

**COLLECTIVE NEGOTIATIONS AGREEMENT**

**BETWEEN**

**TOWNSHIP OF MANTUA**

**and**

**NEW JERSEY STATE POLICEMEN'S BENEVOLENT  
ASSOCIATION, LOCAL 122**

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**January 1, 2016 through December 31, 2019**

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**ARTICLE I**  
**PREAMBLE**

This agreement, entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2016, by and between the Township of Mantua, a Municipal corporation with offices at 401 South Main Street, Mantua Township, Gloucester County, New Jersey, hereinafter referred to as the "Township", and the Mantua Township Police Department, comprised of Sergeants, Detective Sergeants, Corporals, Detectives, Patrolmen and Investigators, hereinafter referred to as "PBA 122," which establishes conditions of employment to be effective retroactive to January 1, 2016 through December 31, 2019.

**ARTICLE II**  
**RECOGNITION**

1. The Township agrees to recognize the PBA Local #122 as the sole and exclusive collective bargaining representative of the employees of the following job classifications:

1. Sergeant/ Sergeant First Class
2. Detective Sergeant
3. Corporal
4. Detective
5. Patrolman
6. Investigator

**ARTICLE III**  
**MANAGEMENT'S RIGHTS**

1. The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authorities, dues and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States.

2. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of the Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States, and ordinances of the Township of Mantua.

3. Nothing contained herein shall be construed to deny or restrict the Township of its rights, responsibilities, and authority under N.J.S.A. 40, 40A, 11, 11A or other national, state, county or local laws or ordinances.

ARTICLE IV  
GRIEVANCE PROCEDURE

1. Purpose
  - a. The purpose of this article is to settle all grievances between the Township and an Officer (s) as quickly as possible so as to ensure efficiency and promote Employee morale.
  - b. Nothing herein contained shall be construed as limiting the right of any Officer having a grievance to discuss the matter informally with any appropriate member of the Department Supervisory Staff and having the grievance adjusted without the intervention of the Association.
2. Definition
  - a. A Grievance is defined as any complaint by any Officer(s) concerning the working conditions of any Officer(s), or any complaint by the Officers, as to any action or non-action which allegedly violates the terms and circumstances of his/her employment. All other matters including discipline are specifically excluded from the grievance procedure.
3. Formal Grievance Procedures
  - a. The following represents the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived in writing by mutual consent.

Step 1: An Officer with a grievance shall reduce it to writing stating as clearly as possible the nature and extent of such grievance. The PBA representative with the Officer (s) shall present the Officer's grievance of dispute to the Chief of Police within five (5) working days of its occurrence. If it is not presented within the aforementioned time period, it shall thereafter not be considered a grievance under this Agreement. The Chief of Police shall attempt to adjust the matter and shall respond to the Officer(s) and PBA representative in writing within five (5) working days.

Step 2: If the grievance remains unsettled or unanswered by the Chief of Police, it shall be presented to the Township Administrator within five (5) working days after the Chief of Police's response is due. If it is not presented within the aforementioned time period, it shall thereafter not be considered a grievance under

this Agreement. The Township Administrator shall respond to the PBA representative and the employee in writing within seven (7) working days.

Step 3: If the grievance remains unsettled or unanswered by the Township Administrator, it shall be presented to the Township Committee within five (5) working days after the Township Administrator's response is due. If it is not presented within the aforementioned time period, it shall thereafter not be considered a grievance under this Agreement. The Township Committee shall respond to the PBA representative and the employee in writing within seven (7) working days.

Step 4: If no settlement of the grievance has been reached by the parties, either on of both may within fifteen (15) calendar days move the grievance to binding arbitration.

1. Only grievances related to the interpretation and application of the specific provisions of the Agreement shall be arbitrated.
  2. The arbitrator shall be selected in accordance with the procedures of the Public Employment Relations Commission.
  3. The cost thereof to be borne equally by the parties.
  4. The arbitrator shall be bound by the terms and conditions of this Agreement and shall not have the power to add to subtract from or in any way modify any of the terms of the Agreement.
- b. The time limits specified in the grievance procedure shall be construed as maximum. However, these may be extended upon mutual Agreement between the parties in writing.
  - c. Extensions and modifications to this grievance procedure may be mutually agreed upon in writing by the Officer, PBA and representative of the Township at the appropriate grievance level.
  - d. All papers and documents relating to the grievance and its disposition shall be placed in the Officer's personnel file.

**ARTICLE V**  
**SCHEDULE**

1. Patrol officers shall be assigned to squads by the Chief of Police, or his designee. Officers, operating on patrol shall work 12-hour shifts, working shift of 6:00 a.m. to 6:00 p.m.,

and 6:00 p.m. to 6:00 a.m., consisting of a 2/2/3 schedule (two days on, two days off; three days on, two days off; two days on, three days off), alternating one (1) month of days, then one(1) month of nights.

2. Patrol officers shall work 84 hours in a two week period, with each officer credited annually, as of January 1, with an additional 104 hours of compensatory time, as compensation for the additional hours scheduled over 2080 per year (referred to as Kelly Time per FLSA). This compensatory time may be taken at the officer's discretion through the year, as long as it does not result in overtime. Any compensatory time not used may be carried over consistent with the provisions of the Fair Labor Standards Act. The hourly rate applicable to all members of the bargaining unit, for all purposes including for computation of overtime, shall be based upon 2080 hours annually, regardless of the number of hours the officer is actually scheduled to work. The Chief of Police may schedule officers to use compensatory time if their compensatory bank exceeds FLSA cap of 480 hours.

3. The Patrol shift shall consist of two platoons, each with two squads, with a Sergeant and Corporal assigned to each shift. Once the Department returns to full staff, all officers will be assigned to a Patrol Squad with four squads of five officers and three-officer minimum, unless an emergent situation shall arise, then there shall be a two-officer minimum.

4. The K-9 officers shall work a 12 hour shift rotation (2/2/3), working an eleven hour shift with one hour to be used for grooming and training for the K9.

5. Once a schedule has been established, an officer shall be entitled to at least 72 hours' notice prior to a change in that work schedule or shifts.

#### ARTICLE VI PAY DIFFERENTIAL

1. In the event that a Sergeant and Corporal are not on duty, the Senior Patrolman in charge of that particular shift shall receive Corporal's pay for all hours worked in that capacity.

2. In the absolute discretion of the Director of Public Safety, or, in his absence, the Police Committee, an Acting Chief may be appointed from the ranks of the highest ranking officer, and paid at a rate equal to the regular salary of that officer plus fifty (50) percent of the difference between that salary level and the Chief of Police salary level.

#### ARTICLE VII PAY FOR TIME IN COURT

1. All Officers compelled to appear in any Municipal, County, or Juvenile Court in connection with a criminal or quasi-criminal complaint, or before any administrative board while

on a scheduled day off, or on scheduled off-time, shall be paid at the rate of \$100.00 for each appearance.

2. All Officers compelled to standby for any of the above courts shall be paid \$7.00 per standby subpoena.

3. Pay for court time shall be paid on or before June 1 and December 31 of each year to be paid in a separate check from the regular salary check.

#### ARTICLE VIII UNIFORMS

1. The Township will pay for the cleaning costs of uniform pants, shirts, coats, and once a year re-condition of leather jackets.

a. The Township will also pay for the dry cleaning, washing and maintenance of clothing worn by Detective/Investigators the performance of the duties, in lieu of monies paid for cleaning and maintenance.

2. The Township will provide \$120.00 per year to each member of the Department as reimbursement for police duty shoes (2 pairs).

3. The Township will allot \$500.00 per year to each member for purchase of uniforms as well as supplying each member with a winter uniform coat.

4. It is understood that the Township shall, as required by law, receive quotes on the items set forth under #1 above.

5. The specification shall list all items of police apparel falling under the general description of uniforms and each member of the unit shall be authorized to purchase directly from the list up to the allocation set forth herein above.

6. Detectives/Investigators shall receive \$650.00 per year towards the purchase of appropriate clothing.

a. The menus of payment for the purchase of such clothing will be by voucher submitted by the Detective/Investigator.

7. Detectives/Investigators shall receive a \$200.00 per year credit towards the purchase of Police uniforms and Police related equipment.



8. All uniforms and police related equipment mentioned in subsections 1,2,3,5 and 6 shall be ordered no later than July 1 or 60 days after the Township's budget is approved whichever date is later in the appropriate year.

9. All newly hired police officers will receive a complete set of uniforms and equipment. A complete set shall include, but not limited to the following items:

- |  |   |
|--|---|
| 4 Long Sleeve "BDU" Style Shirts                               | 1 Wallet Badge  |
| 4 Short Sleeve "BDU" Style Shirts                              | 1 ID Case   |
| 4 Pair "BDU" Style Pants                                       | 1 Uniform Name Plate  |
| 1 Fleece Sweater   | 1 Duty Gun Belt   |
| 1 Pair of Rubber Boots   | 1 Duty Holster  |
| 1 Baseball Cap   | 2 Uniform Badges  |
| 1 Winter Hat   | 1 Summer Hat  |
| 1 Duty Magazine Pouch  | 2 Pairs of Duty Shoes   |
| 1 Dept. Issued Duty Weapon                                     | 4 Weapon Magazines  |
| 1 Light Weight Spring Coat                                     | 1 Bullet Proof Vest   |
| 1 Rain Coat  | 1 Rain Hat Cover  |
| 1 Off-Duty Holster   | 1 Leather Winter Coat or 1 Blauer<br>"Cross Tech" Winter Coat |
| 1 Set of Handcuffs   | 2 Neckties  |
| 1 Handcuff Case  | 2 Pair Class A Pants  |
| 1 Rechargeable Flashlight                                      | 2 Long Sleeve Class A Shirts                                  |
| 2 Short Sleeve Class A Shirts                                  |   |
| 1 Dress Blouse w/Shirt, Sam Brown Shoulder Strap               |   |
| 1 Short Sleeve and 1 Long Sleeve Reflective Traffic Duty Shirt |   |

10. New Officers will not receive clothing allowance for one (1) year from their date of hire, but not to exceed twenty-three (23) months. During that period, the Township will replace damaged or worn uniforms or equipment.

#### ARTICLE IX VACATION ENTITLEMENT

1. All members of the Department shall be entitled to the following paid vacation based on years of service in Mantua Township:

**12-Hour Shift Officer**  
After one (1) year of service - 84 hours  
After five (5) years of service - 120 hours  
After ten (10) years of service - 168 hours  
After fifteen (15) years of service - 204 hours  
-200 hours

**8-Hour Shift Officer**  
After one (1) year of service - 80 hours  
After five (5) years of service - 120 hours  
After ten (10) years of service - 160 hours  
After fifteen (15) years of service

After twenty (20) years of service - 240 hours  
-240 hours

After twenty (20) years of service

2. Vacations shall be approved by seniority by the Chief of Police. Seniority is based on an Officer's hire date as a full time Police Officer with the Mantua Township Police Department.

- a. Vacations must be posted by April 16th.
- b. Vacations not posted by this day are on a first come, first serve basis and may be denied by the Chief of Police.

3. There shall be no carrying forward from year to year of vacation days to which a member of the Department is entitled to under this Agreement.

4. When because of illness of the necessity that an employee work as a result if an emergency occurring, vacation may be carried forward to the first quarter of the following year, at which time, at the option of the employee, employee may be paid at the rate specified under "Vacation Entitlement," or take the vacation days allowed to him/her therein.

#### ARTICLE X MEDICAL INSURANCE BENEFITS

1. The Township shall provide to members of the Department, New Jersey State Health Benefits Programs as now provided or its equivalent, as agreed to by both parties.

- A. Medical and Prescription benefits provided through the State Health Benefits Plan and other benefits presently received shall be continued in full and effect during the course of their Agreement and shall be paid for by the Township, in accordance with presently existing policy and the terms set forth herein Effective January 1, 2012, all active unit employees, other than those opting out of health and prescription covers, shall contribute towards the cost of health insurance, in accordance with the provisions of P.L. 2011, Chapter 78. Those payments shall be made on a pre-tax basis, pursuant to an IRA Section 125 salary reduction premium-only plan, in accordance with the Township's regular payroll practices. Upon completion of the four-year schedule of payments pursuant to the provisions of P.L. 2011, Chapter 78, the issue of contributions towards the cost of health insurance shall be subject to collective negotiations between the parties. These contributions shall cease upon the Officer's retirement, at which time all officers with less than 20 years of service as of June 28, 2011, shall be required to make health benefit contributions during retirement in accordance with the terms of P.L. 2011m Chapter 78.

- B. Effective January 1, 2012 and pursuant to P.L. 2011, Chapter 78, the Township shall establish a Flexible Spending Account (FSA) to permit employees to voluntarily set aside, on a pre-tax basis, a portion of their earnings to pay for qualified medical and dental expenses not otherwise covered by the health benefits plan, pursuant to Section 125 of the Internal Revenue Code, 26 U.S.C. {125, dependent care expenses as provided in Section 129 of the Code U.S.C. {129, such other benefits as are consistent with Section 125 which are involved under the plan.
2. When an employee retires, after twenty-five (25) years of service in a State administered pension system, the Township will continue to pay for his/her coverage of health insurance at no cost to the employee up to age 65 including the employee's spouse.
3. The Township OF Mantua also agrees to the provisions of Chapter 88 P.L. adopted in 1988.
- a. Resolution R-99-88. If the employee becomes permanently disabled while in the performance of his/her duties or the employee dies while on duty, the Township will continue to pay for the minor children and spouse's health insurance at no cost to the spouse to age 65.
- b. Coverage for spouse will cease at re-marriage or coverage under another medical plan.
- c. Pursuant to the Patient Protection and Affordable Health Care Act, minor children are to be included up to age 26. Coverage shall terminate on December 31 of the year in which the minor child turns age 26, subject to enrollment to age 31, pursuant to New Jersey statutory regulations, Chapter 376, which permits voluntary enrollment of a dependent to age 31, for an additional premium, which is billed directly by the insurance carrier.
4. If the Officer determines to have coverage other than as provided by the New Jersey State Health Benefits Program, it is understood that such costs cannot exceed the amount the Township pays per month per employee family and there can be no additional cost to the Township for administration of such plan.

**ARTICLE XI**  
**DENTAL BENEFITS**

1. All members of the Department will be provided with a dental plan during the terms of this Agreement, listed as "Delta Premier" or services equal to or better than, including, but limited to:

- a. 100% Preventative Services - emergency treatment, oral examination, x-rays, teeth cleaning, fluoride treatment for children, space maintainers.
  - b. 50% Basic Services - laboratory tests, fillings (amalgam, silicate, acrylic), root canal, repair maintenance of bridgework and dentures, periodontal services extractions and other oral surgery.
  - c. 25% Major Services - gold and porcelain fillings and crowns, installation of bridgework and crowns. \$25.00 deductible, \$2,000.00
2. In accordance with the Township's Policy and Procedures Manual, employees eligible to waive benefits must waive both health and dental benefits.

**ARTICLE XII**  
**DEATH BENEFITS**

1. Life insurance shall be provided by the Township for each member of the Department pursuant to the benefits provided by the Police and Fireman's Retirement Systems, under which the representatives of a deceased shall receive as life insurance benefits, if the employee was an employee of the Township at the time of death, three and one-half (3 ½) times the annual salary of that employee as of the date of death.

**ARTICLE XIII**  
**PENSION PLAN CONTRIBUTION**

1. The Township will make contributions toward the Pension Plans in existence under the Police and Fire Employees Retirement System, according to the formula prevailing as of the date of the execution of this Agreement, and upon the terms fixed by statute and the rules and regulations of the Police and Fire Employees Retirement System.

**ARTICLE XIV**  
**DISABILITY INSURANCE**

1. Provided for and paid by the parties as per State Law.

**ARTICLE XV**  
**ON THE JOB INJURY AND DISABILITY**

1. If the Workmen's Compensation carrier determines that the employee is totally or partially and temporarily disabled resulting from injury received in the line of duty, the Township will make up the difference between the Workmen's Compensation benefits and the regular gross salary (payroll deductions and benefits as usual) until either of the following occurs:

- A. The Officer is approved to return to work by the Workmen's Compensation carrier's doctor or
  - B. Is classified permanently and totally disabled by the Workmen's Compensation carrier's doctor.
2. The Officer may receive a loan from the Township, without interest if he is applying for disability retirement benefits under the following conditions.
- A. Application for disability retirement must be made within ten (10) days after the Workmen's Compensation carrier's doctor classifies the employee as permanently and totally disabled.
  - B. The employee must execute a written promise to repay the Township the total amount of funds loaned out of the retroactive benefits are received to repay the loan.
3. The loan will be paid to the employee each time he would ordinarily receive a paycheck, in the amount estimated to be the same as the amount of disability retirement benefits the employee expects to receive for the same time period, if his disability retirement application is granted or he/she is classified to be permanently and partially disabled by the Workmen's Compensation carrier's doctor.

**ARTICLE XVI**  
**SICK LEAVE**

1. All members of the Department who work eight (8) hour shifts shall be entitled to 120 hours of sick leave per year of employment, all members who work twelve (12) hour shifts shall be entitled to 132 hours of sick leave per year of employment, and any unused sick leave may be accumulated from year to year until a total of 2920 hours of sick leave have been achieved.
2. At retirement, all Officers hired prior to May 21, 2010 shall have their payment for accumulated unused sick time capped at the number of sick hours that they have accumulated at the time of the execution of this Agreement or \$15,000 whichever is greater. For purposes of this provision, to the extent Officers utilize sick time in the future which results in reducing the capped number of sick hours, those officers can accumulate additional unused sick time up to the number of sick time hours that they had accumulated at the time of the signing of this Agreement. Further, an employee can accumulate additional sick hours while employed in excess of the capped amount, but those hours shall not be included in the cash payment at time of retirement.

3. At retirement, all employees hired after May 21, 2010 shall be limited to a total payment not to exceed \$15,000 as codified in P.L. 2010 Sections 1 and 2.

4. Upon retirement, accrued sick time payments under \$15,000 shall be made in two yearly installments and over \$15,000 shall be made in four yearly installments in accordance with the above provisions.

- a. Payments to retirees shall be included with the first payroll in July.
- b. In the case of an employee's death after 25 years of service, the unused sick leave will be paid to their beneficiary at the above rate.

5. For purposes of this Agreement, retirement shall be defined as twenty-five (25) years of service in a State administered Pension system, retirement by becoming permanently disabled in the performance of duty, or an employee dies while in the performance of his/her duties.

- a. For officers who are selling back their sick leave at retirement, written notice must be submitted to the Chief, who shall forward all requests to the CFO on or before February 1.

6. Each officer shall be entitled to "sell back" and receive payment annually for up to a maximum of seven (7) days of sick leave.

- a. Payment shall be at 75% of the officer's regular rate of pay for each day they are selling back both annually and at time of retirement.
- b. Written notice must be submitted to the Chief, who shall forward all requests to the CFO on or before October 15. Payments to employees shall be included with the first payroll of November.

**ARTICLE XVII**  
**HOLIDAY PAY**

1. All members of the Department are paid for the following thirteen (13) holidays:

New Years' Day  
Martin Luther King Day  
President's Day  
Easter  
Memorial Day  
Independence Day  
Labor Day

Columbus Day  
Election Day  
Veteran's Day  
Thanksgiving  
Day after Thanksgiving  
Christmas Day

2. All Officers working a shift that falls on one of the above 13 paid holidays, will be compensated for all hours worked, at time and one-half of their regular hourly rate of pay, in their regular salary check.

3. All Detective will be granted time off on the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day. If a Detective is designated as on-call on those days and required to come in to work as needed in that capacity, he shall do so without receiving call-in pay and he/she shall not be entitled to call-in overtime and/or overtime until after completion of 8 hours worked.

#### ARTICLE XVIII PERSONAL DAYS

1. Each member of the Department shall be entitled to four (4) personal days each year of the contractual period, which may be used for any purpose desired by the employee, except that to the extent possible, notice of the intent to take a personal day on a given date would be provided to the Chief of Police at least one (1) week prior to the date desired.

2. A personal day may be taken on less notice in the event the Chief of Police agrees to said course of action.

3. In the event an Officer does not utilize the personal days granted aforesaid said personal days shall not be cumulative from year to year, nor shall the officer receive any pay whatsoever because of the fact that the Officer did not utilize the personal days.

#### ARTICLE XIX FUNERAL LEAVE

1. In case of the death of a member of the Officer's family, time off necessary to arrange for the funeral and attend the service shall be allowed with pay, according to the following schedule:

- a. Death of spouse, son or daughter, or parent of employee, equal to 7 days.
- b. Brother, sister, or parent, brother, sister of spouse; grandchild or relative living under same roof, equal to 3 days.

- c. Grandmother, grandfather, brother-in-law, sister-in-law, aunt or uncle, equal to 1 day.
2. Two additional days may be granted provided funeral is more than 100 miles from Mantua Township Police Station.

ARTICLE XX  
COLLEGE CREDITS

1. The Township will pay tuition and books for two (2) college courses per semester to all members of the Department.
  - a. Tuition may be equal to but not greater than that of the Farleigh Dickenson University Master's program rate.
  - b. This tuition rate is subject to change to reflect any rate increases/decreases Farleigh Dickenson University may impose.
  - c. Any tuition above that rate offered by Farleigh Dickenson shall be the responsibility of the Officer. The learning institution proposed by the employee must be approved by the Township Committee prior to the Officer's enrollment therein.
  - d. No more than five (5) Officers may obtain College credits during each year unless otherwise approved by the Mayor and Council. Any Officer who obtains a Master's Degree as a result of credits paid for by the Township, must remain with the Department for at least five (5) years after receiving the degree. If the Officer leaves prior to that time, the Office must repay the Township for the prorated share of the tuition.
2. Such approval by the Township Committee must be in writing and will not be unreasonably withheld.
3. A passing grade must be achieved or the Township's portion of the cost of the tuition for the failed course, will be refunded to the Township. This will be monitored by the Chief of Police.
4. All members of the Department shall receive an additional \$645.00 per year to be included in their base salary for pension purposes, for an Associate Degree in an approved police related field.



5. Those who have obtained a Bachelor Degree in an approved police related field shall receive an additional \$1,275.00 per year to be included in their base salary for pension purposes, to be paid on a bi-weekly basis.

a. Overtime calculations shall be consistent with F.L.S.A. requirements.

6. Additional payments for obtaining an Associate Degree or Bachelor Degree shall be pro-rated from the day of obtaining the Degree.

**ARTICLE XXI**  
**OVERTIME**

1. All time worked over the normal scheduled shift shall be paid at the rate of one and one-half (1 ½) times the hourly rate of the employee.

2. Overtime calculations shall be consistent with the F.L.S.A. requirements.

3. The hourly rate for all members of the bargaining unit for purposes of overtime, shall be based upon 2080 hours annually, regardless of the actual number of hours the officer is scheduled to work.

**ARTICLE XXII**  
**CALL-IN**

1. All members of the Police Department, are guaranteed four (4) hours pay at time and one-half (1 ½) their regular hourly salary, if such member is called on a day off or prior to a regularly scheduled shift, and such member may leave the police station when the assignment for which he was called in is completed, even in the event it does not require four (4) hours in order to complete the assignment.

**ARTICLE XXIII**  
**PAY FOR ON - CALL**

1. Detectives that are scheduled as the on-call duty Detective shall also receive 1 hour of overtime or, 1 hour of compensatory time per day of on-call duty at the officer's discretion.

**ARTICLE XXIV**  
**WAGES**

1. The following salaries shall be paid and salary guide apply to all offices hired as of January 1, 2012.

ARTICLE XXIV  
WAGES

1. The following salaries shall be paid and salary guide apply to all offices hired as of January 1, 2012.

	2015	2016	2017	2018	2019
Sergeant First Class	94,959.24	96,858.42	98,795.59	100,771.51	102,786.94
Sergeant/Det Sergeant	93,738.43	95,613.20	97,525.46	99,475.97	101,465.49
Detective/Corporal	88,743.33	90,518.20	92,328.56	94,175.13	96,058.63
Ptl 1st Class	85,956.62	87,675.75	89,429.27	91,217.85	93,042.21
Ptl 2nd Class	82,571.38	84,222.81	85,907.26	87,625.41	89,377.92
Plt 3rd Class	78,632.31	80,204.96	81,809.06	83,445.24	85,114.14
Ptl 4th Class	73,389.22	74,857.00	76,354.14	77,881.23	79,438.85
Ptl 5th class	68,148.12	69,511.08	70,901.30	72,319.33	73,765.72
Ptl 6th Class	63,223.77	64,488.25	65,778.01	67,093.57	68,435.44
Ptl 7th Class	51,829.44	52,866.03	53,923.35	55,001.82	56,101.85

2. The following salaries shall be paid and salary guide apply to all officers hired after January 1, 2012.

	2015	2016	2017	2018	2019
Sergeant First Class	94,959.24	96,858.42	98,795.59	100,771.51	102,786.94
Sergeant/Det Sergeant	93,738.43	95,613.20	97,525.46	99,475.97	101,465.49
Detective/Corporal	88,743.33	90,518.20	92,328.56	94,175.13	96,058.63
Ptl 1st Class	85,956.62	87,675.75	89,429.27	91,217.85	93,042.21
Ptl 2nd Class	82,571.38	84,222.81	85,907.26	87,625.41	89,377.92
Plt 3rd Class	78,632.31	80,204.96	81,809.06	83,445.24	85,114.14
Ptl 4th Class	73,389.22	74,857.00	76,354.14	77,881.23	79,438.85
Ptl 5th class	66,162.17	67,485.41	68,835.12	70,211.82	71,616.06
Ptl 6th Class	58,821.64	59,998.07	61,198.03	62,421.99	63,670.43
Ptl 7th Class	54,248.51	55,333.48	56,440.15	57,568.95	58,720.33
Ptl 8th Class	49,675.38	50,668.89	51,682.27	52,715.91	53,770.23
Ptl 9th Class	43,011.16	43,871.38	44,748.81	45,643.79	46,556.66

3. Corporal pay shall be equal to that of the detective.

4. As used in the Salary Guide, Sergeant First Class is defined as the most senior Sergeant, who has at least seven years in the rank of Sergeant.

5. All members of the Department shall be paid semi-monthly, on the 15th and 30th of each month.

ARTICLE XXV  
SALARY INCREASES

A. All salaries listed in the above Salary Guide, include the negotiated wage increases as set forth below.

1. For the year 2016, all members of the bargaining unit shall receive a salary increase of 2% (two percent).

2. For the 2017, all members of the bargaining unit shall receive a salary increase of 2% (two percent), effective January 1, 2017.

3. For the year 2018, all members of the bargaining unit a salary increase of 2% (two percent) effective January 1, 2018.

4. For the year 2019, all members of the bargaining unit shall receive a salary increase of 2% (two percent) effective January 1, 2019.

5. All of which will be added prior to the addition of longevity, shift differential, and college degree monies, to be included in base salary to be paid bi-weekly, retroactive to January 1, 2016.

ARTICLE XXVI  
LONGEVITY

1. All Officers hire before November 1999 are entitled to the following longevity payments:

1. Completion of 5 years but less than 10 years - 3.5%
2. Completion of 10 years but less than 15 years - 4%
3. Completion of 15 years but less than 20 years - 4.5%
4. Completion of 20 years but less than 25 years - 5%
5. Completion of 25 years of service - 5.5%

2. All Officers hired after November 1999 are entitled to the following longevity payments:

1. Completion of 5 years but less than 10 years - \$250.00
2. Completion of 10 years but less than 15 years - \$500.00
3. Completion of 15 years but less than 20 years - \$750.00
4. Completion of 20 years but less than 25 years - \$1,000.00
5. Completion of 25 years of service - \$1,250.00

3. Payments to be included in base salary for pension purposes, to be paid bi-weekly. Overtime calculations shall be consistent with F.L.S.A.

ARTICLE XXVII  
SHIFT DIFFERENTIAL

1. Each member shall receive a flat amount of \$1,325.00 per year, to be included in their base salary for pension purposes.

ARTICLE XXVIII  
SCHOOLS, SEMINARS AND MEETINGS

1. All members of the Department will receive \$10.00 per day for luncheon expense while attending out-of-County police related schools, seminars or meetings approved by the Township or Chief of Police.

2. All Officers will receive \$50.00 per day per diem while attending police related schools, seminars or meetings, which require an overnight stay and are approved by the Township and Chief of Police.

3. The Township will reimburse the employee per Township Personnel Policy at the rate of \$.32 (thirty-two cents) per mile for use of their vehicles while traveling to and from schools, seminars and meetings.

A. The Officer will also be reimbursed for all tolls incurred while traveling to and from all schools, seminars and meetings for the Police Department.

ARTICLE XXIX  
(INTENTIONALLY LEFT BLANK)

ARTICLE XXX  
PBA DELEGATES

1. Representatives of the PBA Local #122 shall be afforded time off without loss of time or pay to attend all scheduled PBA meetings. Staffing and/or call volume permitting.
2. PBA State Delegates - Elected/Appointed State Delegates of the PBA Local #122 shall be afforded time off without loss of time or pay to attend PBA scheduled conventions without loss of time or pay, which includes travel time to and from said location of convention, in accordance with N.J.S.A. 40A:14-177

ARTICLE XXXI  
CONTRACT PERIOD


1. This Agreement shall be effective as of January 1, 2016, for a period of four years, expiring December 31, 2019. Upon its expiration, this Agreement and its terms shall remain in full force and effect until a successor Agreement is executed in writing and becomes effective.

ARTICLE XXXII  
SIGNATURES

1. This Agreement shall constitute the full and completed understanding of the parties and any changes or modifications to the Agreement must be in writing and executed by both parties.
2. The terms of this Agreement shall be construed and interpreted under New Jersey Law.
3. Should any provision of this Agreement be struck by a court of competent jurisdiction as illegal, unconstitutional or otherwise in violations of public policy, all other provisions shall remain in full force and effect.

The agreement entered into the 16 day of September 2016 shall bind all parties to the terms and conditions set forth therein during the term of this Agreement.

**TOWNSHIP OF MANTUA:**

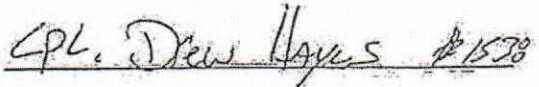
  
Peter Scirrotto, Mayor

**ATTEST:**


  
Jennica Bileci, Township Clerk

Dated: 9/16/16

**PBA LOCAL #122:**

  
CPL. Drew Hayes #1538

**ATTEST:**

  
Notary #1507

Dated: 9/16/16