BEFORE THE AMERICAN ARBITRATION ASSOCIATION

In the Matter of Arbitration between:  Before Arbitrators

FOUNTAIN HILL POLICE ASSOCIATION  Ralph Collflesh, Esq.

and  Jeffrey S. Stewart, Esq.

BOROUGH OF FOUNTAIN HILL  Richard G. Poulsen, Esq.

2019 ACT 111 INTEREST ARBITRATION AWARD

The Fountain Hill Police Association ("Association") and the Borough of Fountain Hill ("Borough") are parties to a collective bargaining agreement that expired by its terms on December 31, 2018. This collective bargaining agreement governs the wages, hours and working conditions of all Police Officers working within the Police Department of the Borough.

Before the expiration of the collective bargaining agreement, the Borough and the Association engaged in collective bargaining pursuant to the Police and Firemen Collective Bargaining Act, Act 111 of 1968, 43 P.S. 217 et. seq. ("Act 111"). When the parties were unable to resolve their bargaining disputes directly, this Board of Arbitrators ("Board") was selected and convened pursuant to the requirements of Act 111. The Board was charged with the responsibility of rendering an award that would establish the terms and conditions of employment for the Association’s bargaining unit members in the Borough.

After due notice, an interest arbitration hearing was held on June 12, 2019, as which time the Borough and the Association were afforded a full opportunity to present testimony, examine and cross-examine witnesses, introduce documentary evidence, and offer explanatory presentations in support of their respective bargaining proposals. Executive sessions were conducted by the Board on July 29 and September 16, 2019.

After a full and complete review of the evidence and arguments presented by the Borough and the Association, the Board issues the following Award:

AWARD

1. The term of new Collective Bargaining Agreement shall be from January 1, 2019 through December 31, 2022.

2. Wages: Article 3 will be amended as follows:

   A. Signing Bonus. The Borough will pay all full-time Officers a $1000.00 award signing bonus within 30 days of issuance of this Award.
10. **12-Hour Shift Pilot Program**: Amend the Agreement as follows:

   A. **Pilot Program**: The parties shall conduct a 12-Hour Shift Pilot Program for 18 months from January 1, 2020 through June 30, 2021. The parties will work together in 2019 to address scheduling issues related to move to 12-hour shift. The Act 111 panel will retain jurisdiction to resolve disputes regarding the transition to the 12-hour shift schedule by December 31, 2019.

   In July 2021, the parties will meet to review performance of 12-hour shift. In August 2021, either party may elect to discontinue the 12-hour shift schedule effective October 1, 2021.

   B. **Leave**: Effective in January 2020, and in conjunction with the switch to a 12-hour shift, all paid leave will be converted from days to hours, based on 8-hour day.

11. **College Incentive**: Effective January 1, 2020, the Borough shall provide any officer that holds a Bachelor’s Degree an additional stipend of $1,200 per year. Any officer that holds Associate’s Degree shall receive an additional stipend of $600 per year. This stipend will be paid in a separate check in October of each year.

12. **Part-Time Officers**: The parties will merge the current CBAs for full-time and part-time officers into one consolidated document. The Act 111 Panel will retain jurisdiction to resolve disputes over the merged language.

   Any issues not addressed specifically above shall remain “as is” in the current CBA and are not altered by this Board.

   It is understood that the signature of the Arbitrators attests to the fact that the contractual changes represent a majority opinion and Award on each issue by the members of the Arbitration Board.

   ![Signature](signature)

   Ralph Colflesh, Esq.
   Date: 9/25/19

   ![Signature](signature)

   Jeffrey S. Stewart, Esq.
   Arbitrator for Borough of Fountain Hill

   ![Signature](signature)

   Richard G. Poulson, Esq.
   Arbitrator for Fountain Hill Police Association

   ![Signature](signature)

   Concur
   Dissent

   ![Signature](signature)

   Concur
   Dissent