

## Survey to Chief APOs

### Issue: Unionized staff; On-call; Stipends

#### Question (from Lebanon County):

I have a few questions for the chiefs that I don't believe has previously been covered.

1. Are your professional staff (POs) unionized?
2. Are your unionized staff paid to take on-call?
3. Are your Supervisors paid to take on-call?
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities?
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?

#### Adams County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes
3. Are your Supervisors paid to take on-call? No and do not
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? Annual stipend with most –recent contract
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

#### Allegheny County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes, Officers who work in our High Risk and EM Units are required to work 2nd shift approximately once every 3 weeks. During this shift, they are responsible to respond to any agency situations that may arise. They are also required to work a weekend shift 8am to 8pm once every 10 weeks and 2 holidays per year. They are paid an additional \$3,500 per year on top on their normal salary.
3. Are your Supervisors paid to take on-call? Yes, 6 supervisors are on call after normal business hours. They each take a week on call at a time. They are paid additional salary ranging from \$3,500 to \$4,500 per year depending on seniority. The 6 supervisors volunteer for this duty.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

### Bedford County

1. Are your professional staff (POs) unionized? yes
2. Are your unionized staff paid to take on-call? Yes 300.00 per week
3. Are your Supervisors paid to take on-call? Yes 300 per week
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

### Berks County

1. Are your professional staff (POs) unionized? Yes, AFSCME
2. Are your unionized staff paid to take on-call? Yes, \$3.00/hour (\$3.50 as of 1/1/19) for every hour on call plus they add up the time spent actually taking and responding to calls and get paid for that at their hourly rate. If they actually have to go out in the field to respond to a call (rarely), they get a minimum of three hours of regular pay.
3. Are your Supervisors paid to take on-call? Yes, as of last July they receive \$350.00 for the week.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

### Blair County

1. Are your professional staff (POs) unionized? Yes United Mine Workers of America (UMWA)
2. Are your unionized staff paid to take on-call? Yes, \$250 flat and 4 hours for call out
3. Are your Supervisors paid to take on-call? No
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

### Bradford County

1. Are your professional staff (POs) unionized? Yes, Teamsters 529
2. Are your unionized staff paid to take on-call? Yes, \$150.00 lump sum plus overtime for calls over 15 minutes.
3. Are your Supervisors paid to take on-call? No

4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? No

#### Bucks County

1. Are your professional staff (POs) unionized? - Yes
2. Are your unionized staff paid to take on-call? - Yes
3. Are your Supervisors paid to take on-call? - Yes
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? - No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? - No

#### Carbon County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? \$50 a day
3. Are your Supervisors paid to take on-call? \$30 a day
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? No

#### Chester County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes, \$50/day Pretrial and Juvenile Probation Officers
3. Are your Supervisors paid to take on-call? Yes, \$50/day Adult Probation Supervisors only are on call.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? - No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? - No

#### Clinton County

1. Are your professional staff (POs) unionized? YES - AFSCME

2. Are your unionized staff paid to take on-call? YES - 1 hour (M-F), 2 hours (Weekend) and 4 hours (Holiday) + 2.5 hours for every call-out.
3. Are your Supervisors paid to take on-call? NO (They do get paid overtime if they are required to work after hours).
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? NO
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? NO

#### Columbia County

1. Are your professional staff (POs) unionized? YES
2. Are your unionized staff paid to take on-call? YES
3. Are your Supervisors paid to take on-call? Deputy Chief doesn't do On Call rotation
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? No

#### Crawford County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes
3. Are your Supervisors paid to take on-call? No
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? No

#### Cumberland County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes
3. Are your Supervisors paid to take on-call? No
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? One annual salaried master trainer split between AP, JPO and DRO that exclusively provides training, force response review, expert witness opinion and testimony, policy development. Several other unpaid training assistants.
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? No

### Elk County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes \$250/wk.
3. Are your Supervisors paid to take on-call? N/A
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?

### Erie County (see Appendix for additional on-call policy)

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes
3. Are your Supervisors paid to take on-call? Yes
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

### Fayette County

1. Are your professional staff (POs) unionized? Yes UMWA
2. Are your unionized staff paid to take on-call? Yes \$550 a week then time and one half in the form of comp time for any work done after outside of 8:30-4:30 PM.
3. Are your Supervisors paid to take on-call? No but if called entitled to comp time
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

### Franklin County

1. Are your professional staff (POs) unionized? Yes, Teamsters.
2. Are your unionized staff paid to take on-call? Yes, they get a daily rate, and overtime for phone calls & response time.
3. Are your Supervisors paid to take on-call? No, they are considered "Salaried"
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No, they do not get paid extra, but we do pay for the training, and they get paid for the day when they are away performing the trainings.

5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No.

Greene County

1. Are your professional staff (POs) unionized? Yes, UMWA
2. Are your unionized staff paid to take on-call? Yes, \$480.00 per week.
3. Are your Supervisors paid to take on-call? Yes, \$300 per week.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

Juniata County

1. Are your professional staff (POs) unionized? YES
2. Are your unionized staff paid to take on-call? YES
3. Are your Supervisors paid to take on-call? I DON'T HAVE ANY SUPERVISORS.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? NO
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
NO

Lackawanna County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes
3. Are your Supervisors paid to take on-call? We have no supervisors, but the Chief Probation Officer is paid an on-call monthly stipend.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

Lancaster County

1. Are your professional staff (POs) unionized? Yes - Teamsters
2. Are your unionized staff paid to take on-call? Yes - \$185/week plus 1 ½ times the employees hourly rate for all hours actually worked while on-call.
3. Are your Supervisors paid to take on-call? Yes – Same compensation.

4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No.
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? No.

#### Lawrence County

1. Are your professional staff (POs) unionized? Yes – Local 964
2. Are your unionized staff paid to take on-call? Yes – they get \$200/week for being on call. They are paid for phone calls/call outs. They get a min of two hours (OT/Comp) for a call out.
3. Are your Supervisors paid to take on-call? No – they are salaried. They are not scheduled on-call but will get calls from on-call with questions or requests to detain from time to time.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? No

#### Lehigh County

1. Are your professional staff (POs) unionized? Yes. American Federation of State, County and Municipal Employees (AFSCME)
2. Are your unionized staff paid to take on-call? Yes. \$75/weekdays, \$80 weekends, \$90 holidays; also paid in minutes/hours for all calls, detainers, transports
3. Are your Supervisors paid to take on-call? No.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No. Department pays for their certification/re-certification.
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? No.

#### Luzerne County

1. Are your professional staff (POs) unionized? They don't belong to a union, they have their own professional bargaining unit recognized by PLRB.
2. Are your unionized staff paid to take on-call? Currently they receive \$625.00 per week for On-Call and are paid Call-Time when called out to work while on-call. Minimum of 4 hours straight time pay or appropriate rate for hours worked when out over 4 hours.
3. Are your Supervisors paid to take on-call? Currently they receive \$200.00 per week for On-Call.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No

5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

Mifflin County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes
3. Are your Supervisors paid to take on-call? No
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

Northumberland County

1. Are your professional staff (POs) unionized? Yes, Teamsters
2. Are your unionized staff paid to take on-call? Yes \$450 plus OT for calls and going out on calls
3. Are your Supervisors paid to take on-call? Yes \$120 per week one Supervisor On call every week
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

Perry County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes
3. Are your Supervisors paid to take on-call? N/A
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

Pike County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes
3. Are your Supervisors paid to take on-call? Yes
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No



5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

#### Snyder County

1. Are your professional staff (POs) unionized? No
2. Are your unionized staff paid to take on-call? Not union, however our on-call officers (one adult and one juvenile) are paid \$150 per week, plus any time spent doing paperwork and/or transporting juveniles to detention.
3. Are your Supervisors paid to take on-call? If our supervisors are needed to cover on call they are paid the same rate since they are hourly employees. I do not get paid extra in the event I cover (very rare).
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? This is voluntary and officers are paid their normal rate since all trainings are conducted during business hours.
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No, any specialized training offered by supervisors is part of their normal job responsibilities.

#### Warren County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes
3. Are your Supervisors paid to take on-call? No
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

#### Washington County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes, 25% of their hourly rate, 50% of their hourly rate for holidays
3. Are your Supervisors paid to take on-call? No, Supervisors are not in the on-call rotation.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

What I will say is they formed their own LLC. To do private instructions in which they do make money because of their special certifications. I approve their trainings, but they work with some security groups and other L.E. instructors in private ventures from time to time.

### Wayne County

1. Are your professional staff (POs) unionized? Yes
2. Are your unionized staff paid to take on-call? Yes
3. Are your Supervisors paid to take on-call? Yes
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? No
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

### Westmoreland County

1. Are your professional staff (POs) unionized? Yes. They are part of WCAPE – Westmoreland County Association of Professional Employees.
2. Are your unionized staff paid to take on-call? Yes. The on-call PO gets paid \$100.00 per week plus overtime wages for each call. If they get called out to take care of something, they get paid for a minimum of 4 hours.
3. Are your Supervisors paid to take on-call? Yes. There is one on-call supervisor assigned each week. That person gets paid \$100.00 for the entire week.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? Yes. Certified instructors get paid \$40.00 per month.
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor? Yes. Certified instructors get paid \$40.00 per month. (In Westmoreland, some instructors are probation officers and some are supervisors.)

### York County

1. Are your professional staff (POs) unionized? Yes, PSSU
2. Are your unionized staff paid to take on-call? Yes, \$425.00 per week and \$525 for weeks with a holiday.
3. Are your Supervisors paid to take on-call? No, they are considered salaried.
4. Does your county pay specialized instructors i.e. firearms, defensive tactics an annual or monthly stipend for these responsibilities? Yes
  - \* PSS Instructors - \$1500 Stipend
  - \* Firearms Instructor - \$1500 Stipend
  - \* Assistant Supervisors - \$2000 Stipend
  - \* Risk/Need Instructors and MI Coaches - \$500 Stipend
5. Does your county pay supervisors an annual or monthly stipend to be a specialized instructor?  
No

## Erie County On-Call Policy

### APPENDIX "B" ON-CALL (PAGER) PAY

All employees of this Unit shall be compensated at his/her hourly rate for the 32 hours of the **duty period**, and in addition for **telephone** or **direct** time they must work as the Pager Agent, as follows:

**SHIFTS:** Sixteen (16) shifts are designated for each week. All hours are covered except for when the Department is open for business hours (8:00 a.m. until 4:30 p.m., Monday through Friday), when clients are told to call their Officer directly. On **weekends** and **holidays**, the above shifts are followed, along with a shift from 8:00 a.m. until 4:30 p.m.

**TIME:** Time is computed per shift into **telephone time (T)**, or **direct time (D)**:

a. **Telephone time** is computed as:

calls lasting # of minutes	paid for # of hours
0 - 30	0.5
31 - 60	1.0
61 - 90	1.5
91 - 120	2.0
121 - 150	2.5
151 - 180	3.0
181 - 210	3.5

B. **Direct time** is 1.5 times hours taken to handle call.

<b>TOTAL FORMULA =</b>	32 Hours
	+ Telephone time (straight time)
	+ Direct time (1.5 x hours)
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	TOTAL # HOURS
	x Officer=s hourly rate (base rate on payroll)
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	PAGER AGENT BEEPER PAY

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**TIME:** Time is computed per shift into **telephone time (T)**, or **direct time (D)**:

a. **Telephone time** is computed as:

calls lasting # of minutes	paid for # of hours
0 - 30	0.5
31 - 60	1.0
61 - 90	1.5
91 - 120	2.0
121 - 150	2.5
151 - 180	3.0
181 - 210	3.5

B. **Direct time** is 1.5 times hours taken to handle call.

<b>TOTAL FORMULA =</b>	32 Hours + Telephone time (straight time) + Direct time (1.5 x hours)
	-----
	TOTAL # HOURS
	x Officer=s hourly rate (base rate on payroll)
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	PAGER AGENT BEEPER PAY