

ORDINANCE NO. 1446

AN ORDINANCE OF THE MUNICIPALITY OF MONROEVILLE APPROVING A COLLECTIVE BARGAINING AGREEMENT PURSUANT TO ACT 111 OF 1968 WITH THE POLICE OFFICERS OF THE MUNICIPALITY OF MONROEVILLE FOR THE YEARS 1985, 1986 AND 1987 AND AUTHORIZING THE PROPER MUNICIPAL OFFICIALS TO ENTER INTO SAID AGREEMENT

BE IT ORDAINED AND ENACTED by the Municipality of Monroeville in Council assembled as follows:

Article I - Approval and Authorizations

Section 1 - Approval

This approved Agreement marked "Exhibit One" is attached hereto and is made a part hereof.

Section 2 - Authorization

The proper officials of the Municipality are authorized to sign the collective bargaining Agreement between the Municipality and the Police Officers of the Municipality pertaining to wages, salaries, fringe benefits and working conditions for the years 1985, 1986 and 1987, which is attached hereto as "Exhibit One."

Section 3 - Applicability

This Agreement shall be applicable to each and every Police person of the Municipality, as identified in Section 2 of the Agreement, or pursuant thereto, but shall not be construed to be applicable to any other individual or classification of Municipal employee.

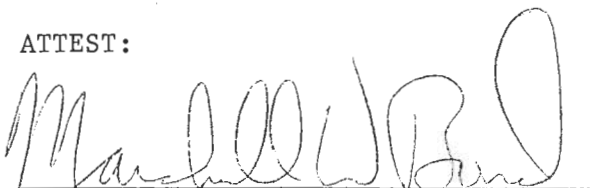
Article II - Effective Date

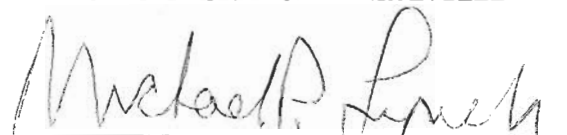
This Ordinance shall take effect in accordance with the Home Rule Charter Provisions.

ORDAINED AND ENACTED this 8th day of January, 1985.

(SEAL)

ATTEST:


Marshall W. Bond, Municipal Manager

MUNICIPALITY OF MONROEVILLE

Michael P. Lynch, Mayor

Entered in Legal Book January 18, 1985

COLLECTIVE BARGAINING AGREEMENT

This Agreement made and entered into this _____ day of _____, 1985 by and between the Municipality of Monroeville, A Municipal Corporation, organized and existing under the laws of the Commonwealth of Pennsylvania, hereinafter called the "Municipality" and the Police Officers of the Municipality of Monroeville acting through their lawfully designated agents, hereinafter called "Police."

W I T N E S S E T H:

WHEREAS, More than fifty-one (51%) percent of the members of the Police Department of the Municipality of Monroeville have named a committee, known as their Wage Policy Committee, to act and bargain and execute a contract on behalf of the entire membership of the Monroeville Police Department with the Municipality of Monroeville for the purpose of establishing wages, salaries, fringe benefits, and working conditions for all the members of said department for the calendar years 1985, 1986 and 1987, a true and correct copy of the said committee authorization being attached hereto, made part thereof, and marked "Exhibit A"; and

WHEREAS, in pursuant of the authorization and requirements of the Commonwealth of Pennsylvania Act 111 of 1968, the said wage policy committee of the Police Department has met and negotiated with Municipal Council of the Municipality of Monroeville on the subject of wages, salaries, fringe benefits, and working conditions for the police officers for the years 1985, 1986 and 1987 have reached agreement thereon; and

WHEREAS, it is the desire of the Municipality and of the said police officers acting through their said Wage Policy Committee, to reduce their said Agreement to a legally binding written contract;

NOW THEREFORE, in consideration of the mutual promises herein contained, the parties hereto agree as follows:

1. INTENT: It is the intent and purpose of the parties hereto that this agreement shall cover all matters related to wages, salaries, hours, fringe benefits, grievances and working conditions which by law or otherwise Municipal Police Officers now or may be hereafter entitled to bargain for individually or collectively, with the Municipal employers.
2. PERSONS COVERED: This Agreement shall cover all regular sworn police officers of the Municipality of Monroeville except Chief Of Police or rank above Lieutenant, but shall not be construed to cover police radio dispatchers, animal control officers, or any other classification of Municipal employee.

3. WAGES: It is agreed that beginning the first day of the following years, hourly wage rates shall be adjusted to provide for the following wage increases for all steps and classifications of sworn police officers:

1985 - 5.5% of top patrolman rate
 1986 - 5.5% "
 1987 - 5.5% "

Starting wage rates for new probationary employees shall be \$9.00 per hour during the first six months of employment and \$9.20 per hour after the first six months of employment. The regular wage scale shall be effective when and if the probationary employee is appointed as a regular, career service employee.

4. LONGEVITY: It is agreed further that a longevity payment in the amount scheduled below for each completed year of employment shall be paid to each and every Police in the pay that is the first pay in December of each year, according to the following table:

LONGEVITY PAYMENT

<u>Years of Service</u>	<u>1985-87</u>
0 - 4	\$ 0
5	250
6	300
7	350
8	400
9	450
10	500
11	550
12	600
13	650
14	700
15	750
16	800
17	850
18	900
19	950
20	1000
21	1050
22	1100
23	1150
24	1200
25	1250
26	1300
27	1350
28	1400
29	1450
30	1500
31	1550
32	1600
33	1650
34	1700

However, no additional increment shall accrue after the year in which a Police Officer first becomes eligible to retire.

5. HEALTH CARE: In addition to all other health care benefits provided for in previous contracts, it is agreed that commencing January 1, 1985 or as soon as administratively feasible thereafter, "65 Special" hospitalization plan equal to the currently available M.E.I.T. Plan shall be provided each retired police officer beginning at medicare age and shall be fully guaranteed by the Municipality to all current and retired employees, but paid from the police pension trust fund.
6. PENSION: It is agreed that as soon as possible, the Municipality shall amend the Police Pension Trust Agreement and take all steps necessary to provide for vesting in the police pension plan for all officers after completion of twelve (12) years of service. (Vesting refers to an employee's right to choose a pension benefit after superannuation age as compared to the return of the employee's contribution plus interest).

Further, the police pension trust agreement shall be amended and all steps taken necessary to provide for a service increment onto monthly pension benefits for each year of service in excess of twenty-five (25) years. For each year of service in excess of twenty-five (25) years, a service increment of \$25 per month onto the regular monthly pension benefit will be added. The total service increments may not exceed \$100 per month which shall be the maximum.

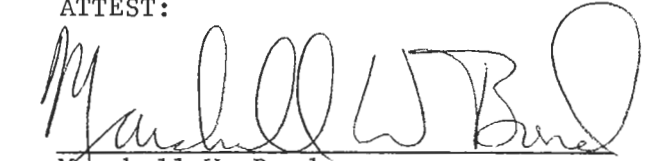
7. UNIFORM ALLOWANCE: Effective January 1, 1985, the Municipality agrees to increase the uniform allowance which includes leather goods to \$350 per annum. This amount shall increase to \$375 in 1986 and \$400 in 1987.
8. SHIFT DIFFERENTIAL: Shift differential shall be \$0.35 per hour to be paid to officers working shifts other than the daylight shift during 1985, 1986 and 1987.
9. LIGHT DUTY WORK ASSIGNMENT: Effective January 1, 1985, a light duty work assignment program shall be instituted to require employees to perform duties other than normal duties which suits their physical condition. No employee shall perform light duty work assignments for more than six (6) months without approval of the administration. The types of light duty to be performed shall be approved by a medical doctor. Examples of light duty assignments are as follows: reception desk work; radio relief; report writing; records maintenance, vehicle shuttling, etc. All light duty assignments shall be performed in civilian clothes, without fire arms, on the shift and at the times as determined by the Municipal Manager provided that nothing contained herein shall abridge the rights of an employee under the provisions of the Pennsylvania Workers Compensation Act, disability or pension system.
10. PREMIUM WAGE RATE LIMITATION: Where sick leave is utilized during the regular work week (Sunday through Saturday), regular wage rates shall be utilized rather than premium wage rate for any hours over forty.

11. All matters relating to wages, salaries, hours, fringe benefits, grievances and working conditions which were in effect under previous agreements shall continue to be in full force and effect for this Agreement unless specifically modified in this agreement.

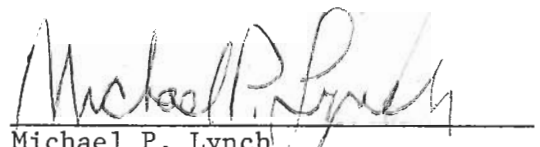
IN WITNESS THEREOF, and intending to be legally bound hereby parties hereto have caused this instrument to be duly executed by their authorized representatives the day and year first above written.

ATTEST:

MUNICIPALITY OF MONROEVILLE



Marshall W. Bond
Municipal Manager



Michael P. Lynch
Mayor

POLICE OFFICERS OF THE MUNICIPALITY OF MONROEVILLE, WAGE POLICY COMMITTEE

WITNESS:

