

AGREEMENT

**BETWEEN
BOROUGH OF MONACA,
PENNSYLVANIA
AND
MONACA POLICE OFFICER'S
ASSOCIATION**



YEARS 2025 - 2028

AGREEMENT

THIS AGREEMENT entered into this _____ day of _____, 20__ by and between the
BOROUGH OF MONACA, hereinafter referred to as "Borough";

AND

The **MONACA POLICE OFFICER'S ASSOCIATION**, hereinafter to as "MPOA".

The Borough and MPOA have engaged in Collective Bargaining in accordance with the terms of the Act of June 24, 1968, P.L. 237, No. 111, 43 P.S. 217.1 et seq. (hereinafter referred to as "Act 111"). The Borough and the MPOA wish to set forth herein the basic and full agreement between the parties concerning wages and other terms and conditions of employment.

INTENDING TO BE LEGALLY BOUND HEREBY, the parties do covenant and agree as follows:

ARTICLE 1— TERM OF AGREEMENT

1.1 The term of this Agreement shall be four (4) years from January 1, 2025, through December 31, 2028.

ARTICLE 2 — RECOGNITION AND UNION DUES

2.1 Recognition - Pursuant to Act 111 of 1968, the Borough recognizes the MPOA as the exclusive representative for collective bargaining purposes for all members of the Borough police department covered under Act 111.

2.2 Union Dues - The Borough shall deduct regular monthly FOP dues from the pay of individual full-time and part-time officers who request in writing such deduction to be made. The Borough shall also deduct regular monthly MPOA dues from the pay of all officers. The Borough shall forward to the financial secretary of the MPOA all dues collected on a monthly basis, accompanied by a list from which the dues were collected.

ARTICLE — 3 MANAGEMENT RIGHTS/SCOPE OF AGREEMENT

3.1 Including but not limited to establish, continue, change or abolish policies, practices and procedures for the conduct of general operations of the Borough; to determine the methods, system, materials and equipment to be used in the operation of the Police Department; to transfer, promote, suspend or demote employees for just cause; and to make and enforce reasonable rules and regulations for the performance, discipline and conduct of the police.

3.2 This agreement sets forth all covenants, stipulations and provisions agreed upon by the parties hereto, and no agent or representative of either party has authority to make and none of the parties shall be bound by or be liable for any statement, representation, promise, inducement or agreement not set forth herein. This Agreement spells out the total agreement in its entirety between the parties, including wages, salaries, pensions, and all fringe benefits, and there shall be no other additions or changes during the term of the contract.

ARTICLE 4 — GRIEVANCES

4.1 A grievance is a dispute between the Borough and a police officer over the meaning or the interpretation of this Agreement. A grievance shall specify that section of this Agreement which is claimed to have been violated.

4.2 The grievant shall first discuss the grievance with the Grievance Committee.

4.3 (A) The members of the MPOA may select no more than three (3) of their members to act as representatives in processing grievances and otherwise to represent an employee with respect to the administration of this Agreement. The MPOA shall notify the Borough in writing of the members so selected who shall constitute the Grievance Committee.

(B) Grievance Procedure: The grievance procedure set forth herein shall be the sole and exclusive remedy for a grievance filed under this Agreement. The following procedures shall apply:

- (1)** Nothing in this Article shall be interpreted as discouraging or prohibiting informal discussions of an alleged dispute by the police officer and the Borough prior to the filing or starting of the grievance.
- (2)** The Steps provided herein, as well as the time limits for each shall be followed strictly except that the parties may, in a given case, agree in writing to modify a procedure to extend the time limits. Failure of the Borough to respond in a timely manner at any Step may be treated as a timely negative response so the grievance may be pursued to the next step. Failure to appeal a decision to the next Step within the time limits shall result in the grievance being considered settled.
- (3)** All grievances shall be processed in writing on a form which includes the name of the grievant, the date, the nature of the grievance and the applicable Article of this Agreement.

4.4 The grievant may present the grievance, in writing, to the Borough Manager, or his designated representative, within fourteen (14) working days of the time the grievant knew, or should have known, of the incident giving rise to the grievance. The Borough Manager shall respond within seven (7) days of receipt of the written grievance.

- 4.5** If the matter is not satisfactorily resolved at Section 4.3, it may be appealed to the Borough Council (or an appropriate subcommittee thereof) within seven (7) days of the receipt of the Borough Manager's decision. Borough Council will schedule the matter for hearing no later than thirty (30) days after receipt of the appeal and must issue its decision within seven (7) days after the hearing.
- 4.6 (A)** Within thirty (30) days of receipt of Borough Council's decision, either party may, in writing, notify the other of its intent to arbitrate the matter and a request will be made to the Federal Mediation and Conciliation Service for a list of seven arbitrators. The parties shall alternatively strike from the list and the last remaining name shall be selected and notified of appointment to arbitrate the matter in dispute. The first strike will be alternated between the parties from case to case with the striking on the first case under this procedure to be decided by a coin flip.
- (B)** All costs of the arbitration proceedings shall be shared equally by the Borough and the MPOA.
- (C)** The decision of the Arbitrator shall be final and binding upon the Borough, the MPOA and all concerned members.
- (D)** The Arbitrator shall have jurisdiction and authority only to interpret, apply or determine compliance with the provisions of this Agreement insofar as shall be necessary to the determination of the appealed grievance. The Arbitrator shall not have jurisdiction or authority to add to, detract from or alter in any way provisions of this Agreement.

ARTICLE 5 — PERFORMANCE EVALUATION

5.1 There is established by agreement of the parties a performance evaluation committee to review and to make recommendations to improve police services in the Borough of Monaca.

This committee shall be composed of three (3) members of the Borough of Monaca Council; these members shall consist of the Public Safety Committee of Council, the Chief of Police, the Mayor of Monaca, and one (1) representative of the MPOA. This committee shall meet from time to time as it shall find necessary. The initial meeting of the performance evaluation committee shall occur within thirty (30) days of the effective date of this Agreement.

5.2 The recommendations and other reports of this committee shall be made both to the Police Department and to the Borough Council. The recommendations and reports shall be considered part of the public record.

5.3 The committee shall examine as it finds appropriate any aspect of police services in Monaca Borough. That examination may include, but not limited to, the following matters:

- (A) The imposition and collection of fines for traffic and ordinance violations in the Borough.
- (B) Scheduling of personnel and other techniques to meet an increased or changed demand for police services in the Borough.
- (C) The improvement of police services by the acquisition and utilization of new equipment.
- (D) The improvement of the working conditions of the police force.

5.4 It is the intent of the parties that savings realized by implementation of the recommendations of this committee shall be, in part, used to accomplish those goals mentioned in Section 5.3 of this Article as well as similar goals.

ARTICLE 6 — SALARIES

BASE ANNUAL SALARY

Full-time Police Officers shall be entitled to the following base annual salaries:

| Hourly Rate | 2025 | 2026 | 2027 | 2028 |
|-------------|---------|---------|---------|---------|
| Sergeant | \$37.85 | \$38.99 | \$40.16 | \$41.77 |
| Corporal | \$36.82 | \$37.92 | \$39.06 | \$40.62 |
| Patrolman | \$36.30 | \$37.39 | \$38.51 | \$40.05 |

—

Patrolmen shall be entitled to the base annual salary at a reduced rate as follows:

| | |
|--|------|
| First 6 Months-75% of Full-time Patrolman Base | |
| After 6 Months - | 80% |
| After 1 Year- | 85% |
| After 2 Years | 90% |
| After 3 Years- | 95% |
| After 4 Years- | 100% |

Calculation based upon employment date anniversary.

- 6.2 Longevity Pay** — Each full-time officer shall receive after the completion of five (5) years continuous service longevity pay in the amount of one-half percent (1/2%) of their then existing base salary. Thereafter each full-time officer shall receive an additional one-tenth percent (1/10%) of the then existing base salary for every additional year of service. Longevity pay shall be paid on the regular payday following the officer's anniversary hire date. The maximum longevity pay under this provision shall be \$1,500.00 in any one (1) year.

ARTICLE 7 — SENIORITY

7.1 In the event of reduction in force the Borough shall lay off officers in the reverse order of their length of regular employment with the Borough. Continuous service shall be calculated and seniority shall be applied in conformance with the following:

7.2 Continuous service shall be applied in conformance with the following:

(A) Continuous service shall be defined as the length of service an officer has accumulated since the last date of his hire only — except as noted.

(B) Seniority rights shall prevail in the event it is necessary to lay off any officer.

(C) Continuous service shall be broken by:

(1) Quit — provided that, if the officer is rehired within fifteen (15) days, the break in continuous service shall be removed. Absence for ten (10) consecutive work days without a notice to the Borough shall constitute a quit.

(2) Discharge for just cause.

(3) Absence due to a layoff of physical disability for more than two (2) years, provided that an absence due to a compensable disability which extends beyond two (2) years shall not break continuous service if the officer reports himself available for work within thirty (30) days after final payment of statutory compensation for such disability or after the end of the period used in calculating a lump sum payment.

(4) If there is reduction in the full-time work force, the Borough will pay, and the officer will receive, a lump sum payment equivalent to thirty (30) days of the existing base salary reduced by the amount the officer will receive in unemployment compensation and the officer will be entitled to receive no more than ninety (90) days of medical insurance as provided in this agreement to be paid by the Borough.

(5) Situations where an officer is discharged for cause, or retired, shall not be considered as reductions in the work force. Officers must be employed a total of one (1) full year before being entitled to severance pay as provided herein.

ARTICLE 8 — OVERTIME

8.1 The work schedule shall be posted at least 1 year in advance.

8.2 Unless otherwise agreed to by the MPOA, all full-time officers shall work a rotating shift schedule. Officers will be permitted to trade shifts provided the approval of the Chief of Police.

8.3 Full time officers shall each have 2 consecutive days off each week, and at least 1 weekend consisting of Saturday and Sunday off each 4-week period.

8.4 The work week shall consist of 40 hours a week Sunday through Saturday. The work day shall consist of 8 hours in any 24-hour period.

8.5 Overtime consists of any authorized work in excess of forty (40) hours worked in a work week, or in excess of eight (8) hours in any twenty-four (24) hour period. This section does not apply to any voluntary changes to the schedule in order to accommodate training or a shift trade. Sick time does not apply to hours worked, therefore if sick time is included in the work day/week, it cannot be counted towards hours worked to determine overtime. This does not apply to court time of special details.

8.6 Overtime compensation shall be paid at one and one-half (1-1/2) times the full-time officer's regular rate, including shift differential, for each hour of overtime.

8.7 Overtime shall be on a rotating basis to all full-time officers.

8.8 Unless agreed upon by the Bargaining Unit, the hourly rate for special duty assignments shall be one and one-half (1-1/2) the Sergeant's hourly rate. Special duty assignments include but are not limited to contracted traffic control and/or security details. Special duty assignments shall be offered to full-time officers on a rotating basis. In the event a full-time officer is not available to work the detail, it shall then be offered to part-time officers on a rotating basis at the above hourly rate.

ARTICLE 9 — SHIFT DIFFERENTIAL

9.1 The Borough shall pay full- time officers a shift differential of forty cents (\$0.40) per hour for the second shift and fifty cents (\$0.50) per hour for the third shift worked when assigned. This increase remains in effect for the duration of this Agreement.

9.2 The second shift is the hours worked between 3:00 p.m. and 11:00 p.m.

9.3 The third shift is the hours worked between 11:00 p.m. and 7:00 a.m.

9.4 Split shifts are based on the hours worked.

9.5 Training generally is between 8:00 a.m. and 4:00 p.m., however, there shall be no shift differential applied for training.

9.6 There shall be a minimum of two (2) officers on duty at all times. These officers shall exclude officers assigned to special duty. The Chief of Police shall not be included as an officer on duty.

ARTICLE 10 — CALL-IN PAY

10.1 A full-time officer called in to duty after completing a shift shall be paid for a minimum of two (2) hours between the hours of 7:00 a.m. until 12:00 midnight. Between the hours 12:00 midnight and 7:00 a.m., the full-time officer shall be paid for a minimum of four (4) hours.

10.2 This provision shall not apply to early starts on a shift.

10.3 Although a full-time officer shall be paid for a minimum of two (2) hours or four (4) hours, when called in to duty after the completion of a shift or when scheduled off, only actual time worked under those circumstances will be figured in computing overtime pay.

10.4 An officer called in to duty after completing a shift for the specific purpose of overseeing and/or monitoring an incarcerated prisoner shall be paid a lump sum of eighty (\$80.00) dollars regardless of the number of hours actually worked for this purpose. Payment for this service shall be incorporated as part of the full-time officer's regular bi-weekly pay. Prisoner watch shall be on a rotating basis to all officers.

ARTICLE 11— UNIFORM ALLOWANCE

11.1 Each full-time officer shall be given a uniform allowance of:

| <u>2021</u> | <u>2022</u> | <u>2023</u> | <u>2024</u> |
|-------------|-------------|-------------|-------------|
| \$1,100 | \$1,100 | \$1,100 | \$1,100 |

This sum shall be made available to each officer on the first pay-day of the calendar year.

11.2 The Borough will agree to purchase bullet proof vests for all full-time officers, conditioned that they be worn at all time, while on duty. The vests, at all times, will remain the property of the Borough of Monaca.

ARTICLE 12 — VACATIONS

12.1 Paid vacation shall be computed at a full-time officer's regular hourly rate.

12.2 The computation of the years of service shall begin with the first day of service as a probationary full-time officer. Each subsequent anniversary shall be the first day of the next year of service.

12.3 Each full-time officer shall be entitled to vacation and vacation pay in accord with the following schedule:

| | |
|---------------------------------|--------------|
| After 1 through 6 years service | 10 work days |
| 7 through 14 years | 15 work days |
| 15 through 24 years | 20 work days |
| 25 years or more service | 25 work days |

12.4 Vacation and personal-days will be scheduled in such a way as not to hamper the normal operating efficiency of the department. To achieve this, no more than two officers will be on vacation at any one given time. All employees will be afforded their allotted vacation time and personal days at such times as can be mutually arranged with the Mayor. Vacations and personal days will be scheduled by the Mayor in such a way that can best serve the department. All officers of the Monaca Police Department will give a written request of half total accumulated vacation days for approval to the Mayor by March 1 of each calendar year. Should there be a conflict in scheduling vacation time off between officers; the officer with the greatest length of service will be given first choice of vacation time. The Mayor shall have the discretion reasonably to allot vacation periods and personal days and to approve, reject and change such allotments in order to meet the needs and schedule of the Monaca Police Department.

ARTICLE 13 — HOLIDAYS

13.1 There shall be nine holidays, for which each full-time officer shall receive eight (8) hours pay at the regular hourly rate for each holiday. Holiday pay shall be paid in two (2) payments. The first payment will be the first payroll of July, paying all holidays up to the 4th of July. The second payment will be the first payment of December paying all remaining holidays.. Scheduling attempts will be made in order to have officers scheduled off on all designated holidays. A new-hire will be paid 8 hours for each holiday that occurs during their full-time employment.

13.2 If a full-time officer works on any holidays set forth in this Article, the full-time officer shall be compensated at the rate of one and one-half (1 1/2) times the regular hourly rate. If a full-time officer works overtime on any holiday set forth in this Article, the officer shall be compensated at a rate of two and one-half (2 1/2) times the regular hourly rate.

13.3 The following holidays shall be paid according to Section 1 of this Article:

| | |
|----------------------|------------------|
| New Year Day | Labor Day |
| President's Birthday | Veteran's Day |
| Memorial Day | Thanksgiving Day |
| Fourth of July | Columbus Day |
| | Christmas Day |

13.4 In addition to the listed holidays, there shall be **four (4)** personal days for which each officer shall receive eight (8) hours pay for regular scheduled work days requested off. All officers of the Monaca Police Department will give a written request of personal days for approval to the Mayor or Chief, at least eight (8) hours in advance of the scheduled work shift for the desired time off.

ARTICLE 14 — SICK LEAVE

14.1 Each full-time police officer shall be entitled to sick leave of **eleven (11)** scheduled work days per year. Unused sick leave may be accumulated from year-to-year up to a maximum of one hundred thirty (130) days of accumulated sick leave. All accumulated sick leave from the prior Agreement shall be carried over and not lost by expiration of the prior Agreement. An officer who has accumulated sick leave shall, upon retirement of employment, be paid for one-half ($\frac{1}{2}$) of their unused sick leave at the final regular rate received by the officer.

14.2 A doctor's slip will not be required for the first sick day, in order that the employee be eligible for sick pay. A doctor's slip will only be required for a sick day in the event a misuse of sick days is in question, and any employee suspected of abuse will be notified when the stipulation is made. A doctor's slip shall be required when an employee has three or more consecutive days off sick.

14.3 There is established by the agreement of the Parties a committee to review the use of sick leave and its possible abuse. This committee shall be composed of a representative of the police force, the Mayor of Monaca, and a representative of the Borough. Recommendations of this committee shall be submitted to the Police Force and to the Borough of Monaca Council and Mayor of Monaca. It is the intent of the parties that a portion of any savings realized by the implementation of the committee's recommendations be used to improve the services, equipment and working conditions of the Police.

14.4 The Borough of Monaca shall provide employees with a Sickness and Accident Coverage written by an Insurance Carrier licensed in the State of Pennsylvania and shall provide a policymaking payment of 70% of employees forty (40) hour weekly wage for twenty-six (26) weeks starting with the first day of an accident or the eighth day of sickness.

ARTICLE 15 — FUNERAL LEAVE

15.1 In the event of a death of a parent, husband, wife, child, grandchild, sister, brother, grandparent, mother-in-law, or father-in-law of a full-time police officer, that officer shall be granted five (5) consecutive days off work. If an officer was scheduled to work on any of those five (5) days, the full-time officer shall receive regular compensation for an eight (8) hour shift for each of those days scheduled to work.

ARTICLE 16 — LIFE INSURANCE

- 16.1** The Borough of Monaca shall pay for Life Insurance in the amount of Fifty Thousand Dollars (\$50,000.00) for each full-time police officer.
- 16.2** Upon retirement of a full-time police officer, the Borough shall continue to provide retired life insurance in the amount of Five Thousand Dollars (\$5,000.00) for his lifetime.

ARTICLE 17 — HEALTH INSURANCE

- 17.1** The Borough shall provide 90% of the cost of a major medical plan to full-time officers for the officer and immediate dependents.
- 17.2** The Borough shall provide 90% of the cost of a high-option dental plan to full-time officers for the officer and immediate dependents.
- 17.3** The Borough shall provide 90% of the cost of a vision care plan to full-time officers for the officer and immediate dependents.
- 17.4** Said medical, dental and vision plans shall be written by a qualified insurance carrier as selected by the Borough.
- 17.5** Upon retirement, based on age and/or years of service but not for disability, the Borough will pay up to \$100.00 per month toward the retired full-time officer's medical insurance premium until the full-time officer attains the age of sixty-five (65) at which time the payments will terminate.
- 17.6 HRA** – The Borough will maintain a Flexible Savings Account (FSA) for each employee of the bargaining unit at a cost to the Borough of Monaca. The benefit will be offered to all full-time employees covered by this contract. The benefit will be as follows:
- 2025 - \$500.00**
2026 - \$500.00
2027 - \$500.00
2028 - \$500.00

ARTICLE 18 — PENSION

- 18.1** The provisions of the Borough of Monaca Police Pension Plan, existing at the time of this agreement commences together with any changes which are mandated or otherwise agreed upon, are incorporated herein by reference and made part hereof as though more fully set forth at length.
- 18.2** The Borough, through the Pension Plan, shall provide a Deferred Retirement Option Program (DROP) in conformance with ACT 44 of 2009, and under the following provisions;
- (A) Upon reaching Normal Retirement Age as defined by the Pension Plan, a participant may elect to enter the DROP.
 - (B) A participant may only enter the DROP during the period between July 1 and December 31 of a calendar year unlike the prior contract which permitted entry at different periods
 - (C) Subject to the approval by the Borough's actuary, and the adoption of an ordinance amending the Borough's police pension plan, the maximum length of the DROP shall be for three years. The change in ordinance shall only be in reference to the change in DROP.
- 18.3** Members of the MPOA will contribute to their current pension plan in the following manner. Beginning in 2025 members will contribute !5, with an additional 1% each year ending at a total of 4% total contribution in year 2028.

ARTICLE 19 – NEW HIRES

- 19.1** Effective January 1, 2014, all new full-time hires shall become a resident of Pennsylvania, and reside within a 30 air mile radius of the Borough of Monaca Municipal Building, within one (1) year of the beginning date of employment.
- 19.2** There shall be a probationary period during the first six (6) months of employment for all new full-time hires.
- 19.3** Full-time officers hired during the calendar year shall be given a uniform allowance of \$1,000.00 during their first calendar year of employment. If that officer is terminated and/or leaves the Borough within the first year, that officer will have to pay back the total amount used within that first year.
- 19.4** In lieu of the uniform allowance, the Borough shall provide a long and short sleeve uniform shirt with patches, a pair of uniform pants and a badge.
- 19.5** In the event that the officer's employment is terminated during the probationary period, the officer shall reimburse the Borough the cost of initial clothing and return the badge as provided in this Agreement.
- 19.6** In the event that the officer's employment is terminated during the probationary period but before the end of the first calendar year, the Borough may deduct the cost of initial clothing and require the officer to return any balance on the uniform allowance.
- 19.7** Full-time officers hired during the calendar year shall be entitled to one (1) personal day during their first calendar year of employment, and 10 vacation days on a pro-rated basis during their first calendar year of employment, based upon their starting date.
- 19.8** Full-time officers hired during the calendar year will receive sick days of not more than eleven (11) days on a pro-rated basis during their first calendar year of employment, based upon their starting date.
- 19.9** Conditions and privileges set forth in this Agreement shall prevail if not specifically addressed in this section.

ARTICLE 20 — PART-TIME OFFICERS

20.1 The starting salary for all new part-time hires shall be at a rate of \$10.00 per hour during the first six (6) months probationary period. During the probationary period the officer will be scheduled as a third officer on duty under the supervision of a training officer assigned by the Chief of Police. Upon successful completion of the probationary period, or once the Chief of

Police determines the newly hire part-time officer is ready to assume regular duties and when the officer is scheduled as the second officer on a shift the part time officer shall be paid at the regular hourly rate of 60% of the base patrolman's salary. Experienced part-time hires shall start at the regular hourly rate, which is 60% of the base patrolman's salary. An experienced part-time hire is defined as an individual with a current valid Municipal Police Officers' Education and Training Commission (MPOETC) certificate, and must show proof of such experience prior to hiring. Council shall retain the right to approve or disapprove the experience levels.

20.2 Each part-time officer shall receive, at the completion of five (5) years continuous service, longevity pay in the form of an additional twenty-five cents (\$0.25) per hour.

20.3 Overtime compensation shall be paid at one and one-half (1 1/2) times the regular hourly rate for each hour of overtime. Overtime consists of any authorized work in excess of forty (40) hours worked in a week.

20.4 Part-time officers shall be given a uniform allowance of \$350.00 upon the completion of 150 hours of service. Upon the completion of 1,000 hours of service, part-time officers shall receive an additional uniform allowance of \$350. During the first calendar year of employment, the Borough shall provide a long and short sleeve uniform shirt with patches, a pair of uniform pants and a badge. In the event the part-time officer's employment is terminated before the completion of 150 hours of service in the first calendar year of employment, the officer shall reimburse the Borough the cost of initial clothing and return the badge as provided in this Agreement. In the event the part-time officer's employment is terminated after the completion of 150 hours of service in the first calendar year of employment, the Borough shall deduct the cost of initial clothing and the part-time officer shall reimburse any balance due upon the allowance and return the badge as provided in this Agreement.

- 20.5** Part-time officers shall be paid for two (2) hours at their regular hourly rate for each court appearance for summary offenses at the District Justice Office that the officer is required to make during his off-duty time, not to exceed eight (8) hours per day regardless the number of summary cases. Part-time officers shall be paid four (4) hours at the regular hourly rate for each court appearance for any other matter that the officer is required to make during his off-duty time, not to exceed eight (8) hours per day regardless of the number of cases.
- 20.6** The work schedule is to be made and posted at least seven (7) days in advance. Once the work schedule has been made and posted, the only changes that will be made will occur with the part-time officer's consent.
- 20.7** The Borough shall pay part-time officers a shift differential of twenty cents (\$0.20) per hour for the second shift and twenty-five cents (\$0.25) per hour for the third shift worked when assigned.
- 20.8** If a part-time officer works on any holidays set forth, the part-time officer shall be compensated at a rate of one and one-half (1 1/2) times the regular hourly rate for part-time officers.

ARTICLE 21— PAYMENT FOR COURT/HEARING APPEARANCES

- 21.1** A full-time officer shall be paid for two (2) hours at time and one-half of his regular hourly rate for each court appearance for summary offenses at the District Justice Office that the officer is required to make during his off-duty time, not to exceed eight (8) hours per day regardless of the number of summary cases.
- 21.2** A full-time officer shall be paid for four (4) hours at time and one-half of his regular hourly rate for each court appearance for any other matter that the officer is required to make during his off-duty time, not to exceed eight (8) hours per day regardless of the number of cases..

ARTICLE 22 — DRUG AND ALCOHOL POLICY

- 22.1** In compliance with any and all laws of the Commonwealth of Pennsylvania, both parties agree to formally adopt and abide by a written Drug and Alcohol Abuse Policy.

ARTICLE 23 – 457 PLAN

- 23.1** The Borough shall continue to provide the 457 Plan currently available, and shall match contributions made by employees to the plan on an annual basis not to exceed \$200.

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IN WITNESS WHEREOF, we set our bands and seals this _____ day of _____ 20__.

BOROUGH OF MONACA

**MONACA POLICE OFFICERS
ASSOCIATION**

President of Council

Union Representative

Attested by: Borough Manager

Attested by: Union Representative