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Capt. Nicholson  
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A G R E E M E N T

-BETWEEN-

Maywood Borough BOROUGH OF MAYWOOD

-and-

SUPERIOR OFFICERS ASSOCIATION

X  
January 1, 1983  
to  
December 31, 1984

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A G R E E M E N T

0.00 PREAMBLE

0.01 T H I S A G R E E M E N T, Made this 1<sup>st</sup> Day  
of MARCH, 1983, by and between:

BOROUGH OF MAYWOOD, a Municipal Corporation  
of the County of Bergen, State of New Jersey  
(hereinafter referred to as the BOROUGH);

-and-

Police Officers above the rank of Patrolmen,  
sometimes referred to as Superior (hereinafter  
referred to as the EMPLOYEE).

0.02 WHEREAS, the parties to this Agreement recognize  
that it will be to the benefit of both 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.

0.03 NOW, THEREFORE, it is agreed as follows:

1.00 EMPLOYEES BASIC RIGHTS

1.01 Pursuant to Chapter 303, Public Laws 1968, the  
BOROUGH agrees that every EMPLOYEE shall have the right  
freely to organize, join and support the SOA and its  
affiliates for the purpose of engage 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  
BOROUGH undertakes and agrees that it shall not directly  
or indirectly discourage or deprive or coerce any  
EMPLOYEE in the enjoyment of any rights conferred by  
Chapter 303, Public Laws 1968, or other laws of New Jersey  
or the Constitution of New Jersey and of the United States.

1.02 The BOROUGH further agrees that it shall not  
discriminate against any EMPLOYEE with respect to hours,  
wages or any terms or conditions of employment by reason  
of his membership in the SOA and its affiliates, collective  
negotiations with the BOROUGH, or his institution of  
any grievance, complaint or proceeding under this  
Agreement or otherwise with respect to any terms or condi-  
tions of employment, as prescribed by the Statutes of the  
State of New Jersey. \*

2.00 EXCLUSIVITY OF ASSOCIATION REPRESENTATION

2.01 The BOROUGH agrees that it will not enter into any contract or memorandum of agreement with any one but the recognized Association only, with regard to the categories of personnel covered by the said memorandum of agreement during the term of this Agreement.

3.00 EXISTING LAW

3.01 The provisions of this Agreement shall be subject and subordinate to, and shall not annul or modify, existing applicable provisions of State or Federal Laws. In addition, the Opinion and Award of the Arbitrator, N. J. PERC Docket No 1A 79-49, Dated January 8, 1980, is specifically incorporated herein.

4.00 ASSOCIATION RECOGNITION

4.01 The BOROUGH recognizes the Superior Officer's Association only as the exclusive bargaining representative for the purpose of collective negotiations with respect to all negotiable items of employment of all superior officers employed by the BOROUGH's Police Department.

4.02 No EMPLOYEE shall be compelled to join the Association, but shall have the option voluntarily to join said Association.

4.03 The term "Superior Officer" or "Employee" as used herein shall be defined to include the plural as well as the singular and to include females as well as males.

5.00 ASSOCIATION REPRESENTATIVES

5.01 The BOROUGH recognizes the right of the Association to recognize designated representatives within the Department and alternates for the enforcement of this Agreement, provided they are superior officers of the Maywood Police Department or their attorneys.

5.02 The Association shall furnish the BOROUGH in writing with the names of the representatives and the alternates and notify the BOROUGH of any changes.

5.03 The authority of the representatives and alternates so designated by the Association shall be limited to, and not exceed, the following duties and activities:

A. The investigation and presentation of grievances in accordance with the provisions of the collective bargaining Agreement.

B. The transmission of such messages and information which shall originate with and are authorized by the Association Unit or its representatives. X

5.04

The designated Association representative shall be granted reasonable time with pay during working hours, pursuant to the Chief's control, to investigate and seek to settle formal grievances and to attend all meetings and conferences on collective negotiations with BOROUGH officials.

6.00

RIGHTS OF EMPLOYEES

6.01

Members of the force hold a unique status as public employees in that the nature of their office and employment involves the exercise of a portion of the police power of the BOROUGH. This section is intended to apply only to those cases involving criminal or disciplinary charges against members of the bargaining unit.

6.02

The security of the community depends to a great extent on the manner in which Police Officers perform their duty and their employment is thus in the nature of a public trust.

6.03

The wide-ranging powers and duties given to the Police Department and its members involve them in all manner of contacts and relationships with the public.

6.04

Out of these contacts may come questions concerning the actions of the members of the Police Department.

6.05

These questions may require investigation by persons designated by the Chief of Police and the Governing Body.

6.06

In an effort to insure that these investigations are conducted in a manner which is conducive to good order and discipline, the following rules are hereby adopted:

A. The interrogation of a member of the Police Department shall be at a reasonable hour, preferably when the member of the force is on duty, unless the exigencies of the investigation dictate otherwise.

B. The interrogations 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.

C. The member of the force shall be informed of the nature of the investigation before any interrogation 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 a member of the force is being interrogated as a witness only, he should be so informed at the initial contact.

D. The questioning shall be reasonable in length. Reasonable repites shall be allowed. Time shall also be provided for personal necessities: i.e., meals, telephone calls, and rest periods, as are reasonably necessary. ✱

E. The member of the force shall not be subject to any offensive language, nor shall he be threatened with transfer, dismissal or other disciplinary punishment. No promise or reward shall be made as an inducement to answering questions.

F. Except for routine questioning and if a member so requests, the complete interrogation of the member of the force shall be recorded mechanically or by a Department stenographer. There will be no "off-the-record" questions. All recesses called during the questioning shall be recorded.

G. If a member of the force is under arrest, or is likely to be, that is, if he is a suspect or the target of a criminal investigation, he shall be given his rights pursuant to the current decisions of the United States Supreme Court.

H. In all cases, and at every state of the proceedings, in the interest of maintaining the usual high morale of the force, the Department shall afford an opportunity for a member of the force, if he so requests, to consult with counsel and/or his Association representatives before being questioned.

7.00 DATA FOR FUTURE BARGAINING

7.01 The BOROUGH agrees to make available to the Association all existing relevant data which the Association may require to bargain collectively.

7.02 The relevant existing data noted above shall include but shall not be limited to such items as salaries and benefits enjoyed by other employee groups, the cost of various insurance and other programs, information concerning overtime worked by EMPLOYEES, the total number of sick leave days utilized by EMPLOYEES, the total number of injuries on duty, the total length of time lost as a result of injuries and other data of a similar nature.

7.03 The BOROUGH shall incur no additional expenses by virtue of this section. This section shall not apply to any attorney-client work product.

8.00 DUES DEDUCTION

8.01 Dues deduction shall be permitted in accordance with the pertinent statutes permitting.

9.00 SALARIES

9.01 The base annual salaries of all EMPLOYEES covered by this Agreement shall be set forth in Appendix "A". \*

SALARIES (cont.)

9.02 The base annual salary for the period covered by this Agreement shall, along with all other economic items, be deemed retroactive to January 1, 1983, and any monies due EMPLOYEES by virtue of this clause shall be paid within sixty (60) days after the execution of this Agreement. This Agreement shall be executed within fourteen (14) days of verbal agreement by both parties.

10.00 WORK DAY, WORK WEEK AND OVERTIME

10.01 The normal work day tour shall be eight (8) hours and shall include, within the eight (8) hours span, one thirty (30) minute meal period per day, and two (2) fifteen (15) minute rest periods per day.

10.02 The work schedule of one (1) week of five (5) working days of 7:00A.M. to 3:00 P.M., to be followed by three (3) days off; one (1) week of five (5) working days from 11:00 P.M. to 7:00 A.M., to be followed by two (2) days off; one (1) week of five (5) working days of 3:00P.M to 11:00 P.M. to be followed by two (2) days off shall be maintained. The above work schedule shall not be altered without negotiation.

10.03 Work in excess of the EMPLOYEE's basic work week or tour for a day is overtime. Work in excess of an eight (8) hour day or in excess of a forty (40) hour work week shall be paid at an hourly rate of one and one half (1½) times his base hourly rate.

10/04 To compute the hourly rate, the EMPLOYEES base annual salary and his longevity entitlement shall be added together and then divided by 2,080 hours. To compute the EMPLOYEE's overtime, the hourly rate shall be multiplied by one hundred fifty (150%) per cent.

10.05 EMPLOYEES who are on duty during the 3:00 P.M. to 11:00 P.M. tour of duty on New Year's Day, Easter Sunday, Thanksgiving Day and Christmas Day, shall be permitted a two (2) hour period for dinner. EMPLOYEES who are on duty during the 3:00 P.M. to 11:00 P.M. tour of duty on Sundays, shall be permitted one (1) hour period of time for dinner. The aforesaid two (2) hour and one (1) hour period shall be considered part of the EMPLOYEE's eight hour continuous tour of duty.

10/06 If, during the aforesaid times, an emergency or other need for the services of the EMPLOYEE may arise, the EMPLOYEE shall be subject to immediate recall to duty, and if called by Police Headquarters or any superior officer to do so, they will immediately respond and return to duty. EMPLOYEES shall advise Police Headquarters prior to dinner or refreshment breaks above, where and when they can be contacted by telephone or otherwise. ✕

WORK DAY, etc. (cont)

- 10.07 The EMPLOYER shall continue the present practice of computing overtime beyond a normal tour for a day or on a day off.
- 11.00 COURT TIME
- 11.01 Court time, as referred to in this article shall consist of all time, excluding regular tours of duty, during which any EMPLOYEE covered under this Agreement shall be required to attend a Municipal Court, County Court, Superior Court, Grand Jury Proceeding, or other courts or Administrative Bodies.
- 11.02 All such required court time shall be considered as overtime and shall be compensated at time and one half.
- 11.03 When an EMPLOYEE covered under this Agreement shall be required to travel to and from any of the Courts or Administrative Bodies as noted in this section, such travel time shall be considered and included in the computation of the amount or overtime to which the EMPLOYEE is entitled, provided, however, that such travel time shall be computed between the BOROUGH's Police Headquarters and the pertinent Court or Administrative Body.
- 11.04 The amount of overtime to which an EMPLOYEE may be entitled under this article shall be the actual time required including waiting time in the Court or Administrative Body, together with an applicable travel time, provided, however, that the EMPLOYEE's entitlement to overtime under this Article shall not be less than three (3) hours of overtime pay.
- 11.05 An EMPLOYEE who shall attend the hearings described in this section shall be obligated to be present for his next regular shift except under the following circumstances: If, in the course of his performance of duties, an EMPLOYEE is required to appear in court other than the Maywood Municipal Court during the period of 9:00.A.M. to 5:00 P.M. immediately following his tour of duty on the 11:00 P.M. to 7:00 A.M. shift, then such EMPLOYEE shall be entitled to eight (8) hour off duty before being required to report for his next tour. It is further provided that in such an event, the EMPLOYEE is required to call the commanding officer on duty upon completion of the required court attendance and shall advise such commanding officer in sufficient time to permit such commanding officer to find a replacement for the EMPLOYEE for the period of time that the EMPLOYEE will be unavailable for his regular shift by reason of the eight (8) hour rest period aforesaid. This section shall not be construed to permit the EMPLOYEE off-duty time for his full shift when the eight(8) hour rest period only carries him for a portion thereof. ~~K~~



12.00

COLLEGE CREDIT

12.01

The BOROUGH shall pay each EMPLOYEE an additional payment at the rate of Twelve Dollars and Fifty Cents (\$12.50) starting January 1, 1979: and Fifteen (\$15.00) Dollars starting July 1, 1979, per year per credit hour computed for those credits given toward a Baccalaureate or Associate Degree in a course of study commonly referred to as "Police Science" or a related field.

12.02

Credit hours must have been completed in, or accepted by a recognized institution of higher learning offering a program leading to a degree in "Police Science" or related field.

12.03

Remuneration shall be paid on a credit-for-credit basis until sixty (60) hours have been completed. Thereafter, the minimum number of such credits for which an EMPLOYEE of the Police Department shall be entitled to remuneration shall be on achieving a total of ninety (90) credit hours and one hundred twenty (120) credit hours respectively. The maximum number of all credits for which an EMPLOYEE shall receive such remuneration shall not exceed a total of one hundred twenty (120) credit hours for said Bachelors Degree.

12.04

Employees who become eligible for such additional remuneration prior to June 30th of any calendar year, shall receive such additional remuneration beginning with the first pay period in July of that calendar year.

12.05

Such additional remuneration shall be payable upon presentation to the Mayor and Council or their representative of a proper certification from the institute attended by such EMPLOYEE, setting forth the number of credit hours completed or the conferring of an Associate or Baccalaureate degree in Police Science or related field.

12.06

Such additional remuneration shall be paid notwithstanding the maximum salary or wages hereinbefore provided for such EMPLOYEES, and shall be paid at the same time and in the same manner as the salary or wages section of this Agreement.

13.00

IN-SERVICE TRAINING

13.01

In addition to the benefits set forth in this Agreement, the following shall apply to members of the unit. Remuneration shall be paid for college equivalency credits based upon approved police in-service training courses.

13.02

Such equivalent credits shall be in addition to regular college credits, but in no instance shall the total of the two be more than one hundred twenty (120) credits. ✕

IN-SERVICE TRAINING (cont.)

- 13.03           The method of computing equivalent credits pursuant to this paragraph shall be three (3) credits for every forty (40) hours of class time.
- 13.04           The EMPLOYEES covered hereunder shall submit a signed statement to the Chief of Police which shall contain a listing of each such in-service course attended by such EMPLOYEE since his appointment to the Department, without regard to attendance being taken during on-duty or off-duty time. Basic training courses are to be excluded from these credits.
- 13.05           Computation of credits hereunder shall be made on the basis of the lists submitted to and verified by the Chief of Police. However, for all future computation of equivalent credits, only those approved schools, courses, or training sessions attended by an EMPLOYEE during off-duty periods shall be included hereunder.
- 14.00           RESIDENCY
- 14.01           The BOROUGH agrees that EMPLOYEES shall not be required to be residents of the BOROUGH, unless otherwise mandated by New Jersey State Law.
- 15.00           PRIORITY FOR OVERTIME
- 15.01           Overtime for regularly scheduled shifts and details will be offered to a regular full-time EMPLOYEE of the Department first, in an order of preference based upon a rotating volunteer roster, within rank. Said roster will include all men who desire to work overtime and have placed their name on said roster.
- 15.02           There may be certain situations in which the Department, because of special skills or other attributes of a particular officer, determines that it is in the best interests of the BOROUGH to bypass an EMPLOYEE or EMPLOYEES on the overtime list.
- 15.03           While this Agreement contemplates the possibilities noted in the above section, it is agreed and understood that such bypassed EMPLOYEE or EMPLOYEES must become next on the list for the purpose of the overtime roster.
- 15.04           The purpose of this section is to equalize overtime among volunteer EMPLOYEES referred to above and same shall not be defeated by the BOROUGH's selection of special persons for special details as set forth herein. *JK*

16.00 LONGEVITY

16.01 In addition to all wages and other benefits, each EMPLOYEE shall be entitled to a longevity payment of one (1%) per cent for every three (3) years of service, to a maximum of ten (10%) per cent after thirty (30) years of service.

16.02 The payments for the longevity benefit shall be made at the same time and in the same manner as outlined in the salary section of this Agreement.

16.03 The longevity schedule shall be as set forth in Appendix "B".

17.00 REPLACEMENTS

17.01 Full time EMPLOYEES covered by this Agreement shall not be replaced by any non-police part time or other personnel, or shall any position presently filled by a full time EMPLOYEE be covered by any non-police, part time or other personnel. But the position of dispatcher is not intended to be included under the terms hereof.

18.00 UNIFORMS

18.01 Each new EMPLOYEE shall receive from the BOROUGH free of charge, in lieu of a clothing allowance, a complete uniform:

- A. Two (2) pairs of uniform pants
- B. Six (6) long sleeve shirts
- C. Six (6) short sleeve shirts
- D. One (1) summer hat; one (1) trooper hat
- E. One (1) uniform blouse
- F. One (1) leather jacket
- G. All leather uniform goods
- H. One (1) night stick
- I. One (1) set handcuffs
- J. One (1) container Mace
- K. Two (2) uniform ties
- L. All uniform brass
- M. Uniform Raincoat
- N. Uniform Boots ✕

UNIFORMS (cont.)

- 18.02            Thereafter, the BOROUGH will pay each EMPLOYEE during the term of this Agreement, the sum of Four Hundred Twenty Five (\$425.00) Dollars per year, as a clothing allowance, which shall be payable the first pay period in January. Such allowance shall be designated for clothing purchase and/or maintenance.
- 18.03            This payment shall be made to plainclothed as well as uniformed EMPLOYEES.
- 18.04            If the BOROUGH decides to change the uniform or any part thereof, it shall provide to each EMPLOYEE, free of charge, any such changed item. If the patch is changed, the BOROUGH will pay for the cost of affixing them to the EMPLOYEE's uniform.
- 18.05            Utilization of the above section shall not diminish the clothing allowance set forth in this Agreement.
- 18.06            An EMPLOYEE's uniform or personal equipment which are required by him in his capacity as a Superior Officer, which may be damaged during the course of his employment, shall be replaced at the expense of the BOROUGH, except where such damage is caused by the negligence of the EMPLOYEE.
- 18.07            Any such payments made under Section 18.06 above shall be in addition to the EMPLOYEE's annual clothing allowance otherwise referred to in this Agreement, and shall be made to the EMPLOYEE within thirty (30) days of the reporting of same.
- 18.08            The cost of the weapons required to be carried or used by the EMPLOYEES shall be borne by the BOROUGH.
- 19.00            SOA REPRESENTATIVES
- 19.01            The BOROUGH agrees to grant the necessary time off without loss of pay to one member of the Department or his alternate selected by the members of the Association, as delegates to attend any State or National Convention of the State of New Jersey or National Convention of the New Jersey Policeman's Benevolent Association. Further, the BOROUGH agrees to grant the necessary time off without loss of pay to the SOA representative duly designated as the State Delegate to attend the monthly PBA meeting.\*

↑  
SOA

20.00

Vacation

20.01

The vacation allowance schedule shall be set forth in Appendix "C" of this Agreement.

20.02

To be eligible for his initial vacation, and EMPLOYEE must have completed at least five (5) months continuous service.

20.03

The vacation year is January 1 through December 31, except that when one week of vacation is taken during the last week of the current year, it will be considered to have been taken during the current year even though that week extends into the new year.

20.04

Except as provided in Section 21.03 above, the vacation for which an EMPLOYEE is eligible in any calendar year must be taken in that calendar year and cannot be carried forward except with the express permission of the Chief of Police and the Police Commissioner in his absence.

20.05

A vacation may not be waived by an EMPLOYEE and vacation pay received in lieu thereof.

20.06

It is desirable that the EMPLOYEE take his entire vacation at one time. Vacation days may be taken in one (1) day increments with seventy-two (72) hours notice and approval of the Chief, which approval shall not unreasonably be withheld.

20.07

A recognized holiday that occurs during an EMPLOYEE's vacation period will add a day to the vacation period.

20.08

If an EMPLOYEE becomes sick or injured while on vacation, such disability will be considered to be vacation time unless it is of five (5) or more consecutive calendar days in duration, in which case the following applies:

(a) The EMPLOYEE's vacation will be deemed to have ceased with the first day of the illness or injury. He will be placed on Sick Leave as of that first day. When such EMPLOYEE has recovered sufficiently to be able to resume his duties, he may with approvals, either continue his vacation or take the balance of his vacation at a later time.

(b) If an EMPLOYEE on Sick Leave approaches the end of the calendar year without having taken and without being able to take all of the vacation time for which he is eligible, that period of time equal to the vacation for which he is eligible and has not been taken, will be designated as Vacation. For that period of time, such EMPLOYEE will receive full vacation pay. \*

VACATION (cont.)

- 20.09           Upon termination of employment for any reason (including death) an EMPLOYEE (or his estate) will receive pay in lieu of any untaken vacation for which the EMPLOYEE is or was eligible to receive.
- 20.10           The BOROUGH will make every reasonable effort to guarantee each EMPLOYEE at least two (2) weeks vacation during the prime time period of June 15th to September 15th if the same is requested before May 15th, subject to seniority. This clause will not preclude an EMPLOYEE from taking four (4) weeks of prime time vacation in the event the taking of such four(4) weeks does not create a staffing problem on his particular tour. The meaning of this language is an attempt to give each man two (2) weeks-- but not to preclude him from taking more than two (2) weeks-- with his family during the prime time period. Thus, if an EMPLOYEE is the only EMPLOYEE who wishes to take such prime time vacation, on his particular tour of duty, such EMPLOYEE should be permitted to take same, since the other EMPLOYEES on his tour are presumably ready, willing and able to work and there is no conflict, and no situation where two EMPLOYEES, for example, are out on vacation during the same prime time period on that tour.
- 21.00           HOLIDAYS
- 21.01           All EMPLOYEES covered by this Agreement shall be entitled to receive thirteen (13) working days off per year chargeable as holidays.
- 21.02           The holiday schedule shall be as set forth in Appendix "D".
- 21.03           Each EMPLOYEE shall be able to designate four(4) holidays or their compensatory days per year as "Priority Holidays". Any holiday or compensatory day so designated shall be granted to the EMPLOYEE on the requested date submitted by said EMPLOYEE.
- 21.04           Holidays shall not receive the same weight as vacation days.
- 21.05           With regard to all unused holidays as hereinbefore set forth, any such holidays which remain on record for an EMPLOYEE in a given calendar year shall be carried over and credited to such EMPLOYEE for the following calendar year.
- 22.00           SICK LEAVE
- 22.01           All full time members of the Police Department shall be entitled to Fifteen (15) sick days with pay during each calendar year with regard to illness or injury which is not service connected. If an EMPLOYEE does not use all of the said sick days, he shall be permitted to accumulate his unused sick days to be a total of not more than two hundred (200) days accumulated sick days. ✕

23.00 WORK INCURRED INJURY

- 23.01 Where an EMPLOYEE under this Agreement suffers a work-connected injury or disability, the BOROUGH shall continue such EMPLOYEE at full pay during the continuance of such EMPLOYEE's inability to work. During this period of time, all temporary disability benefits accruing under the provisions of the Worker's Compensation Act shall be paid over to the BOROUGH.
- 23.02 The EMPLOYEE shall be required to present evidence, by a certificate of a reasonable physician, that he is unable to work and the BOROUGH may reasonably require said EMPLOYEE to present such certificate from time to time.
- 23.03 In the event the EMPLOYEE contends that he is entitled to a period of disability beyond the period established by the treating physician or a physician employed by the BOROUGH, or by its insurance carrier, then and in that event, the burden shall be upon the EMPLOYEE to establish such additional period of disability by obtaining a judgment in the Division of Workers' Compensation, or by the final decision of the last reviewing court which shall be binding upon the parties.
- 23.04 For the purpose of this section injury or illness incurred while the EMPLOYEE is acting in any BOROUGH authorized activity shall be considered in the line of duty.
- 23.05 In the event a dispute arises as to whether an absence shall be computed or designated as sick leave or as an injury on duty, the parties agree to be bound by the decision of an appropriate Workers' Compensation judgment, or if there is an appeal therefrom, the final decision of the last reviewing court.
- 23.06 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.

24.00 BEREAVEMENT LEAVE

- 24.01 All permanent full time EMPLOYEES covered by this Agreement shall be entitled to a four (4) day leave with pay upon the death or serious illness of a member of his immediate family.
- 24.02 Immediate family shall include spouse, children, parents, parents-in-law, brothers, sisters, grandparents, and such other relatives as may be approved by the Chief of Police.
- 24.03 Such leaves shall not be charged against EMPLOYEE's vacation, sick leave, or holidays. JK

BEREAVEMENT LEAVE (cont.)

- 24.04 Any extension of absence under this section may, at the Employee's option and with the consent of the Chief of Police, be charged against available holidays, vacation time or taken without pay for a reasonable period.
- 24.05 In the case of unusual circumstances not specifically covered in this section, funeral leave may be granted or extended at the discretion of the Chief of Police.
- 25.00 LEAVE OF ABSENCE
- 25.01 All EMPLOYEES covered by this Agreement may be granted leave of absence without pay.
- 25.02 Leave of absence is any requested and approved extended period away from work without pay. In appropriate circumstances and where the interest of the Police Department is not prejudiced, the Chief of Police may grant leaves of absence of not more than two (2) weeks' duration to EMPLOYEES who have completed at least one (1) year of service.
- 25.03 Leave of absence in excess of two (2) weeks may be granted by the Mayor and Council only on the recommendation of the Chief of Police. Leave of absence in excess of thirty (30) days will be granted only in the light of the EMPLOYEE's need and the best interest of the BOROUGH.
- 25.04 At the expiration of such leave, the EMPLOYEE shall be returned to the position from which he left.
- 26.00 MEDICAL COVERAGE
- 26.01 It is the policy of the BOROUGH to provide for the health care of its EMPLOYEES. In order to carry out that policy the BOROUGH provides hospitalization, major medical and dental insurance plans for all EMPLOYEES and their dependents.
- 26.02 Hospital insurance is provided through the New Jersey Standard Blue Cross/Blue Shield Hospital and Medical Plan insurance, Series 14/20, including Rider J: Major Medical coverage is provided through the New Jersey Blue Cross/ Blue Shield Series 14/20 to be effective 6/1/81.
- 26.03 Dental insurance is provided through the New Jersey Dental Service Plan. Plan II-A effective April 1, 1981 ~~X~~



MEDICAL COVERAGE (cont.)

26.04

Coverage Continuance: In the event that any present insurance carrier shall refuse to continue to provide such insurance, or in the event that the BOROUGH will elect to place such coverage with a different insurance carrier, the BOROUGH will attempt to effect a transfer of coverage with no interruption of coverage or loss of benefits to any EMPLOYEES or their dependents. In the event that a change in coverage takes place because the BOROUGH elects to change insurance carriers and if for that reason an EMPLOYEE or member of his immediate family shall be denied benefit, then the BOROUGH will reimburse the EMPLOYEE in the amount that he would have been paid under the pre-existing insurance program, provided, however that this obligation of the BOROUGH shall not apply if the change in coverage is caused by any other reason than the voluntary election of the BOROUGH to change insurance carriers.

27.00

INSURANCE

27.01

The BOROUGH will continue to provide existing insurance coverage to EMPLOYEES covered under this Agreement, protecting them from civil suits arising out of the performance of their duties: including but not limited to the following: false arrest, malicious prosecution, libel, slander, defamation of character, violation of the right of privacy, invasion of the right of privileged occupancy and the invasion or civil rights.

27.02

The BOROUGH will also pay a reasonable fee to an attorney selected by said EMPLOYEE, bond, interest of judgment, which any EMPLOYEE may be charged or obligated to pay as a result of any civil and/or criminal charges against the EMPLOYEE by reason of the performance of his duties for the EMPLOYER: but not for such EMPLOYEE's defense in any disciplinary proceeding instituted against him by the BOROUGH or in a criminal proceeding instituted as a result of a complaint on behalf of the BOROUGH. If any such disciplinary or criminal proceeding instituted by or on complaint of the BOROUGH shall be dismissed or finally determined in favor of the EMPLOYEE, he shall be reimbursed for the expense of his defense. Further, in no event shall an attorney selected by the EMPLOYEE be substituted unless such substitution shall be consented to in writing by the insurance carrier for the BOROUGH or its designated representative. K

28.00

BULLETIN BOARD

28.01

The BOROUGH will supply one (1) bulletin board for the use of the Association, to be placed in a conspicuous location.

28.02

The bulletin board shall be for the use of the Association for the posting of notices and bulletins pertaining to Association business and activities or matters dealing with the welfare of EMPLOYEES.

28.03

No matter may be posted without receiving permission of the designated Association representative.

29.00

CEREMONIAL ACTIVITIES

29.01

In the event a police officer in another Department in the State of New Jersey is killed in the line of duty, the BOROUGH will permit at least two (2) uniformed EMPLOYEES of its Department to participate in funeral services for such deceased officer.

29.02

Subject to the availability of same, the Chief of Police will permit a Department vehicle to be utilized by the EMPLOYEES in the funeral service.

29.03

Superior officers participating in such funeral services shall not be entitled to any compensation during the time in which they are participating in such funeral services unless otherwise agreed to by the Chief of Police.

30.00

PERSONNEL FILES.

30.01

A separate personal history file shall be established and maintained for each EMPLOYEE covered by this Agreement, personal history files are confidential records and shall be maintained in the office of the Chief of Police.

30.02

Any EMPLOYEE may, by appointment, review his personnel file, but this appointment for review must be made through the Chief of Police or his designated Representative.

30.03

Whenever a written complaint concerning an EMPLOYEE or his actions is to be placed in his personnel file, a copy shall be made available to him and he shall be given the opportunity to rebut it if he so desires, and he shall be permitted to place said rebuttal in his file.

30.04

In addition, any and all commendations such as, but not limited to, Departmental Commendations; letters of appreciation from other departments or agencies, residents, and/or other persons shall be placed in the EMPLOYEE's personnel file. K

PERSONNEL FILES (cont.)

30.05 All personal history files will be carefully maintained and safeguarded permanently, and nothing placed in any file shall be removed therefrom.

31.00 MILITARY LEAVE

31.01 Military leave for EMPLOYEES training or serving with the National Guard or the Armed Forces of the United States will be granted in accordance with the laws applying to such cases.

32.00 PENSION

32.01 The BOROUGH shall provide pension and retirement benefits to EMPLOYEES pursuant to provisions of the statutes and laws of the State of New Jersey.

32.02 The BOROUGH will pay to the appropriate Police Retirement Fund all amounts which the Fund will accept on account of any payments made to EMPLOYEES pursuant to this Agreement.

32.03 It is agreed that in the event that the parties have a dispute as to whether a payment should or should not be made to the appropriate Police Retirement Fund, then and in that event, resolution of such dispute shall be made by the appropriate Fund and the parties to this Agreement agree to be bound thereby.

33.00 GRIEVANCE PROCEDURE

33.01 To provide for the expeditious and mutually satisfactory settlement of grievances by reason of complaints arising under this Agreement, the following procedures shall be used.

33.02 For the purpose of this Agreement, the term "grievance" means any complaint, difference or dispute between the BOROUGH and any EMPLOYEE with respect to the interpretation, application or violation of any of the provisions of this Agreement or any applicable rule or regulation.

33.03 The procedure for settlement of grievances shall be as follows:

A. STEP ONE

In the event that any EMPLOYEE has a grievance, within four (4) working days of the occurrence of the event being grieved, the EMPLOYEE shall discuss it informally with his supervisor. The supervisor shall decide the grievance within two (2) working days after the grievance is first presented to him. Said decision shall be in writing.\*

GRIEVANCE PROCEDURE (cont.)

B. STEP TWO

If no satisfactory resolution of the grievance is reached at Step One, then within two (2) working days the grievance shall be presented in writing to the Captain in charge of the unit to which the grievant is assigned. The Captain shall render a decision within five (5) working days after the grievance was presented to him. Said decision shall be in writing.

C. STEP THREE

If no satisfactory resolution of the grievance is reached at Step Two, then within two (2) working days the grievance shall be presented in writing to the Chief of Police. The Chief shall render a decision within five (5) working days after the grievance was first presented to him. In the absence of the Chief, the grievance shall be presented to the Captain in charge of the Department for determination. Said decision shall be in writing.

D. Step Four

If the Association wishes to appeal the decision of the Chief of Police (or the Captain in charge if the Chief is absent), it shall be presented in writing to the BOROUGH's Governing Body within five (5) working days. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The BOROUGH's Governing Body shall give the Association the opportunity to be heard and will give its decision in writing within ten (10) working days of receipt of the written grievance.

E. STEP FIVE

If the Association wishes to appeal the decision of the Governing Body, it shall, within sixty (60) working days of the receipt of the decision of the Governing Body, file with the American Arbitration Association its request for arbitration of the grievance in question. The parties shall be bound by the decision of the Arbitrator. The cost of the Arbitrator shall be borne equally by the parties, but each party shall be liable for the payment of its own representatives. ✕

34.00 SAVINGS CLAUSE

34.01 It is understood and agreed that if any portion of this Agreement or the application of the Agreement to any person or circumstance 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.

34.02 Upon mutual approval of both the BOROUGH and the Association possible future meetings may be arranged for the purpose of negotiating changes to articles 22.00, and 22.01 entitled "SICK LEAVE."

34.03 Said meetings shall be arranged at mutually approved times, places and dates as deemed essential, and shall be based only upon pending Judicial Findings pertaining to "SICK LEAVE", and all other provisions of this agreement shall not be affected thereby.

34.04 Failure to mutually negotiate change to the present "SICK LEAVE" section shall result in said section remaining as agreed upon from the first effective date of this agreement until termination of same.

35.00 OFF-DUTY ACTION

35.01 Since all superior officers are presumed to be subject to duty twenty-four (24) hours per day, the parties agree to the following:

A. Any action taken by an EMPLOYEE within the State of New Jersey on his time off, which would have been taken by an officer on active duty if present or available, shall be considered police action, and the EMPLOYEE shall have all the rights and benefits concerning such action as if he were then on active duty.

B. Recognizing that the BOROUGH and its residents benefit from the additional protection afforded by armed off-duty police officers, and further recognizing the weighty responsibility and hazards confronting such armed off-duty police officers, the BOROUGH agrees to pay such EMPLOYEE the sum of One (\$1.00) Dollar in lieu of any other regular or periodic payments for such off-duty performances.

36.00 STANDBY TIME

36.01 Standby time shall be considered as time worked if the Chief or his designee requires the EMPLOYEE to remain in a fixed location.

36.02 Present practice with regard to weekend standby for superior officers assigned to the Detective Bureau shall continue, but the amount payable for such weekend standby shall be Four Hundred (\$400.00) Dollars per year per EMPLOYEE, with not set-offs for actual overtime worked on such weekend. *HK*

37.00

EXCUSED ABSENCES+

37.01

Excused absences are defined as any authorized absences from the scheduled hours of work for which no deduction is made from the EMPLOYEE's leave, military leave or bereavement leave. The BOROUGH grants time off with pay to EMPLOYEES and identifies the absence as excused under the following circumstances:

TIME NECESSARY FOR VOTING

Any EMPLOYEE who desires to vote in a general election, primary election, special election or location election in the community where he resides, and who is required to work on the day of such election and whose hours of work are such that it will be difficult or impossible for him to vote shall be granted two (2) hours of excused time to vote. Such time off shall be allowed only at the beginning or end of the EMPLOYEES tour of duty as designated by his supervisor. However, any EMPLOYEE who has four (4) or more consecutive hours off before or after his working hours during which polls are open will be considered to have sufficient time to vote outside of his working hours and will not, therefore, be granted excused time.

TIME FOR DONATING TO THE COMMUNITY BLOOD BANK

Any EMPLOYEE who donated blood to the blood bank during his normal work schedule is granted the rest of the working day off as excused time. Any EMPLOYEE who donates blood outside his normal work schedule is granted three (3) hours of excused time to be taken at a mutually convenient time to the EMPLOYEE and the Chief of Police.

WEDDING OF EMPLOYEE

One (1) day off excused absence in connection with the wedding of an EMPLOYEE.

WIFE GIVING BIRTH

One (1) day off excused absence in connection with time when EMPLOYEE's wife gives birth.

MOVING HOUSEHOLD

One (1) day off excused absence when EMPLOYEE is head of household and moves his family from one residence to another. ✕

EXCUSED ABSENCE (cont.)

ILLNESS OF SPOUSE

When pre-school or disabled child needs care or illness of minor (pre-high school) child when EMPLOYEE is the only adult in the household responsible for the minor child's care. (Limited to a total of two (2) paid days off per calendar year.)

When overtime work in excess of five and one-half (5½) hours is performed by an EMPLOYEE who is called in from off-duty status, sufficient excused time is granted in order to provide a period of four (4) consecutive hours off before the EMPLOYEE starts his next normal tour. For example, if the EMPLOYEE works from midnight until 6:00 A.M. and is scheduled to work the 7:00 a.m. to 3:00 p.m. tour, he receives three (3) hours excused time and starts his tour at 10:00 a.m.

38.00 MILEAGE ALLOWANCE

38.01 Whenever an EMPLOYEE shall be required to use his personal vehicle in any job connected capacity, he shall be entitled to an allowance of Fifteen (\$.15) Cents per mile.

39.00 Maternity Leave

39.01 Maternity Leaves not to exceed six (6) months without pay shall be granted at the request of a female EMPLOYEE.

39.02 Maternity Leaves may be extended or renewed for a period not to exceed six (6) months without pay upon the request of a female EMPLOYEE.

40.00 SAFETY AND HEALTH

40.01 The BOROUGH shall at all times maintain existing working conditions to insure maximum safety for all EMPLOYEES and shall provide equipment and devices toward that end.

41.00 YEARLY CALENDAR

41.01 Except as otherwise modified by this Agreement the present calendar shall remain in full force and effect.

41.02 Vacations are selected pursuant to the Agreement and shall be fully shown. )K

42.00 NO WAIVER

42.01 Except as otherwise provided in this Agreement, the failure to enforce any provision in this Agreement shall not be deemed a waiver thereof.

42.02 This Agreement is not intended and shall not be construed as a waiver of any right or benefit to which the EMPLOYEES are entitled by law.

43.00 PATROL SAFETY

43.01 The BOROUGH recognizes and agrees that the day to day dangers and unforeseen occurrences that an EMPLOYEE may encounter on his daily tour of concern to both parties to this Agreement.

43.02 The BOROUGH recognizes and agrees that in most instances an immediate and able backup police officer is both necessary and proper patrol procedure.

43.03 the BOROUGH shall therefore provide a minimum of two (2) police officers on patrol at all times on every tour of each day. This minimum patrol shall be constituted from ranks of Patrolman and Sergeant.

43.04 The BOROUGH agrees that on any tour not manned by the aforesaid minimum complement of police officers, the Patrolman shall notify his superior of said condition and shall not begin his patrol duties until the proper tour patrol is formed.

43.05 Any time an EMPLOYEE performs a duty or function which he has been ordered to perform by any superior in the chain of command of the EMPLOYEE while on duty, including tour commander of equal rank, and which is traditionally performed by EMPLOYEES governed by this Agreement, or one incidental thereto, such EMPLOYEE shall be deemed to be acting in the line of duty, and it shall be construed by the parties as an incident of employment entitling the EMPLOYEE to all benefits and protections afforded him, including but not limited to a construction by the parties that an injury occurring as a result of such an activity is one which arises out of or in the course of the EMPLOYEE's employment for the purpose of Workers' Compensation and pension benefits.

43.06 The BOROUGH will maintain all vehicles in a reasonable sound and safe condition and will make all reasonable efforts to keep the said vehicles reasonably sound and safe. HK



44.00 SAFETY COMMITTEE

44.01 The BOROUGH and the EMPLOYEES hereby agree to establish a Safety Committee, which Committee shall be charged with advising the Chief of Police and the Mayor and Council of the BOROUGH on all matters with respect to the health and safety of the members.

44.02 The Committee shall present its advisory opinion on any matters relating to health and safety, to include, but not be limited to, the following: Vehicle safety; quantity and quality of emergency equipment; weapons; protective equipment; safety and health procedures; prisoner and public safety; and safety morale.

44.03 The Committee shall comprise two (2) representatives appointed by the Mayor and Council and two (2) representatives appointed by the SOA. A majority vote of the committee members on any given subject shall constitute the report of the Committee. Minority opinions may be reduced to writing and submitted to the Chief of Police if so desired by any member of the Committee.

44.04 The Committee shall meet not less than once every two (2) months at a mutually convenient time and place.

44.05 Any person may submit suggestions to the Committee members either orally or in writing.

45.00 FIREARMS QUALIFICATION

45.01 The BOROUGH shall take all reasonable steps to assure that EMPLOYEES are provided with annual firearms qualification in all weapons regularly used by the EMPLOYEES and in accordance with accepted police standards.

46.00 PROMOTION GUIDELINES

46.01 The BOROUGH agrees to provide a police promotion guideline ordinance within six (6) months after the date of the signing of this Agreement. The terms of such promotion guidelines shall be within the strict discretion of the BOROUGH, and this clause shall not be construed as a surrender or diminution by the BOROUGH of its absolute lawful authority to promote members of the Department and establish the procedures used therefor.

47.00 FACILITIES

47.01 All police quarters shall have adequate air-conditioning, heating, hot water, sanitary facilities, reasonably private locker rooms and adequate eating facilities.

47.02 The BOROUGH agrees to create a Physical Fitness Area in the Public Safety Building that will be utilized by the EMPLOYEES. The BOROUGH will provide and maintain reasonable equipment and fixtures for this area. HK

48.00 TERMINAL LEAVE

48.01 Each EMPLOYEE, after serving twenty-five (25) years or more, or such shorter period if permitted by statute, shall be entitled to a paid terminal leave for a period of three (3) months which shall be utilized in the three (3) month period immediately preceding the EMPLOYEES retirement date.

49.00 SENIORITY

49.01 Traditional principles of seniority shall apply to EMPLOYEES covered by 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 in service by date of appointment shall apply. An EMPLOYEE's length of service shall not be reduced by time lose due to absence from his employment due to bona fide illness or injury certified by a physician not in excess of one(1) year.

50.00 RIGHTS UPON RETIREMENT


50.01 TERMINAL LEAVE

An EMPLOYEE who shall have served as a member of the Police Department of the Borough of Maywood for twenty-five (25) years or more, upon his retirement, shall be entitled to terminal leave in either a lump sum equivalent to twenty-five (25%) per cent of his current annual base salary, or six (6) additional paychecks payable over six (6) consecutive pay periods, subject to the following conditions. An EMPLOYEE shall have the right to select either option provided such selection is made prior to March 1st of the calendar year during which the EMPLOYEE intends to retire. While and EMPLOYEE may select the option which he prefers at any time prior to retirement, the Mayor and Council reserve the right to select the option which the EMPLOYEE shall receive if the selection is not made prior to March 1st as provided above.

50.02 HEALTH BENEFITS

The BOROUGH shall pay all premiums for health benefits of EMPLOYEES (which shall cover such EMPLOYEE's spouse) who shall have served as members of the Police Department of the BOROUGH for twenty-five (25) years or more.

For the purpose of this paragraph, health benefits shall include those benefits which are or may be provided to municipal employees which include Blue Cross/Blue Shield, Series 14/20, including Rider J, and a major medical policy through the New Jersey Blue Cross/ Blue Shield.

50.03 In the event the BOROUGH elects to place medical coverage with an insurance carrier which terminates coverage on an unemancipated dependent child at age nineteen (19) years, it is agreed the EMPLOYEE having such unemancipated 

HEALTH BENEFITS (cont.)

dependent children may apply to the BOROUGH for extended Medical Coverage. The cost for this extended coverage shall be made in a manner determined by the BOROUGH and insurance carrier and said additional cost shall be shared equally by the BOROUGH and EMPLOYEE each paying 50% of the additional cost.

When such EMPLOYEES shall have reached the age of 65 after retirement, they shall, as a condition of continued health benefits as provided for herein, apply for and pay, at their own cost and expense, such sums as may be due for Medical coverage, Parts A and B, to the end that the health benefits provided for in this paragraph shall then consist of complimentary coverage.

51.00 TERMS OF CONTRACT

51.01 This contract shall take effect upon the execution thereof and shall terminate on December 31, 1984. ~~HK~~

BOROUGH OF MAYWOOD

BY 

John A. Steuert, Jr. Mayor

ATTEST

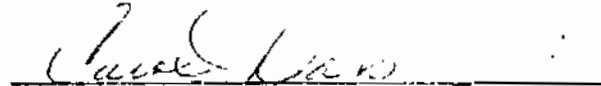


Patricia Allison, Borough Clerk

MAYWOOD PBA LOCAL 102

BY 

ATTEST



Carol Dass, Administrative Assistant  
to Chief of Police

APPENDIX "A"

ANNUAL BASE SALARIES

1983

Captain	\$32,573.00
Lieutenant	30,204.00
Sergeant	27,836.00

1984

Captain	\$35,179.00
Lieutenant	32,620.00 <i>MR</i>
Sergeant	30,063.00 <i>K</i>

APPENDIX "B"

LONGEVITY

(Schedule of Increments)

<u>Time Increment</u>	<u>Per Cent</u>
Hire date but less than 3 years	0%
3 years but less than 6 years	1%
6 years but less than 9 years	2%
9 years but less than 12 years	3%
12 years but less than 15 years	4%
15 years but less than 18 years	5%
18 years but less than 21 years	6%
21 years but less than 24 years	7%
24 years but less than 27 years	8%
27 years but less than 30 years	9%
30 years and over	10% <del>K</del>

APPENDIX "C"

VACATIONS

Vacation allowance in year subsequent to the calendar year in which the individual is employed is determined by the length of service completed. The past practice of using anniversary dates for computation of vacation allowances shall be continued.

Effective January 1, 1981

<u>Length of Service</u>	<u>Vacation Days*</u>
5 months but less than 1 year	7
More than 1 year but less than 8 years	13
More than 8 years but less than 15 years	16
More than 15 years but less than 23 years	23
More than 23 years to retirement	27 <sup>AC</sup>

\*working days

APPENDIX "D"

HOLIDAY SCHEDULE

The following holidays are observed:

1. New Year's Day
2. Washington's Birthday
3. Good Friday
4. Easter
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. Election Day
10. Veteran's Day
11. Thanksgiving Day
12. Friday after Thanksgiving Day
13. Christmas Day