



**MICHAEL G. LUTZ LODGE #5 PHILADELPHIA
FRATERNAL ORDER OF POLICE**

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John J. McNesby, President

James P. Wheeler, Recording Secretary

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Past President: Robert V. Eddis ★ Public Relations Director: Eugene R. Blagmond

2008 CONTRACT AWARD

- **Term of Award:**

This Award shall be effective for one (1) year, from July 1, 2008 through June 30, 2009.

- **Wages:**

Effective July 1, 2008, there shall be an across-the-board wage increase in the Police pay schedule of 2%.

Effective January 1, 2009, there shall be an across-the-board wage increase in the Police pay schedule of 2%.

- **Longevity:**

Effective January 1, 2009, the following Longevity schedule will be in effect. Longevity is still computed on base salary plus stress differential.

<u>Years:</u>	<u>Percentage</u>
1-2	0
3-4	3.3%
5-9	3.8%
10-14	4.5%
15-19	5.2%
20-24	5.7%
25-29	6.3%
30-35	6.8%

- **HEALTH AND WELFARE:**

No Changes

- **Uniform and Clothing:**

Effective July 1, 2008, the uniform allowance and uniform maintenance will each be \$500.00 per year for a total of \$1000.00, formerly \$775.00.

- **Tuition Reimbursement:**

The Department will adopt a program to provide tuition reimbursement at levels to be determined by the Department after discussion with the FOP to officers who successfully complete education courses approved by the Commissioner in advance in a field related to public safety or administration at an accredited college or university.

- **Sick Leave:**

The Sick Leave Utilization Schedule shall be deleted from the Police Department Sick Leave Policy (Appendix D).

This provision, now deleted, formerly took time from members who had accrued over 1800 hours who used sick leave in excess of certain amounts annually.

- **Commanders:**

Effective July, 1, 2008, officers at the rank of Captain and above shall receive straight time pay for all hours worked on the following four occasions: Mummers' Parade, Fourth of July, Greek Picnic, and Bike Race.

Pensions:

Effective July 1, 2008, the City will revise Police Plan 87 by adding the unreduced, 50% Survivor Benefit Option ("Option 4") that is contained in Police Plan 67.

Any member of the bargaining unit who is killed in the line of duty as an immediate result of the violent conduct of a third party that was directed towards the officer or a member of the public or an immediate result of performing other heroic action in an emergency situation in the line of duty on or after January 1, 2006 shall have his or her pension calculated as if the officer retired at the next rank, excluding Corporal, above the rank held by the officer at the time of his or her death (e.g. P/O to Sgt..) This section shall not cover death resulting from vehicular accidents.

- **Work Schedules:**

For the term of this Award, the Department shall have the right to change the scheduled starting time of employees in the Highway Patrol Unit and the Strike Force by up to three (3) hours without payment of additional overtime to respond to crime patterns. All changes shall be made in accordance with the requirements of the 2000 Award for similar changes to the work schedules of the tactical Five/Seven Squads. The impact of this provision on affected officers shall be subject to review as part of negotiations and/or interest arbitration for the contract term to begin on July 1, 2009.

- **Legal Fund**

Within sixty (60) days of the issuance of the Award, the City shall make a lump sum payment of two million (\$2 million) to the FOP Legal Services Fund.

- **Retiree Trust Fund**

Within sixty (60) days of the issuance of the Award, the City shall make a lump sum payment of four million (\$4 million) to the Retiree Joint Trust Fund.

- **Re-Imbursement of Expenses**

Within sixty (60) days of the FOP presenting reasonable documentation supporting its expenditures, the City will reimburse the FOP for up to \$500,000 of legal expenses and expert fees incurred in the 2008 Contract Arbitration.

THIS IS THE 2008 CONTRACT AWARD

IF YOU HAVE ANY QUESTIONS PLEASE

CALL THE FRATERNAL ORDER OF POLICE

AT 215-629-3600