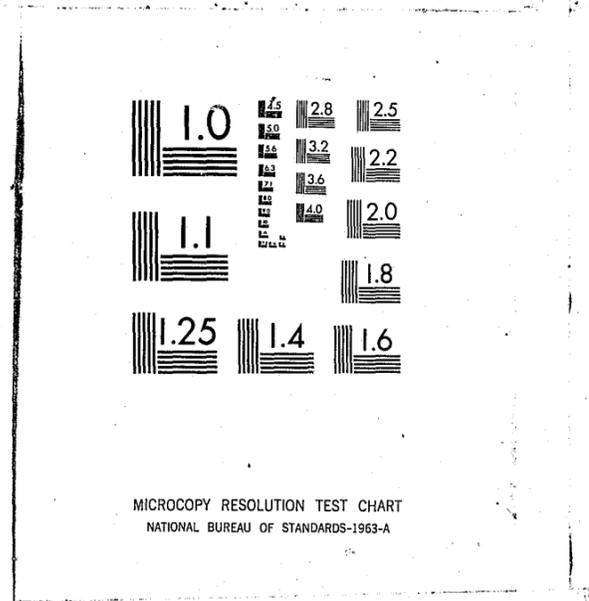


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COLLECTIVE BARGAINING AGREEMENTS

Requested by  
Division of State Police

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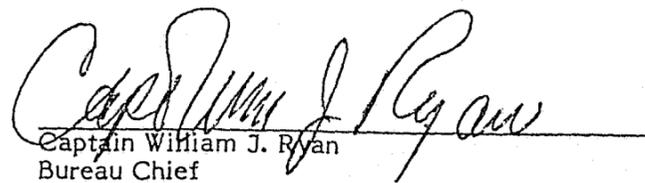
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Captain William J. Ryan  
Bureau Chief  
Bureau of Planning & Development

Barbara Patterson  
Bureau of Planning & Development  
Division of Administration  
April, 1981

COLLECTIVE BARGAINING AGREEMENTS

INTRODUCTION

Superintendent R. J. Miller requested that the Bureau of Planning and Development initiate a survey on collective bargaining agreements in other state police agencies. A survey was developed that asked for information about benefits received after collective bargaining, ranks covered by the collective bargaining unit, and names of the units. The purpose of the survey was to compare benefits received by Illinois State Police with those in other states covered by collective bargaining, and, as a result, show that unionization is not necessary in the Illinois Department of Law Enforcement.

DATA PRESENTATION

The U. S. Bureau of Labor Statistics, the Federal Bureau of Investigation, the New York State Troopers, Incorporated, and the Fraternal Order of Police were contacted in an effort to obtain a complete list of the states that have collective bargaining agreements with the state police. Sixteen states were consistently cited and are listed below:

- |               |               |
|---------------|---------------|
| Alaska        | Minnesota     |
| Connecticut   | Montana       |
| Delaware      | New Hampshire |
| Florida       | New Jersey    |
| Iowa          | New York      |
| Maine         | Pennsylvania  |
| Massachusetts | Vermont       |
| Michigan      | Wisconsin     |

Surveys (see Appendix A) were sent to these sixteen states and responses were received from thirteen states for a return rate of 81.3%.

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ACQUISITIONS

At this time, it was learned that California, Nevada, and North Dakota also have collective bargaining agreements with their state police agencies. Due to time constraints, surveys were not sent to these agencies; however, as much data as available about the benefits received by state police officers in these states are included in this report.

Chart I, "Collective Bargaining Information," illustrates the data received in response to the survey questions. Also included is information about automatic cost of living increases and the use of vehicles as derived from the "1980 National Survey of State Police Organizations' Salaries and Benefits" as prepared by Public Employee Consultants, Incorporated, Harrisburg, Pennsylvania. Relevant data for the Illinois Department of Law Enforcement is included for comparison purposes only.

CHART I  
COLLECTIVE BARGAINING INFORMATION

I N S U R A N C E

	<u>DENTAL</u>				<u>HEALTH</u>				<u>LIFE</u>				<u>HOURS OF WORK</u>				
	<u>BEFORE</u>		<u>AFTER</u>		<u>BEFORE</u>		<u>AFTER</u>		<u>BEFORE</u>		<u>AFTER</u>		<u>PER DAY</u>		<u>PER WEEK</u>		
	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>BEFORE</u>	<u>AFTER</u>	<u>BEFORE</u>	<u>AFTER</u>	
ALASKA	NOT AVAIL.		0	100%	NOT AVAIL.		0	100%	NOT AVAIL.		0	100%	N/A	7.5	N/A	37.3	
CALIFORNIA	NOT AVAIL.		0	0	NOT AVAIL.		0	100%	NOT AVAIL.		0	100%	N/A	8	N/A	40	
CONNECTICUT	0	0	0	100% emp 50% dep	NOT AVAIL.		0	100% emp 50% dep	NOT AVAIL.		\$5.20ea \$1000	VARIABLES	9-9 1/4	9-9 1/4	40	40	
DELAWARE	0	0	0	0	100%	0	0	100%	\$6.68/\$0.02 mo mo		\$6.68/\$0.02 mo mo		8	8	40	40	
FLORIDA	0	0	0	0	25%	75%	25%	75%	50%	50%	0	100%	8	8	40	40	
MASSACHUSETTS	0	0	0	0	20%	80%	10%	90%	0	100%	0	100%	10-20	8h/35m	84	40	
MICHIGAN	10%	90%	10%	90%	10%	90%	10%	90%	25%	75%	0	100%	8	8	40	40	
MINNESOTA	NOT AVAIL.		0	100% emp 50% dep	NOT AVAIL.		0	100% emp 90% dep	NOT AVAIL.		0	100%	8	8	40	40	
MONTANA	NO CHANGE				NOT AVAIL.		0	100%	NO CHANGE				NO CHANGE				
NEVADA	NOT AVAIL.		0	100%	NOT AVAIL.		0	100%	NONE				N/A	8	N/A	40	
NEW HAMPSHIRE	0	0	0	0	50%	50%	0	100%	0	0	0	0	9	9	45	45	
NEW JERSEY	NO ANS.		50%	50%	0	100%	0	100%	0	100%	0	100%	BARRACKS*		8	90*	40
NEW YORK	NO ANS.		0	100% emp 25% dep	NOT AVAIL.		0	100% emp 75% dep	NOT AVAIL.				N/A	8	N/A	40	
NORTH DAKOTA	NOT AVAIL.		0	0	NOT AVAIL.		0	100%	NOT AVAIL.		100%	0	N/A	9	N/A	45	

\* - required to live in barracks/on call 90 hours a week

I N S U R A N C E

la.

	<u>DENTAL</u>		<u>HEALTH</u>				<u>LIFE</u>		<u>HOURS OF WORK</u>						
	<u>BEFORE</u>		<u>AFTER</u>		<u>BEFORE</u>		<u>AFTER</u>		<u>BEFORE</u>		<u>AFTER</u>		<u>PER DAY</u>	<u>PER WEEK</u>	
	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>BEFORE</u>	<u>AFTER</u>	<u>BEFORE</u>	<u>AFTER</u>	
PENNSYLVANIA	0	0	0	20.2¢ per hr per man	0	0	0	100%	NOT AVAIL.	0	100%	8	8	40	40
VERMONT	0	0	0	100%	25%	75%	25%	75%	NO ANS.	25%	75%	AS REQ.	9.5	AS REQ.	47.5
ILLINOIS	NOT APP.		0	0	NOT APP.		0	100%	NOT APP.	0	100%	NOT APP.	8	NOT APP.	40

	DAYS OFF (PER YEAR)								OVERTIME		COMPENSATORY TIME	
	HOLIDAYS		PERSONAL		VACATION		SICK		PER HOUR		PER HOUR	
	BEFORE	AFTER	BEFORE	AFTER	BEFORE	AFTER	BEFORE	AFTER	BEFORE	AFTER	BEFORE	AFTER
ALASKA	N/A	12	N/A	0	N/A	Combined w Sick	N/A	24-36	N/A	1 1/2	N/A	0
CALIFORNIA	N/A	11	N/A	1	N/A	10-20	N/A	UNK	N/A	1 1/2	N/A	1 for 1
CONNECTICUT	12	12	0	0	15	12 (New Hires)	15	15	1 1/2	1 1/2 (Tpr & Sgt)	1 for 1	1 for 1 (Lt. Only)
DELAWARE	11	11	0	1	15-25	15-25	18	18	0	1 1/2	1 for 1	1 for 1
FLORIDA	7	8	0	0	13-19.5	13-19.5	13	13	1 1/2	1 1/2	1 for 1	1 for 1
MASSACHUSETTS	11	11	0	3	After 10 yrs. 20	After 10 yrs. 20	15	15	0	1 1/2	0	1 for 1
MICHIGAN	10	10	0	0	15-25	15-25	12	12	1 1/2	1 1/2	1 1/2	1 1/2
MINNESOTA	9	9	0	0	13-26	13-26	13	13	0	1 1/2	1 for 1	1 for 1
MONTANA	NO CHANGE				NO CHANGE				0	1 1/2	1 for 1	1 for 1
NEVADA	N/A	9	N/A	0	N/A	12-18	N/A	12	0	1 1/2	NO CHANGE	
NEW HAMPSHIRE	11	12	0	0	15	15-21	15	15	N/A	1 1/2	N/A	1 1/2
NEW JERSEY	6	13	0	3	12-20	12-20	Unlim.	Unlim.	1 for 1	1 1/2	1 for 1	1 1/2
NEW YORK	N/A	11	N/A	5	N/A	20-25	N/A	N/A	0	1 1/2	1 for 1	1 1/2
NORTH DAKOTA	N/A	9	N/A	0	N/A	12-24	N/A	N/A	N/A	1 1/2	N/A	N/A
PENNSYLVANIA	14	14	0	2	10	10-25	15	15	N/A	1 for 1	N/A	0
VERMONT	12	12	0	0	N/A	12-21	N/A	12-21	0	1 1/2	1 for 1	1 for 1
										For all hrs. 18/75% basic wkly salary	N/A	1 for 1

CHART I (continued)

	<u>SHIFT DIFF.</u>		<u>LONGEVITY</u>		<u>SPECIAL DUTY PAY</u>		<u>CLOTHING ALLOWANCE</u>	
	<u>PER HOUR</u>		<u>PAY</u>		<u>BEFORE</u>	<u>AFTER</u>	<u>BEFORE</u>	<u>AFTER</u>
	<u>BEFORE</u>	<u>AFTER</u>	<u>BEFORE</u>	<u>AFTER</u>				
ALASKA	N/A	HR. RATE X .0375	N/A	YES	N/A	SWING SHIFT SEA DUTY 6TH & 7TH CON- SECUTIVE DAY	N/A	PLAIN CLOTHES \$500 YR UNIFORM - \$420 YR
CALIFORNIA	N/A	0	N/A	NO	N/A	MOTORCYCLE - \$129 MO OBSERVERS IN FLIGHT - \$74 MO PILOTS - \$281 MO	N/A	\$250 YR
CONNECTICUT	10¢ HR	34¢ HR	YES	YES	NO	NO	NO	NO
DELAWARE	0	\$400 YR	NO	NO	NO	SCUBA BOMB PILOT	\$250 YR	\$500 YR
FLORIDA	0	0	NO	NO	NO	ON CALL - 50¢ HR CALL BACK - 2 HRS OT COURT - 2 HRS CT	\$11.67 MO	\$15.83 MO
MASSACHUSETTS	0	0	NO	NO	NO	NO	NO	\$25 MO
MICHIGAN	5% STRAIGHT TIME	5% STRAIGHT TIME	TO 30+ YEARS	TO 25 YEARS	NO	NO	NO	NO
MINNESOTA	0	15¢	NO	NO	NO	STATION SGT - 5% FREEWAY - \$25 MO PILOT - \$140 - \$175 MO	NO	NO
MONTANA	0	0	\$10 EA MO FOR EA 5 YRS	SAME	NO	NO	NO	NO
NEVADA	N/A	5% OF BASE	N/A	YES	N/A	MOTORCYCLE - 5% MO	N/A	\$352 YR
NEW HAMPSHIRE	0	0	YES	YES	NO	NO	NO	NO

	<u>SHIFT DIFF.</u>		<u>LONGEVITY</u>		<u>SPECIAL DUTY PAY</u>		<u>CLOTHING ALLOWANCE</u>	
	<u>PER HOUR</u>		<u>PAY</u>		<u>BEFORE</u>	<u>AFTER</u>	<u>BEFORE</u>	<u>AFTER</u>
	<u>BEFORE</u>	<u>AFTER</u>	<u>BEFORE</u>	<u>AFTER</u>				
NEW JERSEY	N/A	6% BETW. 10P - 6A	N/A	5% AFTER 15Y & 4Y @ TOP	N/A	NO	\$125 YR	\$240 YR
NEW YORK	N/A	\$200 YR	N/A	AFTER 20 YRS - \$165	N/A	STAND BY - 10% HR RATE HOLIDAY - \$305 - \$446 YR	N/A	NO
NORTH DAKOTA	N/A	YES LUMP SUM	N/A	NO	N/A	PILOT - \$84 MO	N/A	NO
PENNSYLVANIA	0	5%	NO	EVERY 2 YRS BETW. 5-25	NO	NO	NO	\$300 YR
VERMONT	N/A	0	N/A	NO	N/A	NO	N/A	\$300 YR DETECTIVE
ILLINOIS	N/A	0	N/A	YES	N/A	PLAIN CLOTHES - \$150 MO PILOTS - \$150 MO	N/A	NO

## CHART I (continued)

	<u>STARTING</u>		<u>COST OF LIVING</u> <u>INCREASE</u> <u>IN</u> <u>CONTRACT</u>	<u>AUTO FURNISHED</u> <u>BUSINESS ONLY</u>
	<u>BEFORE</u>	<u>AFTER</u>		
ALASKA	N/A	\$2300 MO RECRUIT 1/1/80	YES	NOT ALL
CALIFORNIA	N/A	\$21,852	NO	NO
CONNECTICUT	N/A	'81 - \$14,431 YR	NO	YES (can be used for personal business)
DELAWARE	'73 - \$8000 YR	'81 - \$16,638 YR	NO	NOT ALL
FLORIDA	UNTIL 7/1/81 NOT AFFECTED BY COLL BARG		NO	YES
MASSACHUSETTS	'76 - \$10,228 YR	'79 - \$13,329 YR	NO	YES
MICHIGAN	10/1/80 \$16,100 YR	10/1/81 \$17,710 YR	NO	YES
MINNESOTA	N/A	+6% - '79-'80	NO	YES
MONTANA	N/A	\$13,570 YR	NOT AVAIL	NO ANS
NEVADA	N/A	\$14,677 YR	YES	YES
NEW HAMPSHIRE	\$12,978	\$13,887	NOT AVAIL	NOT AVAIL
NEW JERSEY	'78 - '79 \$11,364 YR	'79 - '80 +5% \$11,932 YR	NO	YES
NEW YORK	N/A	+7% - '79	NO	NO
NORTH DAKOTA	N/A	\$14,232 YR	NO	YES
PENNSYLVANIA	1971 \$9,258 YR	7/1/80 \$15,148 YR	NO	YES

	<u>STARTING</u> <u>SALARY</u>		<u>COST OF LIVING</u> <u>INCREASE</u> <u>IN</u>	<u>AUTO FURNISHED</u> <u>BUSINESS ONLY</u>
	<u>BEFORE</u>	<u>AFTER</u>	<u>CONTRACT</u>	
VERMONT	N/A	1/4/81 \$9,646 YR	NOT AVAIL	NO ANS
ILLINOIS	N/A	1/1/81 \$15,816 YR	NO	YES

CHART I (continued)

	<u>RETIREMENT</u>				<u>EDUC. ALLOW.</u>		<u>GRIEVANCE PROC.</u>	
	<u>BEFORE</u>		<u>AFTER</u>		<u>(PER MONTH)</u>		<u>BEFORE</u>	<u>AFTER</u>
	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>BEFORE</u>	<u>AFTER</u>		
ALASKA	N/A	N/A	13.66%	5%	N/A	NO	N/A	YES - NO MONETARY AWARD
CALIFORNIA	N/A	N/A	N/A	8% IN EXCESS OF \$238 MO	N/A	NO	N/A	N/A
CONNECTICUT	N/A	5%	N/A	5%	NO	NO	N/A	YES
DELAWARE	N/A	2%	N/A	5%	NO	NO	NO	YES
FLORIDA	100%	0	100%	0	NO	AA-\$30 BA-\$80 OTHER-\$20 EA 80 HRS	YES	YES
MASSACHUSETTS	95%	5%	93%	7%	NO	AA-10% BA-20% MASTERS-25%	NO	YES
MICHIGAN	100%	0	100%	0	NO	NO	CIVIL SERVICE	ARBITRATION
MINNESOTA	N/A	N/A	21%	7%	NO	NO	NO	YES
MONTANA	NO CHANGE		N/A	6.5%	NO	NO	NO CHANGE	
NEVADA	N/A	N/A	N/A	8 1/2%	N/A	NO	N/A	N/A
NEW HAMPSHIRE	6%	6.5% - 11.5%	7%	9.3%	NO	NO	NO	YES
NEW JERSEY	N/A		NOT NEGOTIATED		NO	NO	NO	YES
NEW YORK	NOT AVAIL	NOT AVAIL	NOT AVAIL	0	N/A	ONE TIME PAYMENT \$25 - \$100	N/A	YES
NORTH DAKOTA	NOT AVAIL	NOT AVAIL	NOT AVAIL	9% NOT TO EXCEED \$135	N/A	NO	N/A	N/A

	<u>RETIREMENT</u>				<u>EDUC. ALLOW.</u> (PER MONTH)		<u>GRIEVANCE PROC.</u>	
	<u>STATE</u>	<u>EMP</u>	<u>STATE</u>	<u>EMP</u>	<u>BEFORE</u>	<u>AFTER</u>	<u>BEFORE</u>	<u>AFTER</u>
PENNSYLVANIA	NO ANS	NO ANS	14.67%	5%	NO	NO	NO	YES
VERMONT	NOT AVAIL	NOT AVAIL	AS NEEDED	5%	NO	NO	NO	YES
ILLINOIS	N/A	N/A	N/A	9 1/2%	N/A	NO	N/A	YES

CHART I (continued)

	NAME OF BARGAINING UNIT	RANKS COVERED	COLLECTIVE BARGAINING SINCE	LENGTH OF CONTRACT	COPY OF AGREEMENT
ALASKA	Public Safety Employees Assoc.	Tpr., Cpl., Sgt., Constable Inv. I-II-III, Security Spec. I-II	UNK	UNK	NO
CALIFORNIA	N/A	UNK	UNK	UNK	NO
CONNECTICUT	Connecticut State Employees Assoc.	Tpr. - Lt., Detectives	UNK	UNK	NO
DELAWARE	F. O. P.	Trooper-Major	UNK	2 YRS	YES
FLORIDA	Florida Police Benevolent Assoc.	Trooper I & II, Corporal	73	2 YRS	YES
MASSACHUSETTS	State Police Assoc. of Massachusetts	Sergeant, S/SGT Trooper, Corporal	UNK	2 YRS	YES
MICHIGAN	Michigan State Police Troopers Assoc.	Trooper-Sergeant	UNK	3 YRS	YES
MINNESOTA	Minnesota Highway Patrol Officers Assoc.	Tpr., Cpl., Sgt.	UNK	2 YRS	YES
MONTANA	Montana Public Employees Assoc.	Trooper	UNK	2 YRS	YES
NEVADA	UNK	UNK	UNK	UNK	NO
NEW HAMPSHIRE	State Employees Association	UNK	UNK	UNK	NO
NEW JERSEY	State Troopers Fraternal Assoc. of New Jersey, Inc.	All Classified Tpr., Tpr. I, Tpr. II	UNK	UNK	NO
NEW YORK	Police Benevolent Association of the N. Y. State Troopers, Inc. for (1) Troopers, (2) Commissioned and non- Commissioned Officers and (3) Investigators and Sr. Invest.	All - Diff. Contracts	67	2 YRS	YES
NORTH DAKOTA	UNK	UNK	UNK	UNK	NO
PENNSYLVANIA	F. O. P.	All but Commissioner & Deputy	UNK	UNK	NO
VERMONT	Vermont State Employees Assoc., Inc.	Tpr.-Lt.	71	1 YR	YES
			69	2 YRS	YES

Chart I demonstrates the lack of complete data, particularly for "before" information. Several states indicated that most benefits came about as the "result of collective bargaining."

As revealed in Chart I, pages 1 and 1a, nine (9) states provide partial or complete payment for dental insurance coverage for their employees. Of the states that provided "before" information, three states indicated that dental insurance was not provided prior to collective bargaining. Only one state, Michigan, stated that dental insurance was provided before and after collective bargaining. Illinois does not provide dental insurance to its employees.

The majority of states (12 of 16) pay 100% of the health insurance for employees. The greatest change in this benefit from "before" was in Delaware where the employee had paid 100% of the health insurance premium to where the state paid 100% of the premium. Illinois pays 100% of Blue Cross insurance for its employees. Health insurance coverage is difficult to compare since the amounts of coverage may vary.

Eight states pay 100% of the life insurance premium; however, life insurance values given ranged from \$2,000 to \$20,000. The average amount of life insurance paid for the Illinois State Police Trooper is between \$11,000 and \$12,000.

The majority of states (9) work an 8 hour day, 40 hour week. One state works a 7.5 hour day, 37.5 hour week; one, an 8 hour, 35 minute day, 40 hour week; one, a 9 - 9 1/4 hour day, 40 hour week; two, a 9 hour day, 45 hour week; and one, a 9.5 hour day, 47.5 hour week. The greatest changes were in Massachusetts, New Jersey, and Vermont where officers were required to work as required and up to 90 hours a week while in barracks and on call.

As shown on page 2 of Chart I, the number of holidays in each state ranges from 8 to 14 with most having 11-12 days per year. Six states provide their officers with personal leave days numbering from one (1) to five (5) per year. Vacation leave ranges from 10 days to 26 days per year and sick leave ranges from 12 days per year to an unlimited number per

year. In New Hampshire, an employee, who does not use a sick day during a four month period, receives 1 1/4 bonus days to be taken at the employee's pleasure. The only area where collective bargaining appears to have had an effect was in the granting of personal leave days. With the exception of personal leave, Illinois provides a similar number of days off per year to employees when compared with the other states.

Time and a half is paid by fourteen states for overtime. One state pays overtime at a straight hourly rate and one pays a percentage of the basic weekly salary. This information should be looked at with caution since it has been learned from previous studies that overtime is paid only from federal funds, in extreme emergencies, under close scrutiny and authority, and/or only up to limited amounts. Illinois has just adopted paying straight time for overtime.

Compensatory time is provided to officers in twelve states usually on an hour for hour basis. Two states do not provide for compensatory time. Since payment for overtime started in Illinois, compensatory time is not given.

Pages 3 and 3a of Chart I provide information about shift differential, longevity pay, special duty pay and clothing allowances. Ten states pay a shift differential that ranges from 15¢ an hour to 6% of the hourly rate to a lump sum of \$400 a year. Illinois does not pay a shift differential.

Nine states provide longevity pay to their officers. Not enough information was provided to know if this was a result of collective bargaining or if it was a continuation of a benefit obtained prior to the collective bargaining agreements. Illinois provides longevity pay to its officers.

Special Duty Pay is one area that appears to have been the result of collective bargaining negotiations. Eight states provide special duty pay to their officers for duties such as sea duty, motorcycle riding, pilot, and scuba diving. Illinois also pays special duty pay to pilots and plainclothes officers.

Eight states pay a clothing allowance to all their state police officers and one state pays a clothing allowance only to the plainclothes officer. Concerns in this area are whether uniforms are furnished, if there are uniform accessories the trooper must furnish, and/or if the "clothing allowance" is to assist in payment of cleaning bills. Illinois furnishes uniforms to all uniformed officers, but does not pay any type of clothing allowance.

Salaries, cost-of-living clauses, and data on use of vehicles is provided on pages 4 and 4a. Alaska, California, Delaware and Michigan have higher starting salaries than Illinois. Cost-of-living increases are provided for officers in two states. This information confirms the fact that the state police in the Illinois Department of Law Enforcement consistently receive salary increases that serve to keep them one of the higher paid organizations in the country.

Of additional interest is the fact that officers in California and New York are not provided vehicles and not all officers in Alaska and Delaware are assigned a vehicle. All of the other states provide a vehicle to the officer that can only be used for travel to and from work and while on official business, except in Connecticut where officers are permitted to use the vehicle for personal business. Illinois officers all have a vehicle that can be used for official business purposes only.

Pages 5 and 5a of Chart I shows, as much as possible, the amount of retirement contribution provided by the state and by the employee. Three states, Florida, Michigan, and New York, pay all retirement contributions. The amounts that employees are required to pay in the other states range from 5% to 9.3%. In Illinois, an officer contributes 9.5% of the gross salary to retirement.

Only two states pay a monthly educational allowance and one state provides a one-time payment for receipt of a degree (A.A., B.A., M.A., or Ph.D.). Illinois does not provide an educational allowance.

All states, including Illinois, have a grievance procedure as part of the contract with the steps of each phase of the grievance specifically documented.

Page 6 of Chart I indicates the name of the unit, the ranks covered, the length of time collective bargaining has been used, the length of the contract, and if the Bureau of Planning and Development received a copy of the contract.

Examination of this page shows that the state police are represented by various groups; that is, there is not a particular entity that negotiates for the state police throughout the country. The units vary from a Public Employees Association (5), to the Fraternal Order of Police (2), to Benevolent Associations (2), to State Police Associations (4).

In seven states, the agreement covers the ranks of Sergeant and below. Two states include Lieutenants, and four agreements include all officers except those in exempt positions.

New York has had collective bargaining since 1967 and Vermont has had collective bargaining since 1969. The average length of the contract is two years, with Pennsylvania having a contract for one year, and Massachusetts, three years.

The Bureau of Planning and Development received copies of contracts from ten states.

#### CONCLUSIONS

Most of the data received from other state agencies was incomplete. In some instances, the data would not have been comparable because of the length of time that collective bargaining agreements have been in existence. The areas that appear to have been collective bargaining negotiated benefits are for dental insurance, hours of work, personal leave, overtime compensation, special duty pay, and grievance procedures.

Other areas mentioned in the contracts include notice of schedule changes, vacancy notices, internal investigations procedures, and benefits for retirees.

It would appear that the Illinois Department of Law Enforcement provides benefits that are very comparable to those provided as a result of collective bargaining. If collective

bargaining were to become a part of state police negotiations in Illinois, it would probably be the areas of greater benefits, such as dental insurance or state payment of hospitalization for families, and increased protection of employee rights that would be of major concern to the troopers.

**END**