



Marlborough Town Police PBA Inc.
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To: The Town of Marlborough Town Board

From: Marlborough Town PBA President Justin Pascale

Date: July 22, 2020

Re: Covid Compensation

Dear Supervisor Lanzetta and Members of the Board:

Good Evening Gentleman, I had the opportunity to watch the Town Board Meeting that commenced on July 13, 2020. I would like to thank you for the consideration of the PBA's request for compensation time subsequent to working through the Covid 19 Pandemic. Additionally, thank you for adding "Grand Parent" and Grand Parent in-law" to the bereavement clause in our contract. After watching said meeting, I would like to address a few items that were discussed. Please keep in mind that in "normal" times, I would address the Town Board in person, but under the current circumstances and mandates, that would not be possible.

The first item that I would like to discuss and clarify is the misrepresentation of our request that was stated by Councilman Corcoran. At no time was there a request made for a specific number of compensation days. Councilman Corcoran stated numerous times that the PBA request was for fourteen days which is not the case as was stated in the letter. Additionally, Councilman Corcoran misconstrued the spirit of our request. As the letter stated, with the exception of the Police Department, every department was afforded the opportunity to work from home and or work on a modified schedule while receiving full pay. Understanding that the police department cannot be afforded the same opportunity due to the nature of our schedule and work, the PBA was merely asking for some time off without being charged in an effort to "recharge" from unprecedented times. Councilman Corcoran stated that it is our job to answer calls such as the 911 attack as well as directly dealing with COVID-19 patients. I would agree that it is our job to answer ALL calls for service. But I disagree with the notion that "We as Police Officers signed on with the expectation of responding to said catastrophes". No police officer ever imagined that they would witness the 911 attack, nor did any police officer ever imagine that we would be faced with responding to calls of service and have to be in direct contact with COVID infected people and subsequently risk getting infected and or take said disease home to our family in which said risk currently exists. Furthermore, we, as Town of Marlborough Police officers respond to ALL medical calls. We are the link between the response of EMS. As all of you are aware, on many occasions, it takes several minutes for EMS to arrive on scene. In most cases, every minute is critical with regard to medical calls. From administering oxygen to a patient in respiratory distress, to performing CPR and applying an AED to a patient in cardiac arrest to administering NARCAN to a patient that has overdosed, the men and woman of the Town of Marlborough Police Department have expeditiously and successfully done so, saving numerous lives. The Members of the Town of Marlborough Police Department have gone above and beyond our required duties including but not limited to mopping and sanitizing the entire police

call as previously mentioned, potentially exposing ourselves to Covid-19 infected patients as well as handing out masks to the public. We did the above with limited PPE (personal protection equipment). It is appreciated and understood that medical personnel and the like faced similar circumstances with respect to COVID-19 exposure and may or may have not been compensated. However, most medical personnel are in a controlled environment such as a doctor's office or hospital and are equipped with the necessary measures and equipment to protect them. We as police officers do not work under the above circumstances. Please understand that we in know way are minimizing or discrediting what all other departments did or are doing during this pandemic. We are merely saying that by the nature of our job, we feel that hazard pay and or compensation should apply. Said notion is not new and has been applied numerous times throughout the nation including but not limited to the following essential workers: Alabama essential workers received a two dollar an hour hazard pay stipend for a four week period, Georgia essential workers received \$500 a month in hazard pay during the pandemic, police officers in Indiana received one thousand dollars as a hazard pay stipend, Maine essential workers received three to five dollars an hour extra as hazard pay, Maryland essential workers received two hundred dollars bi-weekly for hazard pay, Michigan received seven hundred and fifty dollars per pay period for hazard pay, Mississippi essential workers received a 5% raise per pay period during the epidemic and the list goes on. (Essential Workers are defined as personnel that work in direct in person contact with the general public and patients). The following quote is from governor Cuomo: "Essential public workers are the ones on the front lines every day carrying us through this crisis, and we must ensure their efforts and sacrifice are appropriately recognized," Cuomo said. "This crisis is not over yet, and as long as these workers continue to work and expose themselves to the virus, they should be properly compensated." The Governor went on to say: "Workers on the frontlines right now are putting their lives on the line and making incredible sacrifices in order to keep our city and towns running, our families healthy, and our communities clean and safe. The least we can do is ensure they're compensated for the work they're doing under the toughest of circumstances. We need to do more than just say thank you, we need to have their backs." In closing, I understand that a decision was made regarding our request and would like to reiterate that we appreciate your consideration in this matter and appreciate the additional language that will be subsequently added to the bereavement clause to our MOA. As always, the Men and Woman of this Agency have and will continue to provide stellar service to the residence of the Town of Marlborough regardless of the challenging health and social circumstances at hand.

Respectfully,

A handwritten signature in black ink, appearing to read "Sgt. J. Pascale", with a stylized flourish extending from the end.

Sgt. Justin J. Pascale
PBA President