

BEFORE MUNICIPAL COUNCIL OF THE MUNICIPALITY OF MONROEVILLE

AN ORDINANCE OF MUNICIPAL)
COUNCIL, OF THE MUNICIPALITY OF)
MONROEVILLE APPROVING A)
PERSONNEL BENEFIT AGREEMENT WITH) Ordinance No. 1522
THE PUBLIC SAFETY DIRECTOR)

AND NOW, on April 8, 1986, it is ORDAINED

AND ENACTED by Municipal Council of the Municipality of
Monroeville as follows:

Section 1: The proper officials of the Municipality
of Monroeville are authorized to enter into a
Personnel Benefits agreement with John Danzilli,
Public Safety Director, a copy of which is attached.

Section 2: Any ordinance, or part of an ordinance in
conflict with any of the provisions of this ordinance is
hereby repealed to the extent of such conflict.

MUNICIPALITY OF MONROEVILLE

Attest:

By Washington C. Alton By W. M. George

ENTERED INTO LEGAL BOOK ON: _____

PERSONNEL BENEFITS AGREEMENT

between

THE MUNICIPALITY OF MONROEVILLE

and

JOHN DANZILLI, PUBLIC SAFETY DIRECTOR

MONROEVILLE POLICE DEPARTMENT

EFFECTIVE MARCH 12, 1986

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Purpose

The purpose of this agreement is to reduce to written form, all benefits to be provided John Danzilli, as the Monroeville Public Safety Director.

Intent

It is the intent of this agreement that Public Safety Director Danzilli receive all benefits as provided under collective bargaining agreements or arbitration awards in effect prior to March 12, 1986 for police personnel. Receipt of future changes in benefits after March 12, 1986 shall be at the discretion of the Municipality. It is intended to make the Public Safety Director equal to all other municipal department heads in terms of benefits, privileges, and responsibilities. It is also intended to provide benefits to Public Safety Director Danizlli previously approved for police officers pursuant to collective bargaining or arbitration awards which accrue after retirement, termination, or separation from Municipal employment.

Finally, it is intended that where there is a conflict within this agreement, the same benefits and interpretations provided police officers prior to March 12, 1986 shall prevail. Where there is a conflict and no precedent is established, then the grievance procedure outlined in this agreement shall be used and binding on all parties.

This agreement effective March 12, 1986, establishes the sum of all personnel benefits that will be afforded the Monroeville Public Safety Director, John Danzilli. Any benefit which does not specifically appear as a part of this agreement or contained in police contract awards previous to March 12, 1986, or is not provided for under appropriate state and local laws shall not accrue to the Public Safety Director.

Provisions of this agreement may be amended to reflect any additional benefits received by bargaining unit members upon the mutual consent of the Municipality and the Public Safety Director.

BENEFITS PACKAGE

BENEFIT

BENEFIT DESCRIPTION

Salary:	Compensation shall be at a rate of \$35,788 annually.
Clothing Allowance:	An annual allocation of four hundred (\$400.00) dollars shall be made to provide for suitable clothing and an additional thirty-five (\$35.00) dollars allocated for the purchase of leather customarily required by police officers. These funds shall remain in an account designated "Police Clothing Allowance" and expended only after proper purchasing documents have been approved.
Holidays:	Legal holidays shall be eleven (11) in number and shall consist of the following: News Years Day Memorial Day Labor Day Easter July 4th Thanksgiving Christmas Employee's Birthday Two Personal Holidays Employee's Wedding Anniversary
Vacation Leave:	A total of fifteen (15) paid vacation days shall be available per year immediately and five (5) additional days upon conclusion of each five (5) years of additional employment with the Municipality.
Sick Leave:	One hundred twenty-five (125) days at full pay followed by one hundred twenty-five (125) days at half pay shall be made available in the event of serious illness.
Courtesy Leave:	Three (3) work days may be taken off with or without pay; final approval from the Municipality required.
Hospitalization and Medical Insurance:	Immediate full Blue Cross, Blue Shield and Major Medical coverage for the employee and his dependents. Also included in this coverage are full coverage dental, prescription drug and vision care

insurance programs; all premiums are 100% paid by the Municipality. The above medical insurance coverages shall remain in force throughout the employee's retirement; until the date he becomes eligible for medicare.

Life Insurance:

Term life insurance valued at \$55,000 shall be in force on behalf of the employee at the expense of the Municipality. Should an employee's death be determined accidental, the principal amount accruing to beneficiaries shall be \$110,000 instead of \$55,000. Also, the loss of limbs or eyes shall provide a maximum benefit to the employee of \$55,000 and a minimum benefit of \$27,500.

Upon retirement the insurance policy remains in effect but the principal amount of the benefit is reduced to \$10,000, with the loss of limbs or eyes accordingly reduced. Accidental death after retirement would result in a benefit payment of \$20,000 to the designated beneficiary(ies).

Long-Term Disability:

Employee will receive a disability benefit equal to 100% of his eligible pension amount. These monies are to be separate from any pension benefit that he might receive should he elect to retire after being disabled.

Police Professional Liability Insurance:

The Municipality shall provide the employee with protection from any civil suit resulting from the manner in which he may have performed while acting as a police officer on behalf of the Municipality. The amount of such insurance shall be limited to \$50,000 per person (claimant) and \$100,000 per incident.

Pension Plan:

A monthly benefit equal to 2% the monthly average salary of the last thirty (36) months of earnings times the years of service is received by those employees eligible for a retirement benefit. Ultimately, the monthly benefit is determined by the particular benefit option the employee elects the basic benefits or 1 of 3 options.

In the event of the member's death, the designated beneficiary receives the dollar amount of contribution plus 5½% interest if the member was not eligible for retirement at death. The beneficiary receives the lump sum present value of the account and may elect to receive a monthly annuity if the present value of the account exceeds \$5,000.

Social Security: The employer shall provide the required contribution required for the employee's 0% offset participation in Social Security.

Cost of Living: In addition to the base hourly wage received by the employee, the Municipality shall add quarterly to the base rate \$.02 for each .6 increase in the consumer price index.

Longevity Pay: Will consist of an initial payment of \$250 with subsequent awards to continue with an additional \$50 per year of service without a maximum.

Grievance Procedure When a dispute arises concerning any point of the employees' job performance, conditions of employment or receipt of benefits, the following procedure shall be used to resolve same.

The employee may appeal any disciplinary decision or other work related matters which adversely impacts him to:

- 1st step: Municipal Manager
- 2nd step: Municipal Council
- 3rd step: Municipal Personnel Board

The decision of the Personnel Board is the final administrative review procedure available to the employee.

Vehicle Provision: The employee shall be provided with a municipal vehicle with alternating lights to be installed in the grill work, sirens, police radio equipment and telephone paging system.

Education: The employee is to be provided expenses to continue any post secondary degree work that he may choose to pursue.

Conferences: The employee is permitted to attend five (5) professional conferences during the calendar year and membership fees for five (5) professional organizations will be paid by the Municipality.

Health and Fitness: The employee shall be permitted to enroll in an area health and fitness center approved by the Municipality, which offers a fitness program and other member service for purposes of physical and cardiovascular conditioning. The Municipality will bear the initial membership fee as well as monthly dues cost; this monthly fee shall be limited to dues and not apply to any services or facility charges.

MUNICIPALITY OF MONROEVILLE

Washington C. Carter 4/18/86
Acting Municipal Manager Date

Mayor

Date

Robert A. Daniels 12 MAR 86
Public Safety Director Date

Witness

Date