

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF JEANNETTE, PENNSYLVANIA,

A N D

THE JEANNETTE REGULAR FIREFIGHTERS

JANUARY 1, 1995 TO DECEMBER 31, 2000

COLLECTIVE BARGAINING AGREEMENT
FOR THE CITY OF JEANNETTE
REGULAR FIREFIGHTERS

This Agreement is made this 5th day of DECEMBER, 1996, by and between THE CITY OF JEANNETTE, a third class City, organized and existing under the laws of the Commonwealth with its principal place of business at Second & Clay, Jeannette, Pennsylvania herein called the "City"

A N D

The REGULAR Firefighters of the City of Jeannette representing the REGULAR Firefighters of the City of Jeannette herein called the "Firefighters".

WHEREAS, The City and Firefighters have negotiated a collective bargaining agreement, and

WHEREAS, the parties desire to reduce the agreement to writing

NOW, THEREFORE, in consideration of the promises contained herein the parties agree as follows:

ARTICLE I. This collective bargaining agreement is for calendar years 1995, 1996, 1997, 1998, 1999 and year 2000.

ARTICLE II. For calendar year 1995, there is a five (5%) percent increase on the base salary for each member of the bargaining unit. In addition to the five (5%) percent salary increase, each member of the bargaining unit will be paid a one time longevity increase. This longevity increase will be calculated at a rate of one (1%) percent of the base salary for each year of service through December 31, 1995. That is, if a member of the bargaining unit has been employed by the City of Jeannette for six (6) consecutive years through December 31, 1995, he shall be entitled to a six (6%) percent longevity increase over and above the base salary calculation referenced above.

ARTICLE III. The five (5%) percent base salary increase for 1995 shall set the base salary rate of regular firemen at TWENTY-THREE THOUSAND FIVE HUNDRED SIXTY and 00/100 (\$23,560.00) DOLLARS and be retroactive to January 1, 1995. Any overtime earned during 1995 shall be paid based upon the base salary rate plus the one time longevity increase as referenced in Paragraph 2.

ARTICLE IV. Thereafter, for 1996, 1997, 1998, 1999 and the year 2000, the City proposes a base salary increase of four (4%) percent per annum. This would make the base salary scale for members of the bargaining unit as follows:

<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>1999</u>	<u>2000</u>
\$24,502.00	\$25,482.00	\$26,501.00	\$27,561.00	\$28,663.00

ARTICLE V. In addition to base salary compensation, each member of the bargaining unit shall be entitled to a longevity increase of one (1%) percent per annum over the base salary. The longevity increase payment would not be initiated until the first day of the third full year of service based upon the rate structure for new hires set forth hereafter. The one (1%) percent per annum longevity increase will not be cumulative but shall be payable at a rate of one (1%) percent per annum for each member of the bargaining unit who remains in continuous service for up to twenty (20) years. Following the completion of twenty (20) years of service, the one (1%) percent per annum, longevity increase shall terminate.

ARTICLE VI. All overtime, holiday and other pay shall be premised upon the base salary plus the longevity increase.

ARTICLE VII. Any new hire shall start at 80% of the base salary for the year in which he or she is hired. Beginning the second year of service, such individual shall be entitled to a salary rate of 85% of the base salary for that year. Beginning the third year of service, such individual shall be entitled to 90% of the base salary for that year. Beginning the fourth year of service, such individual shall be entitled to 100% of the base salary for that year, which already includes the 4% salary increase for that year, plus the one-time longevity increase as described in Paragraph 2 above.

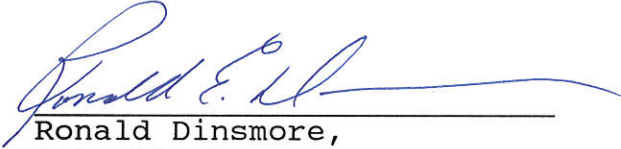
ARTICLE VIII. In non-economic matters, it is understood that the City will restructure, to the extent same may be necessary, its Pension Vesting Ordinance to comply with the terms of the Third Class City Code and General Municipal Law Provisions set forth in 53 P.S. §39320 et seq. This modification would provide for a twelve (12) year vesting provision and the collection of benefits after twenty (20) consecutive years of service, consistent with 53 P.S. §39320.1.

ARTICLE IX. Each member of the bargaining unit is entitled to two (2) Critical Incident Stress days per annum provided, however, that such days are approved by the Fire Chief.

ARTICLE X. Each member of the bargaining unit shall receive a clothing allowance of four hundred twenty five (\$ 425.00) dollars for the calendar years 1995 and 1996; a clothing allowance of four hundred seventy five (\$ 475.00) dollars for the calendar years 1997, 1998 and 1999; and a clothing allowance of five hundred twenty five (\$ 525.00) dollars for the calendar year 2000.

ARTICLE XI. All other terms and conditions of employment, including past practices and past benefits set forth in the Basic Collective Bargaining Agreement entered between the parties hereto and effective January 1, 1989, shall continue in effect for the duration of the Agreement set forth above.

ATTEST:



Ronald Dinsmore,
City Clerk



Michael J. Salvatore, Mayor

 12-5-96

Captain Randy Dubich