

AGREEMENT

This Agreement is made by and between the Delaware County Fraternal Order of Police, Lodge No. 27, on behalf of the members of the police force of the Township of Aston ("Union" or "FOP") and the Township of Aston ("Township").

Whereas, Act 111 of 1968 provides that settlements entered into as a result of collective bargaining shall be reduced to writing;

Whereas, the Union and the Township have reached an agreement as to the terms and conditions of employment for contract years 2016 through 2020;

Now, therefore, in recognition of the above recitals, in exchange for the mutual consideration set forth herein, the sufficiency of which each party hereby recognizes, and intending to be legally bound, the Union and the Township hereby agree as follows:

1. **Full-time Officers' Wages.** Effective January 1, 2016, the salary rates then in effect shall be increased by two and one-half percent (2.5%).

Effective January 1, 2017, the salary rates then in effect shall be increased by two and three quarters percent (2.75%).

Effective January 1, 2018, the salary rates then in effect shall be increased by three and one quarter percent (3.25%).

Effective January 1, 2019, the salary rates then in effect shall be increased by three and one half percent (3.5%).

Effective January 1, 2020, the salary rates then in effect shall be increased by three and three quarters percent (3.75%).

2. **Part-time Officer Rates.** Effective January 1, 2016, the hourly rates then in effect shall be increased by one and one half percent (1.5%).

Effective January 1, 2017, the hourly rates then in effect shall be increased by one and one half percent (1.5%).

Effective January 1, 2018, the hourly rates then in effect shall be increased by one and one half percent (1.5%).

Effective January 1, 2019, the hourly rates then in effect shall be increased by one and one half percent (1.5%).

Effective January 1, 2020, the hourly rates then in effect shall be increased by one and one half percent (1.5%).

3. Medical Coverage

(a) Subject to the provisions of this paragraph, the Township shall provide medical, prescription, vision and dental coverage to each full time officer, the officer's spouse and dependents with coverage levels and co-pays in place to remain as is.

(b) During the term of this Agreement, active police officers shall be required to contribute to their medical coverage at the following rates:

(i) Effective January 1, 2016, police officers shall contribute two and one quarter percent (2.25%) of the patrolman's maximum base salary.

(ii) Effective January 1, 2017, police officers shall contribute two and one half percent (2.5%) of the patrolman's maximum base salary.

(iii) Effective January 1, 2018, police officers shall contribute three percent (3%) of the patrolman's maximum base salary.

(iv) Effective January 1, 2019, police officers shall contribute three and one quarter (3.25%) of the patrolman's maximum base salary.

(v) Effective January 1, 2020, police officers shall contribute three and one half (3.5%) of the patrolman's maximum base salary.

4. **Holidays** There shall be twelve (12) paid holidays per year. In the event that an officer works on one of the holidays, in addition to his regular pay, he will receive an additional day's pay. The holidays will be as follows:

New Year's Day

Martin Luther King Day

President's Day

Good Friday

Easter Day

Memorial Day

Flag Day

July 4th

Labor Day

Veteran's Day

Thanksgiving Day

Christmas Day

There shall be an additional holiday for Police Memorial Day, May 15th. If an officer works this holiday, he will receive an additional day's pay in addition to his regular pay. If the holiday falls on an officer's day off, he will receive an additional day's pay.

This holiday shall be different from all other existing holidays. All other holidays given shall be covered by the "as is" clause. (1987/89 Agreement).

5. **Tuition Reimbursement:** The Township shall maintain a college reimbursement fund to reimburse seventy-five percent (75%) of tuition costs of full-time officers. The college reimbursement fund shall be established in the amount of twenty thousand dollars (\$20,000) per year (meaning the fund will begin each calendar year with a balance of \$20,000). In order to receive tuition reimbursement a full-time officer must be enrolled and attend class(es) at an accredited college or university and the officer must maintain a "C" or above average in the class(es). When seeking reimbursement, an officer must submit a tuition bill along with a copy of the officer's final transcript. Such reimbursement submission shall be provided to the Township within six (6) weeks of the officer's final grade and transcript in the class.

6. **Educational Incentive** Section 20, Educational Incentive, of the parties 2005 – 2008 Consolidated Collective Bargaining Agreement shall be amended to provide that the Township shall provide an educational incentive for full-time officers who obtain a Master's Degree. If an officer obtains a Master's Degree at an accredited college or university the officer shall receive seven hundred fifty dollars (\$750.00) in addition to his annual salary. This amount shall be doubled if the police officer obtains a Master's Degree in a police-related field.

7. **As Is:** All other benefits shall remain "as is."

IN WITNESS WHEREOF, the parties hereto intending to be legally bound hereby, have set their hands and seals this ____ day of December, 2015.

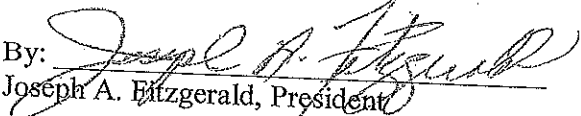
TOWNSHIP OF ASTON

By: 
President
Board of Commissioners

Attest: Richard D. Tolu
Secretary

Date: 3/16/16

**DELAWARE COUNTY LODGE NO. 27
OF THE FRATERNAL ORDER OF
POLICE on behalf of the Police Officers
of the Township of Aston**

By: 
Joseph A. Fitzgerald, President

Attest: Mark Peller
Secretary

Date: 2/17/16