

Contract no. 3

T

PERSONNEL
Do NOT REMOVE

AGREEMENT BETWEEN
THE CITY OF ATLANTIC CITY
AND
THE POLICEMEN'S BENEVOLENT ASSOCIATION
LOCAL NO. 24

January 1, 1990 through December 31, 1992

MURRAY, MURRAY & CORRIGAN
25 Sycamore Avenue
Little Silver, New Jersey 07739
(201) 747-2300

TABLE OF CONTENTS

Page

Article I	Purpose	1
Article II	Interpretation	1
Article III	Management Rights	2
Article IV	Duties of Officers	3
Article V	Grievance Procedure	3
Article VI	Check-Off	5
Article VII	Employee Representation	6
Article VIII	Non-Discrimination	6
Article IX	Strikes	7
Article X	Bulletin Boards	7
Article XI	P.B.A. State Meetings	7
Article XII	Shoe and Clothing Maintenance Allowance	8
Article XIII	Special Leaves	9
Article XIV	Acting Out of Title	9
Article XV	Longevity	11
Article XVI	Hospitalization Insurance	11
Article XVII	Continuation of Benefits Not Covered by this Agreement	12
Article XVIII	Education and Training Incentives	13
Article XIX	Terminal Leave with Pay	14
Article XX	Promotion Program	15
Article XXI	Holidays	16
Article XXII	Personnel Committee	17
Article XXIII	Detective and Bomb Technicians Differential	18
Article XXIV	Work Week	18
Article XXV	Call Back	19
Article XXVI	Overtime	19
Article XXVII	Additional Employment	20
Article XXVIII	Personnel Officer	20
Article XXIX	Sick and Injured	21
Article XXX	Vacations	25
Article XXXI	Personal Days	26
Article XXXII	Dental, Prescription and Optical	26
Article XXXIII	Legal Plan	27
Article XXXIV	Schedule of Salary	28
Article XXXV	Continuation of Health Benefits upon Retirement	29
Article XXXVI	Police Cars	30
Article XXXVII	Trading Time	31
Article XXXVIII	Accident Review Board	31
Article XXXIX	P.B.A. President	31
Article XL	Savings Clause	32
Article XLI	Probation Period	32
Article XLII	Expungement	33
Article XLIII	Shower Facilities	33
Article XLIV	Shift Differential	33
Article XLV	Fully Bargained Provisions	34
Article XLVI	Duration	34

AGREEMENT dated the 6TH day of JUNE, 1990 by and between the CITY OF ATLANTIC CITY, a municipal corporation of the State of New Jersey, hereinafter referred to as the "City," and the POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL NO. 24, hereinafter referred to as the "Association."

ARTICLE I

PURPOSE

This Agreement is entered into pursuant to the provisions of Chapter 303, Laws of 1968 (N.J.S.A. 34:13A-5) of the State of New Jersey, to promote and ensure harmonious relations, cooperation, and understanding between the City and the Employees; to prescribe the rights and duties of the City and employees; to provide for the resolution of legitimate grievances, all in order that the public service shall be expedited and effectuated in the best interest of the people of the City of Atlantic City and its employees and the City.

ARTICLE II

INTERPRETATION

A. It is the intention of the parties that this Agreement be construed in harmony with the Rules and Regulations of the Civil Service Department, Chapter 303 of the Laws of 1968, the Statutes of the State of New Jersey, the Ordinances of the City of Atlantic City and the Rules and Regulations of the Police Department.

B. The City recognized the Policemen's Benevolent Association, Local No. 24, as the exclusive negotiating agent and representative for all uniformed police, detectives, and other special police units, excluding Chief, Deputy Chief, Inspectors and all other employees employed by the City.

C. The City agrees that the Association has the right to negotiate as to rates of pay, hours of work, fringe benefits, working conditions, safety of equipment, procedures for adjustment of disputes and grievances, and all other related matters.

ARTICLE III

MANAGEMENT RIGHTS

It is the right of the City through and by the Director of the Department of Police and any of its designated representatives to determine the standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for any other legitimate reason; maintain the efficiency of its operations; determine the methods, means and personnel by which its operations are to be conducted; determine the content of job classifications; schedule the hours; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work. The practical impact of the decisions on the above matters are subject to the grievance procedure. Nothing in this Article shall alter or relieve the City of any of its obligations undertaken by this Agreement.

ARTICLE IV

DUTIES OF OFFICERS

The parties agree that the Officers shall exercise their duties faithfully irrespective of the fact that they are covered by this Agreement.

ARTICLE V

GRIEVANCE PROCEDURES

A. Definition

A grievance is any dispute between the parties concerning the application or interpretation of this Agreement or any complaint by an employee as to any action or non-action taken towards him which violates any right arising out of his employment. The City shall not discipline any employee without just cause. In all investigations or conferences relating to discipline or the application of discipline, the employee shall have the right to Association representation.

STEP 1

All grievances shall be in writing as shall responses to them by the City. A grievance must be filed within thirty (30) days of its occurrence, or from when the employee should have known of its occurrence, or it shall be deemed abandoned.

The Association Grievance Committee shall receive, screen and process all grievances within ten (10) days of receipt. The processing of grievances shall take place without discrimination

and irrespective of membership or affiliation with the Association.

STEP 2

The Grievance Committee shall, within five (5) days after screening, submit grievance to the Chief of Police Department for resolution.

STEP 3

In the event the parties are unable to resolve the grievance in the second step, either party may, within ten (10) days, refer the grievance to an individual selected by the Appointing Authority (the City), which individual shall be at the Department Director's level or above. The PBA reserves the right to object to the specific individual selected by the Appointing Authority if the PBA believes that the individual has a real or apparent conflict of interest in the particular case.

STEP 4 Arbitration

In the absence of mutual agreement, the following procedure will be used.

In the event the grievance is not resolved within ten (10) days at the third step, either party may refer the matter to impartial binding arbitration.

Any party wishing to move a grievance to arbitration shall notify the Public Employment Relations Commission that they are moving a grievance to arbitration and request that a list of arbitrators be furnished to the employer and the employee. If the City and the employee cannot mutually arrive at a satisfactory arbitrator within thirty (30) working days after

receipt of the list from the Public Employment Relations Commission, the Commission shall select an arbitrator. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement and such rules and regulations as may be in effect by the Civil Service Department by the State of New Jersey which might be pertinent and render his award in writing which shall be shared by the City and the P.B.A. Any steward or officers of the P.B.A. required in the grievance procedure to settle disputes on any arbitration shall be released from work without loss of pay for such purpose and any witness reasonably required shall be made available during working hours without loss of pay for the purpose of disposing of any grievance or arbitration matter.

B. Extensions and Modifications

Time extensions may be mutually agreed to by the City and the employees.

ARTICLE VI

CHECK-OFF

The City shall deduct dues and initiation fees from the wages of all personnel covered by this Agreement who have filed with the City a proper dues deduction authorization card as required by the laws of the State of New Jersey. The Association shall advise the City of the fixed and standard dues and initiation fees of its members. The dues and initiation fees shall be deducted from the regular bi-weekly paycheck of the personnel covered by this Agreement and the City shall promptly forward the payment to the Association.

ARTICLE VII

EMPLOYEE REPRESENTATION

The P.B.A. must notify the City as to the names of stewards and accredited representatives. No more than one (1) steward and alternate is to be designated for each station. Representatives of the P.B.A., who are not employees of the City, will not be permitted to visit with employees during working hours at their work stations for the purpose of discussing P.B.A. representation matters without notifying the head of the department. The Chief may at his discretion give time off for union business to members of the Union Committee.

ARTICLE VIII

NON-DISCRIMINATION

The City and employees both recognize that there shall be no discrimination by reason of sex, creed, racial origin, or age as far as employment is concerned or as far as any opportunity for improvement of jobs or as conditions of employment. The City further agrees it will not interfere with nor discriminate against any employee because of membership in, or legitimate activity on behalf of the Association nor will the City encourage membership in any other association or union or do anything to interfere with the exclusive representation of the City in the appropriate bargaining unit.

ARTICLE IX

STRIKES

The P.B.A. assures and pledges to the City that its goals and purposes are such as to condone no strikes by police officers, nor work stoppages, slowdowns, or any other such method which would interfere with service to the public or violate the Constitution and Laws of the State of New Jersey; and the P.B.A. will not initiate such activities nor advocate or encourage members of the unit to initiate the same.

ARTICLE X

BULLETIN BOARDS

- A. The City shall permit the use of bulletin boards, located in the Police Headquarters, by the Local, for the posting of notices concerning the P.B.A. Local No. 24 business and activities.
- B. All such notices shall be signed by the President or other authorized official of the Local.

ARTICLE XI

P.B.A. STATE MEETINGS

The Executive Delegate and President of the Association shall be granted leave from duty with full pay for all meetings of the P.B.A. State Association when such meetings take place at a time when such officers are scheduled to be on duty, providing the affected delegate gives reasonable notice to his captain to secure another employee to work in his place.

ARTICLE XII

SHOE AND CLOTHING MAINTENANCE ALLOWANCE

- A. Effective January 1, 1990, the City shall pay each employee covered by this contract an annual shoe and clothing maintenance allowance of \$600.00 on the last payday in November. Effective January 1, 1991, the annual shoe and clothing maintenance allowance shall be \$650.00. Effective January 1, 1992, the annual shoe and clothing maintenance allowance shall be \$700.00
- B. The shoe and clothing maintenance allowance shall be prorated for new recruits and Police Officers taking a leave of absence without pay.
- C. Uniform inspections shall be held twice yearly on January 15, for summer uniforms, and on June 15, for winter uniforms.
1. If no replacement has been supplied for the summer uniform by May 15, or no replacement of the winter uniform by October 15, then in the event the officer shall be permitted to purchase such item and be reimbursed by the the City within thirty (30) days from the day that he submits his paid receipts.
- D. The parties further agree that a uniform damaged in the line of duty requiring immediate replacement shall be replaced after inspection by a Superior Officer.
- E. Equipment, to include rain gear, badges, ammunition, and accident paraphernalia, shall be included with the uniform inspection and replaced in the same manner.
- F. The parties further agree that personal effects (including civilian clothes) damaged in the line of duty shall be replaced

by the City within thirty (30) days from the date of submission of appropriate receipts.

ARTICLE XIII

SPECIAL LEAVES

A. Leave from duty with full appropriate pay shall be granted to the members of the Local's negotiation committee who attend meetings between the City and the Local for the purpose of negotiating the terms of the contract provided the employee is scheduled to duty at the time simultaneous to attendance.

B. Funeral Leave

The current practice governing funeral leave shall be maintained as now provided in Ordinance No. 11 of 1942, except that the definition of the term "immediate family" for which five (5) calendar days of leave are granted, shall, in addition to the ordinance definition, include mother-in-law, father-in-law and grandparents; however, one (1) calendar day of the leave granted, shall include only blood relatives.

ARTICLE XIV

ACTING OUT OF TITLE

In the event an Officer is assigned to act out of title, the Officer shall be selected from an existing list of eligible officers for the available position.

A. Acting out of title shall exclude sergeants assigned to radio car patrol.

B. The parties agree, however, that if no existing list is current, then such Officer shall be selected from the rank next preceding the vacated position.

C. Once an Officer is assigned out of title, and performs in that capacity for eight (8) days, the Officer shall be compensated at the higher rate of pay.

D. Assignments out-of-title work shall be rotated, distributing such assignments equitably among the qualified personnel on the following basis:

1. A roster of those eligible for higher rank assignments shall be maintained. A daily log will be maintained, and shall be the responsibility of the personnel officer, indicating assignments or offers of assignment to higher rank positions. Each calendar quarter, it will be made available to the parties of this Agreement to ascertain whether there has been an equitable distribution of assignments. Assignments shall be made in the next calendar quarter by making more assignments to those who served or had the opportunity to serve the least of days of the preceding quarter.

2. Police offered assignments out of their rank, may refuse them, but such refusal will be charged as time spent in a higher rank for purposes of determining equitable distribution of assignments.

ARTICLE XV

LONGEVITY

- A. Payment for longevity shall commence on the anniversary date of the employee. Payment shall begin the following pay period.
- B. The practice governing longevity shall be as follows:

<u>Years of Service</u>	<u>Compensation Per Annum In Addition to Fixed Salary Percent of Annual Salary</u>
5 Years	2%
10 Years	4%
15 Years	6%
20 Years	10%

- C. The aforesaid additional salary of compensation shall be paid in equal bi-weekly installments at the same time as the basic pay.

ARTICLE XVI

HOSPITALIZATION INSURANCE

The current practice governing hospitalization insurance shall be continued as follows:

1. All officers and employees of the A.C.P.D., including those awaiting examination certification from the New Jersey Civil Service Commission, shall be entitled to obtain a group plan of Hospitalization and Medical-Surgical Insurance for themselves and their husbands and wives and dependent children under nineteen (19) years of age, unless the dependent is enrolled in an accredited college or university, in which case coverage for said dependents shall be maintained to age twenty-three (23).

2. The complete cost of paying the premiums for the Hospitalization and Medical-Surgical Insurance shall be paid by the City of Atlantic City. Said coverage is more particularly set out in Ordinance No. 6 of 1964, as amended.

3. The Blue Cross and Blue Shield plan will be the U.C.R. Series.

4. The complete cost of paying the premiums for the U.C.R. Series shall be paid by the City of Atlantic City.

5. The City shall also provide the following health benefit coverage through the carrier of its choice.

a. Diagnostic, laboratory and x-ray benefits, maximum of \$300.00.

b. The Major Medical deductible shall continue to be \$100.00 and the co-insurance limit shall be 80% of the next \$1,500.00.

ARTICLE XVII

CONTINUATION OF BENEFITS NOT COVERED BY THIS AGREEMENT

All conditions not covered by this Agreement shall continue to be governed, controlled, and interpreted by reference to the City Charter, Ordinances, and Rules and Regulations of the Police Department of the City. Any and all present benefits which are enjoyed by employees covered by this Agreement, that have not been included in the contract shall be continued.

ARTICLE XVIII

EDUCATION AND TRAINING INCENTIVES

Advanced training and education achievement are considered an important factor in the professional development of the Police Officer. Achievement in these areas may be considered in the awarding of special assignments and shall be acknowledged with special salary increments based on the following scale:

Upon the completion of fifteen (15) credit hours, the officer shall receive a 1% increment on his/her base salary.

Upon the completion of thirty (30) credit hours, the officer shall receive a 2% increment on his/her base salary.

Upon the completion of forty-five (45) credit hours, the officer shall receive a 3% increment on his/her base salary.

Upon the completion of an associate degree or equivalent of sixty-five (65) credit hours, the officer shall receive a 5% increment on his/her base salary.

Upon the completion of one hundred (100) credit hours, the officer shall receive a 6% increment on his/her base salary.

Upon the completion of a bachelor's degree or one hundred thirty (130) credits, any officer shall receive an 8% increment on his/her base salary.

For the completion of any graduate degree, the officer shall receive a 9% increment on his/her base pay.

For the successful completion of the training program for the K-9 Unit, a 1% increment will be paid.

Other specialized training (i.e., seminars, special courses) can be used with college credit hours as a basis for increments. The general guidelines are as follows: total hours spent in these

approved special programs will provide credit equal to hours spent in the classroom. The following rates are used:

3 College credits = 40 hours special training

3 College credits = 40 hours class time

30 College credits = 400 hours class time

Application for training or education incentives shall be made to the designated personnel officer and review and final approval shall be with the consent of the Personnel Committee.

ARTICLE XIX

TERMINAL LEAVE WITH PAY

A. Subject to Paragraph D. of this Article, upon retirement the employee shall be entitled to terminal leave up to one and one-half (1-1/2) year with full pay. The terminal leave shall be based upon accumulated sick leave. Payment for terminal leave shall continue based on a regular 40 hour week during this period

B. Subject to Paragraph D. of this Article, terminal leave options made available under this Agreement are as follows:

PLAN "A" - Employees will remain on payroll until said employee's sick leave has expired.

1. While on terminal leave, said employee shall be entitled to all benefits except paid holidays. The full clothing maintenance, as provided in this Agreement, shall be paid to any employee who has worked at least one (1) day in a year in which he goes on terminal leave, is disabled or dies.

OR

PLAN "B" - Accumulated sick leave lump sum payment. Lump sum shall be compensated at the full rate of pay in effect at the time of employees retirement. It shall be paid upon retirement.

C. Employees must provide notice before the City's budget submission date of the year in which they intend to take terminal leave, and shall also furnish proof of intention of retirement.

D. Pursuant to the arbitration award of Jack D. Tillem, Esq. under P.E.R.C. Docket No. IA-84-125, terminal leave shall be amended to provide for a maximum accumulated time of sixteen (16) months, for all employees hired in 1984, and a maximum of fourteen (14) months for those hired in 1985, and a maximum of twelve (12) months for those hired in 1986. Current employees hired before 1984 will not be affected by this change.

ARTICLE XX

PROMOTION PROGRAM

- A. 1. The City shall cause Civil Service qualifying examinations to be conducted every three (3) years for the rank of Sergeant.
2. Patrolmen taking the examination for Sergeant shall be required to have been on the Atlantic City Police Force no less than three (3) years prior to taking of the examination.

3. Personnel in the rank of Sergeant or Captain shall be required to have been in their respective rank for a period of at least one (1) year prior to taking the examination for the next higher rank.

B. The City agrees to fill by promotion in accordance with Civil Service Rules and Regulations, from among the qualified employees in the contractual unit, all Officer positions excluding Chief and Deputy Chief set forth in the Table of Organization for the Department of Police for Atlantic City in effect at the time of the execution of this Agreement.

ARTICLE XXI

HOLIDAYS

The employees covered by this Agreement shall receive the following fourteen (14) holidays:

- | | |
|--------------------------|----------------------|
| 1. New Year's Day | 8. July Fourth |
| 2. Martin Luther King | 9. Labor Day |
| 3. Lincoln's Birthday | 10. Columbus Day |
| 4. Washington's Birthday | 11. Election Day |
| 5. Good Friday | 12. Veterans Day |
| 6. Easter | 13. Thanksgiving Day |
| 7. Memorial Day | 14. Christmas Day |

The holiday pay shall be computed at the rate of time and one-half of pay by rank, including longevity and educational credits based upon an eight (8) hour day. Holiday pay shall be given to all employees for the above holidays whether or not they are scheduled off from work on the holidays. Holiday payments shall be made on the last payday in November.

Illness or injury shall be computed at an eight (8) hour rate for holidays.

ARTICLE XXII

PERSONNEL COMMITTEE

The parties hereto agree that a Personnel Committee shall be created for the purpose of reviewing the records of policemen in order to determine:

- A. The amount of sick leave for each employee accumulated up to and including the present contract year.
- B. Whether or not an employee is eligible for an incentive pay increase as a result of any special training and/or college credits.
- C. Whether or not a particular employee is suited for special training available to the members of the Atlantic City Police Department.

The members of the Personnel Committee shall be (1) Director of Police, or designate who shall act as chairman; (2) President of the P.B.A., or his designate; and (3) Superior Officer selected by the P.B.A. Local 24 membership.

- 1. The Police Personnel Officer or designate shall be an ex-officio, non-voting member of the Committee.

ARTICLE XXIII

DETECTIVE AND BOMB TECHNICIANS DIFFERENTIAL

- A. The parties hereto agree that a differential shall be established for employees assigned to the Detective Bureau, or other plain clothes units, and for bomb technicians.
- B. In order for an employee temporarily assigned to the Detective Bureau or other plain clothes unit to be eligible for the differential referenced herein, he or she shall, in addition to four (4) years experience as a patrol officer, have one (1) year experience in the plain clothes unit which may be included within the four (4) years experience as patrol officer.
- C. The differential for employees eligible under this Article assigned to the Detective Bureau or other plain clothes unit shall be in the amount of 3% of their base salary. The differential for employees trained as bomb technicians shall be in the amount of 1% of their base salary.
- D. All Superior Officers who work in a plain clothes capacity will also receive the above-referenced 3% differential.
- E. In the event an employee returns to uniform duty he or she shall no longer receive the differential as described herein.

ARTICLE XXIV

WORK WEEK

At no time will the regular defined work week consist of more than forty (40) hours per week or eight (8) hours per day. Any additional hours will be considered overtime and pay will be at the rate of time and one-half for that time, including, but

not limited to, muster pay as provided in the award of the Public Employment Relations Commission, Docket No. AR-82-263 and the Agreement between the parties dated July 23, 1982, which Agreement provides that every employee assigned to a motor vehicle patrol will be compensated time and one-half for twenty (20) minutes for each shift worked.

In no event shall an employee have a schedule changed which results in his loss of overtime unless an emergency is declared by the Director of Police in writing.

ARTICLE XXV

CALL BACK

In the event there is a call back to duty for an emergency, Police Officers shall receive a minimum of three (3) hours pay at the rate of time and one-half. Effective January 1, 1985, the minimum shall be increased to four (4) hours.

ARTICLE XXVI

OVERTIME

Overtime shall consist of all hours worked in excess of the regularly scheduled shift or work performed on a scheduled day off. Overtime shall also consist of any hours worked in excess of forty (40) hours per week or eight (8) hours per day.

A. All employees covered by this Agreement shall be paid time and one-half for overtime. The City shall give preference for overtime on a mandatory, rotating basis, with exception for vacation, days off, etc.

B. For the purpose of this Agreement, any overtime spent in the County court at Mays Landing shall be paid at time and one-half hourly rate. And it shall be continued practice to credit an employee appearing in Mays Landing with one (1) hour travel time in addition to time actually in Court.

C. There shall be paid court time for municipal and juvenile court appearance at time and one-half hourly rate. There will be a minimum of one (1) hour per pay per appearance.

D. Overtime payments shall be made every two (2) weeks. They shall be paid on the payday following the previous pay period.

ARTICLE XXVII

ADDITIONAL EMPLOYMENT

The parties agree that all members of the Atlantic City Police Department who are employed at another job, in addition to their activities as a member of the Atlantic City Police Department, shall comply with all existing regulations thereto and execute moonlighting forms in the presence of the Personnel Officer or designate.

ARTICLE XXVIII

PERSONNEL OFFICER

A. Police Officer shall be appointed personnel officer for the police department.

ARTICLE XXIX

SICK AND INJURED

Sick leave shall be one hundred twenty (120) hours per year commencing January 1, 1973, which time shall be cumulative from year to year.

1. One hundred twenty (120) hours shall be credited for each year of employment, prior to the present contract year, deducting sick leave which has already been used by each man during said period of employment.

a. In no event shall an employee enter the present contract year with less than one hundred twenty (120) hours credit, or one hundred twenty (120) hours at the beginning of each contract year thereafter.

2. In the event an employee suffers an illness or injury in the line of duty, that is in the course of employment or as a result of his employment, he shall be compensated at full pay for a period not to exceed one year. Said employee shall be required to present to the City a doctor's certificate to the effect that the illness or injury requires extended convalescence. In such event, said employee shall not have any accumulated sick time deducted.

3. In the event the illness or injury is not service connected, said employee shall have his or her injury or illness reviewed by the City for the purpose of determining the injury or illness to be major and thereby render the employee eligible for sick leave compensation in excess of

either the yearly one hundred twenty (120) hours or accumulated sick leave which he or she may have exhausted, or if the City determines that the injury or illness requires convalescing. The sick leave shall not exceed one (1) year. In such event, said employee shall not have any accumulated sick time deducted.

All excused and notifications of illness shall be submitted to the City for its determination. Ordinary and nonconsecutive sick days after fifteen (15) days in any one year shall result in a loss of pay unless the employee uses his accumulated sick time.

However, in no event shall any employee not be compensated if he is sick or injured and requires convalescing, notwithstanding the nature of the illness or injury, or whether or not the employee has exhausted his yearly or cumulative sick time.

4. In order for an employee to be eligible for the benefits described in Section 3.a, he shall be a policeman commencing his fourth (4th) year employment.

5. Each year the City or Personnel Officer or designate shall make available to each member of the Police Department a current record of sick and injured days taken and the accumulated balance, if any, which record shall be made available to the men with the yearly W-2 statement.

6. In order to prevent and guarantee against the personal abuse of any employee's privilege to paid sick leave, the following administrative procedure will be strictly adhered to:

- a. Employees calling off-duty sick will be required to notify the Desk Sergeant one (1) hour prior to his/her tour of duty stating the nature of illness.
- b. Platoon Sergeants with the discretion of the Platoon Commander will personally visit the sick or injured employee to ascertain the validity of said employee's illness or injury and file his report with the Chief. In all cases the Commanding Officer or Captain of the platoon/squad, or bureau to which the employee is assigned, will be notified immediately as to the physical status of the employee with particular emphasis to any irregularities that may develop, i.e., drunkenness or simple abuse of sick leave. Accordingly, the Captain or Commander will forward to the Office of the Chief of Police any evidence necessary to substantiate such charges of sick leave abuse. If deemed appropriate, the Chief of Police will discipline employees who are in direct violation of the rules and regulations that govern personal conduct within the Atlantic City Police Department.
- c. If the Police Surgeon or employee's family physician deems it necessary for said employee to miss employment for the remainder of that employee's work week, that physician will be required to notify the Office of the Chief of Police with written notification as to the nature of the illness and/or

injury including prognosis. Telephone calls will not be accepted.

d. Upon the third (3rd) consecutive sick day (excluding days off), the sick or injured employee will be required to furnish a certificate of illness and/or injury on the first day of return to the Office of Police.

e. If an illness continues beyond the balance of sick leave an employee has accumulated, the City may make a determination of a chronic illness or injury for purposes of granting extended leave.

f. Under paragraph 6.b, any employee found to be falsifying medical documents as to his/her favor in violation of this section, or is found to be claiming an illness or injury when in reality he/she is not ill or injured when that person has not exhausted his/her sick leave, that employee shall be disciplined by the Director of Police under the guidelines as Departmental Hearing may direct.

g. The City will at its discretion undertake a review of abuse of accumulated sick time and take whatever action the City deems appropriate.

h. At all times during the course of an illness or injury to any member under this Agreement, the injured or sick employee shall keep the Office of the Chief of Police advised at least once a week as to that person's physical and/or mental status with

supporting data available from that injured or sick employee's attending physician as well as the Police Surgeon.

i. As under previous agreements such as this, the Police Surgeon will likewise be informed as to any employee who calls off duty sick or injured. This encumbrance shall be borne by that employee requesting a change in status because of illness and/or injury.

ARTICLE XXX

VACATIONS

POLICE OFFICERS

A. The vacation schedule for employees hired on or after January 1, 1985 shall be as follows:

First twelve (12) months	-	One (1) day per month (by anniversary date)
Second year	-	Sixteen (16) days per year
Third year	-	Twenty (20) days per year
Fourth year	-	Twenty-five (25) days per year

B. All Police Officers, except those mentioned in Section A, shall be entitled to two hundred (200) hours paid vacation or twenty-five (25) days of eight (8) hours, or twenty (20) ten (10) hour days.

SERGEANTS

C. 28 days x 8 hours = 224 hours = 22 days/10 hours or 28 days of 8 hours.

CAPTAINS

D. 30 days x 8 hours = 240 hours = 24 days/10 hours or 30 days of 8 hours.

ARTICLE XXXI

PERSONAL DAYS

A. All Police Officers are entitled to two (2) personal days off, i.e., either two ten (10) hour days or eight (8) hour days depending on assignment. All vacation, personal days and days off shall be determined by seniority, subject to the consent of the Platoon Commander, in accordance with the needs of the Department.

B. One (1) day can be converted to holiday pay if not taken before November 1st of each year. One (1) day will be carried to the following year if the chief cannot schedule the desired day off.

ARTICLE XXXII

DENTAL, PRESCRIPTION AND OPTICAL

The City shall provide a dental plan, a prescription and an optical plan. The plans shall remain in effect for the duration of this contract. The Union shall have the right to draw up the specifications for such plans.

The plans shall include the following specifications:

- a. There shall be no co-pay requirement for prescriptions.

- b. One (1) pair of eyeglasses or contact lenses per twelve (12) month period. Contact lens benefit to be a maximum of \$150.00. Eye examination coverage provided every twelve (12) months.
- c. Orthodontic benefit shall be 75%.
- d. Effective January 1, 1987, dental and orthodontic coverage maximum shall be increased to \$1,800.00 for the calendar year. Effective January 1, 1988, dental and orthodontic coverage maximum shall be increased to \$2,000.00 for the calendar year.
- e. Dental coverage for dependents is provided to age 19, unless dependent is enrolled in an accredited college or university, in which case coverage for said dependents may be maintained to age 23.

ARTICLE XXXIII

LEGAL PLAN

Should any representing units employed by the City be awarded or shall they negotiate a prepaid legal plan, then P.B.A. Local No. 24 shall be entitled to have such as well.

ARTICLE XXXIV

SCHEDULE OF SALARY

Beginning January 1, 1990 and retroactive to that date only those employees employed as of December 31, 1989 shall receive a 6.0% increase to their respective base annual wage. Policemen who are not at maximum shall receive their respective anniversary increment in accordance with the practice of the parties.

Beginning January 1, 1991 only those employees employed as of December 31, 1990 shall receive a 6.0% increase to their base annual wage. Policemen who are not at maximum shall receive their respective anniversary increment in accordance with the practice of the parties.

Beginning January 1, 1992 only those employees employed as of December 31, 1991 shall receive a 6.0% increase to their base annual wage. Policemen who are not at maximum shall receive their respective anniversary increment in accordance with the practice of the parties.

A. Pay scale for employees hired on or after 1/1/87 are as follows:

	<u>1/1/90</u>	<u>1/1/91</u>	<u>1/1/92</u>
Beginning Police Officer	24,380.00	25,842.80	27,393.37
Police Officer (First Step)	25,440.00	26,966.40	28,584.38
Police Officer (Second Step)	26,500.00	28,090.00	29,775.40
Police Officer (3rd Step Com- mencing 4th year of employment)	38,885.55	41,218.68	43,691.80

B. Pay scales for all superior officers and for employees hired prior to 1/1/87 are as follows:

	<u>1/1/90</u>	<u>1/1/91</u>	<u>1/1/92</u>
Police Officer (3rd Step Com- mencing 4th year of employment)	38,885.55.	41,218.67	43,691.79
Sergeant*	44,718.38	47,401.48	50,245.57
Captain*	51,426.13	54,511.70	57,782.40

*It is specifically understood that sergeants' and captains' base pay has been set at these levels not based on percentages. Unless a negotiated change is made, they shall remain at these levels.

ARTICLE XXXV

CONTINUATION OF HEALTH BENEFITS UPON RETIREMENT

Effective January 1, 1986, the City will pay up to \$550.00 annually (total) for individual health insurance coverage for retirees who retired prior to January 1, 1987 for their first five years of retirement only. Effective January 1, 1987, officers who qualify for continuation of health benefits upon retirement under the terms of this Article and retired after January 1, 1987 but prior to January 1, 1991, will receive a maximum of \$70.00 per month towards hospitalization benefits for their first five (5) years of retirement only. Effective January 1, 1991 officers who qualify for a continuation of health benefits upon retirement under the terms of this Article and retire on or after January 1, 1991 will receive a maximum annual payment of \$1,500.00 for the first seven (7) years of retirement only.

The above payments apply only to employees who retire pursuant to a normal service retirement. Retirees who qualify for substantially equivalent coverage paid either through another job or a spouse shall not be eligible while such coverage is available. An employee who does not receive this benefit during some period of the first seven years of his/her retirement shall not be disqualified from receiving this benefit, if otherwise qualified, for the remaining period of the said first seven years of retirement. A retiree shall have the option of remaining part of any health insurance group provided by this agreement at their own expense, except for the payments set forth above, provided said plans permit this with no cost to the City.

ARTICLE XXXVI

POLICE CARS

The parties agree that all automobiles purchased or leased for the Atlantic City Police Department shall be air-conditioned and have rain-gutters.

ARTICLE XXXVII

TRADING TIME

Each officer will be permitted to trade up to a maximum of twelve (12) eight (8) hour shifts or ten (10) ten (10) hour shifts per year with the following provisions:

1. Trading time can only be done within the same unit that the Officers are assigned.
2. Payment for trading time must be worked out with a personal agreement between the Officers.
3. Trading time will only be permitted with the approval of the Commanding Officer of the unit.
4. Any exceptions to No. 1 can be made with approval of the Unit Commander.

ARTICLE XXXVIII

ACCIDENT REVIEW BOARD

The Accident Review Board shall be constituted as the City may direct.

ARTICLE XXXIX

P.B.A. PRESIDENT

The P.B.A. President will be detailed to work Monday through Friday from 9:00 a.m. to 5:00 p.m. shift.

1. He will help establish and maintain a good employer/employee relationship in the Department.
2. Office space, if available and practicable, shall be provided for use in City Hall.

3. He shall sign in at the beginning of his shift and out at its end in the Chief of Police Office.

4. He shall keep the Office of the Chief of Police informed of his whereabouts during the shift.

5. Arbitrator, Herbert L. Haber, will retain jurisdiction over any issues which may arise with respect to the implementation or continuation of this article.

ARTICLE XL

SAVINGS CLAUSE

In the event that any provisions of this Agreement shall be finally determined to be in violation of any applicable law or Civil Service Regulation, such determinations shall not impair the validity and enforceability of the remaining other provisions of this Agreement.

ARTICLE XLI

PROBATION PERIOD

A Police Officer will be on probation for one (1) year from the date of entry into the Atlantic City Police Department or for ninety (90) days after graduation from a certified police academy, whichever time is longer.

ARTICLE XLII

EXPUNGEMENT

When a Police Officer is charged with an offense or crime arising out of or incidental to the performance of his duties and is subsequently acquitted therefrom, the City shall provide for the expungement of said charge and its record.

ARTICLE XLIII

SHOWER FACILITIES

The City shall provide a shower facility for the use of the female officers.

ARTICLE XLIV

SHIFT DIFFERENTIAL

A. There shall be an annual shift differential for all employees regularly assigned the 4:00 p.m. to 12:00 a.m. and 12:00 a.m. to 8:00 a.m. shift as follows:

<u>4:00 P.M. - 12:00 A.M.</u>	<u>12:00 A.M. - 8:00 A.M.</u>
\$300.00	\$400.00

B. Said allowance shall be paid once per year no later than December and shall be prorated for time actually worked on those shifts. The differential does not apply to emergency and/or temporary assignments to these shifts.

ARTICLE XLV

FULLY BARGAINED PROVISIONS

This agreement shall constitute the full and final agreement between the parties on all matters that were or could have been the subject of negotiations.

ARTICLE XLVI

DURATION

This contract shall be in full force and effect from January 1, 1990 until midnight December 31, 1992.

The parties agree that negotiations for a successor agreement modifying, amending or altering the terms and provisions of this Agreement shall commence the first week of September, 1992. In the event no successor agreement is completed before December 31, 1992, the present contract will continue in force.

IN WITNESS WHEREOF, the undersigned have affixed their signatures as the duly authorized legal representatives of the City and the Association on the 6TH day of JUNE, 1990.

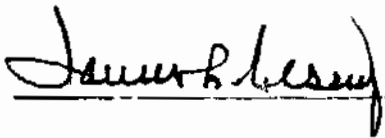
ATTEST:



City Clerk

Signed, Sealed and Delivered
in the presence of:

CITY OF ATLANTIC CITY

By: 

POLICEMEN'S BENEVOLENT
ASSOCIATION, LOCAL NO. 24
