



Parks, Recreation and Historic Preservation

ANDREW M. CUOMO
Governor

ERIK KULLESEID
Commissioner

November 4, 2019

Ms. KelliAnn Sardella
Division of Classification and Compensation
New York State Department of Civil Service
Building 1, Tenth Floor, Empire State Plaza
Albany, New York 12239

Dear KelliAnn:

Pursuant to Section 130.7 of the Civil Service Law, the New York State Office of Parks, Recreation and Historic Preservation (OPRHP) is requesting a \$10,000 Geographic Pay Differential for all employees in the Park Police title series in the Long Island, New York City, Palisades and Taconic Regions (referred to as "Zones" in the parlance of the Park Police). The titles impacted are Park Police Officer Trainee, Park Police Officer, Sergeant Park Police, Lieutenant Park Police, Captain Park Police, and Major Park Police. The impacted geographical areas consist of all the counties within the above-named Zones.

Attrition

OPRHP is advancing this request because of the significant ongoing attrition within the New York State Park Police. From January of 2014 until the present, 92 officers have resigned while 179 officers have graduated from the Park Police Academy. When the number of retirements in that same time span is added to the number of resignations, there has only been a net gain of 55 officers. Attrition has spiked this calendar year as 24 officers have already resigned to date.

Of the 92 officers who have resigned from the Park Police over the last six years, 75 (or 82%) resigned from a downstate zone (Taconic, Palisades, New York City, or Long Island). *Figure 1* below depicts the breakdown of resignations per zone.

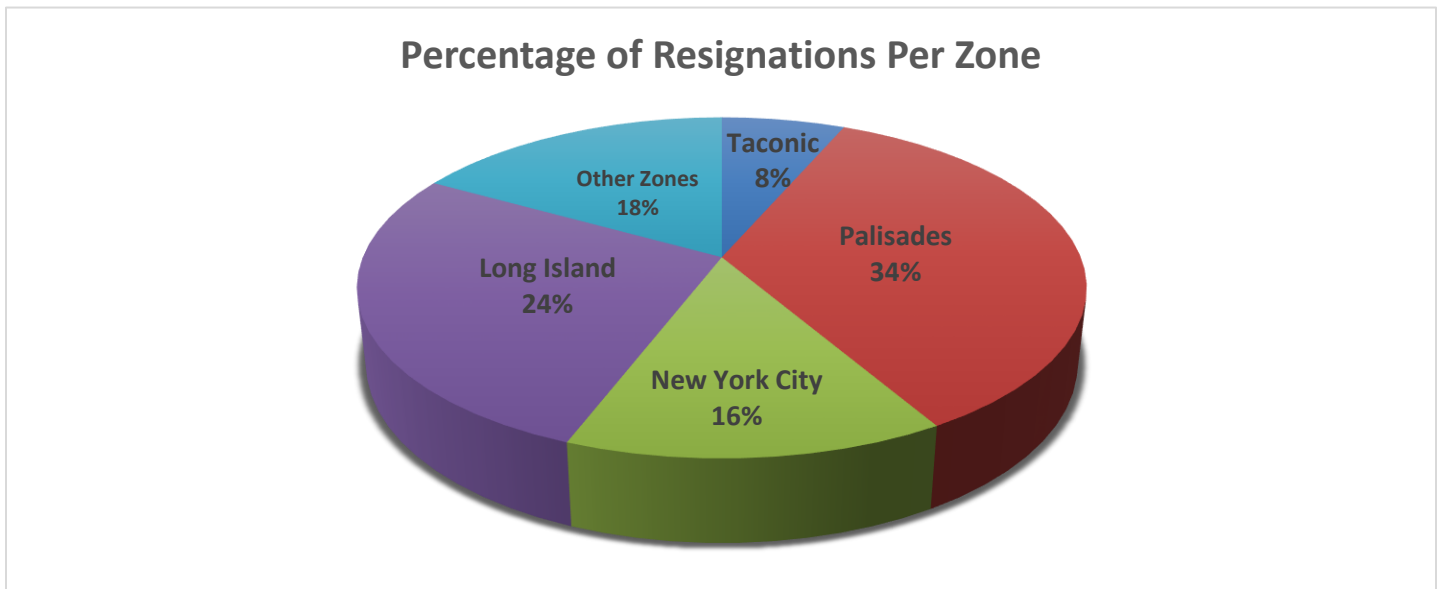


Figure1

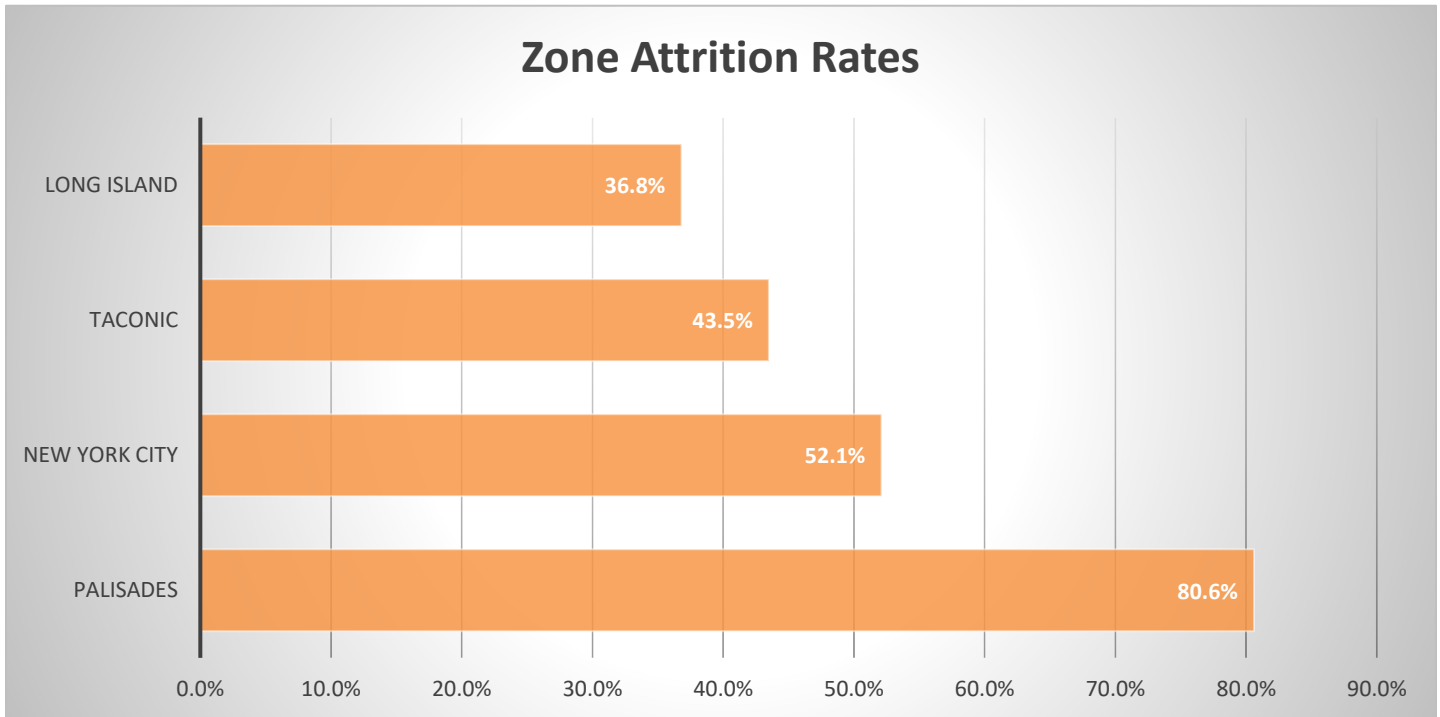


Figure 2

As you can see above in Figure 2, the four downstate zones have experienced significant attrition and staff turnover in the past six years. The attrition rates were calculated by adding up traditional attrition, such as resignations and retirements, while also factoring in staff movement within the Park Police, which primarily consists of reassignments. Many of the new officers who graduate from the Academy live in Upstate New York. They often serve a short stint (two or three years) in a downstate zone before applying for reassignment to an upstate zone. Not factoring in officer reassignments would significantly under-report the extent of staff turnover in the downstate zones.

Salary Comparison and Analysis:

The salaries that we can offer our officers are not competitive with police departments in the downstate zones. Most municipal police departments will hire our officers without the need to complete another academy and the officer can earn a much higher salary, if not immediately, then within a very short period.

Figure 3 below depicts the difference between the average municipal police officer salary in the Palisades, Taconic, New York City and Long Island Zones, and the corresponding average Park Police Officer salaries. As you can see, the difference in compensation ranges from about \$7,000 to over \$31,000, a percentage difference of 11% to 48%.

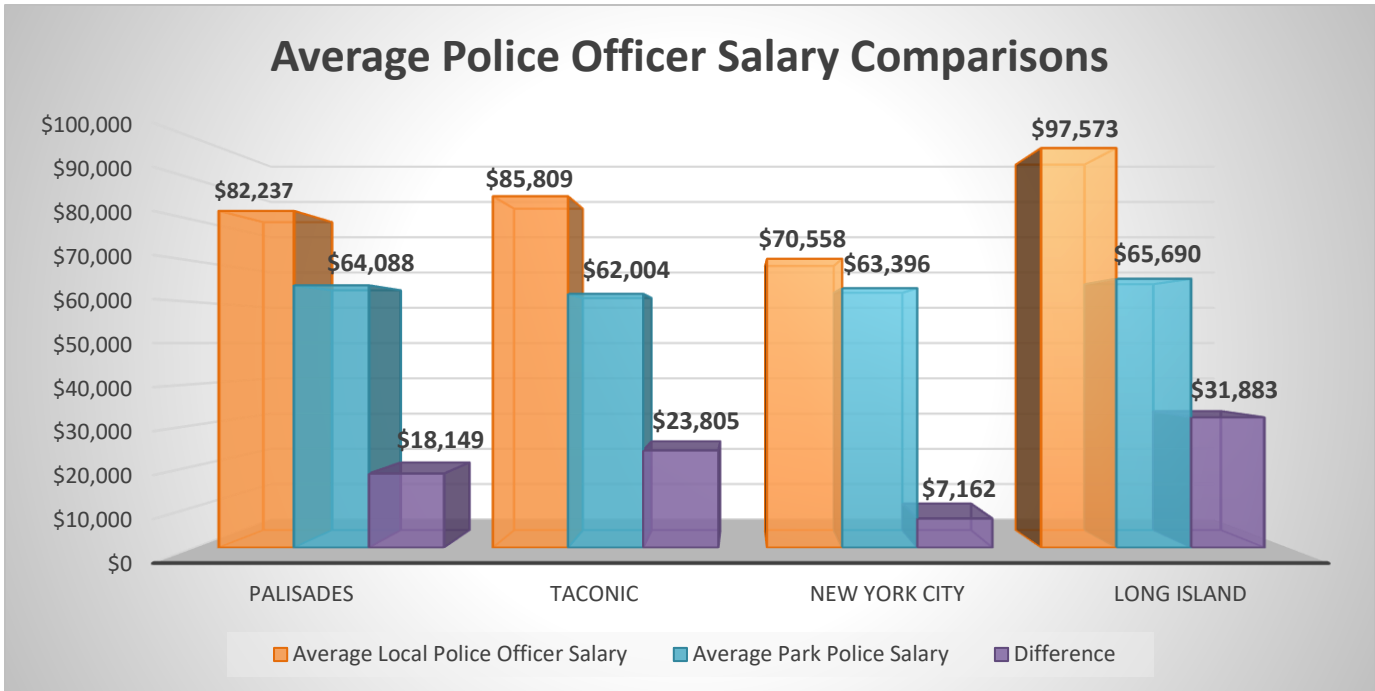


Figure 3

In our analysis, we examined the salaries offered by other police departments that fall within the geographic boundaries of our downstate zones after one year, three years and five years, and compared those to the salaries of Park Police Officers. As you can see in Figure 4 and Table 1 below, Park Police Officers earn between \$1,700 and \$25,000 more than comparable agencies within the first year of employment. However, it is important to note that the agencies with an asterisk in Table 1 have negotiable starting pay, particularly for candidates who join their agency with a previously attained Municipal Police Training Certification. In this case, the salaries would well exceed those of a starting Park Police Officer.

Figure 4

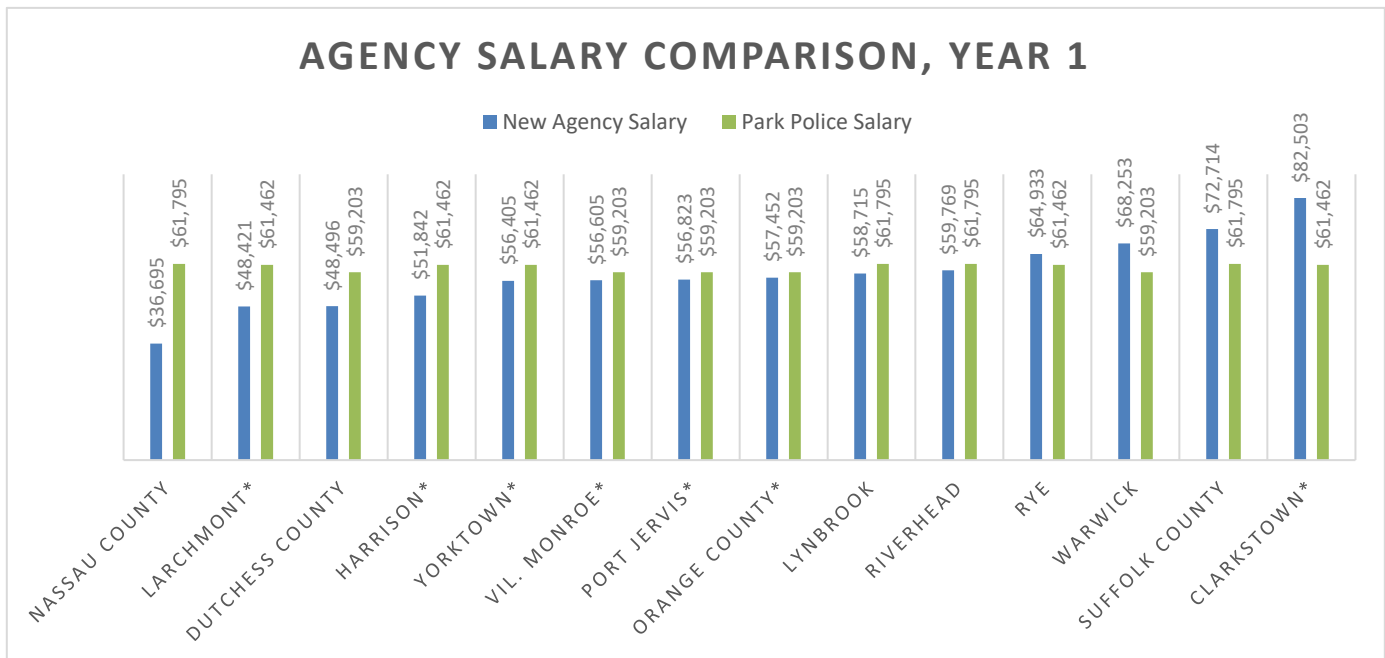


Table 1

Agency	Local Agency Salary	Park Police Salary	Difference
Nassau County	\$36,695	\$61,795	-\$25,100
Larchmont*	\$48,421	\$61,462	-\$13,041
Dutchess County	\$48,496	\$59,203	-\$10,707
Harrison*	\$51,842	\$61,462	-\$9,620
Yorktown*	\$56,405	\$61,462	-\$5,057
Vil. Monroe*	\$56,605	\$59,203	-\$2,598
Port Jervis*	\$56,823	\$59,203	-\$2,380
Orange County*	\$57,452	\$59,203	-\$1,751
Lynbrook	\$58,715	\$61,795	-\$3,080
Riverhead	\$59,769	\$61,795	-\$2,026
Rye	\$64,933	\$61,462	\$3,471
Warwick	\$68,253	\$59,203	\$9,050
Suffolk County	\$72,714	\$61,795	\$10,919
Clarkstown*	\$82,503	\$61,462	\$21,041

By the third year of employment, the pay gap begins to reverse as seen in Figure 5 and Table 2 below.

Figure 5

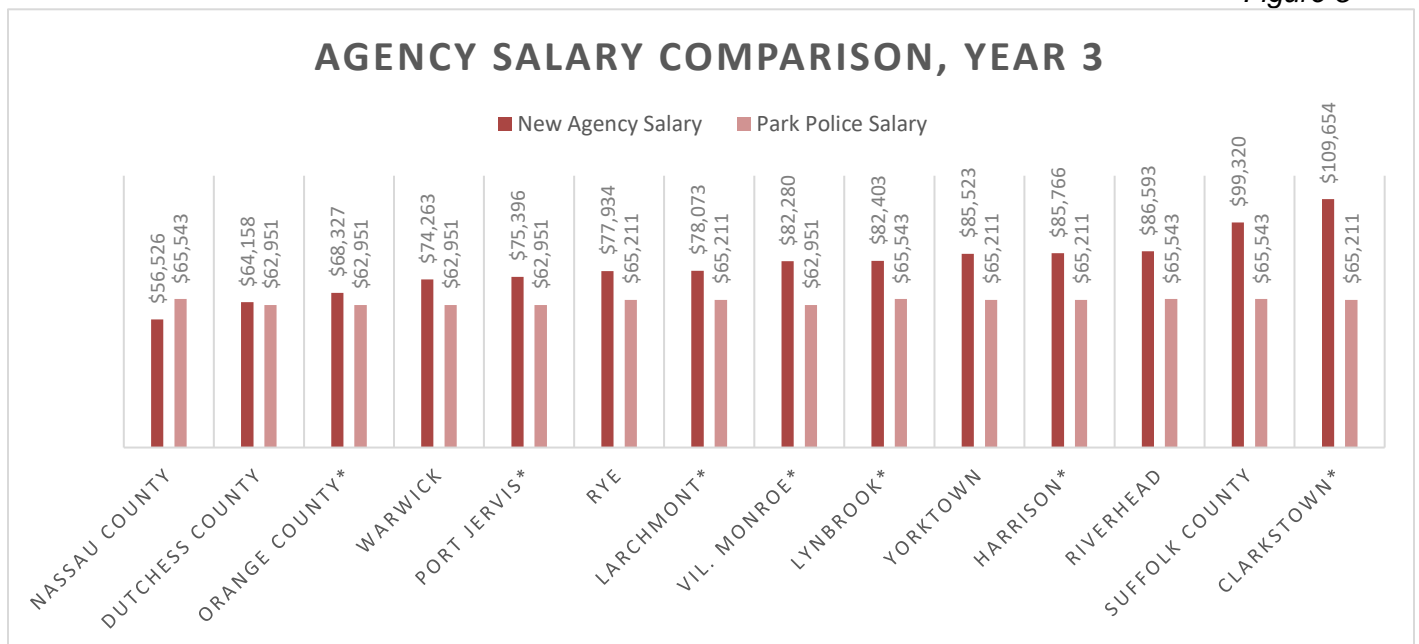


Table 2

Agency	Local Agency Salary	Park Police Salary	Difference
Nassau County	\$56,526	\$65,543	-\$9,017
Dutchess County	\$64,158	\$62,951	\$1,207
Orange County*	\$68,327	\$62,951	\$5,376
Warwick	\$74,263	\$62,951	\$11,312
Port Jervis*	\$75,396	\$62,951	\$12,445
Rye	\$77,934	\$65,211	\$12,723
Larchmont*	\$78,073	\$65,211	\$12,862
Vil. Monroe*	\$82,280	\$62,951	\$19,329
Lynbrook*	\$82,403	\$65,543	\$16,860
Yorktown	\$85,523	\$65,211	\$20,312
Harrison*	\$85,766	\$65,211	\$20,555
Riverhead	\$86,593	\$65,543	\$21,050
Suffolk County	\$99,320	\$65,543	\$33,777
Clarkstown*	\$109,654	\$65,211	\$44,443

After five years of employment, the pay gap between Park Police Officers and municipal police officers grows tremendously, from \$9,000 to \$71,000. Figure 6 shows these disparities.

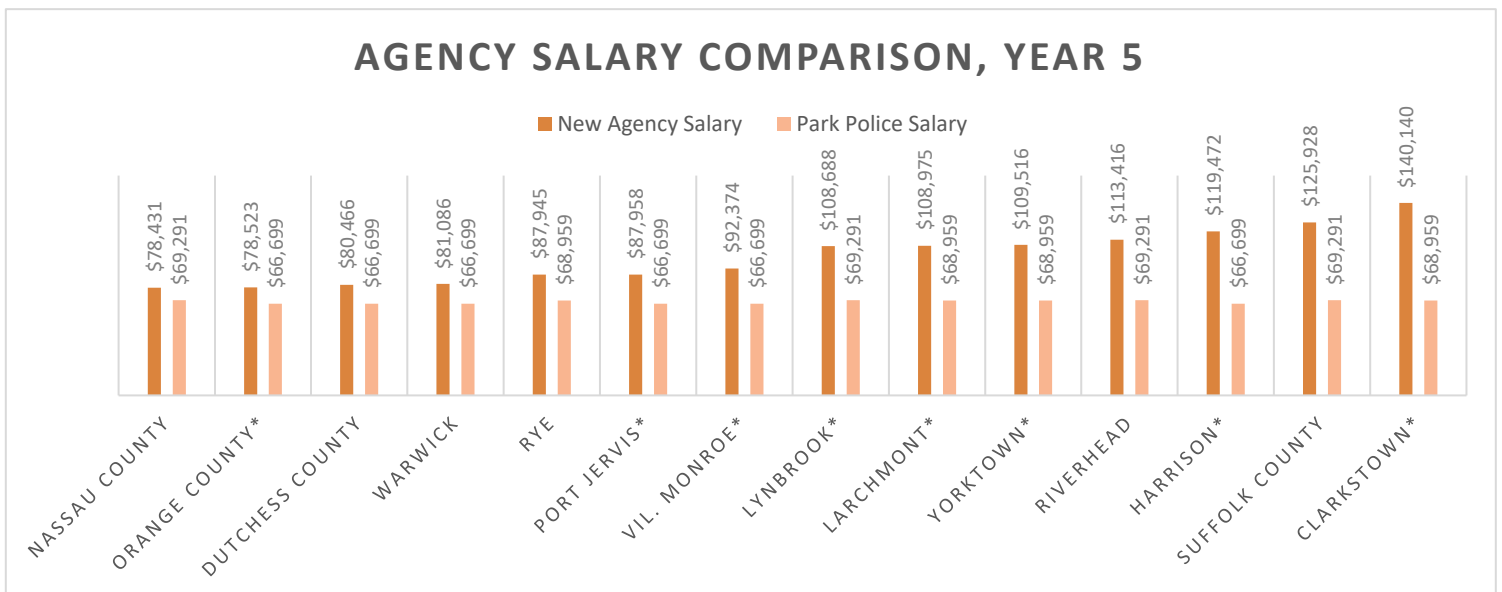


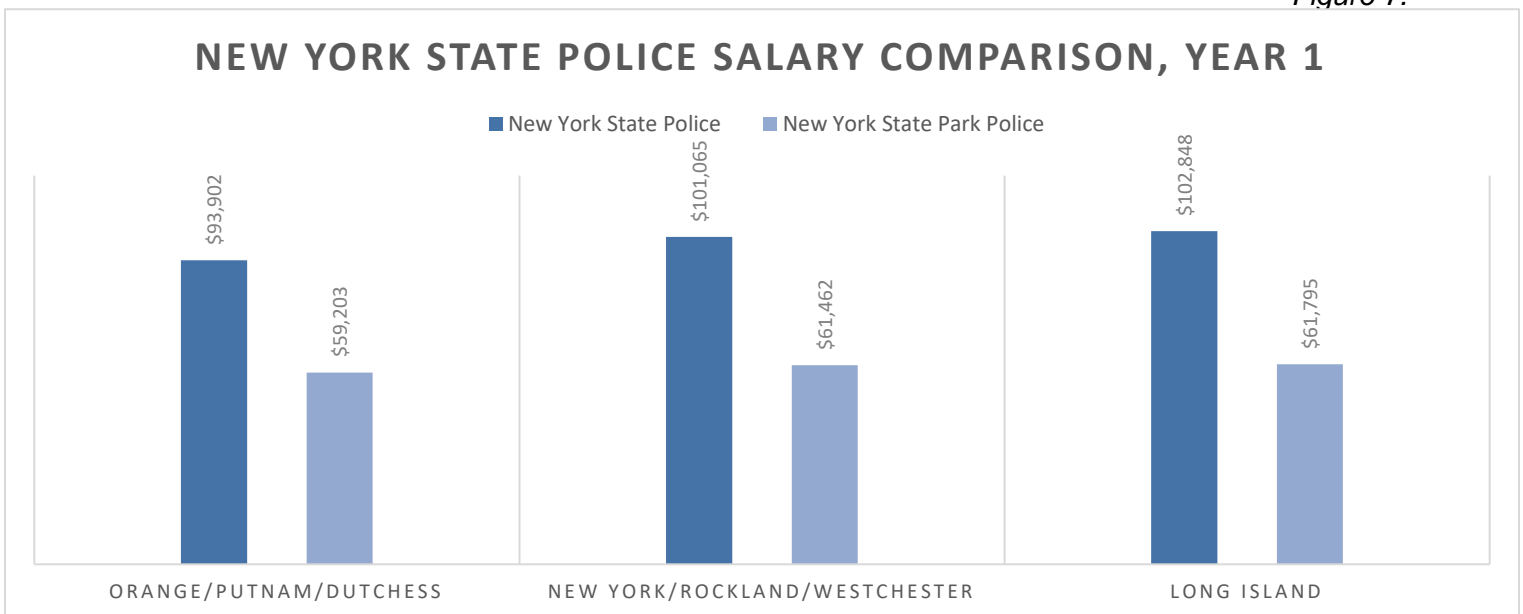
Figure 6

Agency	Local Agency Salary	Park Police Salary	Difference
Nassau County	\$78,431	\$69,291	\$9,140
Orange County*	\$78,523	\$66,699	\$11,824
Dutchess County	\$80,466	\$66,699	\$13,767
Warwick	\$81,086	\$66,699	\$14,387
Rye	\$87,945	\$68,959	\$18,986
Port Jervis*	\$87,958	\$66,699	\$21,259
Vil. Monroe*	\$92,374	\$66,699	\$25,675
Lynbrook*	\$108,688	\$69,291	\$39,397
Larchmont*	\$108,975	\$68,959	\$40,016
Yorktown*	\$109,516	\$68,959	\$40,557
Riverhead	\$113,416	\$69,291	\$44,125
Harrison*	\$119,472	\$66,699	\$52,773
Suffolk County	\$125,928	\$69,291	\$56,637
Clarkstown*	\$140,140	\$68,959	\$71,181

Table 3.

While Park Police Officers have resigned to pursue employment with many different police departments, the largest percentage of officers have gone to the New York State Police. Almost 30% of the officers who have resigned from the Park Police in the last six years have gone to the New York State Police. As seen in *Figure 7* and *Table 4* below, within the first year of service, the State Police throughout all of New York State earn over 50% more than a Park Police Officer.

Figure 7.



Zone	New York State Police	New York State Park Police	Difference
Orange/Putnam/Dutchess	\$93,902	\$59,203	\$34,699
New York/Rockland/Westchester	\$101,065	\$61,462	\$39,603
Long Island	\$102,848	\$61,795	\$41,053

Table 4.

By the third year and fifth year of service, the gap is widened to well over 60% and upwards of \$45,000 (see Figures 8 and 9, and Tables 5 and 6 below).

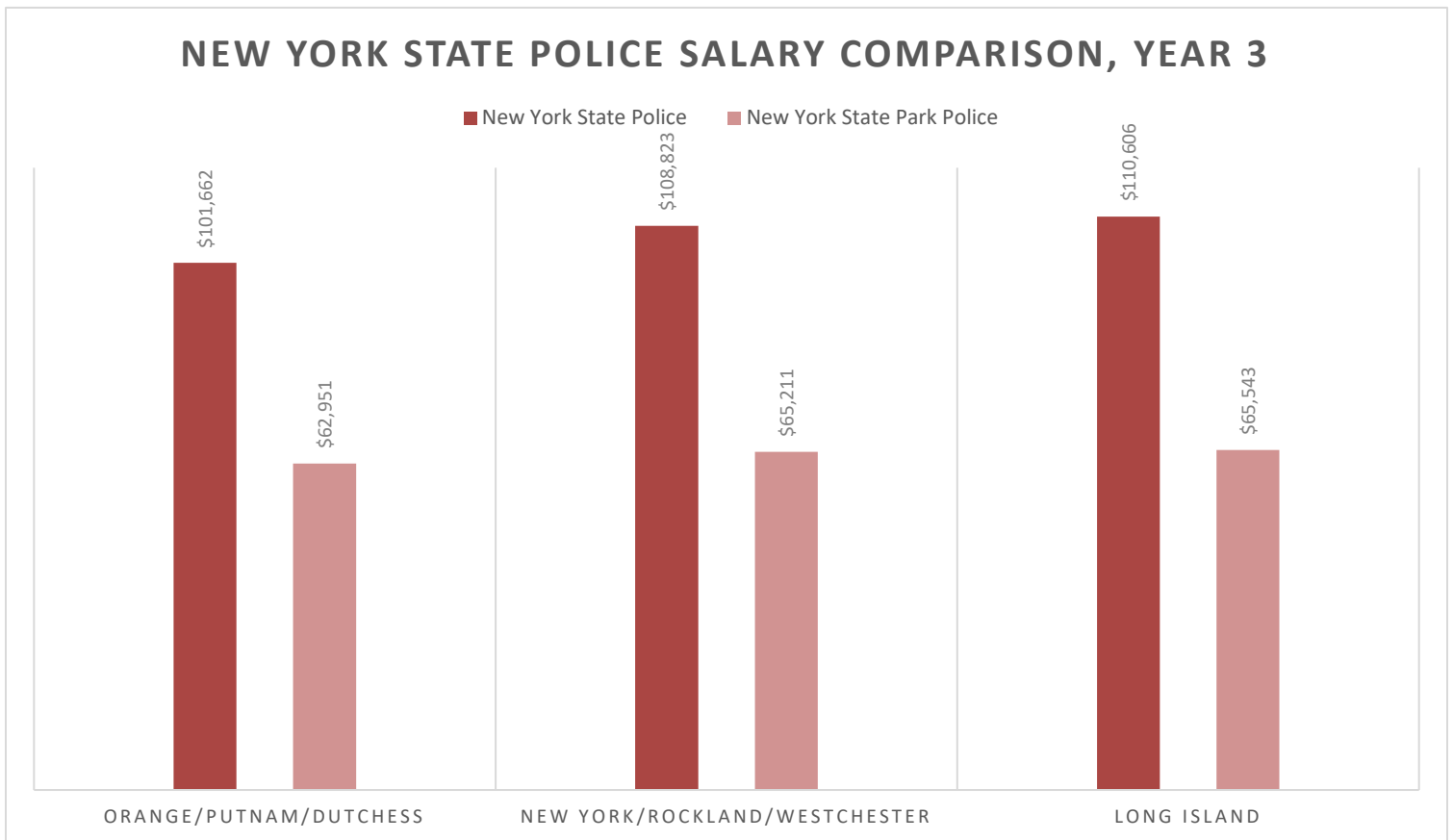


Figure 8.

Zone	New York State Police	New York State Park Police	Difference
Orange/Putnam/Dutchess	\$101,662	\$62,951	\$38,711
New York/Rockland/Westchester	\$108,823	\$65,211	\$43,612
Long Island	\$110,606	\$65,543	\$45,063

Table 5

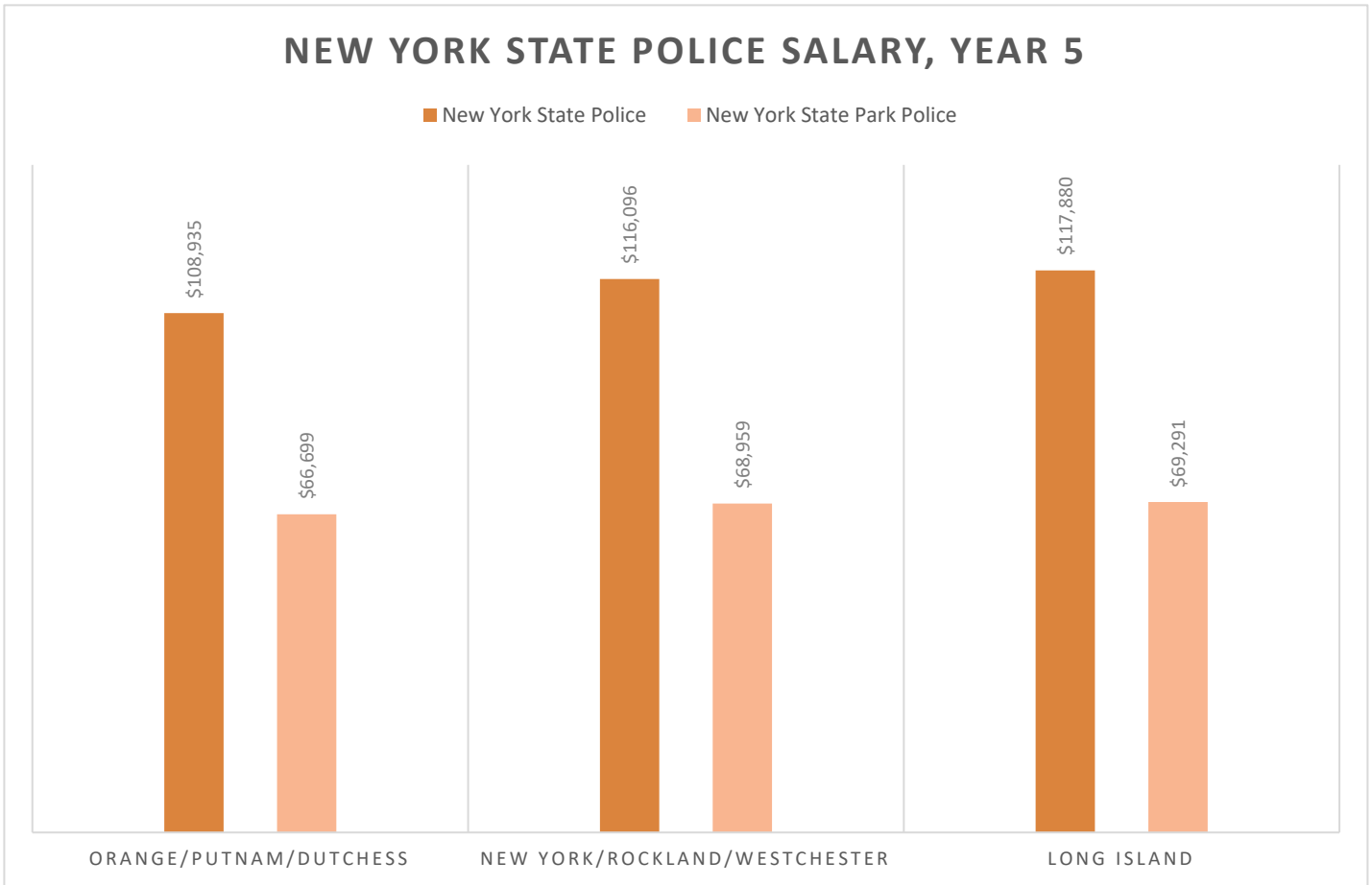


Figure 9

Zone	New York State Police	New York State Park Police	Difference
Orange/Putnam/Dutchess	\$108,935	\$66,699	\$42,236
New York/Rockland/Westchester	\$116,096	\$68,959	\$47,137
Long Island	\$117,880	\$69,291	\$48,589

Table 6

The current reality for the New York State Park Police is that hiring is not keeping up with attrition. We understand that a \$10,000 Geographic Pay Differential is substantial, but we believe it is reasonable given the salary statistics we have provided, and the analysis conducted. The goals we would like to achieve through the institution of a Geographic Pay Differential are to attract more candidates in the recruitment process and retain these new officers during the Park Police Academy and for many years thereafter.

As always, thank you for your assistance in this matter. Please feel free to call me at 518-474-0453 if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Charles Parmentier". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Charles Parmentier
Director of Human Resources

Cc: Commissioner Kulleseid
T. Alworth
M. Scott
M. Vanwie