

**AGREEMENT**

**BETWEEN THE CITY OF BRIDGETON**

**AND**

**THE BRIDGETON POLICE, PBA LOCAL #94**

January 1, 2022 through December 31, 2024

**TABLE OF CONTENTS**

Preamble .....4

Purpose and Intent. .... 4

Article 1 - Recognition of Unit.....4

Article 2 - Management Rights and Responsibilities.....4

Article 3 - Union Security and Dues Check Off.....5

Article 4- Vacations .....6

Article 5 - Holidays..... 8

Article 6 - Personal Days ..... 8

Article 7 - Life Insurance ..... 9

Article 8 - Funeral Leave ..... 9

Article 9 - Veterans ..... 10

Article 10 - Medical Coverage..... 10

Article 11 - Prescription Plan..... 11

Article 12 - Health and Prescription After Retirement ..... 12

Article 13 -Absence Without Leave ..... 12

Article 14 – Interference with Work ..... 12

Article 15 - Work Assignment ..... 13

Article 16- Wages ..... 14

Article 17 - Longevity Pay ..... 15

Article 18 - Work Week and Overtime..... 15

Article 19 - Overtime Assignment ..... 16

Article 20 - State Conventions and District Meetings.....	17
Article 21 - Severance Pay.....	17
Article 22- Personnel Regulations .....	18
Article 23 -New Jersey Statutes Relating to Police .....	18
Article 24 - Other Employment. ....	18
Article 25 -Grievances Procedure.....	19
Article 26 - College Credits .....	22
Article 27 - Clothing Allowance.....	23
Article 28 - Breach of Contract Effect.....	23
Article 29 - Saving Clause .....	23
Article 30 - Ratification by Association and Employees .....	23
Article 31 - Embodiment of Agreement. ....	23
Article 32 - Term of Agreement.....	24
Article 33 - Change in Working Conditions .....	24
Article 34 - Discrimination or Coercion .....	24
Article 35 - Unused Sick Days.....	25
Article 36 - Sick Bank.....	25
Article 37 - Equipment .....	26
Article 38 - Legal Representation .....	29
Article 39 - Workers' Compensation .....	29
Article 40 - Leave of Absence without Pay .....	30
Schedule A- Wage Guide	

**CONTRACT**

**PREAMBLE**

THIS AGREEMENT entered into this day of 16<sup>TH</sup> AUGUST, 2022, by and between THE CITY OF BRIDGETON, IN THE COUNTY OF CUMBERLAND, a Municipal corporation of the State of New Jersey, (hereinafter referred to as the "Employer" of the "City") and BRIDGETON POLICE, PBA LOCAL #94, (hereinafter referred to as the "Association") represents the complete and final understanding on all bargainable issues between the City and the Association.

**PURPOSE AND INTENT**

A. The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the City in its capacity as an employer, the employees, the Association and the people of the City.

B. The parties recognize that the interest of the community and job security of the employees depend upon the Employer's success in establishing a proper service to the community.

To these ends the Employer and the Association encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

**1. RECOGNITION OF UNION**

Pursuant to and in accordance with all applicable provisions of Chapter 303 of the Laws of 1968 (N.J.S.A. 34:13A-5.1, et seq.), the Employer does hereby recognize the Association as the sole and exclusive representative of all sworn police officers below the rank of Sergeant employed by the City.

**2. MANAGEMENT RIGHTS AND RESPOSIBILITIES**

It is recognized that the management of the Department of Police, the control of properties and the maintenance of order and efficiency, is solely a responsibility of the City. Accordingly, the City retains the rights, including but not limited to hire, suspend or discharge for just cause, assign, promote,

or transfer, to determine the amount of overtime to be worked, to relieve employees from duty because of lack of work or for other legitimate reasons; decide the number and location of its facilities, stations, etc., determine the work to be performed within the unit, maintenance and repair, amount of supervision necessary, machinery and tool equipment, methods, schedules of work, together with selection, procurement, designing, engineering and the control of equipment and materials; purchase service of others, contract or otherwise, except as they may be otherwise specifically limited in the Agreement and to make reasonable and binding rules which shall not be inconsistent with the Agreement.

### **3. UNION SECURITY AND DUES CHECK OFF**

A. The Employer agrees to deduct from the wages of any employee who is a member of the Association, all Association dues and initiation fees, if any, as provided in a written authorization form used by the Employer herein, provided that the employee shall execute the said form. The written authorization for the Association dues deduction shall remain in full force and effect during the period of this Agreement, but may be withdrawn at any time by the filing of Notice of such withdrawal with the Director of Accounts and Controls of Employer or other proper disbursing officer. The filing of this Notice of Withdrawal shall be effective to halt deductions as of January 1 next succeeding the date of which Notice of Withdrawal is filed.

B. The Employer agrees to provide this service without charge to the Association.

C. Neither membership in the Association or non-membership shall be a condition of employment or continued employment.

D. The Association agrees that there shall be no discrimination, intimidation, restraint or coercion by it or its officers, agents, or members against any employee who refuses or fails to execute an authorization card.

E. The Association shall indemnify and save the City harmless against all claims, demands, suits, or other forms of liability, which may arise because of any action taken in making deductions and remitting the same to the Association pursuant to this Article.

#### 4. VACATIONS

A. Vacation Period:

Vacation will, insofar as possible, be granted at any time most desired by the employee according to employee seniority. No more than one employee on each squad, team or unit may be on vacation at the same time unless the Department Head is satisfied that he has sufficient personnel to operate sufficiently. No leave shall be granted during an officer's scheduled mandatory Departmental training. If an officer is on active military duty or any police related school it shall not affect an officer using any vacation, personal, or compensation time.

Employee shall give written notice of vacation request by March 1. Every officer, by seniority, must request eighty (80%) percent of their entire vacation allotment by March 1. Request for vacation after March 1 may be granted by the Department Head, at his discretion. An employee may request vacation periods in single day increments for the remaining 20% of the vacation allotment subject to Department Head approval. After March 1, anyone with unscheduled leave time may make request on a first-come first-served basis. Any unused leave time that an individual member holds is subject to forfeiture at the end of the year if there is no available time to utilize same.

Vacations may be split only in the following manners:

1. Four times if the employee has 120 paid vacation hours
2. Five times if the employee has 160 paid vacation hours.
3. Six times if the employee has 200 or more paid vacation hours; or
4. By individual day after requesting 80% of annual vacation, operations permitting.

5. In any manner approved by the Chief of Police.

Employees who fail to schedule their time risk losing available vacation time if the number of employees off per squad, team, or unit creates a substantial manpower shortage as deemed by the Chief of Police or his designee. Notwithstanding the preceding sentence, unused vacation may be taken within the first quarter of the following calendar year in which it was earned, with the approval of the Chief or his designee, and the Business Administrator. Vacation increases shall be prorated for the calendar year on the employee's anniversary date.

**B. Eligibility:**

Employee shall receive the following paid vacations based upon their period of employment:

1. 90 days to 365 days - eight hours paid vacation for each month of employment, retroactive to the date of hire.
2. 366 days to end of 5th year - for those employees working five-day, eight hour per day 40 hour work weeks, or those officers on a 12 hour shift patrol schedule - 96 hours; those employees working four day, 10 hour per day 40 hour work weeks - 100 hours.
3. From beginning of 6th year to end of 10<sup>th</sup> year - 120 hours paid vacation.
4. From beginning of 11th year to end of 15<sup>th</sup> year - 160 hours paid vacation.
5. From beginning of the 16th year to the end of the 20th year - 200 hours paid vacation.

From beginning of 21<sup>st</sup> year to end of career - 240 hours paid vacation.

**C. Qualification for Vacation:**

To qualify for a full vacation in any given year, an employee as recognized in ARTICLE 1 of this agreement must have been continuously employed for their employment year. Employees who

are employed less than a full year shall receive a prorated vacation. All employees will have the opportunity to take all their vacation and personal time in any given year.

Any officer who is on a long-term suspension of more than 30 days or non-work-related disability shall have their leave time prorated based on those work absences.

D. Sale of vacation time:

The City and the Association agree that when it is mutually acceptable to both the Employer and the employee, the employee may sell back to the City, 40 hours a vacation at the employee's rate of pay. Said option is a mutual one and neither party may require the utilization of the said option by the other.

#### **5. HOLIDAYS**

Employees are required to work on all holidays as part of their regular work schedule. If City Hall is closed for any reason beyond control of the City because of weather conditions or other emergencies, police officers shall work their normal schedule without additional compensation as they are an essential service. Note: employees received an additional (fourth) Personal Day in place of Juneteenth

#### **6. PERSONAL DAYS**

Irrespective of the work schedule, employees will be granted four (4) personal days which will, insofar as possible, be granted at the time most desired by an employee. No more than one employee per unit may take a personal day at the same time unless the Department Head or his designee is satisfied that he has sufficient personnel to operate efficiently. Employee will give a minimum of two (2) hours prior notice of taking a personal day and it shall be taken only with the approval of Department Head or his designee. The Bureau Commander will approve personal days with less than two (2) hours advance notice under emergent circumstances. Employees who are employed less than a full year shall receive prorated personal days.



**7. LIFE INSURANCE**

The present life insurance policy plan of \$4,000.00 shall be maintained.

**8. FUNERAL LEAVE**

Employees within the Bargaining Unit shall be entitled to a bereavement leave of absence with pay due to a death of a member of said employee's immediate family or household as follows:

For Employees subject to the 10-hour or 8-hour work schedule:

**Forty Hours Leave**

Spouse  
Parent  
Child  
Sibling  
Grandchild  
Grand Parent  
Significant Other\*  
Mother in Law  
Father in Law  
Employee's Stepparent

**One Day of Leave (8-hour/10-hour)**

Uncle  
Aunt  
Nephew/Niece  
Brother in Law  
Sister in Law  
Son in Law  
Daughter in Law

For Employees subject to the 12-hour work schedule:

**Forty-Eight Hours Leave**

Spouse  
Parent  
Child  
Sibling  
Grandchild  
Grand Parent  
Significant Other\*  
Mother in Law  
Father in Law  
Employee's Stepparent

**One Day of Leave (12-hour)**

Uncle  
Aunt  
Nephew/Niece  
Brother in Law  
Sister in Law  
Son in Law  
Daughter in Law

In addition to the bereavement leave outlined above, employees within the Bargaining Unit shall be entitled to one day of bereavement leave of their choice (Day of Choice) per calendar year. This day may be used for a friend or family member not otherwise listed and eligible for bereavement leave as outlined herein.

\* Significant Other: shall be defined as a person with whom the employee lived as a spouse or shared a domicile such as a life partner. It does not include roommates, friends, or persons with whom the subject had other than a committed relationship and active relationship.

Significant Other Exception: Any employee who has been actively separated/divorced for over 364 days may only use one (1) day of leave for funeral leave of that significant other.

## **9. VETERANS**

Nothing in this Agreement shall abridge the rights and preferences of veterans and members of the Armed Forces Reserves, as provided by Federal, State and Local Laws.

## **10. MEDICAL COVERAGE**

### **A. Health Benefits**

The City agrees to pay the cost of the New Jersey State Health Benefits Plan (NJSHBP) selected by the employees through December 31, 2016. Effective January 1, 2017 the City will pay the cost of the NJSHBP selected by the employee up to a maximum of \$10,200 for the single rate, \$17,250 for parent child rate, \$20,500 for Member/Spouse Rate, \$27,500 for the family rate, the maximum allowed under the Affordable Care Act guidelines for all City employees without incurring the Federal Excise Tax penalty. Hospitalization, Major Medical, and Health Maintenance Organization coverages are through the NJSHBP, as it exists or as modified by the State Health Benefit Program (or any other substantially similar health benefit plan), including any changes in co-pays or deductibles that may be implemented by the State Health Benefits Program, for all employees and eligible dependents covered by this Agreement.

B. The City retains the right, at its option, to change any of the existing insurance plans or carriers providing such benefits, so long as the level of benefits provided to the employees and

eligible dependents is substantially similar. The City further reserves the right, at its option, to self-insure any of said plans and coverages so long as the level of benefits provided to the employees and their eligible dependents is substantially similar.

C. Employees shall contribute to the costs of the Health Benefits Insurance Plan coverages in accordance with P.L. 2011, Chapter 78.

D. If the health insurance plan selected by the employee is in excess of maximum amount permitted under the Affordable Care Act for all City employees without triggering the excise tax (which is presently scheduled to be \$10,200 for single coverage, \$17,250 for parent child coverage, \$20,500 for Member/Spouse coverage and \$27,500 for family coverage beginning in January 2020) the parties agree to meet at least six (6) months prior to the implementation of said tax to discuss implementation of a new plan that will be below that maximum amount. If the parties are unable to agree to a new plan, the City shall be authorized to provide a new plan which will be closest to but not above the caps set forth above and such plan selected and provided by the City shall be deemed to satisfy the "substantially similar" contract provision regarding the provided coverage. The City may continue to offer its then current plan, or another plan whose cost is in excess of the then maximum amount permitted under the Affordable Care Act. However, if an employee elects to be covered under such a plan, the employee will be responsible for any excise tax incurred by the employer as well as the amount of the premium cost in excess of the then maximum amount permitted under the Affordable Care Act and in addition to any other health care contributions already in effect under Chapter 78 or otherwise. As of the date of signing of this contract, the Federal Excise Tax is not scheduled to take effect during this contract period. The Affordable Care Act law shall still prevail.

#### **11. PRESCRIPTION PLAN**

A. The Employer agrees to provide a Prescription Plan for the employees, their spouses,

and/or eligible dependents. Currently, a Prescription Plan is provided through NJSHBP. Co-pays for generic prescriptions are per current State Health Benefit rates and are subject to future additional changes to reflect the then applicable NJSHBP prescription co-pays.

B. If the City no longer provides prescription coverage under the NJSHBP the copayment for the Prescription Plan shall be \$10.00 for mail in prescriptions, \$15.00 for generic drugs and \$25.00 for brand name drugs. Reduced cost for prescriptions shall be available through a mail order system.

C. The City retains the right, at its option, to change the Prescription Plan provider so long as the level of benefits provided to the employees and their eligible dependents is substantially similar.

## **12. HEALTH AND PRESCRIPTION AFTER RETIREMENT**

As of the signing of this contract, in compliance with the contract addendum dated June, 1998, the City and the Association agree that health and prescription benefits after retirement with 25 years or more will fall under Public Law Chapter #330 which was signed into legislation in 1998. This provides contributory managed health care benefits for members of the Association's negotiations unit.

## **13. ABSENCE WITHOUT LEAVE**

An absence of an employee from duty, including an absence for a single day or part of a day, that is not authorized by a specified grant of leave of absence, shall be deemed to be an absence without leave. Any such absence shall be without pay and will be subject for disciplinary action. In absence of such disciplinary action, any employee who absents himself for five (5) consecutive work days without leave shall be deemed to have terminated his employment. Such action may be reconciled by a subsequent grant of leave at the option of the Chief of Police or his designee.

## **14. INTERFERENCE WITH WORK**

A. The Association covenants and agrees that during the term of this Agreement, neither

the Association nor any member or person acting in its behalf will cause, authorize or support any strike (e.g., the concerted failure to report for duty, or willful absence of any employees from their positions, or stoppage of work or abstinence in whole or in part from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout, or other job action against the City. The Association agrees that such action would constitute a material breach of this Agreement.

B. If a strike, slowdown, walkout or other job action occurs, it is covenanted and agreed that participation in any such activity by an employee covered under the terms of this Agreement shall be deemed grounds for disciplinary action up to and including the termination of employment of such employee or employees.

C. The Association will actively discourage to prevent or terminate any strike, work stoppage, slowdown, walkout, or other job action against the City.

D. Nothing contained in this Agreement shall be construed to limit or restrict the City in its rights to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Association or in its members.

#### **15. WORK ASSIGNMENT**

A. An officer shall be eligible for compensation at the minimum base rate of the rank to which assigned, commencing after having served in that higher rank for a 21 consecutive calendar day period. In calculating the 21-day period, any assigned days which are to cover vacation time are excluded from the count. This provision shall apply for such following days and not for any prior days. Compensation shall take effect on day 22.

B. All acting positions must have a prior written approval by the Chief of Police or his designee.

C. A patrol officer assigned to a specialized unit inclusive of, but not limited to, the Criminal Investigation Bureau, the Professional Standards Bureau - Internal Affairs Unit by the Chief of Police shall be paid commensurate with the assignment of Detective for the entire time of his/her assignment including leave time. However, if said officers are assigned in the capacity of a patrol - related duties, either in an emergent situation or in an overtime capacity, he/she shall be paid commensurate with the standard rate of compensation minus any "detective" stipend.

D. When assignment or reassignment causes an employee's schedule to change, such as hours of work or days off, the employee shall be given at least 24 hours' notice of said assignment or reassignment.

#### **16. WAGES**

A. Effective January 1, 2022, a new wage guide shall be in effect. Said wage guide is attached hereto and made a part hereof. All officers shall be placed on the new wage guide in accordance with the attached.

B. To be eligible for retroactive pay increases to January 1, 2022, the officer must be in active paid status as of the ratification of the agreement except that officers who have since retired in good standing or who have been promoted and are still employed with the City are eligible for retroactive increases. No others who have left the employ of the City or who are in unpaid status (except those on FMLA, FLA, Workers' Compensation or disability leave, military leave or other leave approved by the City) shall receive retroactive adjustments.

C. Detective pay will be the equivalent of 3% on top of the corresponding salary step.

D. Bilingual Skills Pay. The City shall designate certain employees as "bilingual officers" who shall provide language interpretation assistance upon request of their superior officers. To be eligible for Bilingual Skills Pay and to be designated a "bilingual officer", the employee must satisfy

standards to be developed by the City including but not limited to passing the Bilingual Civil Service Exam. Bilingual Officers shall receive an annual stipend of \$1,500

E. All employees covered by this contract shall be paid on a bi-weekly schedule. This shall also include overtime and any other special pay.

#### **17. LONGEVITYPAY**

Effective January 1, 2012 longevity was deleted.

#### **18. WORK WEEK AND OVERTIME**

A. The City agrees to schedule patrol personnel to work a 12-hour workday consisting of a two (2) week rotation, thirty-six (36) hours one week and forty-eight (48) hours the following week. In recognition that this work schedule results in law enforcement personnel working over the required eighty (80) hours bi-weekly, the employee will earn and accumulate "Kelly Time" on an hour for hour basis, as negotiated with the Association and agreed upon by the Appropriate Authority and the Police Chief. There shall be a mutual review of the schedule by the Appropriate Authority, Police Chief, and the Association after ninety (90) days of start and one hundred and eighty (180) days thereafter. If it is determined after the review that the schedule is not meeting the needs of the City, the City or the Association may negotiate another work schedule and if there is no agreement, a third party arbitrator as described in the grievance process herein, jointly agreed to and jointly paid for by the City and the Association will be utilized to determine the issue. The City agrees, unless a stated emergent situation exists pertaining to the delivery of law enforcement services, not make any changes until after the decision of the arbitrator. The arbitrator's decision will be binding. Nothing contained herein shall prevent or limit the City from arguing that future work schedule change is justified by non-negotiable governmental policy reasons, nor shall either party be prevented from negotiation of the economic impact caused by any future work schedule change.

It is recognized that this work schedule will result in personnel working greater than 2080 hours annually. All time in excess of 2080 hours caused by this work schedule shall be accumulated as "Kelly" time and shall be hour-for-hour. All accumulated "Kelly" time shall be used within six (6) months of accumulation. Exceptions may be authorized by the Appropriate Authority. At no point will personnel be entitled to paid compensation for "Kelly" time.

B. Any authorized work assignment which requires the presence of a Police Officer in excess of his regularly scheduled tour of duty shall be considered overtime.

Overtime shall be compensated at an hourly rate to be determined by dividing his annual salary by 2080 hours to determine an hourly rate and shall be paid at time and one-half the hourly rate for all overtime hours worked.

C. Compensatory time may be utilized in lieu of paid overtime if agreed between Employer and employee.

D. Officers may use up to 60 hours of their Kelly Time and 20 hours of compensatory time or vacation time within the last two weeks of their employment.

#### **19. OVERTIME- ASSIGNMENT**

Overtime shall be classified and assigned on the following basis:

A. Scheduled overtime shall be overtime which the Police Chief or his designee, for that particular work, approves at least three (3) days in advance of the time when the overtime is to be worked. For this overtime, a complete roster of each rank shall be kept in order of seniority. Overtime will be assigned on a rotating basis and each time overtime is assigned to an individual, the next assignment will be first offered to the next officer on the roster, provided that if any officer is scheduled or any officer refuses to work scheduled overtime, the assignment shall be given to the next officer on the list not scheduled for a regular tour of duty and assignment will be made thereafter beginning with the last officer to have been



assigned scheduled overtime.

B. Call back overtime shall be overtime approved by the Chief of Police or his designee to assist a regular shift. An employee will have an option to be put on an overtime list for call back. A "call back" list shall also be maintained and overtime assigned as in paragraph A above.

C. Emergency overtime shall be overtime approved by the Chief of Police or his designee because an emergency has arisen. In this event, the parties hereto agree that the Chief of Police or his designee may call in any available officer. Emergency over time shall be offered to an Association unit member first.

D. Employees who are called back for overtime, which is not a continuous scheduled workday, shall be paid for a minimum of three (3) hours of work.

E. Extra-Duty Pay/Jobs in Blue: All officers who accept an off-duty work assignment for a third party shall receive an hourly wage of \$70.00 per hour regardless of their seniority or regular rate of pay. Upon Final passage and publication of an amending ordinance by Bridgeton City Council increasing the hourly wage for an off-duty work assignment for a third party, all officers shall receive the higher hourly wage for such assignments. The new rate shall not be retroactive.

## **20. STATE CONVENTIONS AND DISTRICT MEETINGS**

A. As directed in N.J.S.A. 11A:6-10, a full day leave of absence with pay shall be given to no more than 10% of the employee organization's membership for no more than seven (7) consecutive days. This includes the NJ State PBA Convention held every fall and the NJ State PBA Mini-Convention held every winter. In addition, the State Delegate and President shall receive a full day leave with pay to attend State Meetings of the NJ State Policemen's Benevolent Association with reasonable notice given to the Chief of Police or his/her designee. Authorized members attending a PBA Convention are authorized a paid travel day the day prior to the convention.

B. The President of the Association, and/or his designee(s), may conduct Association related business during work hours as long as the absence of the Association President, or his designee(s), working the shift shall not create a hardship or require overtime duty for any particular shift.

#### **21. SEVERANCE PAY**

It is stipulated and agreed that employees who retire having accumulated sick days shall be compensated up to \$15,000. The amount to be compensated shall be computed by multiplying one-half the accumulated sick days times 8 hours times the hourly rate of pay of said employee at the time of his retirement.

#### **22. PERSONNEL REGULATIONS**

A. It is understood and agreed that the City's Personnel Regulations and the Police Department Rules and Regulations and Policies adopted by the City shall apply in all cases for all situations not covered by this agreement except that the provisions providing that the City will recognize all holidays declared by the President of the United States, Governor of the State of New Jersey, or Legislature of the State of New Jersey shall be and is hereby deleted from said personnel regulations.

A. This Contract is intended to comply with all statutes, rules, and regulations of the New Jersey Civil Service Commission and if there is a conflict, the Rules of the New Jersey Civil Service Commission shall apply.

#### **23. NEW JERSEY STATUTES RELATING TO POLICE**

This Agreement is intended to comply with all New Jersey Statutes relating to police departments and if there is a conflict, the New Jersey Statutes shall apply.

## **24. OTHER EMPLOYMENT**

No member of the Association shall engage in any other form of employment without having obtained prior approval of the Police Chief or his designee. The Police Chief or his designee shall abide by all State statutes, and/or regulations in granting, denying, or revoking an employee's "other employment." This employment can only be denied for just cause.

## **25. GRIEVANCES PROCEDURE**

### **A. Purpose**

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment of police officers.
2. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate representative of the Employer provided however that the Employer furnishes the Association with prior written notice of same in the event of a resolution.

### **B. Definition**

1. For the purposes of this agreement, a grievance is defined to be the interpretation, application or violation of policies, agreements, and administrative decisions affecting employees and shall include minor discipline of employees.
2. For the purposes of this agreement, grievances include minor discipline that provides for suspension of up to and including five (5) days but not for oral warnings, or written reprimands affecting any employee covered by this agreement.
3. A grievance may be raised by the Association on behalf of an individual employee or group of employees or by the employer.

### **C. Steps of the Grievance Procedure**

The following constitutes 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 by mutual consent of the aggrieved party and the Employer's representative and the waiver of any step acts only as a waiver of the individual step.

### **STEP ONE**

The Association on behalf of the aggrieved employee or employees, or the City, shall institute action under the provisions hereof within thirty (30) days of the occurrence of the grievance, and an earnest effort shall be made to settle the differences between the Association and the Chief of Police, for resolving the matter informally. Failure to act within said thirty (30) days shall be deemed to constitute an abandonment of the grievance.

The Chief of Police shall render a written decision within five (5) calendar days after the receipt of the grievance and serve a copy of said decision to the Association. and the Mayor.

### **STEP TWO**

If the grievance has not been resolved in or at Step One, the Association shall, in writing and signed, file the grievance with the Appropriate Authority within five (5) calendar days following the determination of Step One. The written grievance at this step shall contain the relevant facts and a summary of the preceding oral discussion, the applicable Section of this Contract violated, and the remedy requested by the grievant.

The Appropriate Authority shall render a written decision within fifteen (15) calendar days from receipt of the grievance.

### **STEP THREE**

If the grievance has not been resolved in or at Step Two, the Association may, in writing and

signed, request a hearing before the Mayor and/or the Business Administrator within five (5) calendar days following the determination at Step Two.

The Mayor and/or Business Administrator shall render a written decision within fifteen (15) calendar days from receipt of the grievance.

#### **STEP FOUR**

If the grievance has not been resolved in or at Step Three, the matter may be referred to arbitration as hereinafter provided.

#### **D. Arbitration**

If the Employer or the Association desires to submit a grievance to arbitration, the following procedure shall be followed:

1. The party demanding arbitration shall serve written notice of its intention to arbitrate on the other Party(ies) within ten (10) working days following receipt of the Mayor and/or Business Administrator's determination.
2. The party demanding arbitration shall file a request of arbitration with the New Jersey Public Employee Relations Commission. Such arbitration shall be conducted in accordance with the Rules and Regulations of said Commission.
3. The costs of the services of the arbitrator shall be borne equally by the Employer and the Association.
4. The decision of the arbitrator shall be in writing and shall include the reasons for such decision.
5. The parties direct the arbitrator to decide, as a preliminary question, whether he has jurisdiction to hear and decide the matter in dispute.

6. The arbitrator shall be bound by the provisions of this Agreement and the Constitution and Laws of the State of New Jersey and be restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add, to modify, detract from or alter in anyway the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be final and binding.

7. The decision of the arbitrator shall be the final administrative step of the Employer and the Association.

E. Miscellaneous

1. A failure to respond at any Step in this procedure by the Employer or its agents shall be deemed a negative response and upon the termination of the applicable time limits the grievant may proceed to the next step.

2. Unless extended by mutual agreement in writing, the failure to observe the time limits herein shall constitute abandonment of the grievance and settlement based on the last City answer.

3. Employees shall have an election as to whether they shall pursue remedies under Civil Service or under the grievance procedure set forth herein.

4. Action beyond Step One of the grievance procedure shall constitute an election to pursue remedies under the Contract.

5. Action in the form of an appeal to the Civil Service Commission shall constitute an election to pursue remedies under Civil Service.

6. Employees covered by this Agreement shall have the right to process their own grievance without representation.

7. Upon prior notice to and authorization of the Police Chief, the designated Association Representative shall be permitted as members of the Grievance Committee to confer with

employees and the City of specific grievances in accordance with the grievance procedure set forth herein during work hours of employees, without loss of pay, provided, the conduct of said business does not diminish the effectiveness of the City or requires the recall of off- duty employees.

**26. COLLEGE CREDITS**

Officers shall receive pay for an Associate Degree, Bachelor's Degree, or Masters' Degree in Police Science or Criminal Justice. Officers with a Masters' Degree in Police Science or Criminal Justice shall be placed on the Bachelor Wage Schedule. Officers who have credits equal to or greater than 60 but do not have an Associate Degree will be eligible for the Associate Degree pay if 50% or greater of those credits are in Criminal Justice or Police Science courses. College degree money is incorporated in the wage scale.

**27. CLOTHING ALLOWANCE**

The clothing allowance has been eliminated through negotiations.

**28. BREACH OF CONTRACT EFFECT**

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the further enforcement of the terms and conditions herein.

**29. SAVING CLAUSE**

It is understood and agreed that if any part of this Agreement is in conflict with the law, that such part shall be suspended and the appropriate mandatory provisions shall prevail, and the remainder of this Agreement shall not be affected thereby.

**30. RATIFICATION BY ASSOCIATION AND EMPLOYEES**

The Association hereby represents that this Agreement was ratified solely by employees of the City, Division of Police employed pursuant to the terms of this Agreement and that no members of the Association who are not covered by this Agreement took part in ratification proceedings. The

Association further agrees that upon the adoption of any new agreement, which shall be substituted for this Agreement, or any part thereof, said Agreement would be ratified only by persons who are employed pursuant to the terms of this Agreement or the new Agreement.

### **31. EMBODIMENT OF AGREEMENT**

This document constitutes the sole and complete Agreement between the parties, and embodies all terms and conditions governing the employment of employees represented by the Association. The parties acknowledge they have had the opportunity to present and discuss proposals on any subject, which is (or may be) subject to collective bargaining provided, however, that upon mutual agreement of the parties, which shall be in writing, the parties further amplify or interpret the terms of this Agreement. Any prior commitment or agreement between the City and the Association or any individual employee covered by this Agreement is hereby superseded.

### **32. TERM OF AGREEMENT**

A. This Agreement shall be in full force and effect as of January 1, 2022 and shall remain in effect to and including December 31, 2024.

B. The parties agree that negotiations for a successor agreement modifying, amending, or altering the terms and provisions of this Agreement shall commence no later than one hundred and twenty (120) days prior to the date on which this collective bargaining agreement is to expire. At least three (3) negotiation sessions must take place before either party can file for Interest Arbitration with the Public Employee Relations Commission (PERC). The term of this Agreement and all practices shall remain in full force and effect until said successor agreement is reached.

### **33. CHANGE IN WORKING CONDITIONS**

In accordance with law, change in working conditions shall be negotiated by the parties to this Agreement.



### **34. DISCRIMINATION OR COERCION**

A. There shall be no discrimination, interference, or coercion by the City or any of its agents against the Employees represented by the Association because of membership or activity in the Association. The Association or any of its agents shall not intimidate or coerce Employees into becoming members.

B. The City and the Association agree that each provision of this Agreement shall equally apply to all covered employees and that there shall be no harassment or intimidation of, interference with, or illegal discrimination against any employee because of: age, sex, race, creed, skin color, national origin, nationality, ancestry, marital status, disability, handicap, genetic information, affectional or sexual orientation, blood trait, political activity, United States or State Armed Services activity.

C. Harassment shall also include sexual harassment. All references to employees in this Agreement refer to both sexes and wherever the male gender is used, it shall be construed to include both male and female employees.

### **35. UNUSED SICK DAYS**

A. If an employee covered under this Contract does not utilize any sick days during the calendar year, then said employee shall, in the succeeding year, receive an amount equal to two working days of pay. The number of hours to be determined by what the employee's schedule is (8, 10, or 12-hour days).

B. Employee shall be entitled to 120 hours of sick time per calendar year pro-rated to the employee's date of hire in each year in which this Agreement is in effect.

### **36. SICK BANK**

A. Employees can charge their unused sick days off to another employee for dollar per dollar amount only in the event of a catastrophic health condition or injury. Employees must contact

the P.B.A. first for approval. The Appropriate Authority must give final approval

B. For the purposes of this Article, a "catastrophic health condition or injury" shall be defined as follows:

1. With respect to employee, a "catastrophic health condition or injury" is either:
  - a. A life-threatening condition or combination of conditions, or
  - b. A period of disability required by his or her mental or physical health or the health of the employee's fetus which requires the care of a physician who provides a medical verification of the need for the employees absence from work for 60 or more workdays.
2. With respect to employee's immediate family member, a "catastrophic health condition or injury" is either:
  - a. A life-threatening condition or combination of conditions; or
  - b. A period of disability required by his or her mental or physical health which requires the care of a physician who provides a medical verification of the need for the employee's absence from work for 60 or more workdays.

This Article is to be administered in accordance with N.J.A.C. 4 A: 6 - 1.22.

### **37. EQUIPMENT**

The City agrees to continue to provide and maintain safe equipment for use by the employees.

#### **A. Uniforms**

1. The City agrees that upon obtaining initial employment with the City of Bridgeton Police Department, the City will purchase new uniforms and provide the following items to the new employee or employees who have not yet been issued all of the proper equipment:

**Class A Uniform** (which consist of)

- |   |   |
|---|---|
| (1) Long Sleeve Shirt                   | (1) Name Plate (metal)                  |
| (1) Short Sleeve Shirt                  | (1) Leather Garrison Belt*              |
| (1) Pair of Pants                       | (1) Leather Pistol Belt w/ Metal Buckle |
| (1) Tie                                 | (1) Duty Holster for Issued Sidearm*    |
| (1) Tie Bar                             | (1) Leather Double Magazine Pouch*      |
| (1) Whistle                             | (1) Leather Handcuff Case*              |
| (1) Hat                                 | (1) Set of Handcuffs*                   |
| (1) Hat, Rain Cover                     | (1) Leather Pepper Spray Pouch*         |
| (1) Raincoat (reversible to lime green) | (1) M.A.B. (Power Tip) & Holster        |
| (1) Jacket*                             | (1) Set of four Leather Belt Keepers*   |
| (1) Traffic Vest                        | (1) Radio Belt Holder*                  |
| (1) Breast Badge (metal)                | (1) Police Radio*                       |
| (1) Hat Badge (metal)                   | (1) Mag Light (3D Cell) *               |
| (1) Belt Ring for Mag Light*            | (1) Glock 17 Pistol                     |
| (4) Glock 17 Magazines*                 | (1) Folding Pocket Knife*               |
| (1) Bullet Resistant Vest*              |   |

\*All items will be used with the Class B Uniform

**Class B Uniform**

(which consists of)

- |                         |                                   |
|-------------------------|-----------------------------------|
| (3) Long Sleeve Shirts  | (1) Hat – Class B, Baseball Style |
| (3) Short Sleeve Shirts | (1) Pair of Leather Boots         |
| (3) Pairs of Pants      |                                   |

## Specialty Uniforms

If an Officers is assigned to a Specialty Unit that requires another type of uniform, he will be issued the appropriate number of uniforms required; the number of uniforms issued will be determined by the number of days per week this uniform will be worn.

\*\*\*All Patches will continue to be issued by the City on an as needed basis.

2. The City agrees to provide each Officer with an annual Uniform and Equipment replacement allowance of \$600.00 for the purchase and replacement of uniforms. Officers may use this allowance to replace equipment, upgrade equipment, tailor equipment, etc. Payment will be made to the Officer, after the Officer has submitted a signed voucher. If the Officer turns in receipts that meet or exceed \$600.00 for any of the equipment (listed above), equipment upgrades or tailoring, he will receive a voucher in the amount of \$600.00, non-taxed. However, if the Officer does not turn in receipts, the voucher will be taxed as per state law. If the Officer turns in receipts that do not meet or exceed \$600.00, the receipt portion will not be taxed but the remaining portion will be as per state law. All receipts must be turned in to the appropriate authority before November 1<sup>st</sup> of each year.

3. The City agrees that if an Officer suffers the loss of an initial issue item due to seizure by the Cumberland County Prosecutor's Office or any other law enforcement entity due to an ongoing investigation, the City shall replace those items.

4. The City agrees that any items or equipment deemed mandatory but not specified in the initial issue shall be supplied by the City.

5. The City agrees that any Officer suffering the loss of an initially issued item or equipment during legitimate police activity will replace said loss. The City will place an order within five (5) business days to assure the lost or damaged equipment will be replaced in a timely fashion. The item/equipment must be of equal or better quality.

6. The City agrees that if there is an intention to change from Class B uniforms (which is the standard) to Class A uniforms than, Article 37 shall be renegotiated between the City and Association prior to any changes the City may request.

7. The City agrees to provide a new bulletproof vest to all Officers upon his/her gainful employment. All vests will be examined for manufacturer's defects due to wear and tear by the Department's firearms supervisor and replaced if deemed to be unsafe. No used or pre-owned vests will be distributed to an employee by mandate. An employee may agree to use a used or pre-owned vest until a new vest has been ordered and/or delivered. Vests should meet all safety standards established by state law or manufacturers standards.

B. Vehicles

Any police vehicle deemed by the Chief of Police and confirmed by the Department of Public Works to be unsafe and not fit for use by police, shall be either repaired or replaced, making it safe and fit for police use, as soon as reasonable and practical. This is to include all vehicles damaged beyond repair due to motor vehicle accidents in the performance of the Officer's duty.

**38. LEGAL REPRESENTATION**

In accordance with N.J.S.A. 40A:14-155., whenever an Employee covered by this Agreement is a defendant in any action or legal proceeding arising out of and directly related to the lawful exercise of Police powers in the furtherance of his official duties, the City shall provide said Employee with the necessary means for the defense of such action or proceeding. If an Employee utilizes counsel other than that supplied by the City, the fees and costs shall be agreed upon by the attorney and the City prior to the attorney performing such services.

The above does not apply for the defense of an Employee in a disciplinary proceeding instituted against him by the City or in criminal proceedings instituted because of a complaint on

behalf of the City. If any such disciplinary or criminal proceeding instituted by or on complaint of the City shall be dismissed or finally determined in favor of the Employee, he shall be reimbursed for the expense of his defense.

### **39. WORKERS' COMPENSATION**

Any officer injured in the line of duty shall receive the workers' compensation rate as determined by the City's rules and regulations. Additionally, the Employer shall pay the injured officer the difference between their normal rate of pay and the amount received from workers' compensation.

### **40. LEAVE OF ABSENCE WITHOUT PAY**

A. A permanent full-time employee who has worked for the City for a minimum of twelve (12) consecutive months may request leave without pay for a period not exceeding three (3) months during a fiscal year for specific personal reasons, or other reasons deemed in the best interest of the City.

B. Applications for leave without pay must be submitted in advance, in writing, to the employee's Department Head, stating the employee's reason for requesting such leave and containing a statement that they intend to return to the City's service after expiration of such leave. The leave request must be recommended by the Department Head and City Business Administrator and approved by the Mayor. A leave of absence without pay shall not be considered for approval if the employee has paid leave available to utilize.

C. Any leave of absence without pay granted in this Article shall be in accordance with the Federal Family Medical Leave Act (FMLA) and/or the Family Leave Act (FLA) and shall not be in addition to those regulations.

D. 1. A leave of absence without pay not exceeding three (3) months shall be

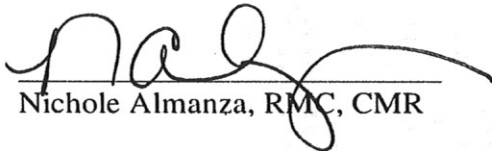
granted for maternity leave purposes.

2. Upon written request and certification from the employee's physician that additional time is needed, the City, in its sole discretion, may extend maternity leave beyond three (3) months.

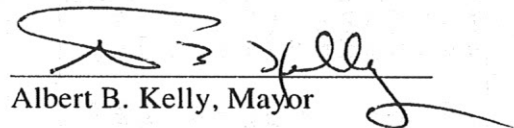
E. During the period of a leave of absence without pay, an employee shall not continue to accrue seniority, but shall not lose any seniority already accrued. An employee shall not accrue vacation, sick or personal time during the leave of absence without pay.

IN WITNESS WHEREOF, the parties hereto have hereunto cause these presents to be signed on the day and year first above mentioned.

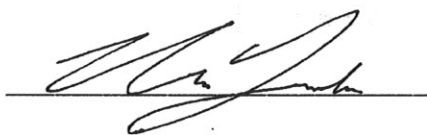
**ATTEST:**

  
Nichole Almanza, RMC, CMR


**CITY OF BRIDGETON**

  
Albert B. Kelly, Mayor

**ATTEST:**



**BRIDGETON POLICE, PBA LOCAL #94**

  
Brent Bodine, President

Academy	steps 1-15		1,300		2,600	
	Base incr	20 to 21 'step incr	2021 Base	2021 Assoc	2021 Bachelor	2021 Bachelor
1	4.25%	13.10%	41,721	43,021	44,321	45,621
2	4.25%	12.41%	45,262	46,562	47,862	49,162
3	4.25%	11.82%	48,803	50,103	51,403	52,703
4	4.26%	11.31%	52,344	53,644	54,944	56,244
5	4.26%	10.86%	55,885	57,185	58,485	59,785
6	4.26%	10.47%	59,426	60,726	62,026	63,326
7	4.26%	10.12%	62,967	64,267	65,567	66,867
8	4.26%	9.81%	66,508	67,808	69,108	70,408
9	4.26%	9.53%	70,049	71,349	72,649	73,949
10	4.26%	9.28%	73,590	74,890	76,190	77,490
11	4.26%	9.05%	77,131	78,431	79,731	81,031
12	4.26%	8.84%	80,672	81,972	83,272	84,572
13	4.26%	8.64%	84,213	85,513	86,813	88,113
14	4.25%	8.43%	87,754	89,054	90,354	91,654
15	6.86%	6.86%	91,295	92,595	93,895	95,195

Academy	steps 1-15		1,300		2,600	
	21 to 22 'step incr	2.50% Step Increase	2022 Base	2022 Assoc	2022 Bachelor	2022 Bachelor
1	11.20%		42,764	44,064	45,364	46,664
2	10.52%		46,305	47,605	48,905	50,205
3	9.94%		50,023	51,323	52,623	53,923
4	9.43%		53,653	54,953	56,253	57,553
5	9.00%		57,282	58,582	59,882	61,182
6	8.61%		60,912	62,212	63,512	64,812
7	8.26%		64,541	65,841	67,141	68,441
8	7.96%		68,171	69,471	70,771	72,071
9	7.68%		71,800	73,100	74,400	75,700
10	7.43%		75,430	76,730	78,030	79,330
11	7.21%		79,059	80,359	81,659	82,959
12	7.00%		82,689	83,989	85,289	86,589
13	6.81%		86,318	87,618	88,918	90,218
14	6.60%		89,948	91,248	92,548	93,848
15	5.06%		93,577	94,877	96,177	97,477

Academy	steps 1-15		1,300		2,600	
	22 to 23 'step incr	2.50% Step Increase	2023 Base	2023 Assoc	2023 Bachelor	2023 Bachelor
1	11.20%		43,833	45,133	46,433	47,733
2	10.52%		47,554	48,854	50,154	51,454
3	9.94%		51,274	52,574	53,874	55,174
4	9.43%		54,994	56,294	57,594	58,894
5	9.00%		58,714	60,014	61,314	62,614
6	8.61%		62,434	63,734	65,034	66,334
7	8.26%		66,154	67,454	68,754	70,054
8	7.96%		69,874	71,174	72,474	73,774
9	7.68%		73,594	74,894	76,194	77,494
10	7.43%		77,314	78,614	79,914	81,214
11	7.21%		81,034	82,334	83,634	84,934
12	7.00%		84,754	86,054	87,354	88,654
13	6.81%		88,474	89,774	91,074	92,374
14	6.60%		92,194	93,494	94,794	96,094
15	5.06%		95,914	97,214	98,514	99,814

Academy	steps 1-15		1,300		2,600	
	23 to 24 'step incr	3.00% Step Increase	2024 Base	2024 Assoc	2024 Bachelor	2024 Bachelor
1	11.74%		45,148	46,448	47,748	49,048
2	11.06%		48,981	50,281	51,581	52,881
3	10.47%		52,814	54,114	55,414	56,714
4	9.97%		56,647	57,947	59,247	60,547
5	9.53%		60,480	61,780	63,080	64,380
6	9.14%		64,313	65,613	66,913	68,213
7	8.79%		68,146	69,446	70,746	72,046
8	8.48%		71,979	73,279	74,579	75,879
9	8.21%		75,812	77,112	78,412	79,712
10	7.95%		79,645	80,945	82,245	83,545
11	7.73%		83,478	84,778	86,078	87,378
12	7.52%		87,311	88,611	90,111	91,411
13	7.33%		91,144	92,444	93,744	95,044
14	7.12%		94,977	96,277	97,577	98,877
15	5.57%		98,810	100,110	101,410	102,710

Academy	Officer		2024	
	2022	2023	2023	2024
1	42,764	43,833	45,148	46,448
2	46,394	47,554	48,981	50,281
3	50,023	51,274	52,812	54,112
4	53,653	54,994	56,644	57,944
5	57,282	58,714	60,475	61,775
6	60,912	62,435	64,308	65,608
7	64,541	66,155	68,140	69,440
8	68,171	69,875	71,971	73,271
9	71,800	73,595	75,803	77,103
10	75,430	77,316	79,635	80,935
11	79,059	81,035	83,466	84,766
12	82,689	84,756	87,299	88,599
13	86,318	88,476	91,130	92,430
14	89,948	92,197	94,963	96,263
15	93,577	95,885	98,762	100,062

Academy	Associates		2023		2024	
	2022	2023	2023	2024	2024	2024
1	44,064	45,133	46,448	47,748	49,048	50,348
2	47,694	48,854	50,281	51,581	52,881	54,181
3	51,323	52,574	54,112	55,412	56,712	58,012
4	54,953	56,294	57,944	59,244	60,544	61,844
5	58,582	60,014	61,775	63,080	64,380	65,680
6	62,212	63,735	65,034	66,334	67,634	68,934
7	65,841	67,455	69,440	70,740	72,040	73,340
8	69,471	71,175	73,271	74,571	75,871	77,171
9	73,100	74,895	76,195	77,495	78,795	80,095
10	76,730	78,616	80,935	82,235	83,535	84,835
11	80,359	82,335	84,766	86,066	87,366	88,666
12	83,989	86,056	88,599	90,106	91,406	92,706
13	87,618	89,776	92,430	93,730	95,030	96,330
14	91,248	93,497	96,263	97,563	98,863	100,163
15	94,877	97,185	99,882	100,882	102,182	103,482

Academy	Bachelor		2023		2024	
	2022	2023	2023	2024	2024	2024
1	45,364	46,433	47,748	48,948	50,148	51,348
2	48,994	50,154	51,581	52,781	53,981	55,181
3	52,623	53,874	55,412	56,612	57,812	59,012
4	56,253	57,594	59,244	60,444	61,644	62,844
5	60,000	61,314	63,075	64,375	65,675	66,975
6	63,512	65,035	66,908	68,208	69,508	70,808
7	67,141	68,755	70,740	72,040	73,340	74,640
8	70,771	72,475	74,571	75,871	77,171	78,471
9	74,400	76,195	78,403	79,703	81,003	82,303
10	78,030	79,916	82,235	83,535	84,835	86,135
11	81,659	83,635	85,535	87,511	89,487	91,463
12	85,289	87,356	89,899	91,775	93,651	95,527
13	88,918	91,076	93,730	95,632	97,484	99,236
14	92,548	94,797	97,563	99,719	101,641	103,563
15	96,177	98,485	100,882	102,530	104,382	106,230



Academy	steps 1-15 1,300 2,600				steps 1-15 1,300 2,600				steps 1-15 1,300 2,600				steps 1-15 1,300 2,600			
	4.26% avg excl 15				2.50% Step Increase				2.50% Step Increase				3.00% Step Increase			
	Base inc 20 to 21	'step inc	2021 Base	2021 Assoc	2021 Bachelor	21 to 22 'step inc	2022 Base	2022 Assoc	2022 Bachelor	22 to 23 'step inc	2023 Base	2023 Assoc	2023 Bachelor	23 to 24 'step inc	2024 Base	2024 Assoc
1	4.25%	41,721	43,021	44,321	11.20%	42,764	44,064	45,364	11.20%	43,833	45,133	46,433	11.74%	45,148	46,448	47,748
2	4.25%	45,262	46,562	47,862	10.52%	46,394	47,694	48,994	10.52%	47,554	48,854	50,154	11.06%	48,981	50,281	51,581
3	4.25%	48,803	50,103	51,403	9.94%	50,023	51,323	52,623	9.94%	51,274	52,574	53,874	10.47%	52,812	54,112	55,412
4	4.26%	52,344	53,644	54,944	9.43%	53,653	54,953	56,253	9.43%	54,994	56,294	57,594	9.97%	56,644	57,944	59,244
5	4.26%	55,885	57,185	58,485	9.00%	57,282	58,582	59,882	9.00%	58,714	60,014	61,314	9.53%	60,475	61,775	63,075
6	4.26%	59,426	60,726	62,026	8.61%	60,912	62,212	63,512	8.61%	62,435	63,735	65,035	9.14%	64,308	65,608	66,908
7	4.26%	62,967	64,267	65,567	8.26%	64,541	65,841	67,141	8.26%	66,155	67,455	68,755	8.79%	68,140	69,440	70,740
8	4.26%	66,508	67,808	69,108	7.96%	68,171	69,471	70,771	7.96%	69,875	71,175	72,475	8.48%	71,971	73,271	74,571
9	4.26%	70,049	71,349	72,649	7.68%	71,800	73,100	74,400	7.68%	73,595	74,895	76,195	8.21%	75,803	77,103	78,403
10	4.26%	73,590	74,890	76,190	7.43%	75,430	76,730	78,030	7.43%	77,316	78,616	79,916	7.95%	79,635	80,935	82,235
11	4.26%	77,131	78,431	79,731	7.21%	79,059	80,359	81,659	7.21%	81,035	82,335	83,635	7.73%	83,466	84,766	86,066
12	4.26%	80,672	81,972	83,272	7.00%	82,689	83,989	85,289	7.00%	84,756	86,056	87,356	7.52%	87,299	88,599	89,899
13	4.26%	84,213	85,513	86,813	6.81%	86,318	87,618	88,918	6.81%	88,476	89,776	91,076	7.33%	91,130	92,430	93,730
14	4.25%	87,754	89,054	90,354	6.60%	89,948	91,248	92,548	6.60%	92,197	93,497	94,797	7.12%	94,963	96,263	97,563
15	6.86%	91,264	92,564	93,864	5.06%	93,546	94,846	96,146	5.06%	95,885	97,185	98,485	5.57%	98,762	100,062	101,362
		93,546	94,846	96,146		95,885	97,185	98,485		98,282	99,582	100,882		101,230	102,530	103,830

Academy	steps 1-15 1,300 2,600				steps 1-15 1,300 2,600				steps 1-15 1,300 2,600				steps 1-15 1,300 2,600			
	2.50% Step Increase				2.50% Step Increase				2.50% Step Increase				3.00% Step Increase			
	Base inc 20 to 21	'step inc	2021 Base	2021 Assoc	2021 Bachelor	21 to 22 'step inc	2022 Base	2022 Assoc	2022 Bachelor	22 to 23 'step inc	2023 Base	2023 Assoc	2023 Bachelor	23 to 24 'step inc	2024 Base	2024 Assoc
1	4.25%	41,721	43,021	44,321	11.20%	42,764	44,064	45,364	11.20%	43,833	45,133	46,433	11.74%	45,148	46,448	47,748
2	4.25%	45,262	46,562	47,862	10.52%	46,394	47,694	48,994	10.52%	47,554	48,854	50,154	11.06%	48,981	50,281	51,581
3	4.25%	48,803	50,103	51,403	9.94%	50,023	51,323	52,623	9.94%	51,274	52,574	53,874	10.47%	52,812	54,112	55,412
4	4.26%	52,344	53,644	54,944	9.43%	53,653	54,953	56,253	9.43%	54,994	56,294	57,594	9.97%	56,644	57,944	59,244
5	4.26%	55,885	57,185	58,485	9.00%	57,282	58,582	59,882	9.00%	58,714	60,014	61,314	9.53%	60,475	61,775	63,075
6	4.26%	59,426	60,726	62,026	8.61%	60,912	62,212	63,512	8.61%	62,435	63,735	65,035	9.14%	64,308	65,608	66,908
7	4.26%	62,967	64,267	65,567	8.26%	64,541	65,841	67,141	8.26%	66,155	67,455	68,755	8.79%	68,140	69,440	70,740
8	4.26%	66,508	67,808	69,108	7.96%	68,171	69,471	70,771	7.96%	69,875	71,175	72,475	8.48%	71,971	73,271	74,571
9	4.26%	70,049	71,349	72,649	7.68%	71,800	73,100	74,400	7.68%	73,595	74,895	76,195	8.21%	75,803	77,103	78,403
10	4.26%	73,590	74,890	76,190	7.43%	75,430	76,730	78,030	7.43%	77,316	78,616	79,916	7.95%	79,635	80,935	82,235
11	4.26%	77,131	78,431	79,731	7.21%	79,059	80,359	81,659	7.21%	81,035	82,335	83,635	7.73%	83,466	84,766	86,066
12	4.26%	80,672	81,972	83,272	7.00%	82,689	83,989	85,289	7.00%	84,756	86,056	87,356	7.52%	87,299	88,599	89,899
13	4.26%	84,213	85,513	86,813	6.81%	86,318	87,618	88,918	6.81%	88,476	89,776	91,076	7.33%	91,130	92,430	93,730
14	4.25%	87,754	89,054	90,354	6.60%	89,948	91,248	92,548	6.60%	92,197	93,497	94,797	7.12%	94,963	96,263	97,563
15	6.86%	91,264	92,564	93,864	5.06%	93,546	94,846	96,146	5.06%	95,885	97,185	98,485	5.57%	98,762	100,062	101,362
		93,546	94,846	96,146		95,885	97,185	98,485		98,282	99,582	100,882		101,230	102,530	103,830

Academy	Officer				Bachelor			
	2022	2023	2024	2024	2022	2023	2024	2024
1	42,764	43,833	45,148	46,448	45,364	46,433	47,748	47,748
2	46,394	47,554	48,981	50,281	48,994	50,154	51,581	51,581
3	50,023	51,274	52,812	54,112	52,623	53,874	55,412	55,412
4	53,653	54,994	56,644	57,944	56,253	57,594	59,244	59,244
5	57,282	58,714	60,475	61,775	59,882	61,314	63,075	63,075
6	60,912	62,435	64,308	65,608	63,512	65,035	66,908	66,908
7	64,541	66,155	68,140	69,440	67,141	68,755	70,740	70,740
8	68,171	69,875	71,971	73,271	70,771	72,475	74,571	74,571
9	71,800	73,595	75,803	77,103	74,400	76,195	78,403	78,403
10	75,430	77,316	79,635	80,935	78,030	79,916	82,235	82,235
11	79,059	81,035	83,466	84,766	81,659	83,635	86,066	86,066
12	82,689	84,756	87,299	88,599	85,289	87,356	89,899	89,899
13	86,318	88,476	91,076	92,430	88,918	91,076	93,730	93,730
14	89,948	92,197	94,963	96,263	92,548	94,797	97,563	97,563
15	93,546	95,885	98,762	100,062	96,146	98,485	101,362	101,362
	95,885	98,282	101,230	102,530	98,485	100,882	103,830	103,830

Academy	Associates				Bachelor			
	2022	2023	2024	2024	2022	2023	2024	2024
1	44,064	45,133	46,448	46,448	45,364	46,433	47,748	47,748
2	47,694	48,854	50,281	50,281	48,994	50,154	51,581	51,581
3	51,323	52,574	54,112	54,112	52,623	53,874	55,412	55,412
4	54,953	56,294	57,944	57,944	56,253	57,594	59,244	59,244
5	58,582	60,014	61,775	61,775	59,882	61,314	63,075	63,075
6	62,212	63,735	65,608	65,608	63,512	65,035	66,908	66,908
7	65,841	67,455	69,440	69,440	67,141	68,755	70,740	70,740
8	69,471	71,175	73,271	73,271	70,771	72,475	74,571	74,571
9	73,100	74,895	77,103	77,103	74,400	76,195	78,403	78,403
10	76,730	78,616	80,935	80,935	78,030	79,916	82,235	82,235
11	80,359	82,335	84,766	84,766	81,659	83,635	86,066	86,066
12	83,989	86,056	88,599	88,599	85,289	87,356	89,899	89,899
13	87,618	89,776	92,430	92,430	88,918	91,076	93,730	93,730
14	91,248	93,497	96,263	96,263	92,548	94,797	97,563	97,563
15	94,846	97,185	100,062	100,062	96,146	98,485	101,362	101,362
	97,185	99,582	102,530	102,530	98,485	100,882	103,830	103,830

Academy	Officer				Bachelor			
	2022	2023	2024	2024	2022	2023	2024	2024
1	42,764	43,833	45,148	46,448	45,364	46,433	47,748	47,748
2	46,394	47,554	48,981	50,281	48,994	50,154	51,581	51,581
3	50,023	51,274	52,812	54,112	52,623	53,874	55,412	55,412
4	53,653	54,994	56,644	57,944	56,253	57,594	59,244	59,244
5	57,282	58,714	60,475	61,775	59,882	61,314	63,075	63,075
6	60,912	62,435	64,308	65,608	63,512	65,035	66,908	66,908
7	64,541	66,155	68,140	69,440	67,141	68,755	70,740	70,740
8	68,171	69,875	71,971	73,271	70,771	72,475	74,571	74,571
9	71,800	73,595	75,803	77,103	74,400	76,195	78,403	78,403
10	75,430	77,316	79,635	80,935	78,030	79,916	82,235	82,235
11	79,059	81,035	83,466	84,766	81,659	83,635	86,066	86,066
12	82,689	84,756	87,299	88,599	85,289	87,356	89,899	89,899
13	86,318	88,476	91,076	92,430	88,918	91,076	93,730	93,730
14	89,948	92,197	94,963	96,263	92,548	94,797	97,563	97,563
15	93,546	95,885	98,762	100,062	96,146	98,485	101,362	101,362
	95,885	98,282	101,230	102,530	98,485	100,882	103,830	103,830

