

# New York State Civil Service Law, Article 14 “The Taylor Law”

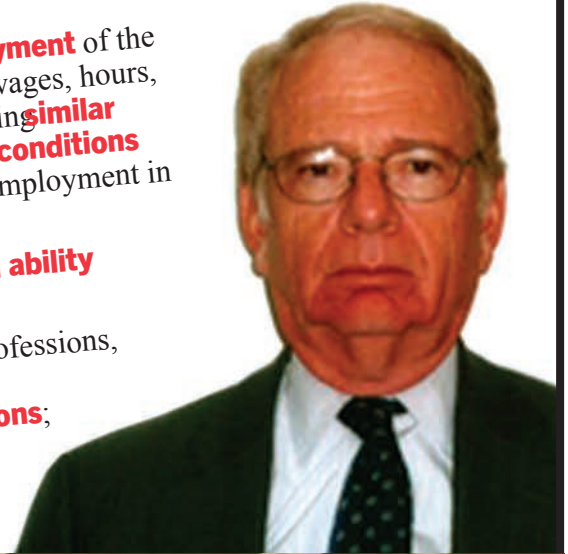
Section 209.5

(v) the public arbitration panel shall make **just and reasonable determination** of the matters in dispute. In arriving at such determination, the panel shall specify the basis for its findings, taking into consideration, in addition to any other relevant factors, the following:

- comparison of the **wages, hours and conditions of employment** of the employees involved in the arbitration proceeding with the wages, hours, and conditions of employment of other employees performing **similar services** or requiring **similar skills** under **similar working conditions** and with other employees generally in public and private employment in **comparable communities**;
- the **interests and welfare of the public** and the **financial ability of the public employer to pay**;
- comparison of peculiarities in regard to other trades or professions, including specifically, (1) **hazards of employment**;

- (2) **physical qualifications**;
- (3) **educational qualifications**;
- (4) **mental qualifications**;
- (5) **job training and skills**;

and the terms of collective agreements negotiated between the union and the employer, including compensation and fringe benefits.



## Did he even read it?

There are many criteria that should factor into a “just and reasonable” arbitration award for New York City police officers. PERB arbitrator Howard Edelman seems to think there is only one: the City’s “bargaining pattern” with its other employees, a term never mentioned in the Taylor Law. He agrees that **New York City police officers are the “finest.”** He agrees that they “**walk a dangerous tightrope**” in order to protect the city. He concludes that they are paid **16% less** than their local counterparts. He agrees that “**the City can afford to pay reasonable [wage] increases**” to police officers. But never mind all of that: to Edelman, the so-called “pattern” raises agreed to by other groups dictate that they must remain the **lowest paid police officers in the area.**

## Arbitrator Howard Edelman: Hopelessly Compromised



**Patrolmen’s Benevolent Association** of the City of New York

125 Broad Street, 11th Floor, New York, NY 10004 • 212-233-5531

**Patrick J. Lynch, President**

[www.nycpba.org](http://www.nycpba.org)