

AMERICAN ARBITRATION ASSOCIATION

In the Matter of the Arbitration Between

**HANOVER BOROUGH POLICE OFFICERS'
ASSOCIATION**

**AAA Case #01-20-0000-0692
(Act 111 Interest Arbitration)**

and

HANOVER BOROUGH POLICE COMMISSION

Hearing Date: 8/25/20

Decision Date: 8/25/21

Board of Arbitration

Walt De Treux, Esquire
Impartial Arbitrator and Board Chair

Michael McAuliffe Miller, Esquire
ECKERT SEAMANS
Commission-Appointed Arbitrator

Edward A. Paskey, Esquire
FRANCE PASKEY
Association-Appointed Arbitrator

FOREWARD

The undersigned arbitrators were duly appointed as the Board of Arbitration pursuant to the provisions of Section 4(b) of the Act of June 24, 1968, P. L. 237, as amended, 43 P.S. §217.4(b) (Act 111) and the procedures of the American Arbitration Association. The Board acknowledges that the parties agreed to waive the time limits under Act 111. A hearing in this matter was conducted on August 25, 2020 at the Borough offices in Hanover, Pennsylvania, at which time both parties had a full and fair opportunity to present documentary and other

evidence, examine and cross-examine witnesses, and offer argument in support of their respective positions.

Following Executive Sessions of the Board of Arbitration, the following Award was adopted by a majority of the Board.

AWARD

1. Term

The contract shall be effective January 1, 2020 through December 31, 2024.

2. Article 3 – Salaries

- a. The cost of living adjustment provisions from the prior contract shall be updated for years 2022, 2023, and 2024. The cost of living adjustment provisions from the prior contract are not applicable to years 2020 and 2021.
- b. For employees on the wage scale, they shall receive step movement only in each year of the contract and not an additional general wage increase referenced in subsection (c) and (d) of this Award. The wage scale in effect December 31, 2019 shall be increased by 1% effective January 1, 2022. The wage scale in effect December 31, 2023 shall be increased by 1% effective January 1, 2024.
- c. For current employees who are off the scale (i.e., those with more than 6 years' seniority), general wage increases shall be given as follows:

January 1, 2020:	2.0% GWI to 2019 base salary
January 1, 2021:	2.5% GWI to 2020 base salary
January 1, 2022:	3.0% GWI to 2021 base salary
January 1, 2023:	3.0% GWI to 2022 base salary
January 1, 2024:	3.0% GWI to 2023 base salary

- d. For Sergeants who are off the scale (i.e., those with more than 3 years' seniority), general wage increases shall be given as follows:

January 1, 2020:	2.0% GWI to 2019 base salary
January 1, 2021:	2.5% GWI to 2020 base salary
January 1, 2022:	3.0% GWI to 2021 base salary
January 1, 2023:	3.0% GWI to 2022 base salary
January 1, 2024:	3.0% GWI to 2023 base salary

3. Article 4 – Hours of Work

- a. All references shall be amended to reflect a twelve (12) hour work shift instead of an eight (8) hour work shift.
- b. Throughout these deliberations, the Board has discussed at length the operational issues that arise from converting to a 12 hour work shift. Among other issues, the Board has discussed the Association's proposal to guarantee a specific number of weekends off for each officer, similar to the guarantee in the expiring contract. The Board recognizes the desire of officers to have certainty for time off and further recognizes that a 12 hour shift will provide officers with more days off, but the Board is reluctant to impose a specific framework for the work schedule based on the limited information in the record pertaining to operational needs.

For that reason, the parties are directed to meet and attempt to agree upon the terms of Article 4 related to the change to 12 hour work shifts. However, the Board retains jurisdiction to resolve any disputes between the parties related to the language of Article 4 and the implementation of this provision of the Award.

- c. Twelve (12) hour work shifts shall begin no later than October 1, 2021. This deadline may be extended in writing by mutual agreement of the parties or by the Board.

4. Article 5, Section A – Overtime

Consistent with the change to a 12 hour work shift, Section A(1) shall be amended to provide for overtime pay in excess of 12 hours in a work day. Section A(2) shall be amended to provide that work on scheduled days off is eligible for overtime if in excess of 12 hours for that day or in excess of 84 hours for that two week pay period week.

5. Article 8 – Insurance

a. The following provisions shall be added to Article 8:

1) Officers shall pay the following amounts per pay toward the cost of their health insurance:

	2022	2023	2024
Single	\$20	\$30	\$40
Parent and Child(ren)	\$30	\$40	\$50
Family	\$40	\$50	\$60

2) The parties agree that it is in their mutual interest that the coverage available under this Agreement shall at all times comply with the Patient Protection and Affordable Care Act (PPACA), as amended or as may be replaced by other statutory language, including standards relating to affordability, minimum value and minimum essential coverage and any chosen safe harbor relating to these and other compliance requirements. To the extent it is determined that the coverage available under this Agreement fails to meet PPACA requirements or would otherwise trigger an assessable payment, statutory or excise tax, both parties agree to negotiate revisions to health care policy that will meet the PPACA requirements and/or eliminate as assessable payment, statutory or excise tax.

b. The contract shall be amended to provide that the retail and mail order prescription copays shall be set at the 2021 rate for the duration of the contract.

c. The term “spouse” shall be replaced with the term, “spouse or domestic partner.”

6. Article 14, – Police Pension

Add to Section I. the following, “Officers hired after January 1, 2024 shall be able to purchase their health insurance, at their sole expense, upon retirement at the cost assessed to the Borough by the healthcare plan for the plan in effect during the employee’s retirement.”

7. Consolidated Agreement

As soon as practicable after issuance of the Award, the parties are to incorporate its provisions into a consolidated collective bargaining agreement

