

COLLECTIVE NEGOTIATIONS AGREEMENT

Between

BOROUGH OF DUMONT

- And -

PATROLMEN'S BENEVOLENT ASSOCIATION

(PBA) Local 377 (Dumont Unit)

JANUARY 1, 2022 through DECEMBER 31, 2024

Table of Contents

	PAGE
Preamble	1
Article 1 - Police Officers Basic Rights.....	1
Article 2 - Exclusivity of PBA Representation.....	1
Article 3 - Personal Equipment.....	2
Article 4 - Existing Law.....	2
Article 5 - PBA Recognition.....	2
Article 6 - PBA Representatives	2
Article 7 - Rights of Police Officers	3
Article 8 - Data for Future Bargaining.....	4
Article 9 - Salaries	4
Article 10 - Work Day, Work Week and Overtime	5
Article 11 - Hourly Rate	6
Article 12 - Court Time.....	6
Article 13 - Training Pay	6
Article 14 - Standby Time.....	7
Article 15 - Recall.....	7
Article 16 - Shift Change	7
Article 17 - Longevity.....	7
Article 18 - Uniforms.....	9
Article 19 - PBA Representatives	9
Article 20 - Vacations	10
Article 21 - Personal Leave.....	11
Article 22 - Holidays.....	12
Article 23 - Sick Leave	12
Article 24 - Work Incurred Injury.....	12
Article 25 - Bereavement Leave	13
Article 26 – Leave of Absence.....	14
Article 27 - Medical Coverage.....	14
Article 28 - Life Insurance.....	15

Article 29 - Bulletin Board	15
Article 30 - Ceremonial Activities.....	16
Article 31 - Personnel Files.....	16
Article 32 - Military Leaves.....	16
Article 33 - Night Differential	16
Article 34 - Pension	17
Article 35 - Grievance Procedure	17
Article 36 - Savings	19
Article 37 - Management Rights.....	20
Article 38 - Off-Duty Police Action	21
Article 39 - Mileage Allowance.....	21
Article 40 - Maternity Leave.....	21
Article 41 - Safety and Health	21
Article 42 - Yearly Calendar.....	21
Article 43 - No Waiver	22
Article 44 - Uniform Regulations	22
Article 45 - Terminal Leave.....	22
Article 46 - Seniority	23
Article 47 - In-Service Training.....	23
Article 48 - Term of Contract	24
Article 49 - Agency Shop and Dues Deduction.....	24
Article 50 - Tour Commander Pay.....	24
Article 51 - Term of Renewal	25
APPENDIX A - SALARY GUIDE	1
APPENDIX B - SAMPLE WORK SCHEDULE.....	4

Preamble

This agreement originally entered into on January 1, 2022, is made by and between the Borough of Dumont, a body politic and Corporation of the State of New Jersey (hereinafter the “employer”), and Patrolmen Benevolent Association (PBA) Local 377 (Dumont Unit) (hereinafter the “PBA”) will terminate, as extended, on December 31, 2024.

WITNESSETH:

WHEREAS, the Employer and the PBA recognized that it would be to the benefit of both parties to promote mutual understanding and foster a harmonious relationship between the parties to the end that continuous and efficient service will be rendered to and by both parties;

NOW, THEREFORE, it is agreed as follows:

Article 1

Police Officers Basic Rights

- A. Pursuant to Chapter 303, Public Laws 1986, the Employer hereby agrees that every police officer shall have the right freely to organize, join and support the PBA and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a body exercising governmental power under the Laws of the State of New Jersey, the Employer undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce a police officer in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968, or other Laws of the State of New Jersey or the Constitutions of the State of New Jersey and the United States of America.
- B. The Employer further agrees that it shall not discriminate against a police officer with respect to hours, wages, or any terms or conditions of employment by reason of the police officer’s membership in the PBA and its affiliates and or the police officer’s participation in any activities of the PBA and its affiliates, or collective negotiations with the Employer, or the institution of any grievance, complaints or proceedings under this Agreement or otherwise with respect to any terms or conditions of employment, as prescribed by Statutes of the State of New Jersey.

Article 2

Exclusivity of PBA Representation

The Employer agrees that it will not enter into any contract or memorandum of agreement with anyone but recognized PBA Local 377 (Dumont Unit) only with regard to the categories of personnel covered by the said memorandum of agreement during the terms of this Agreement.

Article 3
Personal Equipment

If the item of personal equipment is list of damaged during the course of a police officer's police action, the police officer shall be reimbursed for the same up to a maximum of \$350 upon proof of the cost of the item. Said reimbursement shall not apply to items which are lost or damaged due to the willful and/or negligent actions of the police officer.

Article 4
Existing Law

The provisions of this Agreement shall be subject to and subordinate to, and shall not annul or modify existing applicable provisions of State or Federal laws.

Article 5
PBA Recognition

- A. The Employer recognizes PBA Local 377 (Dumont Unit) only as the exclusive bargaining representatives for the purpose of collective negotiations with respect to all negotiable items of employment of police officers employed by the Employer's Police Department, except those police officers specifically excluded herein, i.e. the Chief of Police.
- B. No police officer shall be compelled to join the PBA, but shall the option to voluntarily join the PBA. The PBA shall advise the Borough, in writing, within thirty (30) calendar days following the election of PBA representative/alternates, the names and addresses of the representative(s) and alternate(s) and notify the Employer of any changes during the twelve (12) months between such election.
- C. The term "police offer" as used herein shall be defined to include the plural as well as the singular, and to include females as well as males.

Article 6
PBA Representatives

- A. The Employer recognizes the right of the PBA to designate representatives within the Department and alternates for the enforcement of this Agreement, provided they are members of the Dumont Police Department.
- B. The PBA shall furnish the Employer in writing with the names of the representatives and alternates and notify the Employer of any Changes.
- C. The authority of the representatives and alternates so designated by the PBA shall be limited to, and shall not exceed the following duties and activities:

1. Investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement; and
 2. The transmission of messages and information which shall originate with, and is authorized by, the PBA or its officers.
- D. The designated PBA representative shall be granted time with pay during working hours to investigate and seek to settle formal grievances and to attend all meetings and conferences on collective negotiations with Employer officials.

Article 7
Rights of Police Officers

- A. Members of the Force hold a unique status as public officers in that the nature of their office and employment involves the exercise of a portion of the police power of the municipality.
- B. The security of the community depends to a great extent on the manner in which police officers perform their duty, and employment is this in the nature of a public trust.
- C. The wide-ranging powers and duties given to the Department and its members involve them in all manner of contacts and relationships with the public.
- D. Out of these contacts may come questions concerning the actions of the members of the Force.
- E. These questions may require investigation by superior officers designated by the Chief of Police.
- F. An investigation shall be conducted in the following manner:
1. Interview of a member of the Force shall be at a reasonable hour, preferably when the member of the Force is on duty, unless exigencies of the interview dictate otherwise, in which event reassignment of the member of the force should be employed. If any time is lost, the member of the Force shall be compensated.
 2. Interviews shall take place at a location designated by the Chief of Police. Usually, it will be at Police Headquarters or the location where the incident allegedly occurred.
 3. A member of the Force shall be informed of the nature of the interview before the interview commences. Including the name of the complainant. Sufficient information to reasonably apprise the member of the allegations should be provided. If it is known that the member of the Force is being interviewed as a witness only, he/she should be so informed at the initial contact.

4. Questioning shall be reasonable in length. Reasonable respites shall be allowed. Time shall be provided for personal necessities, meals, telephone calls and rest periods as are reasonably necessary.
5. A member of the force shall not be subject to offensive language, nor shall he or she be threatened transfer, dismissal or other disciplinary punishment. No promise of reward shall be made as an inducement to answering questions.
6. The complete interview of a member of the Force shall be recorded mechanically or by the Department stenographer. There will be no "off the record" questions. Recesses called during the questioning shall be recorded.
7. If a member of the Force is under arrest or is likely to be, i.e. if he or she is a suspect or the target of a criminal investigation, he or she shall be given his or her rights pursuant to the current decisions of the United States Supreme Court.
8. In all cases, and at every state of the proceeding, in the interest of maintaining the usual high morale of the Force, the Department shall afford the opportunity to a member of the Force, if he or she so requests, to consult with counsel, and/or his or her PBA representative before being questioned concerning a violation of the Police Department Rules and Regulations during the interview.

Article 8
Data for Future Bargaining

- A. The Employer agrees to make available to the PBA all relevant data that the PBA may require to bargain collectively.
- B. The relevant data noted above shall include, but shall not be limited to, such items as salaries and benefits enjoyed by other police officer groups, the costs of various insurance and other programs, information concerning overtime worked by police officers, the total number of injuries on duty, the total length of time lost as a result of injuries on duty and other data of a similar nature.
- C. The Employer shall incur no additional expense by virtue of this Article. This Article shall not apply to any attorney-client work product.

Article 9
Salaries

- A. The base salaries of police officers covered by this Agreement are contained, as amended, in Appendix A.
- B. The base annual salary for the period covered by this Agreement shall, along with other economic items, be deemed payable as of January 1, 2022.

- C. All officers assigned as a Detective on or after 12/1/21, will receive an increase in base pay of \$4,000 per year over their patrol officer salary step for so long as they remain a detective and will not be placed on the Detective Step in the Salary Guide. All officers assigned as Detectives before 12/1/21 will remain in the Detective Step on the Salary Guide.

Article 10
Work Day, Work Week and Overtime

Effective January 1, 2010, the employees working the 6x3 schedule shall convert their schedule to a twelve (12) hour patrol shift as follows:

A. Twelve Hour Patrol Shift:

1. Each work day shall consist of twelve (12) hours.
2. Each work day will provide for two (2) thirty (30) minute meal breaks.
3. A maximum of four (4) hours overtime may be worked if it is prior to or immediately following (continuous to) an Officer's shift.
4. Each officer will have a minimum of at least eight (8) hours off before and after an assigned shift. This shall also apply to all non-mandatory overtime.
5. The work schedule will consist of the following: 2 on 2 off, 3 on 2 off, 2 on 3 off. See Appendix B for sample work chart. Shift schedule shall be as follows: Day shift 0600 – 1800 hours, Night shift 1800 – 0600 hours.
6. Each officer working the twelve (12) hour schedule will receive one hundred and eight (108) schedule adjustment hours per (Kelly Time). The schedule adjustment hours must be used within the calendar year or they will be lost, as modified herein.
7. Officers who are unavailable to use the schedule adjustment hours as a result of workmen's compensation or military leave will be permitted to carry said hours until their return to work. Upon their return, affected officers shall be required to use the schedule adjustment hours within the first one hundred and twenty (120) calendar days of their return or they shall be lost.
8. Work in excess of the officer's basic work schedule (whichever they are working) or their tour of duty (whichever they are working) shall be considered overtime and paid at the rate of time and one-half (1 ½).

B. Officers Not Assigned to the Twelve-Hour Schedule

Police Officers not assigned to the Patrol Division twelve (12) hour schedule shall be assigned to another schedule by the Chief of Police and shall work a schedule that will not exceed 2080 hours in a calendar year.

Article 11 **Hourly Rate**

To compute the base hourly rate of a police officer for overtime and other purposes, the police officer's annual base salary, annual longevity payment, and annual holiday pay shall be added together and that sum divided by two thousand eighty (2080) hours.

Article 12 **Court Time**

- A. Court Time, As referred to in this Article, shall consist of time, excluding regular tours of duty, during which a police officer covered under this Agreement shall be required to attend Municipal Court, County Court, Superior Court or Grand Jury proceedings or proceedings in other Courts or Administrative bodies. The provisions of this Article shall not apply to court appearances involving the employee's discipline. If you are a subpoenaed witness, he/she is compensated. If the employee is the target/subject of litigation he/she will not be entitled to compensation. If a Third-Party Subpoena is issued to a member, compensation should be paid by the party issuing the subpoena.
- B. Such required court time is considered overtime and shall be compensated at time and one half (1 ½).
- C. When a police officer covered under this Agreement is required to travel to and from the Courts or Administrative bodies noted in this Article, the travel time shall be considered and included in the computation of the amount of overtime to which the police officer is entitled; provided, however, that such travel time is computed between the Employer's Police Headquarters and pertinent Court or Administrative body.
- D. The amount of overtime to which a police officer may be entitled under this Article shall be the actual time required, including waiting time in a Court or Administrative body, together with applicable travel time; provided, however, that the police officer entitlements to overtime under this Article shall not be less than two (2) hours of overtime pay. Then minimum provisions in §D shall permit the Borough to use the employee for work matters for the entire minimum period.

Article 13

Training Pay

The employer agrees to compensate police officers covered under this Agreement at the time and one-half rate for attending required training courses, approved by the Employer, on their own time.

Article 14 **Standby Time**

Standby time shall be considered time worked if the Employer requires the police officer to remain in a fixed location.

Article 15 **Recall**

A police officer who is called back to work after having completed his regular scheduled shift shall be compensated at time and one-half straight time hourly rate of pay, the minimum guarantee of two (2) hours of work or pay in lieu thereof. The Employer reserves the right to have the employees work a full recall period if the Employer so desires.

Article 16 **Shift Changes**

- A. The Employer agrees that it will not unreasonably adjust shifts so as to avoid overtime payment to police officers covered under this Agreement, and shift changes shall not occur without giving affected police officers forty-eight (48) hours' notice.
- B. The Chief of Police or his delegate has the right to adjust shifts without providing forty-eight (48) hours' notice in cases of disaster or recognized emergency situations. Emergency as used herein shall include unusual conditions caused by any circumstances or situations, including shortages in personnel of the Police Department or Force caused by vacancies, sickness or injury, or by the taking of accrued vacation or sick leave or both, whereby the safety of the public is endangered or imperiled, as shall be determined within the sole discretion of the officer, board or official having charge of the Police Department or Force in any municipality. The Employer agrees that the adjustment of shifts provision of forty-eight (48) hours' notice will not be unreasonable or arbitrarily applied.

Article 17 **Longevity**

- A. In addition to wages and other benefits, each police officer shall be entitled to a longevity payment. This payment shall be two percent (2%) of the annual base salary for each consecutive four (4) years of municipal service for the Employer, except in no case shall the sum exceed twelve (12%) of the police officer's base salary. This sum shall be included as part of regular salary installments and be subject to retirement system deduction.
- B. Disbursements for longevity shall be paid on a biweekly basis to police officers entitled to same.
- C. The longevity schedule for police officers hired on or after October 26, 2001, shall read as follows:

Years	Percentages
9-12 years	4%
13-16 years	6%
17-20 years	8%
21-24 years	10%
25 plus years	12%

- D. The longevity schedule for police officers hired on or after January 1, 2010, shall read as follows:

Years	Percentages
0-12 years	0%
Start of 13 th year	3%
Start of 17 th year	6%
Start of 21 st year	9%
Start of 25 th year	12%

- E. The longevity schedule for police officers hired on or after January 1, 2017 shall read as follows:

Years	Percentages
0-12 years	0%
Start of 13 th year	3%
Start of 17 th year	5%
Start of 21 st year	7%
Start of 25 th year	9%

- F. The longevity schedule for police officers hired on or after January 1, 2022 shall read as follows:

Years	Percentages
--------------	--------------------

0-12 years	0%
Start of 13 th year	2%
Start of 17 th year	4%
Start of 21 st year	6%
Start of 25 th year	8%

Article 18
Uniforms

- A. Each new police officer shall receive a complete uniform from the Employer, free of charge, in lieu of clothing allowance.
- B. Thereafter, the Employer will pay each police officer, during the term of this Agreement, the sum of Nine Hundred Dollars (\$900) as a clothing allowance payable the first pay period in May. This amount shall be less all applicable deductions.
- C. This payment shall be made to plainclothes as well as uniformed police officers.
- D. If the Employer decides to change the uniform or any part thereof, it shall provide any such changed items to each police officer free of charge.
- E. Utilization of the above section shall not diminish the clothing allowance set forth in this Agreement.
- F. A police officer's uniform or personal equipment, required by the police officer in his capacity as a police officer, which may be damaged as a result of a single episode during the course of his employment, shall be replaced at the expense of the Employer with the approval of the Chief of Police and the Police Commissioner, except where such damage is caused by the negligence of the police officer.
- G. Payments made under the above section shall be in addition to the police officer's annual clothing allowance otherwise referred to in this Agreement and shall be made to the police officer within thirty (30) days of reporting of same.

Article 19
PBA Representatives

- A. The employer agrees to grant the necessary time off, without loss of pay, to one member of the PBA alternate selected by the members of the PBA, as the delegate to attend a State or National Convention of the New Jersey Policemen's Benevolent Association. Further, the Employer agrees to grant the necessary time off, without loss of pay, to the PBA representative duly designated as a State delegate to attend monthly State PBA meetings.

- B. In addition to other meetings to which the PBA representative or alternate has a right to attend, the PBA representative or alternate shall be entitled to attend three (3) additional meetings per annum.

Article 20
Vacations

- A. With the exclusion of police officers hired after January 1, 1989, present members of the Police Department shall receive annual vacations with pay according to the following service schedule:

Length of Service	Hours	12 Hour Days	8 Hour Days
Date of Hire to Six (6) Months	0 hours	0 days	0 days
Over Six (6) Month to One (1) Year	60 hours	5 days	7 days
Over One (1) Year to Five (5) Years	120 hours	10 days	15 days
Over Five (5) Years to Ten (10) Years	180 hours	15 days	22 days
Over Ten (10) Years to Fifteen (15) Years	240 hours	20 days	30 days
Over Fifteen (15) Years to Twenty (20) Years	300 hours	25 days	37 days
Over Twenty (20) Years to Twenty-Five (25) Years	360 hours	30 days	45 days
Over Twenty-Five (25) Years	420 hours	35 days	52 days

- B. The seventh (7th) week of vacation for police officers hired after January 1, 1989, eliminated.
- C. The sixth (6th) week of vacation for police officers hired after January 1, 2010, is eliminated.
- D. The fifth (5th) week of vacation for police officers hired after January 1, 2022 is eliminated.
- E. When, in any calendar year, a vacation or any part thereof is not granted by reason of pressure of police activity, the vacation period not granted shall accumulate and shall be granted during the next succeeding year with the approval of the Chief of Police or the Police Commissioner.
- F. If an employee is on vacation and becomes sufficiently ill so to require hospitalization for four (4) days or more, employees may have such period of illness and post-hospital recuperation period against sick leave, at his option upon proof of hospitalization and a physician's certificate.

- G. No employee who is on vacation shall be recalled except in the case of full mobilization of the Department by the Chief of Police to meet a clear and present danger confronting the Employer.
- H. Not more than one half of vacation time, to which each member is entitled may be taken in daily segments annually.
- I. All vacation time will be maintained and tracked by the finance department.

Article 21
Personal Leave

Effective January 1, 2017, personal leave days shall be governed by the following conditions:

- A. Each police officer shall have three (3) personal leave days per year. For purposes of this Article a police officer shall not be require to advise his or her supervisor of the reason for personal leave day.
- B. Officers must give the Chief of Police twenty-four (24) hours' notice of their intent to take a personal leave day and must receive approval from the Chief of Police to insure that the Employer has adequate personnel on hand to perform all necessary functions.
- C. To the extent allowable by law, any supplemental compensation paid to an employee upon retirement for unused personal leave days shall be paid at the employee's rate of pay on the date on which the personal day accrued, not the date on which the employee retires. It will be the responsibility of the Borough's Finance Department to keep track of these rates and to report them to the Union upon request.
 - 1) Officers hired on or after January 1, 2022 cannot bank personal time. Personal time granted shall be used or forfeited per Paragraph D.
 - 2) Officers hired after January 1, 2017 and before January 1, 2022 can bank up to \$2,500.00 of accrued personal time.
 - 3) Officers hired prior to January 1, 2017 can bank up to \$5,000.00 of accrued personal time.
 - 4) Notwithstanding the cap in paragraphs C.2. and C.3. above, any officer hired prior to January 1, 2022 whose personal time bank as of 12/1/21 exceeds the personal time caps as set forth in those paragraphs, will have their current accrued leave time frozen at its current number, up to a maximum of \$10,000.00. Any accrued amount in excess of this amount must be used prior to retirement and will not be available for payout at retirement.

5) Officers will be paid for their accrued leave at retirement after twenty-five (25) years with the Borough based on the caps set forth above.

D. As set forth in Subsection A of this Article, all officers will receive three (3) personal days per year. Effective January 1, 2022, officers hired after this date will not be able to bank unused personal days; they must be used or they will be forfeited. Current officers may bank personal days up to the caps in Paragraph C. Officers who, as of 12/31/21, have banked personal days above the caps in Paragraph C, may use days in their bank if they need to use more than three (3) granted days in a calendar year.

Article 22 **Holidays**

A. Police officers covered under this Agreement shall be entitled to receive thirteen (13) paid holidays per year.

B. The holidays for which the members are entitled to be paid are as follows:

- New Year's Day
- Martin Luther King Jr.'s Birthday
- Lincoln's Birthday
- Washington's Birthday
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Election Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

Article 23 **Sick Leave**

A. All employees shall receive twelve (12) sick days annually through the year in which top step salary is reached and 15 days thereafter.

B. All sick leaves will be identified for scheduling purposes as days rather than hours.

Article 24 **Work Incurred Injury**

- A. When a police officer covered under this Agreement suffers a work connected injury or disability, the Employer shall continue police officer at full pay during the continuance of the police officer's inability to work. During this period of time, temporary disability benefits accruing under the provisions of the Workers Compensation Act shall be paid over to the Employer.
- B. A police officer shall be required to present evidence by a certificate of a responsible physician that he or she is unable to work, and the Employer may reasonably require the police officer to present such certificates from time to time.
- C. In the event a police officer contends that he or she is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the Employer or by its insurance carrier then in that event, the burden shall be upon the police officer to establish such additional period of disability by obtaining a judgment in the Division of Workers Compensation by the final decision of the last reviewing court. The decision or judgement shall be binding upon the parties.
- D. For the purpose of this Article, injury or illness incurred while police officers are acting under the Employers authorized activity shall be considered in the line of duty.
- E. In the event a dispute arises as to whether an absence should be computed or designated as sick leave or as an injury on duty, the parties agree to be bound by the decision of the Workers Compensation judgment or, if there is an appeal there from, by the final decision of the last reviewing court.
- F. An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be construed as sick leave or a sick leave occasion under the terms of the sick leave policy heretofore agreed upon between the parties.

Article 25
Bereavement Leave

- A. A permanent full-time police officer covered under this Agreement shall be entitled to three (3) days leave with pay upon the death of a member of the police officer's immediate family.
- B. The immediate family shall include children, step children, parents, step parents, brothers, step brothers, sisters, step sisters, grandparents and step grandparents of the police officer or police officer's spouse and such other relatives as may be approved by the Chief of Police or Police Commissioner.
- C. Funeral leave shall not be charged against a police officer's vacation or sick leave.

- D. An extension of absence under this article, however, may be at the police officer's option and with the consent of the Department Head, or the extension of absence may be charged against available vacation time or be taken without pay for a reasonable period.
- E. In the case of unusual circumstances not specifically covered by this Article, funeral leave may be granted or extended at the discretion of Chief of Police.

Article 26
Leave of Absence

- A. A permanent full-time police officer covered under this Agreement may be granted a leave of absence, without pay, for a period not to exceed ninety (90) working days.
- B. A police officer shall submit in writing all facts bearing on the police officer's request to the Chief of Police or designee, who shall append his own recommendations and forward the police officer's request to the governing body. The governing body shall consider each case on its merits and without establishing a precedent. The Employer will not unreasonably deny the police officer's request for a leave of absence.
- C. A leave of absence is subject to renewal, for reasons of personal illness, disability or other reasons deemed proper and approved by the Employer. Normally, renewal shall be granted only when a police officer has used his or her accumulated sick and vacation leave or leave in the case of illness, or vacation leave or leave without pay is requested for reasons other than illness.
- D. At the expiration date of a leave of absence, a police officer shall be returned to the position from which he or she was on leave.

Article 27
Medical Coverage

- A. The Employer will provide and pay for the New Jersey State Health Benefits Plan for police officers covered under this Agreement and their families. The Employer may change insurance carriers as long as substantially equivalent medical benefits are provided based on the availability of benefits. Absent an emergency, the Borough shall provide at least sixty (60) days' notice of any change in insurance carriers to the PBA before any change may be implemented, and upon request, provide the PBA with a detailed summary of the new plan as soon as possible thereafter, but no less than thirty (30) days before implementation of the new plan.
- B. Increases in premiums during the term of this Agreement shall be borne entirely by the Employer, except as subject to the provisions of §H.
- C. The Employer shall provide retiree health benefits to any police officer covered under this Agreement who retires after at least twenty-five (25) years of service for themselves and their family/eligible dependents as provided for in this Article until age sixty-five (65).

Spouses and eligible dependents shall continue to be eligible for coverage upon the retiree reaching Medicare eligibility (age 65). The spouse and eligible dependents will continue to receive coverage until the spouse reaches Medicare eligibility or the dependent children become no longer eligible under Federal Law (age 26). Medicare Part B premiums are the responsibility of the retired officer and will not be reimbursed. For orthodontic and optical reimbursement under paragraphs E and F below, the covered police officer shall submit proof of payment before reimbursement can be made

- D. The Employer shall provide full dental coverage under the family plan of the Delta Dental Plan of New Jersey, Inc. to covered police officers.
- E. Orthodontic benefits are subject to a maximum of Five Hundred Dollars (\$500). The benefits encompass individual and family plans applicable to the police officers.
- F. The Employer shall provide an optical plan with a maximum of One Hundred Dollars (\$100) per police officer, as an individual. The Treasurer will reimburse the covered police officer on submission of proof of payment.
- G. Those covered police officers not eligible to receive Medicare benefits commencing at age 65, because they or their spouses are not enrolled in Social Security, will receive an alternate equivalent plan paid for solely by the Employer. Payment will be provided through the form of reimbursement. The eligible retiree will first purchase the plan and submit proof of payment to the Employer.
- H. All employees subject to this agreement shall annually contribute 35% of the total cost of their healthcare benefits, for each year that this agreement remains in effect. All payments referenced herein are to be made by way of payroll deduction. Officers who retire on or before January 1, 2022 shall pay 1.5% of their pensionable salary toward the cost of their healthcare benefits. Any officer who retires after January 1, 2022 shall contribute, upon retirement, to the cost of their retiree medical and prescription coverage in accordance with the rates established by the Tier IV grid in P.L. 2011, Ch. 78.

Article 28 **Life Insurance**

The Employer will provide, at its own cost and expense and without cost to the police officer, life insurance policy in the face amount of Five Thousand Dollars (\$5,000) per police officer with a double indemnity provision.

Article 29 **Bulletin Board**

- A. The Employer will supply one bulletin board for the use of the PBA to be placed in a conspicuous location.

- B. The bulletin board shall be for the use of the PBA for the posting notices and bulletins pertaining to PBA business and activities or matters dealing with the welfare of the police officers.
- C. No matter may be posted without obtaining permission of the officially designated PBA representative.

Article 30
Ceremonial Activities

- A. In the event that a police officer in another Department in the State of New Jersey is killed in the line of duty, the Employer will permit a Department vehicle to be utilized by the members in the funeral service.
- B. Police Officers participating in the funeral service shall not be entitled to any compensation during the time in which they are participating in the funeral services. Unless otherwise agreed to by the Chief of Police.

Article 31
Personnel Files

- A. A separate personal history file shall be established and maintained for each police officer covered under this Agreement. Personnel files of covered police officers shall be maintained in the Office of the Chief of Police or designee.
- B. A member of the Police Department may, by appointment, review his or her personnel file, but the appointment for review must be made through the Chief of Police or designee.
- C. Whenever a written complaint concerning a police officer or his/her actions is to be placed in his personnel file, a copy shall be made available to him/her. The police officer shall be given to opportunity to rebut the written complaint if he/she so desires, and he/she shall be permitted to place such rebuttal in his personnel file.

Article 32
Military Leaves

Military leave for police officers training or serving with the National Guard or with the Armed Forces of the United States of America will be granted in accordance with the laws applying to such cases. A member for the police force shall not lose seniority due to service in the military.

Article 33
Night Differential

Each member of the bargaining unit shall receive Six Hundred Dollars (\$600) per year as night differential.

Article 34

Pension

- A. The Employer shall provide pension and retirement benefits to police officers covered under this Agreement pursuant to the provisions of the Statutes and Laws of the State of New Jersey.
- B. The Employer will pay the appropriate police retirement fund all amounts which the fund will accept on account of payments made to police officers pursuant to this Agreement.
- C. It is agreed that in the event the parties have a dispute as to whether the payment should or should not be made to the appropriate police retirement fund then, and in that event, resolution of the dispute shall be made by the appropriate fund and the parties of this Agreement agree to be bound thereby.

Article 35

Grievance Procedure

A. Definitions

- 1. The term “grievance” means a claim by a police officer that, as to him or her, there has been inequitable, improper or unjust application, interpretation, violation, modification or change of policy, agreement or administrative decision affecting the terms and conditions of his or her employment. A grievance, to be considered under the procedure, must be initiated by the police officer within fifteen (15) calendar days after the event which gave rise to the grievance.
- 2. An “aggrieved person” is the person(s) making a claim.
- 3. A “party of interest” is the person(s) making the claim, and a person who might be taken in order to resolve the claim. At level two and above, the party in interest shall include the PBA or its representative.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, solutions to problems which may from time to time arise affecting the terms and conditions of the police officer’s employment. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the proceedings.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, may be extended by mutual agreement.
2. Level One
A police officer with a grievance shall submit the grievance in writing to the Chief of Police either directly or through the PBA's designated representative, with the objective of resolving the matter informally. The Chief of Police's response to the police officer's grievance shall be in writing.
3. Level Two
If the aggrieved person is not satisfied with the disposition of his or her grievance at Level One, or if no decision has been made by the Chief of Police within five (5) working days after presentation of the grievance, the aggrieved person may file a grievance in writing with the Borough Administrator. The Administrator shall review the grievance and supporting material submitted to him or her. The Administrator shall discuss the issue with all the parties in interest present and shall render a written decision within ten (10) working days after the filing of the grievance with the Administrator.
4. Level Three
If any aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within the aforesaid ten (10) working days, the aggrieved person may appeal to the Police Committee or Mayor and Council by filing a written request that the Police Committee or Mayor and Council hear the matter. At the same time the aggrieved person files his documentation with the Mayor and Council, through the Police Committee, he or she shall give notice of such appeal to the Chief of Police and any other party in interest. The Mayor shall determine whether to schedule the hearing for an executive session at the next regular meeting of the Mayor and Council or at a special meeting of the Mayor and Council, either of which shall be no later than ten (10) working days after the date of receipt of the written decision within one (1) month from the date of the receipt of the written request.
5. Level Four – Arbitration
 - a. If no satisfactory resolution of a grievance is reached at Level Three, which alleges that there has been a violation of the express written terms of this Agreement, within twenty (20) calendar days, the grievance may be referred to the Public Employment Relations Commission for the selection of an arbitrator, pursuant to the rules of PERC. The decision of the arbitrator shall be final and binding upon the parties. General

expenses of such arbitration shall be borne equally by the parties, except that each party shall bear the expense of its own representatives and witnesses.

- b. The arbitrator shall have no authority to add or subtract from the Agreement, nor shall he have authority to rule on grievances which concerned the interpretation, application or alleged violation of the Employer's policies and administrative decisions affecting the terms and conditions of employment or of statutes and regulations setting forth the terms and conditions of employment.
- c. It is agreed between the parties that no arbitration hearing shall be held until after the expiration of at least thirty (30) days after the decision rendered by Employer's governing body or its representative on the grievance. Further, it is the intent of the parties that no matter in dispute that is subject to the review and or the decision of the Civil Service Commission of State of New Jersey, may be submitted to arbitration. The parties herein direct the arbitrator not to accept or to decide a matter in dispute that is subject to Civil Service Commission's review and decision.
- d. Nothing herein shall be construed as restricting the right of a police officer or group of police officers to present their problems or requests directly to their supervisor; or a group of police officers shall have the right at any time to present grievances to the appropriate Employer representative and to have such grievances adjusted, without the intervention of the negotiating representative, as long as the adjustment is not inconsistent with the terms of the collective negotiating representative has been given the opportunity to be present at such adjustment.
- e. Nothing contained herein shall prevent the parties from mutually agreeing to extend or contract the time limits provided for processing a grievance at any step in the grievance procedure. The failure to respond to any level within the time limits provided shall be deemed a denial of the grievance at that step.

Article 36 **Savings**

- A. It is understood and agreed that the portion of this Agreement or the application of this Agreement to a person or circumstances shall be invalidated by statute; the remainder of this Agreement or the application of such provision to other persons or circumstances shall not be affected thereby.

- B. If provision is so invalidated by statute, the Employer and the PBA will meet for the purpose of negotiating changes made necessary by applicable law.

Article 37
Management Rights

- A. Except as otherwise provided herein, and subject to applicable law, the Employer hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Laws and the Constitution of the State of New Jersey and of the United States of America, including, but without limitation thereto, the following rights:
1. To the executive management and the administrative control of the Employer's government and its properties and facilities and the activity of its police officers;
 2. To hire police officers and, subject to the provision of law, to determine their qualifications and conditions for continued employment or assignments and to promote and transfer police officers;
 3. To suspend, promote, demote, transfer, assign, reassign, discharge or take any other disciplinary action for good and just cause according to law;
 4. To take whatever action may be necessary to carry out the mission of the governing body in cases of emergency.
- B. It is understood by the parties that the governing body, not the police officers, possesses both the authority and responsibility for governing the community as provided by law.
- C. Nothing herein shall be construed to deny or restrict either party of, or in its rights, responsibilities and authority under N.J.S. Titles 11A, 34, 40 and 40, or any other national state, county or any other applicable law.
- D. Neither the PBA nor its members shall engage in a job action, strike, work stoppage, sit down, slow down, sick call action, boycott or any other forms of interference with the Employer's operations during the term of this Agreement.
- E. The Employer reserves the right to establish policy of the Department and shall further have the power to:
1. Maintain the efficiency of the Employer's operations entrusted to it;
 2. Determine methods, means and personnel by which the Employer's operations are to be controlled;

3. Adopt policies, rules, regulations and practices in the furtherance thereof, and the use of judgment and discretion in connection therewith.

Article 38
Off-Duty Police Action

- A. Since all police officers are presumed to be subject to duty twenty-four hours (24 hours) per day, the parties agree to the following:
 1. An action taken by a member of the Force on the member's time off, which would have been taken by an officer on active duty if present or available, shall be considered a police action, and the police officer shall have all the rights and benefits concerning such action as if he were then on active duty.
 2. Recognizing that the Employer and its residents benefit from the additional protection afforded them by armed off-duty police officers, and further recognizing the weighty responsibility and hazards confronting armed off-duty police officers, the Employer agrees to pay such police officers a sum in additions to the regular and periodic payments police officers receive, in the following amount: One Dollar (\$1) per year for off-duty time.

Article 39
Mileage Allowance

Whenever a police officer shall be required to use his personal vehicle in a job connected capacity, he shall be entitled to allowance of fifteen cents (\$.15) per mile.

Article 40
Maternity Leave

- A. A maternity leave, not to exceed six (6) months without pay, shall be granted at the request of a female police officer.
- B. Maternity leave may be extended or renewed for a period not to exceed six (6) months without pay at the request of a female police officer.

Article 41
Safety and Health

The Employer shall at all times maintain existing working conditions to ensure maximum safety for police officers and shall provide police officers with the appropriate equipment and devices toward this end, including safety cages in all police vehicles. Police quarters (including the desk area and locker room) shall have adequate air conditioning, heating, hot water, sanitary facilities and reasonably private locker rooms.

Article 42
Yearly Calendar

- A. Except as otherwise modified by this Agreement, the present calendar shall remain in full force and effect.
- B. The calendar showing the yearly schedule rotations and assignments shall be posted at a conspicuous location and be available for review by police officers no later than February 1st of the year in question.
- C. Vacations are selected pursuant to this Agreement and shall be fully shown and included upon the posting of the yearly calendar as set forth in this Article.

Article 43
No Waiver

- A. Except as otherwise provided in this Agreement, the failure to enforce any provision of this agreement shall not be deemed to a waiver thereof.
- B. This Agreement is not intended and shall not be construed as a waiver of a right or benefit to which police officers herein are entitled by law.

Article 44
Uniform Regulations

- A. While the parties agree that a full and complete uniform and the use thereof by a police officer has an affirmative impact upon an officer's image, it is recognized that the use of the police hat while riding in a police vehicle can cause inconvenience and discomfort to the police officer.
- B. The parties, therefore, agree that a police officer may remove his or her hat while riding in an official patrol vehicle.

Article 45
Terminal Leave

The present terminal leave program in effect shall be maintained, as prescribed in Ordinance Number 690. However, all employees hired after January 1, 2010, will only be offered terminal leave in a lump sum amount of Thirty-Five Thousand dollars (\$35,000) if they attain not less than twenty-five (25) years and not more than thirty (30) years employment with the Borough of Dumont. If the employee decides to stay beyond thirty (30) year anniversary date, the terminal leave benefit will not be offered. Officers hired on or after January 1, 2022, are not eligible for terminal leave payments upon retirement.

All employees hired prior to January 1, 2010, who are entitled to a terminal payout, shall receive such payout in six (6) equal, annual installments, upon their retirement. Employees shall have the option to receive an earlier terminal leave payment in lieu of the six (6) annual installments;

however, when an employee elects to receive the earlier payment, the amount of such payment shall be reduced according to the following schedule.

Year	Payment
1	25% of annual salary (3 months)
2	30% of annual salary (3.6 months)
3	35% of annual salary (4.2 months)
4	40% of annual salary (4.8 months)
5	45% of annual salary (5.4 months)
6	50% of annual salary (6 months)

In the event of an employee seeks supplemental compensation upon retirement for unused compensatory time, to the extent allowable by law payment for such unused compensatory time shall be make at the employee's rate of pay at the time the compensatory time was earned, not the date of retirement.

Notwithstanding the above, for police officers who retire after January 1, 2022, all accrued and unused vacation time, compensatory time and personal time shall be combined with terminal leave (for those eligible) and paid out over six years, with the first payment due within 90 days of the retirement effective date.

It will be the responsibility of the Borough's Finance Department to keep track of these rates and to report them to the Union upon request.

Article 46 **Seniority**

Traditional principles of seniority shall apply to police officers covered under this Agreement. Such principles shall apply to layoff, recall, transfer and other similar acts. Seniority is defined to mean the accumulated length of service with the Department. Time and service by date of appointment shall apply. A police officer's length of service shall not be reduced by time lost due to an absence from his employment or bona fide illness or injury certified by a physician not in excess of one (1) year. Such certification shall be subject to review by the police surgeon, if any, or physician mutually acceptable to the parties.

Article 47 **In-Service Training**

- A. Each police officer covered under this agreement shall be entitled to attend at least two (2) in-service training courses, as approved by the New Jersey State Police Training Commission, during the calendar year. Whenever possible, notice of available courses shall be posted in a conspicuous location within Police Headquarters and at least two (2) weeks in advance of the commencement of the course. Selection of courses shall be based

upon a rotating seniority roster, except in those circumstances where the police officer's specialized function within the Department dictates otherwise (e.g., juvenile officers would have preference, regardless of the existing roster, for the courses directly applicable to juvenile work).

- B. Each member of the Department attending school pursuant to this Article should be reimbursed for all expenses incurred.

Article 48 **Term of Contract**

- A. The Employer agrees that all benefits, terms and conditions of employment relating to the status of Borough of Dumont police officers, which benefits, terms and conditions of employment are not specifically set forth in this Agreement, shall be maintained at not less than the highest standards in effect at the time of the commencement of collective bargaining negotiations between the parties leading to the execution of this Agreement.
- B. Unless the contrary intent is expressed in this Agreement, existing benefits, rights, duties, obligations and conditions of employment applicable to a police officer pursuant to any rule, regulation, instruction, directive, memorandum, statute or otherwise shall not be limited, restricted, impaired, removed or abolished.

Article 49 **Agency Shop and Dues Deduction**

- A. A permanent police officer in the bargaining unit on the effective date of this Agreement who does not join the PBA within thirty (30) days thereafter, and a new permanent police officer who does not join the PBA within thirty (30) days of reentry into the employment with the unit shall, as a condition of employment, pay a representation fee to the PBA by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five percent (85%) of the regular PBA membership dues, fees assessments as certified to the Employer by the PBA. The PBA may revise its certification of the amount of the representation fee at any time to reflect changes in a regular PBA membership dues, fees and assessments. The PBA's entitlement to the representation fee shall continue beyond the termination date of this Agreement as long as the PBA remains the majority representative of the police officers in the unit; provided, that no modification is made of this provision by successor agreement between the PBA and the Employer.
- B. The PBA agrees that it will indemnify and hold harmless the Employer against any and all actions, claims and demands, losses or expenses (including reasonable attorney's fees) in any manner resulting from action taken by the Employer at the request of the PBA under this Article.

Article 50 **Tour Commander Pay**

Whenever a police officer serves in the function of tour commander, he/she shall receive compensation for that tour at the rate of pay then in effect for the rank of sergeant, if approved by the Chief or designee.

Article 51
Term of Renewal

- A. This Agreement shall have the term from January 1, 2022, through December 31, 2024. If the parties have not executed a successor agreement by December 31, 2024, then this Agreement shall continue in full force and effect until a successor agreement is executed.

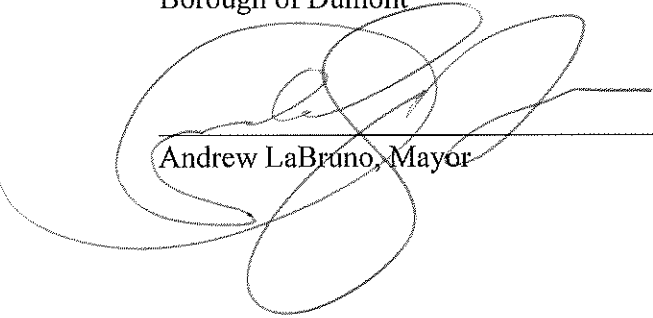
- B. Negotiations for successor agreement shall be in accordance with the rules of the Public Employment Relations Commission.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

Attest:

By: 

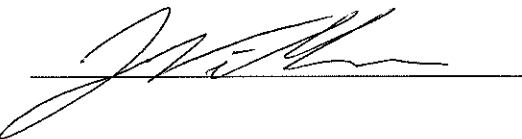
Borough of Dumont


Andrew LaBruno, Mayor

Attest:

By: 

Policemen's Benevolent Local 377
(Dumont Unit)



**APPENDIX A
SALARY GUIDE**

**DUMONT POLICE DEPARTMENT
SALARY GUIDE
01/01/2022 -12/31/2024
(FOR MEMBERS HIRED PRIOR TO 01/01/2012)**

	1.85%	1.95%	2.20%
	1/1/2022	1/1/2023	1/1/2024
Starting Salary	\$47,863	\$48,796	\$49,870
End of Academy	\$59,314	\$60,471	\$61,801
Start of 2nd	\$70,765	\$72,145	\$72,732
Start of 3rd	\$82,217	\$83,820	\$85,664
Start of 4th	\$93,666	\$95,492	\$97,593
Start of 5th	\$105,118	\$107,168	\$109,526
Start of 6th	\$116,570	\$118,843	\$121,458
Start of 7th	\$128,024	\$130,520	\$133,391
Detective	\$133,768	\$136,376	\$139,376
Sergeant	\$136,929	\$141,099	\$142,203
Detective Sergeant	\$141,692	\$144,455	\$147,633
Lieutenant	\$144,603	\$148,923	\$152,199
Detective Lieutenant	\$149,555	\$152,471	\$155,825
Captain	\$152,295	\$156,765	\$160,214

(FOR MEMBERS HIRED AFTER 01/01/2012)

	1/1/2022	1/1/2023	1/1/2024
Starting Salary	\$27,907	\$28,451	\$29,077
End of Academy	\$33,488	\$34,141	\$34,892
Start of 2nd	\$47,951	\$48,886	\$49,961
Start of 3rd	\$59,390	\$60,548	\$61,880
Start of 4th	\$70,830	\$72,211	\$73,800
Start of 5th	\$82,267	\$83,871	\$85,716
Start of 6th	\$93,707	\$95,534	\$97,636
Start of 7th	\$105,146	\$107,196	\$109,554
Start of 8th	\$116,585	\$118,858	\$121,473
Start of 9th	\$128,024	\$130,520	\$133,391
Detective	\$133,768	\$136,376	\$139,376
Sergeant	\$136,929	\$141,099	\$142,203
Detective Sergeant	\$141,692	\$144,455	\$147,633
Lieutenant	\$144,603	\$148,923	\$152,199
Detective Lieutenant	\$149,555	\$152,471	\$155,825
Captain	\$152,295	\$156,765	\$160,214

(FOR MEMBERS HIRED AFTER 01/01/2017)

	1.85%	1.95%	2.2%
	1/1/2022	1/1/2023	1/1/2024
Starting Salary	\$27,907	\$28,451	\$29,077
End of Academy	\$33,488	\$34,141	\$34,892
Start of 2nd	\$42,942	\$43,779	\$44,742
Start of 3rd	\$52,395	\$53,417	\$54,592
Start of 4th	\$61,848	\$63,054	\$64,441
Start of 5th	\$71,302	\$72,692	\$74,291
Start of 6th	\$80,756	\$82,331	\$84,142
Start of 7th	\$90,210	\$91,969	\$93,992
Start of 8th	\$99,663	\$101,606	\$103,841
Start of 9th	\$109,117	\$111,245	\$113,692
Start of 10th	\$118,571	\$120,883	\$123,542
Start of 11th	\$128,024	\$130,520	\$133,391
Detective	\$133,768	\$136,376	\$139,376
Sergeant	\$136,929	\$141,099	\$142,203
Detective Sergeant	\$141,692	\$144,455	\$147,633
Lieutenant	\$144,603	\$148,923	\$152,199
Detective Lieutenant	\$149,555	\$152,471	\$155,825
Captain	\$152,295	\$156,765	\$160,214

(FOR MEMBERS HIRED AFTER 01/01/2022)

	1.85%	1.95%	2.2%
Starting Salary	\$29,210	\$29,210	\$31,290
End of Academy	\$35,000	\$35,000	\$35,000
Start of 2nd	\$42,082	\$42,903	\$43,847
Start of 3rd	\$50,676	\$51,665	\$52,801
Start of 4th	\$59,271	\$60,426	\$61,756
Start of 5th	\$67,865	\$69,188	\$70,710
Start of 6th	\$76,459	\$77,950	\$79,665
Start of 7th	\$85,053	\$86,711	\$88,619
Start of 8th	\$93,647	\$95,473	\$97,574
Start of 9th	\$102,241	\$104,235	\$106,528
Start of 10th	\$110,835	\$112,996	\$115,482
Start of 11th	\$119,429	\$121,758	\$124,437
Start of 12 th	\$128,024	\$130,520	\$133,391
Detective	\$133,768	\$136,376	\$139,376
Sergeant	\$136,929	\$141,099	\$142,203
Detective Sergeant	\$141,692	\$144,455	\$147,633
Lieutenant	\$144,603	\$148,923	\$152,199
Detective Lieutenant	\$149,555	\$152,471	\$155,825
Captain	\$152,295	\$156,765	\$160,214