SUMMARY STATEMENT

ITEM NO.: DRPA-18-136
SUBJECT: Collective Bargaining Agreement between DRPA and FOP

COMMITTEE MEETING: New Business

COMMITTEE DATE: N/A

BOARD ACTION DATE: December 5, 2018

PROPOSAL: That the Board of the Delaware River Port Authority (DRPA) approve the economic provisions and terms delineated in Attachment A for the DRPA’s expired labor contract with Lodge 30, Fraternal Order of Police (FOP), and authorize staff to negotiate the remaining terms of the Collective Bargaining Agreement.

BACKGROUND: FOP, currently representing 132 DRPA Police Officers, has been working under an expired contract since December 31, 2017;

The essential terms of the Agreement are summarized in Attachment A hereto.

SUMMARY: Amount: N/A
Source of Funds: Revenue Fund
Operating Budget: DRPA Operating Budget (Payroll and Employee Services expenses)
Other Fund Sources: None
Duration of Contract: See Exhibit A; through December 31, 2021
Other Parties Involved: FOP
RESOLUTION

RESOLVED: That the Board of Commissioners of the Delaware River Port Authority authorizes staff to finalize the Collective Bargaining Agreement between the DRPA and FOP substantially on the economic terms set forth in Exhibit A, and authorize staff to negotiate the remaining terms of the Collective Bargaining Agreement; and be it further

RESOLVED: That the Chair, Vice Chair and the CEO must approve and are hereby authorized to approve and execute all necessary agreements, contracts, or other documents on behalf of the DRPA. If such agreements, contracts, or other documents have been approved by the Chair, Vice Chair and CEO and if thereafter either the Chair or Vice Chair is absent or unavailable, the remaining Officer may execute the said document(s) on behalf of DRPA. If both the Chair and Vice Chair are absent or unavailable, and any agreement or agreements need to be executed during their absence, then the CEO may execute on behalf of DRPA.

SUMMARY: Amount: N/A
Source of Funds: Revenue Fund
Operating Budget: DRPA/PATCO Operating Budget (Payroll and Employee Services expenses)
Other Fund Sources: None
Duration of Contract: See Exhibit A; through December 31, 2021
Other Parties Involved: FOP
ATTACHMENT “A”

1. Previously Agreed-Upon Items in Negotiations
   a. Honor guard (3 officers to attend funerals, 4 hours maximum, 1.5x pay; DRPA will allow 2 2-hour training sessions, 1.5x pay if RDO)
   b. Article IV - Removal of Janus provision (agency fees)
   c. Article V – only one officer excused for grievances/arbitrations; subject officer excused at midnight before arbitration, not full tour
   d. Article XXII – 200 rounds ammunition each January; increase of replacement value of lost items to $200
   e. Article XXVII – administrative leave time changed to 24 hours
   f. Article XXXII – increase of Health and Welfare to $0.15/hour subject to review of Fund documents

2. From Discussions of November 5-17, 2018:
   a. Wages: 6% 1/1/2018, 0% 1/1/19, 2% 1/1/20, 0% 1/1/21
   b. EZ-Pass benefit eliminated; FOP to go with building in future
   c. 5 years discipline look-back – all officers
   d. $6K annual stipend per K9 officer per year (not lump sum), 12 hours work (not 11), vet bills/food paid by DRPA per current practice, training paid according to Chief’s reporting instructions
   e. FTO stipend of $2.50/hour while conducting field training
   f. One representative to be excused for Police Memorial Run, unless operational needs deem it unworkable
   g. Officers to be permitted to utilized P-Card for non-uniform purchases, subject to advance approval of items in Chief’s sole discretion
   h. Payments to be made within 60 days of ratification of final agreement
   i. All other proposals of parties withdrawn