

MUNICIPALITY OF MONROEVILLE  
ALLEGHENY COUNTY, PENNSYLVANIA

ORDINANCE NO. 1969

AN ORDINANCE OF THE MUNICIPALITY OF MONROEVILLE,  
ALLEGHENY COUNTY, PENNSYLVANIA, AUTHORIZING THE  
MUNICIPAL MANAGER TO ENTER INTO A COLLECTIVE BARGAINING  
AGREEMENT WITH THE MONROEVILLE POLICE DEPARTMENT  
EFFECTIVE JANUARY 1, 1996.

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


Section 1. The Municipal Manager of the Municipality of  
Monroeville is hereby authorized to enter into a Collective  
Bargaining Agreement with the Monroeville Police Department, the  
parties of said Agreement are attached hereto and marked as  
"Exhibit A". Said Agreement shall be effective January 1, 1996,  
through December 31, 1998.

ORDAINED AND ENACTED this 13th day of February, 1996.

ATTEST:

MUNICIPALITY OF MONROEVILLE

  
\_\_\_\_\_  
Mary Ann Nau  
Municipal Manager

  
\_\_\_\_\_  
Thomas R. Schuerger  
Mayor

ENTERED INTO LEGAL BOOK ON: February 23, 1996

"EXHIBIT A"

POLICE CONTRACT AMENDMENTS

1. Retirees removed from the grievance procedure.
2. Compensatory Time - All comp time requests of more than four (4) hours will be granted to an employee provided that it does not result in overtime cost to the municipality. Once comp time has been approved it can not be withdrawn due to others using other types of leaves which causes overtime.
3. Grievance costs split 50/50.
4. Wage increase:
  - 1996 - 1%
  - 1997 - 3%
  - 1998 - 3%
5. Pension
  - a. Employee contributions would increase from 5% to 6%.
  - b. If the current unfunded liability of the pension fund is reduced or paid off, our increase in pension contributions from item 5a will be reduced at an equal percentage rate.
  - c. Increase to 65% of salary with 25 years of service and 50 years of age. A letter of intent to retire must be submitted prior to April 30, 1996. Employees must then retire no later that April 1, 1997.
  - d. Sixty-five (65) percent is guaranteed to all members. The municipality shall provide future windows opening in every future contract wherein a remaining member(s) become eligible to exercise the 65% option.
  - e. This is contingent on at least six members retiring under the first year of this contract.
- \*6. Pension calculation is to be based on the highest 36 months including all current members and retirees who retired during the 1993-1995 contract period. The current litigation would be withdrawn on this issue.
- \*7. Widows pension language to return to the language prior to the 1993 agreement.
- \*8. Non-work related disability benefit will be removed from the pension fund and place back into an insurance fund as previously done prior to 1990 contract.

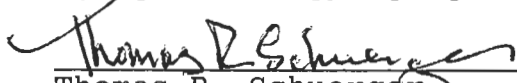
9. Elimination of the Scheduling Officer and Vehicle Maintenance Officer positions upon their retirement.
10. Will accept the Safety Manual, Family Medical Leave Policy and a Drug and Alcohol. The Drug and Alcohol Policy is subject to the approval of our attorney.
11. Sick Leave - Bank of 10 days, and accumulation of 20 days for the use during waiting period for short term disability thus eliminating the current language under Article 8, Section 2(b)(1). Unused sick leave would be bought back at \$100.00 per day.
12. Health Care/Select Blue
  - \*\*a. Acceptance of the Select Blue Plan
  - b. In lieu of the Major Medical coverage to retirees and their spouses, the Municipality would provide prescription coverage for retirees and their spouses upon retirement in the amount of five (\$5.00) dollars for generic - mandatory and ten (\$10.00) dollars for brand name.
  - c. The Municipality would keep in effect the current hospitalization coverage, Select Blue Program with a change in the prescription coverage to five (\$5.00) dollars for generic - mandatory and five (\$5.00) dollars for brand name.
13. All other existing working conditions, understandings, existing benefits, and past practices previously enjoyed by the members of the bargaining unit not modified by this agreement, shall remain "AS IS".

\* The following items have been agreed upon to settle outstanding litigation regarding the 1993-1995 contract dispute.

\*\* The following item has been agreed upon to settle 1995 Pennsylvania Labor Relations Board Complaint.

ATTEST:

  
 Mary Ann Nau  
 Municipal Manager

MUNICIPALITY OF MONROEVILLE  
  
 Thomas R. Schuenger  
 Mayor

WAGE POLICY COMMITTEE:

  
 William McClelland

  
 William McAllister

  
 Sam Garofolo