

1) COMPENSATION – DISPATCHERS

- **DISPATCHER STEPS – NO CHANGE**

- **DISPATCHERS NOT IN STEPS**

- 2009 – 4% annual increase
- 2010 – 0% annual increase*

* with possible clause to index 2010 salary adjustment to increase in ratables, pending review with Borough professional advisors and subject to State oversight.

The parties, to the extent possible and proportionate to all fulltime salaries paid to the employees, agree to address the 2010 wage increases within a 2 – 4 % range, retroactive to January 2010 during the 2011 negotiations.

2) COMPENSATION – CDL OPERATOR /LABORER and/or MECHANIC, AND OFFICE EMPLOYEES

- **EMPLOYMENT DATE OF HIRE 1990 – 2002**

For employees not in the steps classification as of year-end 2008, the current structure of compensation (i.e. negotiated salary increases coupled with a longevity scale) will remain, subject to the following constraints:

- a. Salary increases

- ~ 2009 – 4% annual increase
- ~ 2010 – 0% annual increase
- ~ 2010 figures are based upon current projections of revenue shortfalls and tax levy limits imposed by the State. Should these factors change we would entertain further discussion on this matter.
- ~ In addition, the Borough suggests possible inclusion of a clause to index 2010 salary adjustment to increase in ratables, pending review with Borough professional advisors and subject to State oversight.

The parties, to the extent possible and proportionate to all fulltime salaries paid to the employees, agree to address the 2010 wage increases within a 2 – 4 % range, retroactive to January 2010 during the 2011 negotiations.

- b. Longevity

- ~ For employees hired effective 1/1/95 through 12/31/2002, longevity calculations are to be capped at the dollar amount in place at the end of the 25th (twenty-fifth) year of employment.
- ~ For employees hired effective 12/31/94 and earlier, longevity calculations are to be capped at the dollar amount in place at the end of the 25th (twenty-fifth) year of employment.
- ~ This two-tiered structure of longevity calculations preserves the distinction made in the current Local 152 contract.

▪ **STEPS FOR CDL OPERATOR /LABORER and/or MECHANIC, AND OFFICE EMPLOYEES (DATE OF HIRE 2003 – PRESENT)**

For non- dispatch employees currently within the steps schedule, i.e. non-dispatch employees hired since 1/1/2003 (inclusive of that year), the Borough proposes an AMENDED STEP PROGRESSION:

- a. We retain the probationary salary of \$22,000, but require the right to either advance an employee beyond that level in less than one year's time, or commence employment at a level beyond the probationary step, based upon the individual's qualifications and prior experience.
 - b. **The Borough recommends a newly structured step progression.** It will consist of up to ten years, ranging of salaries from \$26,000 to up to \$50,000; with no separate longevity provisions. These annual increases incorporate what has formerly been compensated in later years as longevity; instead, the new step schedule provides increased earnings earlier in the employee's work history,
 - c. The PROPOSED 10 year step schedule is \$26,000, \$29,000, \$32,000, \$35,000, \$38,000, \$40,400, \$42,800, \$45,200, \$47,600, \$50,000.
 - d. As has been past practice, in 2009 the Borough would apply the new steps to each employee who was within a step classification category as of 2008. **The parties, to the extent possible and proportionate to all fulltime salaries paid to the employees, agree to address the 2010 wage increases within a 2 – 4 % range, retroactive to January 2010 during the 2011 negotiations.**
- **SUPPLEMENTAL NOTE for EMPLOYMENT DATE OF HIRE 1997 – 2002**
In order to improve the step schedule as noted above and still maintain equitable treatment for the remaining employee base, we believe it is appropriate to recognize a subset of employees whose date of employment falls in the middle six years (i.e., 1997 - 2002) of the past eighteen years of contracts (i.e. 1991 – 2008). For this cohort, we recommend a one-time supplemental increase of \$2,000 in annual salary, effective 2009. Projections indicate that such an adjustment will maintain parity with respect to employees whose date of hire is adjacent on either side of this range.

3) **SENIORITY**

As previously discussed, seniority is to be applied and preserved within department.

4) **PROBATIONARY TERM**

A probationary condition will apply for the first three years of employment; this is distinct from the salary treatment in those same three years.

5) **HEALTH INSURANCE PARTICPATION**

Also as previously discussed, the Borough requires employee participation in the cost of providing health benefits. I distributed a schedule on Nov 2 that provides a staggered level of participation for all employees earning \$40,000 or more; that schedule would require that employee contribution ranging from 40% to 100% of the **increased premiums** for year 2009 are to be paid in 2010 for health benefits, which amount is to be calculated upon the base salary in effect at the commencement of 2010.

6) **LENGTH OF CONTRACT**

In light of the severe financial constraints facing the Borough and our workforce, the Borough recommends that this contract extend only through 2010.

7) **SICK LEAVE PAY AT RETIREMENT, ARTICLE VII – H**

For retirement purposes, employees will receive upon their twenty five (25) year retirement, a cash settlement of one hundred fifty dollars (\$150.00) per day for each day of unused sick time, not to exceed fifty (50) days. Sick bonus days are not included in the cash settlement.

8) **DISPATCHER NIGHT DIFFERENTIAL, ARTICLE IV– H**

Dispatcher shall receive a lump payment of \$575.00 prior to Christmas 2009 and 2010, as compensation for their working nights as a night differential.

9) **CLOTHING ALLOWANCE, ARTICLE IV– I**

Public Works & Dispatcher employees: clothing allowance of up to \$1200 for 2009, 2010

10) **OVERTIME, ARTICLE V**

Develop appropriate measures, in concert with union leadership, to provide differential pay provisions for special duties e.g. weekend assignments, on-call rotation, certain heavy equipment operations, and other categories as shall be mutually agreed upon by the Borough and Local 152.

11) **SICK LEAVE, ARTICLE VII – C**

Each full-time employee, who is eligible for sick leave, shall receive fourteen (14) days per calendar year earned on a monthly basis (1.167 days per month) .No sick leave shall be taken during the first three (3) months of employment.

12) **FUNERAL LEAVE, ARTICLE VIII – B**

Add: step-parent(s)/in law; domestic partner.

For the Union

Clare J. Saland

December 8, 2009

Michelle Zech
Gail O. Foyzigue
Kelly...
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For the Borough

Gail O'Reilly

December 8, 2009