

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 1980, 1981 AND 1982 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

The 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 1980, 1981 and 1982, 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 22nd day of January,
1980.

ATTEST:

[Signature]
Municipal Manager

MUNICIPALITY OF MONROEVILLE

[Signature]
Mayor

[SEAL]

COLLECTIVE BARGAINING AGREEMENT

This Agreement made and entered into this 19th day of February, 1980, 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 1980, 1981, and 1982, a true and correct copy of the said committee authorization being attached hereto, made part thereof, and marked Exhibit "A"; and

WHEREAS, in pursuance 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 1980, 1981, and 1982 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 their Municipal employers.

2. PERSONS COVERED: This agreement shall cover all regular sworn police officers of the Municipality of Monroeville, but shall not be construed to cover police radio dispatchers, animal control officers, or any other classification of Municipal employee. The persons covered shall include:

Gregowich, George	Lord, William	Donaldson, Zane
Gardner, Charles	McAllister, William	Pricener, Joseph
Warden, John	Nassida, Anthony	Shaw, Larry
Garofolo, John	Rothrauff, Thomas	Tinsley, Leonard
Johnston, George	Kelly, Dennis	Jones, David
Jones, Donald	Luniewski, Walter	Sutmire, Stephen
Fiorito, Norman	Kaminski, William	Giacchino, Blaise
Garofolo, Sam	Smith, Louis	Rizzo, Albert
George, Paul	Wentrobe, Joseph	Polnar, George
Michaels, John	Frydrych, Stanley	Palermo, David
Hazak, Elias	Hartman, John	Evancho, Karen
Wilson, Charles	Conley, Lawrence	Herbst, Jeffrey
Greenaway, Willis	Rosipal, James	Mack, Cynthia
Rosipal, William	Laufer, Donald	McClelland, William
	Frank, Charles	Harvey, Ronald

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:

1980 - \$0.50 per hour

1981 - \$0.50 per hour

1982 - \$0.50 per hour

Specialists' pay shall be \$600.00 per year for each specialists' category as appointed by the Municipal Manager.

4. COST OF LIVING ADJUSTMENT (COLA): It is agreed that beginning the first day of January 1980 hourly wage rates will be adjusted on a quarterly basis to reflect a \$0.01 per hour increase in the base wage for each .6 (6/10 of 1 full point) point increase in the 1967=100 All Cities All Urban Areas Consumer Price Index as published by the U. S. Department of Labor. Hourly wage adjustments shall use the December calculative figure of each immediately prior year as the base for calculation. Therefore the December 1979 CPI shall be used as the base for 1980; the December 1980 CPI as the base for 1981; and the December 1981 as the base for 1982.

5. 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:

<u>Years of Service</u>	<u>Longevity Payment</u>		
	<u>1980</u>	<u>1981</u>	<u>1982</u>
0-4	0	0	0
5	200	200	225
6	240	240	270
7	280	280	315
8	320	320	360
9	360	360	405
10	400	400	450
11	440	440	495
12	480	480	540
13	520	520	585
14	560	560	630
15	600	600	675
16	640	640	720
17	680	680	765
18	720	720	810
19	760	760	855
20	800	800	900
21	840	840	945
22	880	880	990
23	920	920	1035
24	960	960	1080
25	1000	1000	1125
26	1040	1040	1170
27	1080	1080	1215
28	1120	1120	1260
29	1160	1160	1305
30	1200	1200	1350
31	1240	1240	1395
32	1280	1280	1440
33	1320	1320	1485
34	1360	1360	1530

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

6. HEALTH CARE: In addition to all other health care benefits provided for in previous contracts, it is agreed that commencing January 1, 1980 or as soon as administratively feasible thereafter a prescription drug plan equal to the currently available M.E.I.T. Plan CO-300 shall be provided each officer and qualified dependents and shall be fully paid by the Municipality.

Hospitalization insurance as provided all police officers covered by this contract shall be provided to police officers who retire, and shall be fully paid by the Municipality until such time as the retiree(s) first becomes eligible for Medicaid/Medicare.
7. LIFE INSURANCE: The Municipality shall provide each police officer who retires \$10,000.00 in life insurance payable to retiree's beneficiary upon death of the retiree.
8. PENSION: It is agreed that the Municipality shall modify the Police Pension Trust agreement so as to provide for a 25% offset of social security in 1980. The trust agreement shall be further modified to provide for a 0% offset of social security in 1982. Additional employee contributions as required by law to effectuate these changes shall be deducted beginning the first pay period after trust agreement amendment.
9. HOLIDAYS: Effective January 1, 1981 each police officer covered by this agreement shall be entitled to a floating holiday in addition to all other holidays previously provided in prior contracts and ordinances. Notification of intent to utilize the floating holiday provided shall be given one week in advance as provided for in previous agreements. The Municipality will make every effort to provide the floating holiday when requested and requests may be made later than the one week minimum, however the Municipality reserves the right to maintain minimum standards of police protection and establish priorities for time off which could result in speculation of alternate days off for the floating holiday but in all cases with the agreement of the individual officer.

- 10. UNIFORM ALLOWANCE: Effective January 1, 1981 the Municipality agrees to increase the allowance for leather uniform items from \$25.00 to \$35.00 per year in addition to clothing uniform allowance previously provided in other contracts.

- 11. SHIFT DIFFERENTIAL: In addition to the \$0.14 per hour supplement to be paid to officers working shifts other than the daylight shift during 1980 and 1981, the Municipality agrees to increase the shift differential pay by \$0.10 per hour to a total of \$0.24 per hour beginning January 1, 1982 for officers working shifts other than daylight.

- 12. 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 A. Bynon
Mayor

POLICE OFFICERS OF THE MUNICIPALITY
OF MONROEVILLE, WAGE POLICY COMMITTEE

WITNESS

George D. Stone

Edward R. M. ...

William E. McAllister

Edward R. M. ...

William E. McAllister

Edward R. M. ...