

ORDINANCE NO. 1598

AN ORDINANCE OF THE MUNICIPALITY OF MONROEVILLE
 AUTHORIZING THE PROPER OFFICIALS OF MONROEVILLE
 TO ENTER A COLLECTIVE BARGAINING AGREEMENT WITH
 THE MONROEVILLE POLICE OFFICERS

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

Section 1: The proper officials of the Municipality of Monroeville are hereby authorized to enter a Collective Bargaining Agreement with the Monroeville Police Department, said Agreement to be effective January 1, 1988.

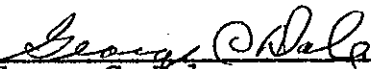
Section 2: A copy of the Agreement is attached hereto, made a part hereof, and marked "Exhibit A."

ORDAINED AND ENACTED this 8th day of December, 1987.

(SEAL)

MUNICIPALITY OF MONROEVILLE


 Washington C. Alston
 Municipal Manager


 George C. Dale
 Deputy Mayor

ENTERED INTO LEGAL BOOK
 ON 12-18-87

(ORA1598)

PROPOSED 1988
POLICE BARGAINING UNIT AGREEMENT
PROVISIONS THAT AS OF OCTOBER 19, 1987
APPEAR TO HAVE MUTUAL AGREEMENT WITH REGARDS TO
ITEMS TO BE NEGOTIATED AS OPPOSED TO ARBITRATION
FOR 1988-89 COLLECTIVE BARGAINING YEARS.

1. The parties mutually agree that the wage increase for each of the two contractual years beginning January 1, 1988 and ending December 31, 1989, shall consist of 4.5% across the board increase for each contract year.

2. Retirement benefit increments. Beginning in the first year of the contract, each officer upon retirement will be eligible for a flat \$50.00 per month increase and in the monthly pension benefit allowance for each year past 25 he is employed as a full time active employee or police officer in the Municipality of Monroeville. This shall occur up to a maximum of \$100.00 per 27 years of service.

3. Effective in the first year of the contract, the life insurance benefit for active members of the department shall be increased to \$70,000.00 with \$140,000.00 double indemnity. During the second year of the contract, the principal amount of the life insurance shall be \$75,000.00 with \$150,000.00 double indemnity.

4. Shift Differential: It is mutually agreed that shift differential shall be increased to \$.50 per hour during the first year of the contract and \$.55 per hour during the second year of the contract.

5. Vacation: It is mutually agreed that during each shift of the Monroeville Police Department that it will be permissible for a maximum of two (2) patrol officers to be on vacation and one supervising officer.

6. Overtime Scheduled by Classification: It is hereby agreed that overtime shall be scheduled by particular divisions of the Monroeville Police Department, ie., patrol division, detective division, special operations division. Overtime will be allocated to these respective divisions personnel prior to allowing a person outside of the division for which overtime is required to bid on that overtime.

7. It is agreed that during the first year of this contract and succeeding year that the members of the Monroeville Police Bargaining Unit agree to participate in the Monroeville Hospitalization and Medical Program described as the M.E.I.T. Managed Care Program. Also, retirees may continue health and medical benefits for himself or herself and dependents after age 65 or medicare eligibility, if they assume premium cost.

8. It is agreed that during the first year of this contract and in the succeeding year that the premium pay for persons performing in the capacity of detective, community safety officer, or other category of special activity designated by the Municipal Manager shall be awarded \$1,200.00 annually for the performance of the special detail. This additional \$1,200.00 shall be made in two annual installments of equal amounts.

9. Effective in the first year of the contract the false arrest insurance coverages for Monroeville Police Officers shall be increased to the following coverage - \$250,000.00 per man, \$500,000.00 per claim and a \$1,000,000.00 aggregate.

10. It is further agreed that effective in the first year of the contract that an early retirement option shall be available, provisions for early retirement after twenty five (25) years of service and attainment of age 50. An employee may exercise this option at a time designated by the Municipality, know as the "open window." This "window" will be opened annually.

11. Effective in the second year of the contract, 1989, the clothing allowance shall be increased to a maximum of \$500.00 and accumulative for two (2) years.

12. Holidays: Effective also in the second year of the contract, members of the bargaining unit are to receive one additional personal holiday, allowing for a total of three (3) personal holidays being available to the bargaining unit members in 1989. Note: Personal holidays are not to be construed as vacation leave.

In conclusion, it is also the mutual agreement of both parties that the issue of "sick leave" benefits will be a matter to be resolved at arbitration.

Page 3

The below signatures attest to the fact that the foregoing provisions of this proposed collective bargaining agreement accurately reflect the discussions and bargaining efforts of the two parties and that these provisions upon ratification by bargaining unit members and Monroeville Municipal Council be incorporated in a contract specifying all rights, privileges, benefits and wages of Monroeville Police Personnel.

Joseph R. Wentable
Police Bargaining Representative

Stanley Lydyel
Police Bargaining Representative

William E. McAllister
Police Bargaining Representative

Com. P. Bradley
Management Bargaining Representative

Charles A. Maniccia
Management Bargaining Representative

Washington C. Altton
Management Bargaining Representative

APPENDIX A
POLICE BARGAINING UNIT AGREEMENT
BASE SALARY RATES**

	Step	1988	1989	1990	1991
Lieutenant	E	18.59	19.43	20.30	21.21
Corporal	E	16.62	17.37	18.15	18.97
Sargent	E	17.01	17.78	18.58	19.42
Detective or Patrol	A	10.85	11.34	11.85	12.38
	B	11.06	11.56	12.08	12.62
	C	15.52	16.22	16.95	17.71
	D	15.85	16.56	17.31	18.09
	E	16.22	16.95	17.71	18.51

**Note: Base rates are effective October 1, 1987 and do not include 4th quarter cost of living adjustment.

FOR THE PROPOSED 1988-89 AGREEMENT
WITH THE MONROEVILLE POLICE OFFICERS
MEMO OF UNDERSTANDING
CONCERNING SICK LEAVE

The Municipality of Monroeville police officers agree as follows:

Section 1: Each police officer shall receive ten (10) petty sick days per calendar year. There shall be no accumulation of petty sick days from year to year.

Section 2: The Municipality shall provide the police officers with a short term disability plan. This short term disability plan will apply to non-occupational illnesses and accidents. The short term disability plan will provide benefits for a twenty-six (26) week period at 100% of the officer's regular base pay.

(a) The Municipality will provide first day short term disability plan to members of the bargaining unit under the following condition:

(b) The police officer shall provide the Municipality with medical verification concerning the nature of the illness or accident.

(c) This short term disability period shall be fixed per incident at twenty-six (26) weeks however in the event that the illness remains for any length of time beyond the twenty-six (26) weeks as documented by appropriate professional medical opinion, the Municipality shall self insure this additional period of time pending outcome of disability claim application.

Wentzell 12/14/87 Com. D. Bradley 12-14-87

William E. McAllister Charles A. Maniccia

Stanley R. ... Washington C. ...

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MUNICIPALITY OF MONROEVILLE
AND
MONROEVILLE POLICE BARGAINING UNIT

WHEREAS, the parties hereto, the Municipality of Monroeville and the Monroeville Police Bargaining Unit have negotiated in good faith to reach a collective bargaining agreement; and

WHEREAS, the parties have met and ratified the document entitled "Ordinance 1598", an ordinance of the Municipality of Monroeville authorizing the proper officials of Monroeville to enter a collective bargaining agreement with the Monroeville Police Officers,

NOW, THEREFORE, it is agreed by the parties hereto as follows:

The attached exhibit shall be identified for purposes of ordinance 1598 as "Item #13" of said ordinance and shall constitute an understanding between the two parties with regards to the sick leave benefits of bargaining unit members during the term of the collective bargaining agreement (Ordinance 1598).

It is the mutual agreement of both parties that the sick leave benefit to be received by Monroeville Police Bargaining Unit members is hereby resolved in lieu of arbitration, said benefits described as contained in the Agreement attached hereto and made a part of this Memorandum of Understanding.