

MEMORANDUM OF AGREEMENT

The following constitutes the agreed-upon amendments to the current agreement between the Borough of Glassboro and United Food and Commercial Workers Union Local 1360, for a bargaining unit of employees entitled "all dispatchers and call-takers" as recognized by the Borough of Glassboro by resolution dated May 14, 1991. It is the intent of the parties that the current agreement effective January 1, 1991 through December 31, 1993 be applicable to the above-described unit except as provided below:

1. Article I: Add as follows:

The Employer recognizes the Union as the exclusive representative of all dispatchers and call-takers as reflected in the Borough resolution dated May 14, 1991.

2. Article III:

Step Two: Dispatchers and call-takers shall file their written grievance at Step Two of the grievance and arbitration procedure with the Chief of Police.

Step Three: Dispatchers and call-takers shall file their grievance at Step Three of the grievance and arbitration procedure with the Public Safety Committee.

Step Four: Add "Public Safety Committee" after "Highway Committee" in line 3.

The current position of Call-Taker shall be re-classified to be Secondary Dispatcher.

3. Article IX:

Section A: Add the following language:

The basic work week for dispatchers shall consist of five, eight hour shifts per week. It is agreed between the parties that the existing dispatchers will continue to rotate on the same schedule as the police platoon to which they are assigned and that the employees currently designated as "call-takers" will be reclassified as "dispatchers" and will be assigned five, eight hour shifts per week, Monday through Friday, on either the second or third shifts.

Section B: Add the following language:

For dispatchers and call-takers, all hours worked in excess of a regularly scheduled shift in one day, or in excess of the regularly scheduled work week, shall be compensated at a rate of one and one-half times the employee's regular rate of pay. Compensation for overtime shall be in either cash or compensatory time at the employee's option. The employee's regular rate of pay shall be computed by adding the base pay, longevity and shift differential together and dividing by 2080.

In the event a dispatcher calls off and an overtime opportunity exists, the on-duty dispatcher shall be afforded the opportunity to remain on duty for four additional hours. The dispatcher on the following shift shall also be afforded the opportunity to report for duty four hours early but if said dispatcher declines the opportunity to come to work early, this shall not affect the entitlement of the on-duty dispatcher to remain for the additional hours. It is further agreed between the parties that overtime opportunities of less than a full week duration shall be offered to full time dispatchers in accordance with current practice. If the overtime is of a full week or more, the current practice utilizing part timers shall continue.

Section C: Add the following language:

Dispatchers and call-takers shall be entitled to a 45 minute duty-free lunch, subject to recall in case of an emergency. Said employees shall be permitted to leave the premises during lunch, on the second and third shifts only, so long as another dispatcher, or a call-taker, is working at the time. Coverage shall be

scheduled so as to maximize the ability of these employees to leave the premises during their lunch period. At no time will a call-taker release a primary or secondary dispatcher unless said call-taker is radio trained.

Section F: Add new section as follows:

The Employer is responsible for securing coverage for dispatchers and call-takers calling in sick, on vacation, or absent from duty for any other reason. No dispatcher or call-taker shall be required to secure replacement coverage for their own absences.

4. Article XII:

Section D: Add the following language:

Dispatchers and call-takers shall be entitled to one-half day compensatory time for Christmas Eve. Dispatchers and call-takers shall also be entitled to any additional holidays granted other Borough employees.

Section E: Add new section as follows:

All dispatchers and call-takers shall be paid an annual single payment in the last paycheck in November for 14 holidays, whether or not the dispatcher or call-taker actually worked that day. Such payment shall equal the sum of 14 times his/her regular rate of pay which is computed at the base rate of pay divided by 1752 and times 8. Dispatchers and call-takers who work the holiday shall be compensated an additional 8 hours of compensatory time and this provision shall apply even where the dispatcher working is covering for another dispatcher who was scheduled to actually work the holiday.

5. Article XV:

Section B: Add language as follows:

Vacation requests for dispatchers and call-takers shall be submitted to the Chief of Police.

Section D: Add new provision as follows:

No more than one dispatcher and/or call-taker shall be granted approved vacation during any 24 hour day from December 15 through December 31.

6. Article XX:

Section A: Add provision as follows:

The following pay scales shall be applicable to all primary dispatchers and/or call-takers:

Effective 1/1/92:

Hire - \$21,682.41
1st Year - \$22,837.16
2nd Year - \$23,730.47
3rd Year - \$24,549.60

Effective 1/1/93:

Hire - \$23,032.41
1st Year - \$24,187.16
2nd Year - \$25,080.47
3rd Year - \$25,899.60

The following pay scales shall be applicable to all secondary dispatchers and/or call-takers:

Effective 1/1/92:

Hire - \$20,332.41
1st Year - \$21,487.16
3rd Year - \$22,380.47
4th Year - \$23,199.60

Effective 1/1/93:

Hire - \$21,682.41
1st Year - \$22,837.16
2nd Year - \$23,730.47
3rd Year - \$24,549.60

Primary dispatchers are defined as those dispatchers who are assigned to a police platoon and rotate on the same schedule as their assigned platoon. Secondary dispatchers are defined as those dispatchers who work five, eight hour shifts per week, Monday through Friday, on either the second or third shifts.

Section B: Add the following language:

Each dispatcher and call-taker shall receive an allowance for the maintenance and replacement of clothing, uniforms and other issued equipment. This allowance shall be \$525.00 for 1992 and \$575.00 per year thereafter. Such allowance shall be paid to the employees no later than May 1 of each year. In addition, each dispatcher and call-taker shall be afforded two pairs of shoes per year which, if needed, shall be repaired at the Employer's expense.

Section C: Add new section as follows:

All primary dispatchers and call-takers shall be paid shift differential in the last pay of the month at the rate of \$85.00 per month for 1992 and \$90.00 per month thereafter. All secondary dispatchers and call-

takers shall be paid shift differential in the last pay of the month at the rate of \$40.00 per month for 1992 and \$45.00 per month thereafter. Shift differential shall be included when the employee is injured on duty, injured off duty for the first four weeks, on vacation leave, off on compensatory time or on sick time.

ADDITIONAL PROVISIONS

The parties further agreed as follows:

1. All rights, privileges and benefits which the dispatchers and call-takers have heretofore enjoyed in the past and are presently enjoying, shall be maintained by the Borough at no less than the highest standards in effect during the life of this agreement. The dispatchers and call-takers shall be provided with at least the same benefits as those applicable to other Borough employees.

2. If any other employees in the Borough are granted increased benefits, whether economic or otherwise, during the life of this agreement, the Borough will grant the same benefits to the dispatchers and call-takers. This shall include but not be limited to increased longevity benefits, uniform allowance and/or shift differential.

3. The Borough agrees that no dispatcher shall be required, during their regular shift, to train new dispatchers.

4. The Borough agrees to assign an additional dispatcher to the DWI and TAC special details.

5. The Borough agrees to provide proper instruction to dispatchers and call-takers on mandated changes for the desk.

This Memorandum of Agreement shall be effective January 1, 1992 and shall continue in effect until January 31, 1993.

IN WITNESS WHEREOF the parties have caused this agreement to be signed by their respective authorized representatives this 26th day of May, 1992.

FOR THE BOROUGH OF
GLASSBORO

Howard W. Byrne, Public Safety Director
Donald Barger

FOR UFCW LOCAL 1360

Elizabeth A. Simonassi
Kathleen White