

Retention Crisis and Equity Issue

Detectives, Sergeants and Lieutenants in the NYPD

Bill #2025 – S4262
IN SENATE

The NYPD is suffering from a severe recruitment and retention issue with respect to its personnel. They simply cannot keep up with the unprecedented exodus of members.

In recent years, legislation designed to retain members of the NYPD was enacted. However, that legislation applied only to the police Officer and Police Captain Ranks.

All members of the NYPD are in the same pension plan, and they are in the same pension tier based on their respective hire dates; they pay the same amount of member contributions into the plan and have the same retirement milestones. Incongruously, because of this legislation, the Detectives, Sergeants and Lieutenants receive a lesser benefit than Police Officers and Captains if they decide to continue serving in the NYPD beyond their 25th year.

In 2015, Chapter 552 increased retention in the rank of Captain. Last year Chapter 55 (FY2024-25 Budget PPGG part II) increased retention in the rank of police officer. Both chapters did the exact same thing – reward members who continue to serve with a modest pension benefit to encourage them to remain in the employ of the NYPD.

The issue is, even though all members of the NYPD are in the same pension plan and make the same contributions, the detectives, Sergeants and Lieutenants are excluded from the pension benefit. Not only is this a disincentive to members of those ranks to continue in the NYPD, but it also demoralizes members who have decided to stay and receive all the extensive education and training these ranks receive commensurate with their positions.

We strongly urge you to advocate for this measure in the upcoming budget negotiations. It is undoubtedly a deserving benefit to these members of the NYPD who have been excluded from the previous two chapters that were done for the other members of the same department and same pension plan.

Thank you for your consideration.