJ State Troopers	Year 2	56,413	4,225	60,638	900	-	1,556	-	-	-	63,094
	Year 6	67,170	-	67,170	900	-	1,702	-	-	-	69,772
	Year 25	88,402	-	88,402	900	-	2,146	-	-	-	91,448
Suffolk	Year 2	64,202	-	64,202	800	-	10,494	1,001	2,192	-	78,688
	Year 6	104,935	1,800	106,735	800	-	7,345	1,565	3,911	-	120,356
	Year 25	104,935	7,500	112,435	800	-	7,345	1,623	4,119	-	126,322
Nassau	Year 2	45,000	-	45,000	-	-	3,200	1,116	1,638	-	50,955
	Year 6	84,718	2,250	86,968	-	-	5,814	2,607	3,166	-	98,555
	Year 25	103,973	9,375	113,348	-	-	7,457	3,343	4,126	-	128,274
ATF	Year 2	48,549	-	48,549	-	-	-	-	472	12,137	61,158
	Year 6	63,397	-	63,397	-	-	-	-	616	15,849	79,862
	Year 25	117,469	-	117,469	-	-	-	-	1,142	29,367	147,978



## Appendix II: Hours and Tours for Selected Police Departments, 2009

		Scheduled Tours/Hours		Tour Length			Leave Time					Total Time Worked		Pay Per Hour
		Scheduled Tours	Scheduled Hours	Scheduled Length (in hours)	Meal Time	Prep Time	Holiday Comp Days	Personal Days	Vacation Days	Avg Sick Leave	Total Days Off	Total Time Worked (in days)	Total Time Worked (in hours)	
Port Authority Police	Year 2	244	1,948	8	75	15	-	5	18	10	33	211	1,474	42.14
	Year 6	244	1,948	8	75	15	-	5	28	10	43	201	1,404	77.06
	Year 25	244	1,948	8	75	15	-	5	28	10	43	201	1,404	83.99
NYPD PBA	Year 2	243	2,088	8.583	60	-	-	-	10	10	20	223	1,691	28.57
	Year 6	243	2,088	8.583	60	-	-	-	27	10	37	206	1,562	56.59
	Year 25	243	2,088	8.583	60	-	-	-	27	10	37	206	1,562	58.86
Jersey City	Year 2	244	1,952	8	30	-	10	-	15	10	35	209	1,568	33.87
	Year 6	244	1,952	8	30	-	10	-	17	10	37	207	1,553	50.33
	Year 25	244	1,952	8	30	-	10	-	30	10	50	194	1,455	67.10
Newark	Year 2	244	1,952	8.5	20	-	3	-	18	10	31	213	1,740	29.33
	Year 6	244	1,952	8.5	20	-	3	-	22	10	35	209	1,707	41.67
	Year 25	244	1,952	8.5	20	-	3	-	26	10	39	205	1,674	56.73
NY State Troopers	Year 2	183	2,196	12	45	-	-	2	11	3	16	167	1,879	44.93
	Year 6	183	2,196	12	45	-	-	3	13	3	20	163	1,834	54.91
	Year 25	183	2,196	12	45	-	-	3	19	3	25	158	1,774	63.68
NJ State Troopers	Year 2	183	2,196	12	45	-	9	2	8	3	13	161	1,811	34.83
	Year 6	183	2,196	12	45	-	9	2	10	3	15	159	1,789	39.01
	Year 25	183	2,196	12	45	-	9	2	17	3	22	152	1,714	53.36
Suffolk	Year 2	249	1,992	8	60	-	-	4	18	9	31	218	1,526	51.56
	Year 6	232	1,856	8	60	-	-	5	27	9	41	191	1,337	90.02
	Year 25	232	1,856	8	60	-	-	5	30	9	44	187	1,316	95.99
Nassau	Year 2	232	1,868	8	60	-	-	5	18	9	32	200	1,412	36.09
	Year 6	232	1,868	8	60	-	-	5	30	9	44	188	1,328	74.21
	Year 25	232	1,868	8	60	-	-	5	33	9	47	185	1,307	98.14
ATF	Year 2	260	2,600	10	30	-	10	-	13	8	31	229	2,291	26.70
	Year 6	260	2,600	10	30	-	10	-	20	8	38	222	2,221	35.97
	Year 25	260	2,600	10	30	-	10	-	26	8	44	216	2,161	68.49

## Acknowledgments

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The CBC staff benefited from the cooperation of public servants at many of the agencies examined in this analysis. In addition to those who wish to remain anonymous, the staff thanks Michael Dardia, Deputy Director, New York City Office of Management and Budget; Lieutenant Bernard Whalen, New York City Police Department; Francis Christensen, Deputy Superintendent for Employee Relations, New York State Division of State Police; Robert Brondi, Chief Budget Examiner, New York State Division of the Budget; Daniel Schor, Former Director, Nassau County Office of Labor Relations; Edward Murphy, Legislative Liaison, Bureau of Alcohol, Tobacco, Firearms and Explosives; Samuel DeMaio, Police Director, Newark Police Department; Fred Pollert, Chief Deputy County Executive for Finance, Tricia Saunders, Senior Research Analyst, and Edward Moltzen, County Executive Assistant, Suffolk County Executive Budget Office. Their willingness to provide information and feedback on drafts of this document does not indicate that they agree with its conclusions.

## Endnotes

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<sup>1</sup> “About the Port Authority Police Department,” The Port Authority of New York and New Jersey, accessed August 7, 2012, <http://www.panynj.gov/police/about-police.html>.

<sup>2</sup> Brain Reaves, *Census of State and Local Law Enforcement Agencies, 2008*, (U.S. Department of Justice, Bureau of Justice Statistics, July 2011, NCJ 233982) p. 2 and Appendix Table 5.

<sup>3</sup> *Ibid.*, Table 10.

<sup>4</sup> The Port Authority of New York and New Jersey, *Preliminary 2012 Budget*, December 8, 2011, page 55. Accessed August 1, 2012 from <http://www.panynj.gov/corporate-information/pdf/2012-preliminary-budget.pdf>.

<sup>5</sup> Data supplied by Freedom of Information Office, Port Authority of New York and New Jersey, August 24, 2012.

<sup>6</sup> The contractual hourly base rate for overtime purposes is calculated as the annual salary with longevity divided by 2,080. This assumes 52 weeks at 40 hours, although this is not the actual schedule.

<sup>7</sup> Pay for preparation time and the premium for night shift work is added only for tours worked rather than the 243.5 scheduled tours.

<sup>8</sup> The value of the incentive payment, for qualifying officers, would range from \$134 for a first-year officer to \$398 for an officer in year 30.

<sup>9</sup> Time paid at the overtime rate includes hours in excess of eight per tour and tours not included in the officer’s regular work schedule.

<sup>10</sup> The Port Authority of New York and New Jersey, *Employee Payroll Information – 2009*, <http://www.panynj.gov/corporate-information/employee-payroll-information.cfm>, accessed August 22, 2012.

<sup>11</sup> This report compares salary figures for New York State troopers working in the vicinity of the PANYNJ’s service area (New York City, Rockland County, and Westchester County). Troopers in this region make up approximately 5 percent of the total New York State force. An additional 5 percent are located in Nassau and Suffolk County, while the remainder are located upstate. Information provided by New York State Division of the Budget, September 5, 2012.

<sup>12</sup> NYPD officers who have completed at least five years of service receive a 10 percent night shift premium. In their first five years of service, officers receive a night shift premium of 6.4, 6.8, 7.1, 7.5, and 7.8 percent in the respective years. The premium is applied to all hours of work between 4 pm and 8 am. These are 16 of the 24 hours (67 percent) in the day; accordingly, the night shift differential in Table 9 is calculated based on 67 percent of the time worked.

<sup>13</sup> City of New York, *Mayor’s Management Report Fiscal Year 2009*, September 2009, “Paid Absence Rates,” [http://www.nyc.gov/html/ops/downloads/pdf/mmr/0909\\_indicators.pdf](http://www.nyc.gov/html/ops/downloads/pdf/mmr/0909_indicators.pdf), accessed July 10, 2012.

<sup>14</sup> New York state troopers’ compensation varies depending on the region of the state in which they work. This analysis uses compensation rates for troopers working in New York City, Rockland, and Westchester. The compensation of troopers in Nassau and Suffolk County is higher than that of troopers studied in this report.

<sup>15</sup> New York state troopers are eligible for 13 days of sick leave per year and can accumulate up to 300 days. At retirement 165 days can be credited in full to their retiree health insurance premium costs, and the remaining days can be converted to a cash payment at 20 percent of the daily rate. This represents an average cash value of 71 percent of the daily rate. This analysis assumes that five of the 13 days are taken as leave and eight days are accumulated. The accumulated days are assigned a cash value equal to 71 percent of the daily rate in the year earned.

<sup>16</sup> New Jersey state troopers receive a 7 percent night shift premium on all hours of work between 9pm and 7am. These are 10 of the 24 hours (42 percent) in the work day; accordingly, the night shift differential has been applied to 42 percent of the time worked to calculate that part of the supplemental pay.

## A Comparative Analysis of the Pay of PANYNJ Police Officers

<sup>17</sup> Nassau officers receive night shift premiums for work between 3:30 pm and 8 am, or 68.75 percent of the 24-hour day. Suffolk officers receive a varying night shift premium; officers assigned to work exclusively on night tours (usually less senior officers) are paid a premium of 10 percent of the top step base salary and officers assigned to both day and night tours (usually more senior officers) receive a premium of 7 percent of the top step base salary. The amounts shown in Table 14 are 12 percent of 68.75 percent of the base pay including longevity for Nassau, and for Suffolk are 10 percent of the top step base salary for year two officers and 7 percent for year six and year 25 officers.

<sup>18</sup> The holiday premium amounts in Table 14 are calculated based on the assumption that the fraction of total holidays an officer works is the same fraction as the number of tours scheduled out of total days in the year. This yields 8 of 13 holidays for officers in Suffolk; four of seven holidays for year two officers in Nassau, and six of nine holidays for other officers in Nassau.

<sup>19</sup> Promotions above grade 13 are possible, but depend on available vacancies and are competitive.

<sup>20</sup> ATF agents can receive a night shift differential of 10 percent for work between 6 pm and 6 am; however, because agents typically work daytime shifts, a night shift premium is not included in the calculations in Table 16. Similarly, the calculations exclude any holiday premium pay on the assumption agents are not typically scheduled to work on holidays.

<sup>21</sup> Although ATF agents are estimated to work 10-hour tours on average, leave time is calculated in terms of 8-hour tours since the additional two hours of unscheduled time are not part of tours taken off.