

**AGREEMENT BETWEEN THE  
BOROUGH OF DORMONT  
AND THE DORMONT POLICE  
ASSOCIATION**

January 1, 2022 through December 31, 2025

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I. TERM OF AGREEMENT

The term of this agreement shall be four (4) years, beginning January 1, 2022 through December 31, 2025.

II. COMPENSATION

A. WAGES

Wages for Officers shall be as follows:

FROM JANUARY 1, 2022 THROUGH DECEMBER 31, 2022

START	62.5%	\$62,389.97	\$30.00 hourly
Act 120	65%	\$64,885.57	\$31.19 hourly
One Year Service	67.5%	\$67,381.17	\$32.39 hourly
Two Years Service	70%	\$69,876.77	\$33.59 hourly
Three Years Service	72.5%	\$72,372.37	\$34.79 hourly
Four Years Service	75%	\$74,867.97	\$35.99 hourly
Five Years Service	80%	\$79,859.17	\$38.39 hourly
Six Years Service	87.5%	\$87,345.96	\$41.99 hourly
Seven Years Service	95%	\$94,832.76	\$45.59 hourly
Eight Years Service	100%	\$99,823.96	\$47.99 hourly
Sergeant	110%	\$109,806.4	\$52.79 hourly

FROM JANUARY 1, 2023 THROUGH DECEMBER 31, 2023

START	62.5%	\$64,261.67	\$30.90 hourly
Act 120	65%	\$66,832.14	\$32.13 hourly
One Year Service	67.5%	\$69,402.61	\$33.37 hourly
Two Years Service	70%	\$71,973.07	\$34.60 hourly
Three Years Service	72.5%	\$74,543.54	\$35.84 hourly
Four Years Service	75%	\$77,114.01	\$37.07 hourly
Five Years Service	80%	\$82,254.94	\$39.55 hourly
Six Years Service	87.5%	\$89,966.34	\$43.25 hourly
Seven Years Service	95%	\$97,677.74	\$46.96 hourly
Eight Years Service	100%	\$102,818.68	\$49.43 hourly
Sergeant	110%	\$113,100.54	\$54.38 hourly

FROM JANUARY 1, 2024 THROUGH DECEMBER 31, 2024

START	62.5%	\$66,189.52	\$31.82 hourly
Act 120	65%	\$68,837.10	\$33.09 hourly
One Year Service	67.5%	\$71,484.68	\$34.37 hourly
Two Years Service	70%	\$74,132.27	\$35.64 hourly
Three Years Service	72.5%	\$76,779.85	\$36.91 hourly
Four Years Service	75%	\$79,427.43	\$38.19 hourly
Five Years Service	80%	\$84,722.59	\$40.73 hourly
Six Years Service	87.5%	\$92,665.33	\$44.55 hourly

Seven Years Service	95%	\$100,608.07	\$48.37 hourly
Eight Years Service	100%	\$105,903.24	\$50.92 hourly
Sergeant	110%	\$116,493.56	\$56.01 hourly

FROM JANUARY 1, 2025 THROUGH DECEMBER 31, 2025

START	62.5%	\$68,506.16	\$32.94 hourly
Act 120	65%	\$71,246.40	\$34.25 hourly
One Year Service	67.5%	\$73,986.65	\$35.57 hourly
Two Years Service	70%	\$76,726.89	\$36.89 hourly
Three Years Service	72.5%	\$79,467.14	\$38.21 hourly
Four Years Service	75%	\$82,207.39	\$39.52 hourly
Five Years Service	80%	\$87,687.88	\$42.16 hourly
Six Years Service	87.5%	\$95,908.62	\$46.11 hourly
Seven Years Service	95%	\$104,129.36	\$50.06 hourly
Eight Years Service	100%	\$109,609.85	\$52.70 hourly
Sergeant	110%	\$120,570.83	\$57.97 hourly

For employees hired on or after January 1, 2018, all salaries are keyed off of an Officer who has completed eight (8) years of service. New hires are paid at 62.5% of that rate; new hires with Act 120 Certification receive 65% of that rate; Officers who have completed one (1) year of service with the Borough shall be paid 67.5% of that rate; Officers who have completed two (2) years of service with the Borough shall be paid 70% of that rate; Officers who have completed three (3) years of service with the Borough shall be paid 72.5% of that rate; Officers who have completed four (4) years of service with the Borough shall be paid 75% of that rate; Officers who have completed five (5) years of service with the Borough shall be paid 80% of that rate; Officers who have completed six (6) years of service with the Borough shall be paid 87.5% of that rate; Officers who have completed seven (7) years of service with the Borough shall be paid 95% of that rate. A Sergeant's salary is set at 110% of the salary of an Officer who has completed eight (8) years of service with the Borough.

For employees hired prior to January 1, 2018, all salaries are keyed off of an Officer who has completed eight (8) years of service with the Borough. Officers who have completed less than five (5) years of service with the Borough shall be paid at 90% of that rate. Officers who have completed five (5) or more years of service with the Borough shall be paid at 100% of that rate. A Sergeant's salary is set at 110% of the salary of an Officer who has completed eight (8) years of service with the Borough.

**B. LONGEVITY**

In addition to wages, employees shall receive, based upon past service, longevity pay, to be paid annually on an employee's employment anniversary date. During an employee's first four (4) years of employment, they shall receive longevity pay in accordance with the scale which follows below. The maximum annual longevity benefit shall be capped at Three Thousand Dollars (\$3,000.00).

YEARS OF SERVICE	% OF ARTICLE II A BASE COMPENSATION
0	0
1	0
2	0
3	0
4	0
5	0.5%
6	0.75%
7	1.00%
8	1.25%
9	1.50%
10	1.75%
11	2.00%
12	2.25%
13	2.50%
14	2.75%
15	3.00%
16	3.25%
17	3.50%
18	3.75%
*19	4.00%

\*For each year of service after 19, an Officer would receive additional longevity of 0.25% with longevity capped at \$3,000.00.

C. SHIFT DIFFERENTIAL

Shift differential in the amount of Twenty-five Cents (\$.25) per hours shall be paid for hours worked between 3:00 P.M. and 11:00 P.M. Shift differential in the amount of Fifty Cents (\$.50) per hour shall be paid for hours worked between 11:00 P.M. and 7:00 A.M. In the event that the Borough institutes a 7:00 P.M. – 3:00 A.M. shift, all hours worked on that shift by employees scheduled to work that shift shall enjoy a shift differential of Fifty Cents (\$.50) per hour.

D. OVERTIME PAY

Employees shall be paid at the rate of time and one-half time for all hours worked in excess of forty (40) hours in any workweek. Hours worked shall specifically include any vacation or compensatory time utilized during the said forty (40) hour period but shall not include sick time.

E. COMPENSATORY TIME

Each employee may elect to take compensatory time off in lieu of payment for overtime providing that same employee may not accumulate more than eighty (80) hours of compensatory time off at one time. Compensatory time off is to be computed at a rate of

time-and-one-half, i.e., for each overtime hour worked, an Officer gets one and one-half hours off. The employee is required to provide at least five (5) days notice to the Chief of Police (or their duly appointed designate) prior to scheduling any compensatory time. Court time and training time must be compensated and may not be elected for compensatory time.

F. MISCELLANEOUS COMPENSATION

1. Training Time and Other Scheduled Overtime

- a. All hours spent to satisfy Department authorized training, meetings, investigative work, or other related assignments shall be compensated at one and one-half (1 ½) the Officer's current hourly rate of pay as long as the training, meeting, investigative work, or related assignment is scheduled immediately before or after the start or finish of the Officer's scheduled shift.
- b. If the training, meeting, investigative work, or related assignment is scheduled on an Officer's regular workday, but not immediately before or after the Officer's shift, the Officer shall be compensated a minimum of two (2) hours and shall be compensated at the one and one-half (1 ½) hourly rate for any time exceeding the original two (2) hours.
- c. Should training, meetings, investigative work, or related assignments be scheduled on an Officer's pass day, the Officer shall receive the rate established under the Call-Out provision of this section which requires a minimum of four (4) hours at the Officer's overtime rate. The Officer shall be compensated at the normal one and one-half (1 ½) overtime hourly rate for any time exceeding the original four (4) hours.
- d. All training, meetings, investigative work, or related assignments shall be scheduled at least one (1) week in advance whenever possible.

2. Call Outs

- a. DEFINED: Any work performed by an Officer in which the Officer is summoned by the Department from an off-duty status to perform work outside the normally scheduled shift. This includes transports and other duties or assignments except those specifically listed under Article II (F) (1) Training Time and Other Scheduled Overtime. This call-out provision shall not include work performed immediately after a scheduled work shift.
- b. COMPENSATION: All call outs shall be compensated at a minimum of four (4) hours at the Officer's overtime rate. If a second and subsequent call-out arises during this initial four (4) hour period, then the same Officer will not be entitled to another four (4) hour minimum, but shall be compensated at the normal overtime rate for all hours worked in excess of the original four (4) hour period. Furthermore, it is agreed that the employee is deemed to be working during the entire four (4) hour period and may be required to work the entire period. However, if the employee is released from the detail by the Supervisor, then any subsequent call-out shall be considered a separate event. Call-outs as defined in this section, with the exception of investigative work, shall be offered via seniority, irrespective of rank.

3. Outside Events

All contracted services authorized by the Borough and the Chief of Police shall be paid at a minimum of four (4) hours at the Officer's overtime rate of pay. Examples of this duty include all School District functions, road contractors and private enterprises wishing to utilize Police Officers for security purposes in the Borough. All opportunities for overtime generated by outside events shall be posted by the Chief of Police (so long as time permits) and shall be offered via seniority, irrespective of rank. The Officer shall be compensated at the normal overtime rate for all hours worked in the excess of the original four (4) hour period.

4. Miscellaneous Assignments

- a. If a contract is made for a call-out assignment and that opportunity is refused and then a second opportunity occurs, the next senior person will be contacted. The first denial will be deemed a denial for all successive opportunities and there will be no repetition of calls to inquire about interest in successive opportunities during that shift.
- b. If an employee is called by the telephone and an answering machine is contacted, a message will be left on the machine and the next appropriate person will be contacted for the call-out. If the next person is contacted and accepts before the previous employee returns the call after receiving their message on the answering machine, the succeeding person is awarded the call-out assignment. If, however, the person calls before the succeeding person accepts, then the first person is awarded the call-out assignment for that shift.

5. Education Pay

Upon the attainment of any of the following degrees in an educational field of endeavor, compensation shall be paid at the following rates:

<u>Completion of:</u>	<u>Annual Lump Sum Payment:</u>
Bachelor's Degree	\$600.00
Master's Degree	\$800.00

This payment shall be based on the scheduled amount of the highest level of education attained and shall not be construed to be commutative.

6. Uniform Allowance

- a. The first year an individual becomes a Police Officer, the Borough will provide One Thousand Dollars (\$1,000.00) for uniform and equipment provided that the employee will return all uniform and equipment items should the employee leave the employment of the Borough within three (3) years. Every year thereafter, the uniform allowance shall be One Thousand Dollars (\$1,000.00). The annual uniform allowance shall be paid in one lump sum, by separate check, in January of each calendar year.

7. Reimbursable Expenses

- a. Compensation associated with training, conferences, and other work-related expenses shall be reimbursed by the Borough provided that it is:
  - i. Pre-approved by the Chief of Police;
  - ii. Documented by receipts;
  - iii. A reasonable and necessary expense for meals, board or mileage; and
  - iv. Presented on a Department expense voucher.



- b. Mileage will be paid at the official IRS rate per mile for use of a private vehicle. All mileage shall be calculated from the Borough building.

8. Court Time

Employees shall be compensated for appearance during non-working hours at court proceedings as witnesses or otherwise at their overtime rate according to the following scale of minimum hours:

Criminal Court	4 hours	Overtime
Civil Hearings	4 hours	Overtime
Pre-Trial	3 hours	Overtime
District Court	4 hours	Overtime if the hearing is on the Officer's scheduled pass day
District Court	2 hours	Overtime if the hearing is on the Officer's regularly scheduled workday
Statutory Appeals	4 hours	Overtime
Mental Health Hearings	4 hours	Overtime
Juvenile Court	4 hours	Overtime

If the actual hours spent in court or at a hearing would exceed the Officer's minimum guaranteed hours, then the Officer shall be compensated at their overtime rate for the additional time spent beyond their minimum guarantee.

III. BENEFITS

A. VACATIONS

The following vacation schedule shall be adhered to, based upon years of service:

After One (1) Year	Five (5) Working Days*
After Two (2) Years	Ten (10) Working Days
After Five (5) Years	Fifteen (15) Working Days
After Ten (10) Years	Twenty (20) Working Days
After Twenty (20) Years	Twenty-Five (25) Working Days
After Twenty-Five (25) Years	Twenty-Seven (27) Working Days**

\*For Officers hired on or after January 1, 2022

\*\*For Officers hired prior to January 1, 2022

Employees may "sell back" to the Borough at full rate (i.e. current base pay) five (5) days of vacation time each year. Payment is to be received with the first pay in December. Only one (1) week of vacation may be carried over to future years.

Procedure for the selection of vacations are set forth in ARTICLE IV – WORKING CONDITIONS.

B. HOLIDAYS

There will be eleven (11) paid holidays per year, these holidays being:

1. New Year's Day	2. Good Friday
3. Easter Day	4. Memorial Day
5. Independence Day	6. Labor Day

7. Veterans Day	8. Thanksgiving Day
9. Day following Thanksgiving Day	10. Christmas Eve
11. Christmas Day	

It is agreed that because Departmental operations do not allow these days to be taken as time off when they occur, each employee will receive, in addition to the regular pay for each day as it is worked, a lump-sum payment computed at the straight hourly rate of pay for all eleven (11) holidays. This lump sum payment will be included as part of the final pay for the month of October in each calendar year. On Christmas Eve, Thanksgiving Day and Independence Day holidays, a bargaining unit employee will be paid time and one-half (1 ½) in addition to the holiday benefit itself when the bargaining unit employee actually works on the holiday.

C. SICK LEAVE

1. Bargaining unit members shall be entitled to fifteen (15) days of sick leave per year. The annual grant of sick leave shall be made on the first day of each calendar year.
2. Sick leave days which are not utilized shall be accumulated without limitation. At retirement, the Borough will buy back from employees all unused sick leave, up to a maximum of one hundred fifty (150) days at a rate of Fifty Dollars (\$50.00) per day.
3. Employees may "sell back" to the Borough five (5) days of sick leave each year from the current year's allotment of sick days at full rate (i.e. current base pay rate) to be received with the first pay in December.
4. Any employee who is absent more than three (3) consecutive days because of illness may be required to submit to the Chief of Police a Physician's certificate verifying that such absence was due to illness and said employee is physically fit to return to duty. In addition, the Borough reserves the right to have any employee who has been off work three (3) or more consecutive days due to an alleged illness examined by a physician of the Borough's own choice. In the event that the Borough exercises its option to have such an employee so examined, said employee shall not be permitted to return to duty until the Borough's physician certifies that they are physically fit for duty. Any employee failing to submit the aforesaid Physician's certificate within seven (7) days after returning to duty or who refuses to be examined by the Borough's physician shall not be paid for the days they were absent. An employee qualifying for the aforesaid sick leave benefits shall be paid an amount equal to the regular salary they would have been paid had they worked for each day the employee was absent due to illness.
5. Each employee shall be advised in writing by February 28 of each year as to their total accumulated sick leave.
6. Sick leave may be utilized in increments of four (4) hours when the employee is incapacitated by sickness or non-work-related injury, or for medical, dental, optical, or chiropractic visits. Sick leave may also be used to attend to either personal or family illnesses, injuries, medical, dental, optical, or chiropractic visits. Family is limited to spouse, children, mother, father, mother-in-law, and father-in-law.
7. After the first three (3) illnesses within a calendar year in which an employee has used one (1) or more sick days, any successive requirements for use of a sick day

shall require that the employee notify the Police Desk of the nature of the problem necessitating the use of the sick day. In addition, a telephone number will be left with the Police Desk so that a contact point is had for the employee. Should the employee be required to leave their home or hospital, they will notify the Police Desk of the fact. The employee will also grant access to any visiting supervisor Officer at any reasonable hour and fully and accurately inform them of the nature of the illness or injury.

8. An employee on extended disability as of the first of the calendar year shall not receive the annual grant of sick days until they are certified by a physician for return to full duty.
9. In the event that an Officer utilizes more than fifteen (15) sick days in a calendar year, without providing a Physician's certificate of illness, the officer shall forfeit their entitlement to collect annual longevity payment the following year. Any illness shall not count towards the fifteen (15) day benchmark identified in this paragraph. For example, an Officer that uses seventeen (17) sick days but provides a physician's certificate of illness for three (3) of the days shall be deemed to have used fourteen (14) sick days for purposes of the annual sick day/longevity waiver discussed in this paragraph no. 9.

D. BEREAVEMENT LEAVE

In the event of the death of the employee's father, mother, son, daughter, sister, brother, spouse, father-in-law, or mother-in-law, said employee shall be entitled to an emergency leave of five (5) working days at regular pay. In the event of the death of an employee's grandparent, said employee shall be entitled to an emergency leave of two (2) working days at regular pay.

E. ON-DUTY DISABILITY PAY

An employee who is injured in the performance of their duties on behalf of the Borough, and by reason thereof is temporarily incapacitated from performing their Borough duties, shall be paid by the Borough their full rate of salary. During that time, salary for temporary incapacity shall be paid by the Borough. Any worker's compensation received or collected by any such employee for such period shall be turned over to the Borough, and if such payment shall not be made by the employee, the amount so due the Borough shall be deducted from any salary then or thereafter becoming due and owing. An officer who is receiving Heart and Lung Benefits is receiving his full salary, based upon a regular schedule. Therefore, the officer will not be paid overtime for training or court time or for attending a meeting with the Borough during regular business hours. These duties will be part of the officer's regular schedule while on Heart and Lung Benefits.

F. INSURANCE

1. Off-Duty Long Term Disability

- a. The Borough shall provide an insurance policy for the employees providing off-duty long term disability benefits whereby an employee who is injured off the job or suffers an extended illness shall receive, after a ninety (90) day waiting period, a benefit equivalent to two-thirds (2/3) of their base pay. The Borough shall assume 100% of the cost of that benefit. It is agreed that any policy provided shall contain the provision that any benefit amount due

is payable until the death of the employee or age sixty-five (65), whichever occurs first.

- b. It is understood and agreed that an employee cannot receive both the sick leave pay from the Borough and the benefit provided by the Borough under the aforesaid disability policy for the same periods of time. During any such overlapping periods, the Borough shall deduct from the employee's pay an amount equal to the benefit which they are entitled to receive under the aforesaid insurance policy.
- c. It is agreed that an employee cannot use any of their accumulated sick time if they are injured during the course of secondary, non-work-related employment.

2. Health Insurance

- a. The Borough shall provide the Highmark PPO Blue Plan with no in-network deductible to all eligible bargaining unit members. Employees hired prior to January 1, 2018 shall pay a percentage of the premium, with a cap on monthly contributions, at the following rates:

Year	Percentage	Monthly Cap
2022	3%	\$92.00
2023	3%	\$98.00
2024	3%	\$101.00
2025	3%	\$104.00

Employees hired on or after January 1, 2018 shall pay a percentage of the premium, with a cap on monthly contributions, at the following rates, determined by years of service with the Borough:

Years of Service	Percentage	Monthly Cap
Less than One (1)	10%	\$258.00
More than One (1), Less than Two (2)	11.5%	\$320.00
More than Two (2), Less than Three (3)	13.5%	\$403.00
More than Three (3)	15%	\$482.00

The Borough shall pay the remaining cost of premium. Employees shall be responsible for all of their own co-pays.

The Borough of Dormont may, in order to reduce costs or cost increases, change plans and/or carriers to "substantially comparable" coverage. "Substantially comparable" coverage in this contract does not mean equal or equivalent. The union, however, retains the right to grieve the Borough's determination that a plan and/or carrier is "substantially comparable." When the Borough decides to change the plan or carrier, it will provide the union with details of the current plan and the new "substantially comparable" plan. If the union does not agree that the plan or carrier

selected by the Borough is "substantially comparable," it will state, in writing, to the Borough within fourteen (14) calendar days of the plan and/or provider being presented to the union by the Borough, or such longer period as mutually agreed to by the parties in writing, identifying the reasons. In that event, the Borough may not unilaterally implement the proposed new plan and/or carrier provided; however, it may immediately process the dispute before a neutral arbitrator selected pursuant to the arbitration step of the grievance procedure. The decision of the arbitrator on this "substantially comparable" issue shall be issued within forty-five (45) calendar days of the union's written notice contesting that the plan selected by the Borough is "substantially comparable" and shall be final and binding and will determine if the Borough is authorized to implement the new plan or provider.

b. The Borough shall also provide high-option Dental Plan coverage for the employee and their families. The Borough will pay Twenty Dollars (\$20.00) per employee per month toward said plan. The Borough will pay one-third (1/3) of the remaining cost and the employee will pay two-thirds (2/3) of said cost.

3. Life Insurance

The Borough agrees to provide the following coverage and to pay all premiums necessary to cover the employees as follows: Life insurance of Fifty Thousand Dollars (\$50,000) with accidental death and dismemberment of One Hundred Thousand Dollars (\$100,000.00).

G. PERSONAL DAYS

Each employee is to be granted two (2) personal days during the calendar year, to be selected at their option. Procedures for the scheduling of personal days are set forth in ARTICLE IV – WORKING CONDITIONS.

H. ACCRUAL

There will be no accrual of any form of paid leave during any type of leave of absence in excess of 30 days. For example, the lump sum payment for holidays in Article III, Paragraph B, will not include the payment for any holidays during the period that the police officer was on a leave of absence in excess of thirty (30) days.

IV. WORKING CONDITIONS

A. SENIORITY

The parties agree to accept the principle of seniority in respect to the picking of predetermined schedules and vacation. After six (6) months of continuous service with the Borough, each employee shall have seniority within their respective job classification (Police Officer or Police Sergeant). Seniority credit is within rank or grade and cannot be transferred between job classifications as it applies to the picking of schedules, vacations, or the eligibility of shift work or shift overtime.

Call out rights will be based on total length of continuous Police service with the Borough.

All other aspects of seniority (e.g. longevity, accrued vacation time, and accrued sick leave) shall be by the total length of service regardless of job classification with the Borough.

**B. SCHEDULING**

It is agreed that all scheduling will be unique to the job classification. A work schedule will be established by the Chief of Police in which the available shifts and corresponding pass days for that shift will be clearly indicated. Each scheduling period will commence and end on the following rotation:

1. First Monday in January until the Sunday before the first Monday in April.
2. First Monday in April until the Sunday before the first Monday in July.
3. First Monday in July until the Sunday before the first Monday in October.
4. First Monday in October until the Sunday before the first Monday in January.

The Chief of Police will determine what shifts to post, including pass days. During each three (3) month scheduling period, pass days will rotate within each shift.

The Chief of Police will post the available schedule one (1) month before the end of each proceeding period. Each employee shall be contacted and directed to pick an available shift. All contacts, requests, and picks will be done via seniority within the job classification from most senior Officer to least senior Officer. If an employee fails to pick a shift schedule within three (3) working days from the direction of the Chief of Police, that employee will forfeit all seniority rights for schedule selection within the job classification for that scheduling period.

The posted shift schedules will adhere to the following guidelines:

1. All shifts will have two (2) consecutive days off within the work week.
2. The Chief of Police will at all times attempt to schedule sixteen (16) hours off between shifts. The only exception to this guideline will be when denied manpower exceeds the available personnel or when the employee is working an overtime shift.
3. Switching hours will be permitted between employees. Switching of entire rotations is prohibited. The responsibility for the coverage of a shift is always the responsibility of the employee who is originally scheduled to work that shift. It is agreed that Police Officers will report for duty and be able to commence working fifteen (15) minutes before the regular scheduled hour for them to report to work. Police Officers will be granted forty-five (45) minute lunch periods each shift.

**C. ASSIGNMENT OF OVERTIME**

1. For the purposed of determining the assignment of overtime, three (3) daily work shifts are established with respective hours of each shift:

Shift A: 7:00 AM to 3:00 PM

Shift B: 3:00 PM to 11:00 PM

Shift C: 11:00 PM to 7:00 AM

If a shift other than those enumerated above now exists or is established in the future, assignment will be made to one (1) of the three (3) enumerated shifts based on the time allocation of the majority of hours of the old shift within the three (3) daily work shifts. For example, a shift established from 8:00 PM to 4:00 AM will be identified as part of Shift C, since five (5) of the hours worked on that

shift fall within the 11:00 PM to 7:00 AM time block for Shift C. If an odd shift was to be created so that the hours worked were split evenly between two established shifts, assignment to a shift will be at the discretion of the Chief of Police.

All overtime assignments shall be offered in accordance within the shift and by seniority as follows:

When additional work must be performed on any shift or when an employee is absent and cannot work their regular work shift due to disabilities caused by accident or illness, the necessity to appear in court as a witness, death in the family, or approved leave of absence, and a substitute is needed, the call out procedure will be completed in the following order:

1. Dormont Policemen on a pass day but working the same shift.
2. Dormont Policemen on a pass day but not working the same shift.
3. Dormont Policemen not on a pass day and working other shifts, on a straight seniority basis.
4. Splitting the shift into four (4) hour segments and offering it to officers pursuant to paragraphs 1,2 and 3 above.

In the event that none of these methods allow the shift to be filled, the Borough shall have the right to hold an officer over from a preceding shift.

2. During vacation periods, it is understood that Police Officers will work their regular pass days when scheduled by the Chief of Police.
3. The Borough reserves the right to schedule overtime for four (4) hour periods at any time.
4. If an emergency situation occurs, such as a fire, bad accident, or any other such occurrence that poses a threat to the public safety, health or welfare, it is agreed that any employee may be assigned to abate the situation regardless of whether the work is overtime or not, irrespective of seniority.
5. If an employee is called by telephone and an answering machine is contacted, a message will be left on the machine and the next appropriate person will be contacted for overtime. If the next person is contacted and accepts before the previous employee returns the call after receiving their message on the answering machine, the succeeding person is awarded the overtime assignment. If, however, the first person calls before the succeeding person accepts, then the first person is awarded the overtime.
6. If contact is made for an overtime assignment and that opportunity is refused and then a second opportunity occurs, the next senior person will be contacted. The first denial will be deemed a denial for all successive opportunities and there will be no repetition of calls to inquire about interest in successive overtime during that shift.
7. Any posted overtime shall be filled a minimum of 72 hours before the start of the overtime shift. If there are less than 72 hours remaining when an overtime shift becomes available, it shall be filled immediately. The provisions for calling officers in Item 5 of the Assignment of overtime shall be followed when filling the overtime to meet the 72-hour provision. Any officer who is aware of posted

overtime may make Supervisors aware in the advance that they will take the overtime if the opportunity to work that overtime comes down to them. If an officer takes advantage of this opportunity to leave notice of intent to take overtime, it is that officer's responsibility to see if they were awarded the overtime to be present on duty if they were.

D. WORK WEEK

The work week shall start at 7:00 AM Monday.

E. SHIFT REQUIREMENTS

The Borough shall have the inherent managerial prerogative to determine the number of officers in the Department, the number of officers assigned to a shift, and whether officers absent from a shift will be replaced. The Borough shall not be required to have any number of officers on a shift, nor shall it be required to have a particular number of officers of any rank on a shift. The minimum staffing requirements set forth in prior collective bargaining agreement has been eliminated.

1. The Chief of Police shall work Monday through Friday from 7:00 AM to 3:00 PM. If two (2) overtime spots are created on any given shift due to officers being off of work, the Chief of Police may elect to fill one of the spots on their own. This shall only apply to shift overtime.

F. TRAINING

All opportunities to attend schools/training which are deemed appropriate by the Chief of Police will be posted in advance. Any interested officer will have the opportunity to sign up and present his qualifications to be considered for that school/training.

The Chief of Police will make the final decision concerning all training assignments, and the Chief's decision shall not be subject to the Grievance Procedure and Arbitration Provisions of the Agreement. If an Officer does not sign up for training, the Chief may still assign that officer for training. If there is not sufficient time to post the training opportunity in advance, the Sergeants/OICs on duty will call officers to find out if they are interested.

G. SPECIAL ASSIGNMENTS

Special Assignments will be defined as those assignments that result in regular, recurring O.T., that requires some specialized training to perform, including, but not limited to, DARE Officers, DANET/Drug Task Force, Crime Scene Technician, etc.

1. All openings for Special Assignments will be posted and any interested officer will have the opportunity to sign up and present their qualifications/desires to be considered for that Special Assignment.
2. The Chief will meet with all non-candidate Sergeants and obtain their input into the selection for Special Assignment.
3. Each Special Assignment will be for a term of three years at which point it will be posted again. The reposting of a special assignment will not preclude an officer currently assigned to the position from applying for another term.
4. The Chief of Police will make all final decisions relating to Special Assignments, and the Chief's decision shall not be subject to the Grievance Procedure and Arbitration Provisions of the Agreement. The Association agrees that seniority is not a factor in determining Special Assignments.



V. PENSION AND RETIREMENT

- A. The parties hereto acknowledge that the Borough has provided for a Police Pension Fund under Ordinance No. 1457. All Police Officers shall be covered by said pension fund. It is the intention of the parties that the Police Pension Plan shall be in compliance with Act 600, as amended, and as it may be amended in the future.
- B. The final average monthly salary of said pension is to be calculated on the basis of the employee's last thirty-six (36) months of employment.
- C. The normal monthly retirement benefit shall be equal to fifty percent (50%) of the employee's final monthly average salary.
- D. Employees shall be eligible for normal retirement after twenty-five (25) years of service and attainment of age fifty (50).
- E. There shall be a survivor's benefit equal to fifty percent (50%) of the participants benefit payable to a surviving spouse for the remainder of the spouse's life. If there is no surviving spouse or if the spouse dies, the participant's children will share the benefit until the age of eighteen (18), or until age 23 if attending college (minimum of seven credits per semester).
- F. There shall be a provision for one hundred percent (100%) vesting after twelve (12) years of service, so that an eligible participant would receive a benefit at normal retirement equal to their accrued benefit, which would be defined as fifty percent (50%) of the final monthly average salary calculated at the date of termination, multiplied by the ratio of completed service to date of termination over service to normal retirement.
- G. In officer who shall incur a total and permanent disability, which is a direct result of, and which occurs in, the line of duty of employment, shall receive a disability retirement benefit in an amount equal to 50% of the Officer's salary at the time the disability was incurred, provided that any Officer who receives a disability retirement shall have their disability benefits offset or reduced by the amount of any benefits received for the same injury under the Social Security Act (49 Stat. 620, 42 U.S.C. §301 *et seq.*).
- H. An additional service increment benefit shall be added equal to Twenty Dollars (\$20.00) per month for each completed year of service in excess of Twenty-Five (25) with a maximum increment of One Hundred Dollars (\$100.00).
- I. If the pension plan should need the contributions of the Police Officers to remain actuarially sound, it is agreed that Police Officer contributions, to the legal maximum if necessary, can be required before the Borough would have to make contributions to the police pension plan from its general revenues. It is also agreed that before such contributions are required of the Police that the Borough would allocate all of the Act 205 monies coming into the Borough from the Commonwealth because it has a Police Department with a police pension plan. Except in those circumstances, the Borough remains free to allocate its Act 205 monies pursuant to the authority and requirements in Act 205. The Borough and the Association have agreed that Police Officer contributions to the pension plan shall be eight percent (8%).
- J. Each employee who shall retire and receive a retirement benefit shall be entitled to receive a cost of living adjustment to the amount of benefit payable to the employee exclusive of any service increment benefit. Such cost of living adjustment shall be determined on an annual basis by applying a multiplier which is the version of the national CPI-U generally held to most accurately measure the "Market Basket" of goods and services bought and sold and shall not exceed any of the following limits: (1) the percentage increase in the

Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the year in which the participant was last employed as an employee of the employer; (2) the total retirement benefits payable under the plan shall not exceed seventy-five percent (75%) of the employee's final monthly average salary; (3) the total cost of living increase shall not exceed fifteen percent (15%) of the participant's retirement benefit under the plan; and (4) the cost of living adjustment shall not impair the actuarial soundness of the Pension Plan.

- K. The parties hereto also agree that the Borough will pay to each employee who retires after the effective date of this Agreement the sum of Four Hundred Dollars (\$400.00) per month toward the purchase of health insurance coverage. If the employee obtains employment that provides health insurance coverage, or the employee obtains health insurance through their spouse's coverage, the Borough will pay to said employee an amount up to Four Hundred Dollars (\$400.00) per month to cover the employee's portion of the health insurance expense. An employee must obtain health insurance coverage to be eligible for said payment. Said payments shall continue until the employee is eligible for Medicare.
- L. The Killed in Service benefit has been assumed by the Commonwealth of Pennsylvania in the Borough shall no longer provide any benefit for an officer killed-in-service.

M. DEFERRED RETIREMENT OPTION PLAN

1. Definitions

DROP - The Deferred Retirement Option Plan created as an optional form of benefit under the existing Borough of Dormont Police Pension Plan.

DROP Account - A separate ledger account created to accumulate the DROP pension benefit for a DROP participant.

Member - a full time Borough of Dormont police officer covered by the Plan.

Participant - a member who is eligible for normal retirement and who has elected to participate in the DROP program.

Plan - The Borough of Dormont Police Pension Plan adopted pursuant to Act 600.

2. DROP Pension

- a. *Eligibility.* Effective January 1st 2007, members of the Borough of Dormont Police Association bargaining unit that have not retired prior to the implementation of the DROP program, may enter into the DROP on the first day of any month following the attainment of age 52 and the completion of 26 or more years of credited service with the Borough of Dormont.
- b. *Written Election.* An eligible member of the Plan electing to participate in the DROP program must complete and execute a "DROP Election Form" prepared by the Borough of Dormont Manager and/or the Plan Administrator, which shall evidence the member's participation in the DROP program, and document the participant's rights and obligations under the DROP. The form must be signed by the Member and the Chief Administrative Officer of the Plan and submitted to Borough of Dormont, at least 30 days of the date on which the member wishes the DROP election to be effective. The DROP election form shall include an irrevocable notice to the Borough of Dormont by the Member, that the Member shall terminate from employment with Borough of Dormont Police Department effective on

a specific date three (3) years from the effective date of the DROP election. In addition, all retirement documents required by the Borough of Dormont Police Pension Plan Administrator must be filed and presented to the Borough of Dormont councilmembers for approval of retirement and commencement of the monthly pension benefit. Once the retirement application has been approved by the councilmembers, it shall become irrevocable.

After a member enters the DROP program, contributions to the pension plan by the Participant and the Borough will cease, and the amount of the monthly benefits will be frozen except for any applicable cost of living adjustment increase is awarded to all pension recipients.

Members shall be advised to consult a tax advisor, of their choice, prior to considering the DROP program, as there may be serious tax implications and or consequences to participating in the DROP program.

- c. *Limitation on Pension Accrual.* After the effective date of the DROP election, the Participant shall no longer earn or accrue additional years of continuous service for pension purposes.
- d. *Benefit Calculation.* For all Plan purposes, continuous service of a Member participating in the DROP program shall remain as it existed on the effective date of commencement of participation in the DROP program. Service thereafter shall not be recognized or used for the calculation or determination of any benefits payable by the Borough of Dormont Police Pension Plan. The average monthly pay of the Member for pension calculation purposes shall remain as it existed on the effective date of commencement of participation in the DROP program. Earnings or increases in earnings thereafter shall not be recognized or used for the calculation or determination of any benefits payable by the Plan. The pension benefit payable to the Participants shall increase only as a result of Cost-of-Living Adjustments (COLAs), effective on or after the date of the Member's participation in the DROP program.
- e. *Payments to DROP Account.* The monthly retirement benefits that would have been payable had the Member elected to cease employment and receive a normal retirement benefit shall, upon the Member commencing participation in the DROP program, be credited on the first day of each month into a separate ledger account established by the Plan Administrator to track and accumulate the Participant's monthly pension benefits. This account shall be designated the DROP Account. The DROP Account shall not contain a guaranteed interest rate. The account shall be managed by the Plan Administrator pursuant to the same fiduciary obligations and principles applicable to management of the municipal pension plans. The DROP Account shall be an interest-bearing account, which shall be compounded monthly. All interest earned on the DROP Account will be for the benefit of the Participant. All interest credited to the DROP Account will be included in the final cash settlement.

- f. *Early Termination.* A Participant may withdraw from the DROP program at any time and effectuate a complete retirement from service. No penalty shall be imposed for early termination of DROP participation. However, the Participant shall not be permitted to make any withdrawals from the DROP Account until DROP participation has ended.
- g. *Payout.* Upon the termination date set forth in the DROP Election Form or on such date as the Participant withdraws or is terminated from the DROP program, if earlier, the normal retirement benefits payable to the Participant or the Participant's beneficiary, if applicable, shall be paid directly to the Participant or beneficiary and shall no longer be credited to the DROP Account. Within thirty (30) days following the actual termination of a Participant's employment with Borough of Dormont, the accumulated balance in the DROP Account shall be paid to the Participant in a single lump-sum payment. Such payment shall be made either in cash, subject to the federal withholding as may be required, or as a direct rollover to an Individual Retirement Account (IRA). If the Participant selects the rollover option, they must also submit the appropriate paperwork from the IRA custodian within twenty (20) days following termination.
- h. *Death.* If a Participant dies before the DROP Account balance is paid, the Participant's beneficiary under Act 600 shall have the same rights as the Participant to withdraw the DROP Account balance. The monthly benefit credited to the Participant's DROP Account during the month of the Participant's death shall be the final monthly benefit for DROP participation.
- i. *Killed-In-Service Survivor Benefit.* The Killed-in-Service benefit has been assumed by the Commonwealth of Pennsylvania and the Borough shall no longer provide any benefit for an officer killed in service.
- j. *Amendment.* Any amendments to the DROP Ordinance shall be consistent with provisions covering deferred retirement option plans set forth in any applicable collective bargaining agreement or state or federal law, and shall be binding upon all future Participants and upon all Participants who have balances in their DROP Accounts.

3. Effective Date

The Effective Date of the DROP program will be January 1, 2007.

4. Severability

The provisions of the DROP Ordinance shall be severable, and if any of its provisions shall be held to be unconstitutional or illegal, the validity of any of the remaining provisions of this Ordinance shall not be affected thereby. It is hereby expressly declared as the intent of Borough of Dormont that this Ordinance has been adopted as if such unconstitutional or illegal provision or provisions had not been included herein.

5. Pending Legislation

In the event of the passage of legislation governing DROPs in the Commonwealth of Pennsylvania, this Ordinance shall be amended to comply with any new legal requirements set forth in such legislation. The application

of any amendments to Police Officers actively employed as of the effective date of any such legislation shall be governed by and consistent with constitutional principles applicable to the pension and retirement benefits.

6. Reopener

The Borough and the Union agreed to continue negotiations and reopen this portion of the Agreement only should both parties agree to new terms.

N. PRETAX PENSION CONTRIBUTIONS

The Borough shall take the necessary steps in order to file any application and obtain any governmental approvals so that police officers will be able to make their pension contributions on a pre-tax basis effective January 1, 2007. Under current law, this only applies to federal income tax. (Internal Revenue Code §414(h)(2)). The pre-tax employee pension contributions are contingent upon the Borough obtaining any necessary application and or obtaining the necessary governmental approvals.

VI. MISCELLANEOUS

A. RESIDENCY REQUIREMENTS

Police Officers need not reside within the territorial limits of the Borough. In the event that Police Officers choose to reside outside of the borough, they must establish residency within a thirty-five (35) mile radius of the Dormont Borough Municipal Building.

In the event that a Police Officer establishes residency outside of the aforesaid thirty-five (35) mile limitation, such employee shall be subject to disciplinary action, including the right of the Borough to discharge said employee.

B. NO STRIKE CLAUSE

The parties hereto mutually agree that there shall be no strike, work stoppage, slowdown, sit-down or picketing by employees or their representatives nor shall there be any lockout by the Borough.

C. GRIEVANCE PROCEDURE

1. In the event there is any grievance, dispute, or difference between an employee and the Borough with respect to the interpretation or application of any provision of the Agreement, there shall be an earnest effort made to settle or dispose of such matters promptly by negotiations between the appropriate designated representatives of such parties in the manner provided in this Grievance Procedure. For convenience, all such grievances, disputes, indifferences will be called grievance in the Agreement and its administration.
2. The grievance and arbitration procedures hereinafter set forth shall govern and apply to all grievances between the employees and the Borough involving the interpretation and application of any of the provisions of this Agreement, provided, however, that disputes involving suspensions and dismissals shall be governed by the applicable provisions of the Pennsylvania Borough Code and Civil Service Rules of the Borough. The employee, however, shall have the right to grieve all matters of discipline, provided that once an Officer selects to proceed under the grievance procedure rather than the Civil Service procedure, the selection cannot be changed.

3. An employee's Grievance Board is hereby established. The number of board members, their term of office and manner of appointment shall be determined by the employees. In the event a Grievance Board member has a grievance, they shall not sit as a Grievance Board member in the particular case. Members of the Grievance Board shall not be compensated by the Borough for the time spent in the function. However, if a Grievance Board member loses time from their regular shift while attending a meeting with the Borough representative, they shall receive their regular pay for such shift and will not be required to make up such last time.
4. A grievance shall be negotiated when necessary to reach a final decision in each of the following steps between the duly designated and appropriate representatives of the parties specified in each step.
5. If no decision is made by a representative at any step in the time and manner herein specified, such failure to render a decision shall be construed as an unsatisfactory decision, and the party entitled to such a decision shall have the right to take an appeal to the next step in the same time and manner as an appeal in the case of unsatisfactory decision.
6. The following are the grievance steps and representative of the parties therein:
  - Step 1: Any employee who has a grievance shall, within five (5) days of the occurrence thereof, discuss the same with the Chief of Police.
  - Step 2: If within five (5) days there is no satisfactory settlement in thereof, the grievance shall be submitted by the aggrieved employee to the Grievance Board. The Grievance Board shall within seven (7) days from the date it receives the grievance submit the same to the Borough Manager.
  - Step 3: If within seven (7) days of the submission of the grievance to the Borough Manager there is no satisfactory settlement of the grievance, the Union may request a list of seven neutral grievance arbitrators from the Federal Mediation and Conciliation Service or the Pennsylvania Bureau of Mediation. The parties shall meet within five (5) days after the receipt of such a list. The parties shall choose a neutral arbitrator by alternate striking from the list of seven (7) with the first strike obligation alternating from grievance to grievance beginning with the employer first.
7. The neutral arbitrator shall be authorized only to interpret and apply the provisions of this Agreement insofar as shall be necessary for ruling up on a grievance, but shall not have authority to alter or amend in anyway the provisions of this agreement. The decision of the arbitrator shall be final and binding on both parties. Such decision and the reasons and support hereof, shall be in writing.
8. Grievance procedures must be initiated and appeals taken in the manner and within the time limits set forth in each of the grievance steps outlined herein in order to be considered. Failure to comply with grievance procedures shall bar further discussion or appeal.
9. The fee and expenses of the neutral arbitrator in the grievance procedure shall be borne equally by both parties.

#### D. REOPENING PROVISIONS

1. The parties agree that during the term of this contract, it is not to be reopened for pay raises or pay reductions without approval of the majority of the bargaining unit and with the agreement of management.

E. POLICE BILL OF RIGHTS

1. When an anonymous complaint is made against a Police Officer and no corroborative evidence is obtained, the complaint shall be deemed as unfounded and any record of it shall be expunged after one (1) year.
2. When any complaint is filed greater than six (6) months after the alleged event complained of which, if true could not lead to a criminal charge, such complaint shall be classified as unfounded.
3. If an interviewed or interrogated Police Officer writes a statement, has a transcript taken, or any mechanical record made, a copy of the statement or record must be provided to the Police Officer at no cost to the Officer.
4. In the event that a criminal charges brought against a Police Officer, a copy of all written complaints, statements, and any records involved in an investigation of alleged misconduct must also be provided to the Police Officer.
5. If criminal charges can be brought against the Police Officer as a result of a complaint of alleged misconduct, the Police Officer shall have afforded Garrity protections to any statements they are required to make during the course of an employment investigation.
6. At the request of the Police Officer who is being interviewed or interrogated, they shall have the right to have a representative from the Police Association present at all times during the interview or interrogation. The interview or interrogation shall be suspended for a reasonable period of time until such representation can be obtained.
7. The Police Officer shall have a right to a hearing before a neutral arbitrator to decide any issues or resolve any disputes relative to their employment or benefits as set forth in this Agreement.

F. DRUG AND ALCOHOL POLICY

The Borough reserves the right to negotiate a Drug and Alcohol Testing and Treatment Program Clause within the terms of this collective bargaining agreement.

G. PAST PRACTICE – AS IS CLAUSE

All existing benefits, practices, and working conditions previously enjoyed by the members of the bargaining unit that are not modified by this Agreement shall remain "as is".

H. PART TIME POLICE OFFICERS

The parties agree that during the term of this Agreement should the Borough decide to hire part time police officers, their utilization will be negotiated with the Union and their working conditions will be governed by an addendum to this contract.

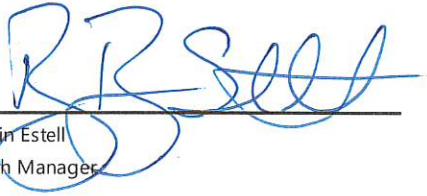
I. DISCIPLINE

In the event the Chief of Police imposes a disciplinary suspension without pay upon an officer, in the suspension without pay survives the officers appeals through either Civil Service or the contractual grievance procedure, the suspended officer shall forfeit their entitlement to collect the annual longevity payment for the following year.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals.

X

Benjamin Estell  
Borough Manager



X

Jeffrey Fabus  
President of Council



X

Tom Madden  
Dormont Police Association



X

James Briglia  
Dormont Police Association

