

**MEMORANDUM OF AGREEMENT BETWEEN
EAST FALLOWFIELD TOWNSHIP AND THE
EAST FALLOWFIELD TOWNSHIP POLICE OFFICERS' ASSOCIATION**

THIS AGREEMENT was reached on January 2017 by and between **EAST FALLOWFIELD TOWNSHIP** ("Township") and the **EAST FALLOWFIELD TOWNSHIP POLICE OFFICERS' ASSOCIATION** ("Association").

WHEREAS, the Township and the Association are parties to a collective bargaining agreement that expired on December 31, 2016 and

WHEREAS, the Township and the Association have been engaged in collective bargaining in accordance with Act 111 of 1968;

NOW THEREFORE, the Township and the Association have reached agreement on the terms of a two-year agreement, effective January 1, 2017 through December 31, 2018. The parties recognize that the following terms will not be binding until ratified by the members of the Association and the governing body of the Township.

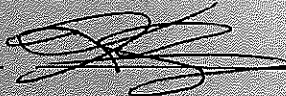

TERMS OF AGREEMENT

1. **Term:** The Agreement will be amended to provide for a two-year contract, covering the period from January 1, 2017 through December 31, 2018.
2. **Wages:**
 - A. **Annual Raises.** Article 5 of the Agreement will be amended to provide the following, across-the-board salary increases: January 2, 2017-2.0%; January 1, 2018-3.0%.
 - B. **Part-Time Starting Rate.** Article 5 will be amended to set the starting part-time police officer hourly wage as follows: (1) part-time officers in "ride-along" status shall be paid \$15.00 per hour; (2) part-time officers working in uniform and in field training will be paid \$20.00 per hour; (3) part-time officers who have completed field training and worked 6 months shall be paid the full part-time officer hourly rate.
3. **Health & Welfare:** Article 14(D) will be amended to increase the premium contribution towards the cost of children and spouses that have medical coverage through the Township, from 5% to 10%. This cost will be deducted as pre-tax dollars from the officer's paycheck each period over the course of the year and will remain the same price over the three-year contract period.

4. **Scheduled Overtime Eliminated:** Article 6 will be amended as follows:
- A. **Scheduled Overtime.** Effective January 1, 2017, Article 6(A) will be amended to eliminate the practice of automatically paying four (4) hours of overtime pay every pay period. In light of this change, the salary schedule shall be increased across-the-board by 7.5% effective January 1, 2017.
 - B. **Kelly Time Shifts.** Effective January 1, 2017, Article 6 will be amended to require the Department to provide each officer with thirteen (13) Kelly Time shifts each year. Kelly Time shifts will be 12 hours in length and may be scheduled as of January 1 each year regardless of date of accrual. Utilization of Kelly Time shall continue to be in accordance with Article 6(D) and (E).
5. **Holidays:** Article 9(C) will be amended to increase the holiday premium rate from 1.5 to 2.0 times the officer's base hourly wage for each hour worked.
6. **Sick Leave:** Article 12 will be amended to permit full-time officers to utilize sick leave in order to care for sick family members.
7. **Continuation of Existing Terms:** All terms and conditions of the current collective bargaining agreement between the parties will continue except as modified herein.
8. This agreement is tentative, and subject to consideration by the Board of Supervisors at a duly-advertised public meeting.

EAST FALLOWFIELD TOWNSHIP

EAST FALLOWFIELD TOWNSHIP POLICE
OFFICERS' ASSOCIATION



Dated: 1/9/17

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