

**AGREEMENT
BETWEEN**

TOWNSHIP OF BLOOMFIELD

AND

**BLOOMFIELD POLICEMEN'S BENEVOLENT
ASSOCIATION, INC. LOCAL NO. 32**

JANUARY 1, 2017 THROUGH DECEMBER 31, 2020

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PREAMBLE

This Agreement is entered into this ____ day of _____, 2016 by and, between the TOWNSHIP OF BLOOMFIELD, in the County of Essex, New Jersey, a Municipal Corporation of the State of New Jersey (hereinafter called the “Township” or the “Employer”) and the NEW JERSEY STATE, POLICEMEN'S BENEVOLENT ASSOCIATION, INC., LOCAL 32 (hereinafter called the “PBA” or the “Association”).

ARTICLE I
RECOGNITION

A. The Township hereby recognizes the Association as the exclusive majority representative for all police officers in the Police Department of the Township, within the meaning of the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1.1 et seq., but excluding Sergeants, Lieutenants, Captains, and Chief of Police.

B. The terms of “police officer,” and “member” and/or “employee” as used herein, shall be defined to include the plural as well as the singular and to include males and females.

ARTICLE II

MANAGEMENT RIGHTS

A. The Employer hereby retains and reserves unto itself without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey, and of the United States, including but without limiting, the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the government and its properties and facilities and the activities of its employees;
2. To hire all employees and, subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees;
3. To take any disciplinary action permitted by law for good and just cause.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the terms of this Agreement and by the Constitution and Laws of New Jersey and of the United States.

ARTICLE III
GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment under the Agreement.

2. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Department.

B. Definition

The term “grievance” as used herein means any complaint or controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement and may be raised by an individual, the PBA on behalf of an individual employee or group of employees, or the Township.

C. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties. covered by this Agreement, and shall be followed in its entirety unless any step is waived by mutual consent:

STEP ONE:

a) An aggrieved employee, the PBA on behalf of an aggrieved employee or employees, or the Township, shall institute action under the provisions hereof within thirty (30) working days of the occurrence giving rise to the grievance and an earnest effort shall be made to settle the differences between the aggrieved employee and his Division Commander, for the

purposes of resolving the matter informally. Failure to act within said thirty (30) working days shall be deemed to constitute an abandonment of the grievance.

b) The Division Commander shall render a decision within five (5) calendar days after receipt of the grievance.

STEP TWO:

a) In the event the grievance has not been resolved in or at Step One, the employee or the PBA shall, in writing and, signed, file the grievance with the Chief of Police, within ten (10) working days following the determination at Step One.

b) The Chief of Police shall render a decision, in writing, within five (5) calendar days from the receipt of the grievance. However, in the event the Chief of Police is on leave, off-duty or out of town, the five (5) calendar day time limit shall not begin running until the Chief of Police has returned.

STEP THREE:

a) In the event the grievance has not been resolved in or at Step Two, the employee or the PBA may appeal, in writing, the Chief of Police's determination to the Township Administrator within five (5) working days following the determination of Step Two.

b) The Township Administrator shall render a determination, in writing, within ten (10) calendar days from receipt of the appeal. However, in the event the Township Administrator is on leave, off duty or out of town, the ten (10) calendar days time limit shall not begin running until the Township Administrator has returned.

STEP FOUR:

a) In the event the grievance has not been resolved in or at Step Three, the employee or the PBA May appeal, in writing, the Township Administrator's determination to the Mayor and Township Council within five (5) working days following the determination at Step Three.

b) The Mayor and Township Council shall render a determination, in writing, within fifteen (15) calendar days from receipt of the appeal.

STEP FIVE:

a) In the event the grievance has not been resolved in or at Step Four, the matter may be referred to arbitration as hereinafter provided.

b) In the event that the Township or the Association desires to submit a grievance to arbitration, the following procedure shall be followed:

1) The party demanding arbitration shall serve written notice of its intention. to arbitrate on the other party (ies) within ten (10) working days following receipt of the .Mayor and Council's determination.

2) The party demanding arbitration shall request the Public Employment Relations Commission (PERC) to appoint an. arbitrator. The selection of the arbitrator shall be conducted in accordance with the rules and regulations of PERC.

3) The costs of the service of the arbitrator shall be borne equally by the Township and the Association.

4) The decision of the arbitrator shall be in writing and shall include the reasons for such decision,

5) The decision of the arbitrator shall be final and binding according to law upon the Township and Association.

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

E. Time limits may be extended by the parties by mutual written agreement in instances where a designated member of the PBA Grievance Committee or a Township Official, whose presence is required or necessary to present, hear or resolve a grievance, is unavailable because of illness, vacation or other bona fide cause.

F. The Township reserves the right to file, in writing, a grievance on its behalf with the President of the PBA who shall conduct a conference with representatives of the Township (not to exceed three (3)) within ten (10) calendar days of filing of the grievance. In the event no adjustment has been satisfactorily made within ten (10) calendar days after such meeting, either party may file within ten (10) calendar days for final and binding arbitration in accordance with this Article.

G. In the event the aggrieved elects to pursue remedies available through Civil Service, the grievance shall be canceled and the matter withdrawn from this procedure, It is agreed between the parties that no arbitration hearing shall be held until after the expiration of at least thirty (30) calendar days after the decision rendered by the Mayor and Council on the grievance. In the event the grievant pursues his remedies through Civil Service, the arbitration hearing, if any, shall be canceled and the filing fees and expenses incurred thereby shall be paid by the grievant of the Association.

ARTICLE IV

PBA REPRESENTATIVES

A. 1. The Township agrees to grant time off, without loss of regular pay or time due, not to exceed one (1) calendar week, to any employees designated by the PBA to attend the Annual State Convention, provided seventy-two (72) hours written notice is given to the Chief of Police by the Association, No more than three (3) employees, consisting of one (1) Delegate and two (2) Alternate Delegates, shall be granted time off at any one time. In no event, shall more than two (2) employees on any shift, be granted time off at any one time.

2. The Township may grant time off, as provided above, to two (2) additional police officers designated by the PBA to attend the Annual State Convention provided adequate manpower is available and there is no need to cover the designated officers' absence by hiring other officers on an overtime basis.

B. Any representative designated in writing by the President of the Association may enter the Township facilities or premises, at any time, for the purpose of observing working conditions or assisting in the adjustment of grievances. When the Association decides to have its representatives enter the Township facilities or premises, it will request such permission from the Chief of Police, or his representatives and such permission shall not unreasonably be withheld.

C. An aggregate of three (3) Association representatives, i.e., one (1) representative from each shift, shall be appointed by the Association President each year on July 1 to represent the Association in grievances with the Township. The Association shall notify the Township, in writing, within ten (10) calendar days after the election or appointment of the aforementioned representatives. These three (3) Association representatives shall suffer no loss of regular pay or time due when processing grievances.

D. During collective negotiations, authorized Association representatives, not to exceed four (4), shall be excused from their normal work duties to participate in any collective negotiation session mutually scheduled by the parties and shall suffer no loss of regular pay or time due.

E. One (1) State PBA Delegate shall be granted time off, without loss of regular pay or time due, to attend regularly scheduled State and Local PBA meetings when such meetings are conducted at a time when the delegate is scheduled to work. The State PBA Delegate shall submit written notification to the Chief of Police no less than one (1) calendar week prior to the regularly scheduled meeting date.

In the event that the State Delegate was to be elected to the position of State PBA President or Executive Vice-President, the Delegate would be granted full time release from his/her normal duties, so that he/she can attend to the duties of State PBA President or Executive Vice President.

The State Association will agree to reimburse the Township of Bloomfield, a sum of money annually, equal to the gross base salary which would normally be paid to the State Delegate, if the employer allows the State Delegate elected as State PBA or Executive Vice President to be fully relieved from his/her normal duties during the term(s) as State President or Executive Vice President. There shall be a written agreement between the State Association and the Township of Bloomfield outlining the procedures for reimbursement, before any reimbursement is effectuated.

F. The following officers of the Local PBA shall be granted time off, without loss of regular pay or time due, to attend regularly scheduled Local PBA meetings when such meetings are conducted at a time when the Local PBA officers are regularly scheduled to work: President,

Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms and the Senior Trustee, The Local PBA President shall submit written notification to the Chief of Police no less than one (1) calendar week prior to the regularly scheduled meeting date.

G. The PBA President and Delegate shall be granted time off, without loss of regular pay or time due, to attend the regularly scheduled County PBA meetings when such meetings are conducted at a time when the President and Delegate are scheduled to work. Said PBA officials shall submit written notification to the Chief of Police no less than one (1) calendar week prior to the regularly scheduled meeting date.

H. 1. The President of the PBA shall be granted whatever time off is needed, without loss of pay or time due, to devote to the administration and enforcement of this Agreement except when such absence would impair the efficient operation of the Department.

2. The President of the PBA, or his designee, shall be granted time off, without loss of pay or time due, for any function or business of the Bloomfield PBA except when such absence would impair the efficient operation of the Department.

ARTICLE V

DEDUCTIONS FROM SALARY

A. The Employer agrees to deduct from the salaries of its employees (both Association members and non-Association members), subject to this Agreement; dues for the Association. Such deductions shall be made in compliance with Chapter 310, P.L. of 1967, N.J.S.A. (R.S. 52:14-15.5 (e)), as amended, Said monies together with records of any corrections shall be transmitted to the Association Treasurer within one (1) working day from each pay day during the payroll period.

B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Association shall furnish to the Employer written notice thirty (30) days prior to the effective date of such change and shall furnish new authorizations from its members showing the authorized deduction for each employee,

C. The Association shall provide the necessary "check-off authorization" form and deliver the signed forms to the appropriate officers, The Association shall indemnify, defend and save the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Employer in reliance upon salary deduction authorization cards submitted by the Association to the Employer.

ARTICLE VI

NO-STRIKE PLEDGE

A. The Association covenants and agrees that during the term of this Agreement neither the Association nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty or willful absence of any employee from his position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment, work stoppage, slowdown, walkout or other deliberate interference with normal work procedures against the Employer. The Association agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown or walkout, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement may be deemed grounds for termination of employment of such employee or employees, subject, however, to the application of the Grievance Procedure contained in Article III.

C. The Association will actively discourage and will take all affirmative steps which are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other deliberate interference with normal work procedures against the Employer.

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

ARTICLE VII

HOURS OF WORK AND OVERTIME

A. Employees shall be assigned, at the discretion of the Chief of Police, to the Pitman schedule or five (5) consecutive days on and two (2) consecutive days off except in case of emergency as provided in Section 50-5 of the "Bloomfield Town Code."

B. The normal daily tour of duty is as follows:

5-2 Personnel

1. Fifteen (15) minutes prior to commencement of tour of duty: for show up and shape up (Training),

2. Fifteen (15) minutes after tour of duty: to complete reports and transfer of information, if necessary.

3. Memorial Day inspection. The Association shall cooperate with the Chief of Police in connection with the efforts to recruit volunteers to march in the annual Memorial Day Parade. Employees shall not be ordered to march in or stand inspection prior to the Memorial Day Parade and if they volunteer to march in or stand inspection prior to the parade, they shall not be compensated.

4. Department meetings, if necessary.

5. Personnel conferences with individual subordinates, if necessary.

6. Normal tour of duty consists of eight (8) hours plus # 1-5 above.

Pitman Schedule Personnel

1. Formal classroom training forty-seven (47) hours per year for police officers,

2. Memorial Day inspection. The Association shall cooperate with the Chief of Police in connection with the efforts to recruit volunteers to march in the annual Memorial Day Parade.

3. Employees shall not be ordered to march in or stand inspection prior to the Memorial Day Parade and, if they volunteer to March in or stand inspection prior to the parade, they shall not be compensated.

4. Departmental meetings, if necessary.

5. Personnel conferences with individual subordinates, if necessary.

6. Normal tour of duty consists of an eleven (11) hour shift plus # 1-4 above.

7. Employees working the Pitman Schedule shall have vacation and sick time calculated based on an eleven (11) hour shift.

C. 1. The normal yearly work schedule shall consist of two thousand eighty (2080) hours per year for 5-2 Personnel and two thousand sixty (2060) hours for Pitman Personnel.

2. The Pitman schedule is as follows:

- 0600-1700
- 1630-0330
- 1930-0630

D. 1. Hours worked in excess of those regularly scheduled, as provided in Sections A, B and C above, shall be deemed overtime provided such work has been authorized and shall be compensated at one and one-half (1-1/2) times the regular rate of pay. In the computation of an employee's regular hourly rate of pay, an employee's base annual salary plus longevity shall be divided by two thousand eighty (2080) hours.

2. The present methods utilized in computation of overtime, for those eligible, shall be maintained as stated in a certain ordinance entitled, "An Ordinance Establishing an Overtime Pay Program for the Officers and Members of the Police and Fire Departments of the Township of Bloomfield," adopted October 21, 1968, Volume 11 of Township Ordinances, pages 112, etc.

E. Those employees who are: assigned to the five (5) consecutive days on two (2) consecutive days off tour of duty who, by working their regularly scheduled normal tour, work in excess of two thousand eighty (2080) hours per year, shall be compensated as follows for said extra time.

1. One (1) Compensatory day off per month, and
2. Five (5) days off as follows:
 - New Years Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Christmas Day

F. Employees shall be compensated for overtime at the rate of time and one-half (1- $\frac{1}{2}$) for all time worked in excess of the tour of duty. The employee shall have the option of direct cash payments or compensatory time off in accordance with the following:

1. Monetary compensation for overtime worked shall be made in the next biweekly paycheck following the overtime earned; or

2. Compensatory time may be accrued up to three hundred twenty (320) clock hours which may be taken at any time subject to the approval of the Chief of Police, or his designee, which approval shall not be unreasonably withheld.

G. In the event an employee is required, on behalf of the Township of Bloomfield, to appear in any judicial or administrative proceeding on his day off, time off or vacation time, in connection with his duties as a police officer, he shall be paid one and one-half (1-1/2) times his regular hourly rate of pay, except that an employee who is required to appear in Superior Court or Municipal Court for criminal cases or motor vehicle cases shall receive a minimum of four (4) hours pay at one and one-half (1-1/2), his regular hourly rate.

H. Shift Picks – Yearly shift picks to be conducted in October and in effect by January 15th and lasting one full year.

ARTICLE VIII

VACATION LEAVE

A. (1) Employees hired before January 1, 2011 (including Jennifer Horn, James Peri, and Dominick Sedano) on the 5-2 schedule shall receive vacation with pay according to the following schedule:

In the 1st calendar year of service, an employee earns 1.416 working days each month or major fraction thereof of service and may take NO days vacation.

In the 2nd calendar year of service, an employee is credited with seventeen (17) working days per year of service and may take the number, of days earned in the 1st calendar year Of service as vacation.

In the 3rd through 10th calendar year of service, an employee is credited with seventeen (17) working days per year of service and may take seventeen (17) working days of vacation.

In the 11th through 20th calendar year of service, an employee is credited With twenty-three (23) working days per year of service and may take twenty-three (23) working days of vacation.

In the 21st calendar year of service and thereafter, an employee is credited with twenty-five (25) working days per year of service and may take twenty-five (25) workitig days of vacation.

(2) Employees hired after January 1, 2011 (excluding Jennifer Horn, James Peri, and Dominick Sedano) on the 5-2 schedule shall receive vacation with pay according to the following schedule:

In the 1st calendar year of service, an employee earns 1.083 working days each month or major fraction thereof of service and may take NO days vacation.

In the 2nd calendar year of service, an employee is credited with thirteen (13) working days per year of service and may take the number of days earned in the 1st calendar year of service as vacation.

In the 3rd through 10th calendar year of service, an employee is credited with thirteen (13) working days per year of service and may take thirteen (13) working days of vacation.

In the 11th through 20th calendar year of service, an employee is credited with nineteen (19) working days per year of service and may take nineteen (19) working days of vacation.

In the 21st calendar year of service and thereafter, an employee is credited with twenty-one (21) working days per year of service and may take twenty-one (21) working days of vacation.

3) Employees hired before January 1, 2011 (including Jennifer Horn, James Peri, and Dominick Sedano) on the Pitman schedule shall receive vacation with .pay according to the following schedule:

In the 1st calendar year of service, an employee earns 11.328 hours per month or major fraction thereof of service and may take NO vacation.

In the 2nd calendar year of service, an employee is credited with one hundred thirty-six (136) hours per year of service and may take the number of hours earned in the 1st calendar year of service as vacation.

In the 3rd through 10th calendar year of service, an employee is credited with one hundred thirty-six (136) hours per year of service and may take one hundred thirty-six (136) hours of vacation.

In the 11th through 20th calendar year of service, an employee is credited with one hundred eighty-four (184) hours per year of service and may take one hundred eighty-four (184) hour of vacation.

In the 21st calendar year of service and thereafter, an employee is credited with two hundred (200) hours per year of service and may take two hundred (200) hours of vacation.

4) Employees hired after January 1, 2011 (excluding Jennifer Horn, James Ped, and Dominick Sedano) on the Pitman schedule shall receive vacation with pay according to the following schedule:

In the 1st calendar year of service, an employee earns 8.666 hours per month or major fraction thereof of service and may take NO vacation.

In the 2nd calendar year of service, an employee is credited with one hundred four (104) hours per year of service and may take the number of hours earned in the 1st calendar year of service as vacation.

In the 3rd through 10th calendar year of service, an employee is credited with one hundred four (104) hours per year of service and may take one hundred thirty-six (104) hours of vacation.

In the 11th through 20th calendar year of service, an employee is credited with one hundred fifty-two (152) hours per year of service and may take one hundred fifty-two (152) hour of vacation.

In the 21st calendar year of service and thereafter, an employee is credited with one hundred sixty-eight (168) hours per year of service and may take one hundred six eight (168) hours of vacation.

B. The total years of service after permanent appointment of each employee in the classified Civil Service shall be considered in determining annual vacation leave provided under the above schedule.

C. Vacation leave shall be taken in accordance with Section A of this Article at such time as requested and approved by the: Chief of Police unless the Chief of Police, in his sole discretion, determines and certifies that it cannot be taken because of pressure of work or other emergency situation.

D. When in any calendar year the annual vacation leave, or any part thereof, is not granted and taken, such annual vacation leave or part thereof not granted and taken shall accumulate to the credit of the individual employee. No employee upon termination by reason of retirement, resignation, layoff or death shall be paid in excess of two (2) years' accrued vacation leave (e.g., two (2) years' accrued leave equals fifty (50) days for personnel with twenty (21) years of service on the 5-2 schedule in 2007).

E. Employees who have been permitted, prior to the signing of this Agreement, to carry over and accumulate vacation beyond the year following the calendar year in which it is

earned due to the pressure of work or other emergency situation, as noted in Section C above, will not forfeit any such vacation.

F. Following completion of the 1st calendar year of service, vacation leave for the forthcoming year shall be accrued and credited on January 1 of each year. Effective January 1, 2009, when an employee's employment relationship with the Township is terminated for any reason the amount of vacation pay credited at the beginning of the last year of employment shall be prorated by the amount of months served in that year.

ARTICLE IX

HOLIDAY PAY

A. Every employee shall be compensated at the rate of seven and ninety-seven hundredths percent (7.97%) of base pay, in lieu of time off, for holiday pay.

B. When calculating holiday pay, the base pay shall be established as of July 1, or effective date of termination by reason of death or retirement, if earlier, and shall consist of basic salary plus longevity, Holiday pay shall be included in every employees pay and shall be considered earned upon payment.

C. Holiday pay shall not be used in computation of overtime, pay for work in higher rank, terminal leave or any other fringe benefits.

D. The PBA hereby agrees that it will indemnify and hold the Township harmless from any claims and will not encourage, support or pursue any action in any forum with respect to the provisions of this Article. The PBA agrees that holiday pay does not increase the police officer's hourly pay for overtime or any other purpose.

ARTICLE X

HOLIDAY LEAVE

Employees covered under this Agreement will be entitled to one (1) day off, with pay, known as Holiday Leave.

ARTICLE XI

SICK LEAVE

A. No sick leave shall be granted to any temporary employee for the first six (6) months of service from the date of temporary appointment. A temporary employee shall earn and accumulate one (1) day for each month, or major fraction thereof, of completed service thereafter.

B. (1) From the date of permanent appointment each employee on the 5-2 schedule shall earn and accumulate one (1) day of sick leave for each month, or major fraction thereof, of completed service up to and including December 31 following the date of permanent appointment.

(2) From the date of permanent appointment, each employee on the Pitman schedule shall earn and accumulate eight (8) hours of sick leave for each month, or major fraction thereof, of completed service up to and including December 31 following the date of permanent appointment.

C. (1) For each year following December 31 following the date of permanent employment, each employee on the 5-2 schedule shall be granted fifteen (15) days sick leave for each calendar year thereafter. The amount of such sick leave not taken shall accumulate to the employee's credit from year to year.

(2) For each year following December 31 following the date of permanent employment, each employee on the Pitman Schedule shall be granted one hundred twenty (120) hours sick leave for each calendar year thereafter. The amount of such sick leave not taken shall accumulate to the employee's credit from year to year.

D. Sick leave may be taken, when needed, for the following purposes:

1. Personal illness;
2. Exposure to contagious disease; and
3. Attendance upon a member of the employee's immediate family who is seriously ill or who requires the care or attendance of such employee, Such attendance shall be limited to a maximum of three (3) days. Immediate family is defined as a mother, father, sister, brother, son, daughter, husband or wife.

E. Sick leave verification calls by the Shift Commander shall be completed before 12:00 midnight.

F. Employees who retire after twenty-five (25) years or more of credited service in the pension system will be paid at the current salary figures of one (1) day's pay for every three (3) days of accrued sick leave, without limitation on the number of accrued sick leave days.

G. A police officer or detective who is injured, ill or disabled from any cause, shall be granted injury leave with pay for a period not exceeding one (1) year upon exhaustion of all accumulated time and provided that the examining physician, appointed by the Township, certifies such injury, illness or disability,

H. Members returning to duty after a debilitating illness (whether work connected or not), upon recommendation of the Township physician, maybe assigned to "light and limited duty" by the Chief of Police. Such duty will be based on availability of assignment and shall be of 'such a nature that it will not aggravate the condition that warranted the "light and limited duty."

I. The Township offers optional buyback of up to five (5) days sick time a year for those members on the 5-2 schedule and up to forty (40) hours for those members on the Pitman schedule who have accumulated at least: twenty-seven (27) days for those 5-2 personnel or two

hundred sixteen (216) hours for those Pitman Personnel and have not used any sick time up to December 1 with option dropping by a day for each day used.

J. Effective January 1, 2009, when an employee leaves the Department for any reason, the amount of sick leave credited at the beginning of the last year of employment shall be prorated by the number of months served in that year.

ARTICLE XII

WORK CONNECTED INJURY LEAVE

Employees will be paid at the regular rate of pay during periods Of work-connected disability due to illness, injury or recuperation therefrom, for a maximum period of one (1) year from the date of such disability, provided such employee is incapable of performing his duties as a police officer and that such disability is established by the Township physician.

ARTICLE XII

HEALTH, DENTAL AND PRESCRIPTION DRUGS

A. Health Benefits –

Employees shall have the option of four different insurance plans that will be offered by the Township for major medical insurance. Employees shall have the ability to choose a medical plan on an annual basis for family, husband/wife, parent/child, parent/children, and single coverage.

B. Dental –

The Township will maintain the currently provided dental plan. Employees shall have the option to choose a dental plan that will be offered by the Township. The coverage will be for family, husband/wife, parent/child, parent/children, and single coverage. The Township shall contribute \$550.00 per annum towards the premium. The employee shall be responsible for the difference paid through payroll deduction.

C. Prescription-

1. Effective January 1, 2017, the Employer will continue to provide a prescription drug insurance plan providing prescription drugs to the Employees and their families with copayments as follows:

Generic drugs - \$10.00 for each 30 day prescription

Brand name drugs - \$20.00 for each 30 day prescription

Specialty Pharmaceuticals - \$50.00 for each 30 day prescription

2. Specialty Pharmaceuticals are defined in accordance with the New Jersey State Health Benefits Program, Prescription Drug Plans Member Handbook, Plan Year 2013, as: Oral or injectable drugs that have unique production, administration, or distribution requirements.

They require specialized patient education prior to use and ongoing patient assistance while undergoing treatment. This provision shall only become effective if and when all unions in the Township agree to same.

3. Effective January 1, 2017, mail ordering maintenance drugs are mandatory. Mandatory is defined as drugs taken over ninety (90) days. Starter prescriptions are defined as an initial drug purchase (locally) that will last thirty (30) days. The second prescription (mail order) will be sent to a mail order company during the initial prescription purchase period. The mail order form must be formatted in a way to make it easy to fill out.

D. Effective January 1, 2017, the parties agree to freeze the Chapter 78 rates at the current 2016 amount as set forth in Schedule A. Effective January 1, 2017, the contribution rate for health insurance and prescription will be increased and capped at 2% for 2017, 2018, 2019 and 2020.

E. The Township reserves the right to change insurance carriers, or be self-insured, as long as the new carrier provides substantially similar or better benefits as compared to the existing plans.

F. i. For employees hired on or after January 1, 2014, in accordance with N.J.S.A. 40A:10-23, the Township agrees to pay the premium charges in Subsection A above for employees and their dependents, but not including survivors, that retired with twenty-five (25) years or more of service credited in the retirement system and in the Township; and for employees who retired on disability pension based on fewer years of service credited in the retirement system.

ii. For employees hired on or before December 31, 2013, the Township agrees to pay the premium charges in Subsection A above for employees and their dependents, but not

including survivors, that retired with twenty-five (25) years or more of service credited in the retirement system and for employees who retired on disability pension based on fewer years of service credited in the retirement system.

iii. The Township reserves the right to create an Employer Group Waiver Plan for eligible retirees.

ARTICLE XIV

PAY FOR WORK IN HIGHER RANK

A. Those employees assigned by the Chief of Police to perform the duties of a higher rank and who so act for a period of at least four (4) consecutive tours of duty shall be paid at the effective rate of pay for the first year of service for that rank retroactive to the assignment to the rank.

B. Payment for working in higher rank shall be made within thirty (30) days following the month in which the work in higher rank was performed.

ARTICLE XV

CLOTHING ALLOWANCE/AMMUNITION ALLOWANCE

A. The Township shall provide an annual clothing allowance of seven hundred dollars (\$700) in 2006, seven hundred and fifty dollars (\$750) in 2007, eight hundred dollars (\$800) in 2008, and eight hundred and fifty dollars (\$850) in 2009, payable on or prior to May 15th of each year.

B. The clothing allowance shall be paid to employees who are employed by the Township on January 1 of the given year and have been employed for twelve (12) months continuously prior to that date.

C. The Township will provide full clothing allowance to employees hired in their first year on or before September 1st of each year. Employees hired after September 1st will be provided a clothing allowance but will not receive any additional funds in the following year for clothing.

D. The clothing allowance shall be pro-rated for employees who retire by payment for the portion of the year in which they retire according to the following formula:

1. Upon completion of three (3) months service - 25% clothing allowance.
2. Upon completion of six (6) months service - 50% clothing allowance.
3. Upon completion of nine (9) months service - 75% clothing allowance.

E. An employee who dies while an active member of the Police Department will have paid to his estate the pro-rated clothing allowance earned during his final year of service.

Proration shall be made according to the following formula:

1. Upon completion of three (3) months service - 25% clothing allowance.
2. Upon completion of six (6) months service - 50% clothing allowance.

3. Upon completion of nine (9) months service - 75% clothing allowance.

F. Each bargaining unit member shall receive an ammunition allowance of four hundred fifty dollars (\$450) to be paid on or prior to May 15th of each year.

ARTICLE XVI

EQUIPMENT AND SAFETY

A. Newly hired police officers will be provided with the following equipment:

1. Breast shield;
2. Hat shield (wreath);
3. Regulation revolver;
4. Handcuffs;
5. Nightstick.

B. The Township shall, insofar as practical, provide the Police Department with essential equipment necessary to properly enforce the law, preserve the peace and provide public safety. Such . equipment shall be maintained in a good state of repair to assure safety of operation.

C. The Township shall replace, as necessary, all equipment subjected to normal usage, wear and tear.

D. All motor vehicle apparatus shall be maintained in accordance with New Jersey State inspection standards.

ARTICLE XVII

MILITARY LEAVE

Military leave shall be granted in accordance with the provisions of all applicable laws.

ARTICLE XVIII

RETENTION OF BENEFITS

A. Except as modified by this Agreement, all provisions of municipal ordinances applicable to employees covered under this Agreement shall remain in full force and effect during the term of this Agreement.

B. Nothing contained herein shall be construed to deny or restrict to any officer such rights as he may have under the New Jersey Employer-Employee Relations Act or any other applicable laws and regulations. The rights granted to officers hereunder shall be deemed to be in addition to those provided elsewhere.

C. All rights, privileges and benefits which the officers have heretofore enjoyed and are presently enjoying shall be maintained and continued by the Employer, except as modified in writing within this Agreement, at not less than the highest standards in effect at the commencement of the negotiations resulting in this Agreement.

ARTICLE XIX

DEATH IN FAMILY LEAVE

A. Leave of absence of five (5) consecutive working days with full pay, one of which shall be the day of death or day of funeral, shall be granted to each employee upon the death of a member of the employee's immediate family. Immediate family is defined as: mother, father, sister, brother, son, daughter, husband, wife, grandparents, step-children, step-parents, mother-in-law, father-in-law, brother-in-law, sister-in-law, spouse's grandparents and spouse's parents.

B. Absence from duty because of death of any other relative, or for the purpose of attending the funeral of anyone, will be chargeable to a member's accumulated vacation time or accumulated overtime. In no event may sick time be used for such purpose.

ARTICLE XX

PERSONAL LEAVE

A. Employees hired before January 1, 2011 (including Jennifer Horn, James Peri, and Dominick Sedano) covered by this Agreement shall be entitled to five (5) personal leave days annually without loss of regular pay in addition to any other time off for in this Agreement. Employees hired after January 1, 2011 (excluding Jennifer Horn, James Peri, and Dominick Sedano) covered by this Agreement shall be entitled to three (3) personal leave days annually without loss of regular pay in addition to any other time off for in this Agreement. Requests for personal day leave shall be submitted, in writing, to the Chief of Police at least forty-eight (48) hours prior to the day requested. The Township reserves the right to deny requests for personal days if the Chief of Police, in his sole discretion, determines that it cannot be taken because of pressure of work or other emergency situation.

B. Personal leave days shall not accumulate to the credit of the individual employee from year to year, and if not taken during the calendar year, shall be lost.

C. In the event an employee is unable to take a personal leave day in the calendar year because of pressure of work or other emergency situation, in accordance with Section A of this Article, such personal leave days shall be granted and taken immediately following such time of pressure of work or other emergency situation.

ARTICLE XXI

TERMINATION AND RETIREMENT BENEFITS

- A. Employees shall retain all pension rights under New Jersey law.
- B. Upon termination, an officer shall be paid for all earned but deferred benefits such as wages, accrued compensatory time, overtime pay, accrued vacation time, etc. In the event of a death of an officer, such benefits shall be paid to his next of kin (or heirs) on a prorated basis.

ARTICLE XXII.

BUSINESS EXPENSES

A mileage allowance of twenty-six cents (\$.26) per mile, in addition to receipted toll expenses will be paid to an employee who is required by the Chief of Police to provide his own vehicle for business related travel.

ARTICLE XXIII

SALARIES

A. The salary guide for all employees covered by this Agreement is set forth in Schedule B annexed hereto of this Agreement and representing increases of 2% effective January 1, 2017, 2% effective January 1, 2018, 2% increase effective January 1, 2019, and 2% increase effective January 1, 2020.

B. (1) Officers in steps 1 through 8 will move up a step upon the successful completion of six (6) months' work with the Township and officers in steps 9, 10, 11, and 12 will move up one step upon their one year anniversary.

(2) It is understood that the holiday pay and adjusted base pay is to be utilized for pension calculations only, and for no other purposes. (See Article IX - D and E)

C. Employees assigned to the Criminal Investigation Division shall receive the police officer's salary for the first one hundred twenty (120) days following said employee's assignment to such position. If the employee successfully completes the probationary period, he shall thereafter receive the salary as set forth above.

D. Field Training Officers shall receive stipend of \$500 per year.

E. Detectives:

1. All Detectives shall receive an additional compensation in the amount of \$4,500, in addition to their base pay. Said compensation shall be pensionable.
2. The Township agrees to pay a total of seven (7) hours – straight time – per week to Detectives who are On Call.

ARTICLE XXIV

LONGEVITY

A. Employees hired after January 1, 2017 will not be eligible for longevity.

B. A longevity program based upon the employee's length of service with the Township of Bloomfield from the date of original appointment, provided there is uninterrupted service, shall be provided upon the following basis:

<u>After Number of Years of Service</u>	<u>Percentage</u>
5 years	2%
10 years	4%
15 years	6%
20 years	8%
24 years	10%

C. The longevity credit shall be automatic and shall be paid upon completion of the prescribed years of service.

D. There shall be no longevity service credit for the period an employee is on leave of absence without pay.

E. Longevity pay shall be considered as together with base pay for pension purposes.

F. Longevity pay shall be paid with each earned salary check during the calendar year at the percentage of the employee's regular permanent salary.

G. Any interruption of service due to a cause beyond the control of the employee such as military service, injury in the line of duty, sick leave or other approved official leave of absence, with pay, shall be considered as service for the Township of Bloomfield for the purpose

of determining the completion of said accumulated years of service with the Township of Bloomfield.

H. Longevity pay shall be paid notwithstanding the fact that an employee of the Township is receiving the maximum salary provided in the regular salary ordinance.

I. The anniversary of employment for purposes of this Article shall be the employee's date of hire.

ARTICLE XXV

RULES AND REGULATIONS

Copies of all departmental rules and regulations, administrative policies and general orders; and all revisions thereto, shall be given to the PBA President, or his designee, as soon as they are promulgated.

ARTICLE XXVI

JUST-CAUSE PROVISION

No officer shall be discharged, disciplined, reprimanded, reduced in rank or compensation, or deprived of any occupational advantage: without just cause. Any such action asserted by the governing body, or any agent thereof, shall be subject to the Grievance Procedure set forth herein if recourse is not provided for under N.J.S.A. 11:1 et seq.

ARTICLE XXVII

NO WAIVER

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

ARTICLE XXVIII

EMPLOYEE RIGHTS DURING INVESTIGATIONS

A. The wide ranging powers and duties given to the Department and its members involve them in all manners of contacts and relationships with the public. Out of those contacts may come questions concerning the actions of the members of the force, These questions may require investigation by superior officers.

B. When an officer is called to an "investigatory meeting" from which he can reasonably expect to receive discipline, the officer has a right to have union representation present if he so desires, In addition, the officer has a right to be notified, in advance, of the subject matter of an investigatory interview and be afforded the opportunity to confer with a union representative before the interview.

ARTICLE XXIX

PERSONNEL RECORDS

A. A separate personal history file shall be established and maintained for each officer. Personnel history files are confidential records and shall be maintained in the office of the Chief of Police. The only other file shall be of New Jersey Department of Personnel records maintained by the personnel officer in the Township Administrator's office. Officers may copy anything that is in their files.

B. No document or report shall be placed in an officer's personnel file without a true copy being served upon the officer. In the case of derogatory material, the officer shall have the opportunity to affix his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The officer shall also have the right to submit a written answer to such derogatory material and his answer shall be reviewed by the Chief of Police, or his designee, and attached to the file copy.

C. Any officer shall have the right, to inspect his complete personnel files (Chief's Office/Administrative's Office) upon reasonable notice and at reasonable times upon request. A representative of the PBA may be present when requested by the officer concerned. An officer shall have the right to indicate those documents which he believes to be obsolete or otherwise inappropriate to retain, Said documents shall be reviewed by the Chief of Police, or his designee, and shall be destroyed if deemed appropriate.

ARTICLE XXX

REPRESENTATION FEE

If an employee does not become a member of the PBA during any membership year (i.e., from January 1 to the following December 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the PBA for that membership year. This fee shall be the maximum allowed by law.

A. Notification

Prior to March 1 of each year, the PBA will submit to the Employer a list of those employees who have neither become members of the PBA for the then current membership year nor paid directly to the PBA the full amount of the representation fee for that membership year. The Employer will deduct from the salaries of such employees, in accordance with Section B below, the full amount of the representation fee and promptly will transmit the amount so deducted to the PBA.

B. Payroll Deduction Schedule

The Employer will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first paycheck paid:

1. Ten (10) days after receipt of the aforesaid list by the Employer; or
2. Thirty (30) days after the employee begins his employment in a bargaining unit position.

C. Termination of Employment

If an employee who is required to pay a representation fee terminates his employment with the Employer before the PBA has received the full amount of the

representation fee to which it is entitled under this Article, the Employer will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

D. Mechanics of Deduction and Transmission of Fees

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the PBA will, as nearly as possible, be the same as those used for the deduction and Transmission of regular membership dues to the PBA.

E. Changes

The PBA will notify the Employer, in writing, of any changes in the list provided for in Section 1 above, and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than ten (10) days after the Employer receives said notice.

F. New Employees

At the time that the employee is officially notified of his or her appointment, in writing, a copy of said letter will be sent to the PBA.

G. Save Harmless

The PBA hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions or proceedings brought by any employee in the negotiations unit which arises from deductions made by the Employer in accordance with this provision.

ARTICLE XXXI

LEGAL DEFENSE

A. The Employer will provide defense for officers in action or legal proceedings arising out of or incidental to performance of duties pursuant to N.J.S.A. 40A:14-155.

Whenever a member or officer of a municipal police department or force is a defendant in any action or legal proceeding arising out of or incidental to the performance of his duties, the governing body of the municipality shall provide said member or officer with necessary means for the defense of such action or proceeding, but not for his defense in a disciplinary proceeding instituted against him by the municipality or in a criminal proceeding instituted as a result of a complaint on behalf of the municipality. If any such disciplinary or criminal proceeding instituted by or on complaint of the municipality shall be dismissed or finally determined in favor of the member or officer, he shall be reimbursed for the expense of his defense.

B. If the employee is not satisfied with counsel provided by the Employer, he or she may retain private counsel in which event the Employer shall make payment in full for any and all resulting legal fees and costs at the customary rates prevailing in the region for this type of defense.

C. The “prevailing rate” will be agreed upon at the time the employee retains such, private counsel and, if no agreement can be reached, it will be determined by the Essex County Bar Association. The affected employee will be responsible for paying for any difference that may result between the private counsel rate and the determined prevailing rate.

ARTICLE XXXII

SEPARABILITY AND SAVINGS

If any provision of this Agreement. or any application of this Agreement to any employee or group of employees is held to be invalid by operation of law or by a court or other tribunal or competent jurisdiction, such provision shall be inoperative but all other provisions shall not be .affected thereby and shall continue in full force and effect.

ARTICLE XXVIII

FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues which were or could have been the subject of negotiations. In accordance with law, during the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either both of the parties at the time they negotiated or signed this Agreement.

ARTICLE XXIV

MISCELLANEOUS

The parties agree that the Township will implement a 24 pay period cycle (paychecks will be issued on the 1st and 15th of every month). This provision will go into effect when and if all other unions are in agreement with same. The Township will provide a 30 day notification to the Union of the start of the 24 pay period, which will begin either in January or July following agreement by all other unions.

ARTICLE XXXV

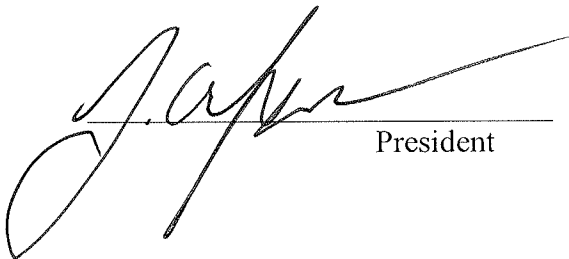
TERM AND RENEWAL

THIS AGREEMENT shall be in full force ,and effect as of January 1, 2017 and shall remain in effect to and including December 31, 2020. Any changes in salary or other economic benefits will apply only to those police officers in the employment of the Township as of the date of the signing of this Agreement or who retired from the employ of the Township or who died during the term of this Agreement. Collective negotiations for a successor. Agreement shall be conducted by and between the parties in accordance with the then applicable statutes and rules and regulations of the Public Employment Relations Commission.

WHEREAS, the parties have hereunto set their hands and seals on this 31 day of August, 2016.

BLOOMFIELD PBA LOCAL 32

TOWNSHIP OF BLOOMFIELD

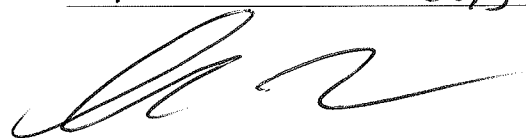


President



MAYOR MICHAEL VENEZIA

ATTEST:

Ram E. Van Esq.


SCHEDULE A

Cost per pay						Access 10				
						2%	2%	2%	2%	2%
						2016	2017	2018	2019	2020
Salary Range	Year 4	Access \$5	Access \$10	Direct Plan	H.S.A	POLICE:				
PARENT/CHILD COVERAGE										
less than 25,000	15.00%	\$ 106.16	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
25,000-29,999.99	15.00%	\$ 106.16	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
30,000-34,999.99	15.00%	\$ 106.16	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
35,000-39,999.99	15.00%	\$ 106.16	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
40,000-44,999.99	15.00%	\$ 106.16	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
45,000-49,999.99	15.00%	\$ 106.16	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
50,000-54,999.99	15.00%	\$ 106.16	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
55,000-59,999.99	17.00%	\$ 120.32	\$ 200.13	\$ 184.12	\$ 143.64	\$ 200.13	\$ 204.14	\$ 208.22	\$ 212.38	\$ 216.63
60,000-64,999.99	21.00%	\$ 148.63	\$ 247.22	\$ 227.44	\$ 177.44	\$ 247.22	\$ 252.17	\$ 257.21	\$ 262.35	\$ 267.60
65,000-69,999.99	23.00%	\$ 162.78	\$ 270.77	\$ 249.10	\$ 194.34	\$ 270.77	\$ 276.18	\$ 281.71	\$ 287.34	\$ 293.09
70,000-74,999.99	26.00%	\$ 184.02	\$ 306.09	\$ 281.59	\$ 219.69	\$ 306.09	\$ 312.21	\$ 318.45	\$ 324.82	\$ 331.32
75,000-79,999.99	27.00%	\$ 191.10	\$ 317.86	\$ 292.42	\$ 228.14	\$ 317.86	\$ 324.21	\$ 330.70	\$ 337.31	\$ 344.06
80,000-84,999.99	28.00%	\$ 198.17	\$ 329.63	\$ 303.26	\$ 236.59	\$ 329.63	\$ 336.22	\$ 342.95	\$ 349.81	\$ 356.80
85,000-99,999.99	30.00%	\$ 212.33	\$ 353.18	\$ 324.92	\$ 253.49	\$ 353.18	\$ 360.24	\$ 367.44	\$ 374.79	\$ 382.29
100,000 and over	35.00%	\$ 247.72	\$ 412.04	\$ 379.07	\$ 295.74	\$ 412.04	\$ 420.28	\$ 428.68	\$ 437.26	\$ 446.00
COUPLE										
less than 25,000	15.00%	\$ 160.43	\$ 154.53	\$ 142.13	\$ 109.03	\$ 154.53	\$ 157.63	\$ 160.78	\$ 163.99	\$ 167.27
25,000-29,999.99	15.00%	\$ 160.43	\$ 154.53	\$ 142.13	\$ 109.03	\$ 154.53	\$ 157.63	\$ 160.78	\$ 163.99	\$ 167.27
30,000-34,999.99	15.00%	\$ 160.43	\$ 154.53	\$ 142.13	\$ 109.03	\$ 154.53	\$ 157.63	\$ 160.78	\$ 163.99	\$ 167.27
35,000-39,999.99	15.00%	\$ 160.43	\$ 154.53	\$ 142.13	\$ 109.03	\$ 154.53	\$ 157.63	\$ 160.78	\$ 163.99	\$ 167.27
40,000-44,999.99	15.00%	\$ 160.43	\$ 154.53	\$ 142.13	\$ 109.03	\$ 154.53	\$ 157.63	\$ 160.78	\$ 163.99	\$ 167.27
45,000-49,999.99	15.00%	\$ 160.43	\$ 154.53	\$ 142.13	\$ 109.03	\$ 154.53	\$ 157.63	\$ 160.78	\$ 163.99	\$ 167.27
50,000-54,999.99	15.00%	\$ 160.43	\$ 154.53	\$ 142.13	\$ 109.03	\$ 154.53	\$ 157.63	\$ 160.78	\$ 163.99	\$ 167.27
55,000-59,999.99	17.00%	\$ 181.82	\$ 175.14	\$ 161.08	\$ 123.56	\$ 175.14	\$ 178.64	\$ 182.21	\$ 185.86	\$ 189.58
60,000-64,999.99	21.00%	\$ 224.61	\$ 216.35	\$ 198.98	\$ 152.64	\$ 216.35	\$ 220.68	\$ 225.09	\$ 229.59	\$ 234.18
65,000-69,999.99	23.00%	\$ 246.00	\$ 236.95	\$ 217.93	\$ 167.18	\$ 236.95	\$ 241.69	\$ 246.53	\$ 251.46	\$ 256.49
70,000-74,999.99	26.00%	\$ 278.08	\$ 267.86	\$ 246.35	\$ 188.98	\$ 267.86	\$ 273.22	\$ 278.68	\$ 284.25	\$ 289.94
75,000-79,999.99	27.00%	\$ 288.78	\$ 278.16	\$ 255.83	\$ 196.25	\$ 278.16	\$ 283.73	\$ 289.40	\$ 295.19	\$ 301.09
80,000-84,999.99	28.00%	\$ 299.47	\$ 288.46	\$ 265.30	\$ 203.52	\$ 288.46	\$ 294.23	\$ 300.12	\$ 306.12	\$ 312.24
85,000-99,999.99	30.00%	\$ 320.87	\$ 309.07	\$ 284.25	\$ 218.06	\$ 309.07	\$ 315.25	\$ 321.56	\$ 327.99	\$ 334.55
100,000 and over	35.00%	\$ 374.34	\$ 360.58	\$ 331.63	\$ 254.40	\$ 360.58	\$ 367.79	\$ 375.15	\$ 382.65	\$ 390.30

						Access 10	2%	2%	2%	2%
						2016	2017	2018	2019	2020
Cost per pay						POLICE				
Salary Range	Year 4	Access \$5	Access \$10	Direct Plan	H.S.A					
SINGLE COVERAGE										
less than 20,000	15.00%	\$ 72.29	\$ 69.64	\$ 64.05	\$ 48.97	\$ 69.64	\$ 71.03	\$ 72.45	\$ 73.90	\$ 75.38
20,000-24,999.99	15.00%	\$ 72.29	\$ 69.64	\$ 64.05	\$ 48.97	\$ 69.64	\$ 71.03	\$ 72.45	\$ 73.90	\$ 75.38
25,000-29,999.99	15.00%	\$ 72.29	\$ 69.64	\$ 64.05	\$ 48.97	\$ 69.64	\$ 71.03	\$ 72.45	\$ 73.90	\$ 75.38
30,000-34,999.99	15.00%	\$ 72.29	\$ 69.64	\$ 64.05	\$ 48.97	\$ 69.64	\$ 71.03	\$ 72.45	\$ 73.90	\$ 75.38
35,000-39,999.99	15.00%	\$ 72.29	\$ 69.64	\$ 64.05	\$ 48.97	\$ 69.64	\$ 71.03	\$ 72.45	\$ 73.90	\$ 75.38
40,000-44,999.99	15.00%	\$ 72.29	\$ 69.64	\$ 64.05	\$ 48.97	\$ 69.64	\$ 71.03	\$ 72.45	\$ 73.90	\$ 75.38
45,000-49,999.99	15.00%	\$ 72.29	\$ 69.64	\$ 64.05	\$ 48.97	\$ 69.64	\$ 71.03	\$ 72.45	\$ 73.90	\$ 75.38
50,000-54,999.99	20.00%	\$ 96.39	\$ 92.85	\$ 85.39	\$ 65.29	\$ 92.85	\$ 94.71	\$ 96.60	\$ 98.54	\$ 100.51
55,000-59,999.99	23.00%	\$ 110.85	\$ 106.78	\$ 98.20	\$ 75.09	\$ 106.78	\$ 108.92	\$ 111.09	\$ 113.32	\$ 115.58
60,000-64,999.99	27.00%	\$ 130.12	\$ 125.35	\$ 115.28	\$ 88.15	\$ 125.35	\$ 127.86	\$ 130.42	\$ 133.02	\$ 135.68
65,000-69,999.99	29.00%	\$ 139.76	\$ 134.64	\$ 123.82	\$ 94.67	\$ 134.64	\$ 137.33	\$ 140.08	\$ 142.88	\$ 145.74
70,000-74,999.99	32.00%	\$ 154.22	\$ 148.56	\$ 136.63	\$ 104.47	\$ 148.56	\$ 151.54	\$ 154.57	\$ 157.66	\$ 160.81
75,000-79,999.99	33.00%	\$ 159.04	\$ 153.21	\$ 140.90	\$ 107.73	\$ 153.21	\$ 156.27	\$ 159.40	\$ 162.58	\$ 165.84
80,000-94,999.99	34.00%	\$ 163.86	\$ 157.85	\$ 145.17	\$ 111.00	\$ 157.85	\$ 161.01	\$ 164.23	\$ 167.51	\$ 170.86
95,000 and over	35.00%	\$ 168.68	\$ 162.49	\$ 149.44	\$ 114.26	\$ 162.49	\$ 165.74	\$ 169.06	\$ 172.44	\$ 175.89
FAMILY COVERAGE										
less than 25,000	15.00%	\$ 183.45	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
25,000-29,999.99	15.00%	\$ 183.45	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
30,000-34,999.99	15.00%	\$ 183.45	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
35,000-39,999.99	15.00%	\$ 183.45	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
40,000-44,999.99	15.00%	\$ 183.45	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
45,000-49,999.99	15.00%	\$ 183.45	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
50,000-54,999.99	15.00%	\$ 183.45	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
55,000-59,999.99	15.00%	\$ 183.45	\$ 176.59	\$ 162.46	\$ 126.75	\$ 176.59	\$ 180.12	\$ 183.72	\$ 187.40	\$ 191.14
60,000-64,999.99	17.00%	\$ 207.91	\$ 200.13	\$ 184.12	\$ 143.64	\$ 200.13	\$ 204.14	\$ 208.22	\$ 212.38	\$ 216.63
65,000-69,999.99	19.00%	\$ 232.37	\$ 223.68	\$ 205.78	\$ 160.54	\$ 223.68	\$ 228.15	\$ 232.71	\$ 237.37	\$ 242.12
70,000-74,999.99	22.00%	\$ 269.06	\$ 259.00	\$ 238.27	\$ 185.89	\$ 259.00	\$ 264.17	\$ 269.46	\$ 274.85	\$ 280.34
75,000-79,999.99	23.00%	\$ 281.29	\$ 270.77	\$ 249.10	\$ 194.34	\$ 270.77	\$ 276.18	\$ 281.71	\$ 287.34	\$ 293.09
80,000-84,999.99	24.00%	\$ 293.52	\$ 282.54	\$ 259.93	\$ 202.79	\$ 282.54	\$ 288.19	\$ 293.95	\$ 299.83	\$ 305.83
85,000-89,999.99	26.00%	\$ 317.98	\$ 306.09	\$ 281.59	\$ 219.69	\$ 306.09	\$ 312.21	\$ 318.45	\$ 324.82	\$ 331.32
90,000-94,999.99	28.00%	\$ 342.44	\$ 329.63	\$ 303.26	\$ 236.59	\$ 329.63	\$ 336.22	\$ 342.95	\$ 349.81	\$ 356.80
95,000-99,999.99	29.00%	\$ 354.67	\$ 341.40	\$ 314.09	\$ 245.04	\$ 341.40	\$ 348.23	\$ 355.20	\$ 362.30	\$ 369.55
100,000-109,999.99	32.00%	\$ 391.36	\$ 376.72	\$ 346.58	\$ 270.39	\$ 376.72	\$ 384.25	\$ 391.94	\$ 399.78	\$ 407.77
110,000 and over	35.00%	\$ 428.05	\$ 412.04	\$ 379.07	\$ 295.74	\$ 412.04	\$ 420.28	\$ 428.68	\$ 437.26	\$ 446.00

SCHEDULE B

Below are the updated salary guides with the annual 2% increase. Note that per the terms of the 2017-2020 Collective Bargaining Agreement, Officers in steps 1-8 will move up a step after the successful completion of six (6) months of work. Officers in steps 9-12 will move up on their one year anniversary

2016

Police Officer - Existing Salary guide from 2013-2016 CBA

	Base Pay	Holiday Pay	Adjusted Base Pay
Step 1	\$32,080.00	\$2,557.00	\$34,637.00
Step 2	\$36,909.00	\$2,942.00	\$39,851.00
Step 3	\$41,739.00	\$3,327.00	\$45,066.00
Step 4	\$46,568.00	\$3,711.00	\$50,279.00
Step 5	\$51,397.00	\$4,096.00	\$55,493.00
Step 6	\$56,226.00	\$4,481.00	\$60,707.00
Step 7	\$61,056.00	\$4,866.00	\$65,922.00
Step 8	\$65,885.00	\$5,251.00	\$71,136.00
Step 9	\$70,714.00	\$5,636.00	\$76,350.00
Step 10	\$75,543.00	\$6,021.00	\$81,564.00
Step 11	\$80,373.00	\$6,406.00	\$86,779.00
Step 12	\$92,692.00	\$7,388.00	\$100,080.00

2017

Police Officer - Salary guide with 2% across the board

	Base Pay	Holiday Pay	Adjusted Base Pay
Step 1	\$32,721.60	\$2,607.91	\$35,329.51
Step 2	\$37,647.18	\$3,000.48	\$40,647.66
Step 3	\$42,573.78	\$3,393.13	\$45,966.91
Step 4	\$47,499.36	\$3,785.70	\$51,285.06
Step 5	\$52,424.94	\$4,178.27	\$56,603.21
Step 6	\$57,350.52	\$4,570.84	\$61,921.36
Step 7	\$62,277.12	\$4,963.49	\$67,240.61
Step 8	\$67,202.70	\$5,356.06	\$72,558.76
Step 9	\$72,128.28	\$5,748.62	\$77,876.90
Step 10	\$77,053.86	\$6,141.19	\$83,195.05
Step 11	\$81,980.46	\$6,533.84	\$88,514.30
Step 12	\$94,545.84	\$7,535.30	\$102,081.14

2018

Police Officer - Salary guide with 2% across the board

	Base Pay	Holiday Pay	Adjusted Base Pay
Step 1	\$33,376.03	\$2,660.07	\$36,036.10
Step 2	\$38,400.12	\$3,060.49	\$41,460.61
Step 3	\$43,425.26	\$3,460.99	\$46,886.25
Step 4	\$48,449.35	\$3,861.41	\$52,310.76
Step 5	\$53,473.44	\$4,261.83	\$57,735.27
Step 6	\$58,497.53	\$4,662.25	\$63,159.78
Step 7	\$63,522.66	\$5,062.76	\$68,585.42
Step 8	\$68,546.75	\$5,463.18	\$74,009.93
Step 9	\$73,570.85	\$5,863.60	\$79,434.44
Step 10	\$78,594.94	\$6,264.02	\$84,858.95
Step 11	\$83,620.07	\$6,664.52	\$90,284.59
Step 12	\$96,436.76	\$7,686.01	\$104,122.77

2019

Police Officer - Salary guide with 2% across the board

	Base Pay	Holiday Pay	Adjusted Base Pay
Step 1	\$34,043.55	\$2,713.27	\$36,756.82
Step 2	\$39,168.13	\$3,121.70	\$42,289.83
Step 3	\$44,293.76	\$3,530.21	\$47,823.97
Step 4	\$49,418.33	\$3,938.64	\$53,356.98
Step 5	\$54,542.91	\$4,347.07	\$58,889.98
Step 6	\$59,667.48	\$4,755.50	\$64,422.98
Step 7	\$64,793.12	\$5,164.01	\$69,957.13
Step 8	\$69,917.69	\$5,572.44	\$75,490.13
Step 9	\$75,042.26	\$5,980.87	\$81,023.13
Step 10	\$80,166.84	\$6,389.30	\$86,556.13
Step 11	\$85,292.47	\$6,797.81	\$92,090.28
Step 12	\$98,365.49	\$7,839.73	\$106,205.22

2020

Police Officer - Salary guide with 2% across the board

	Base Pay	Holiday Pay	Adjusted Base Pay
Step 1	\$34,724.42	\$2,767.54	\$37,491.96
Step 2	\$39,951.49	\$3,184.13	\$43,135.62
Step 3	\$45,179.64	\$3,600.82	\$48,780.45
Step 4	\$50,406.70	\$4,017.41	\$54,424.11
Step 5	\$55,633.77	\$4,434.01	\$60,067.78
Step 6	\$60,860.83	\$4,850.61	\$65,711.44
Step 7	\$66,088.98	\$5,267.29	\$71,356.27
Step 8	\$71,316.04	\$5,683.89	\$76,999.93
Step 9	\$76,543.11	\$6,100.49	\$82,643.59
Step 10	\$81,770.17	\$6,517.08	\$88,287.26
Step 11	\$86,998.32	\$6,933.77	\$93,932.09
Step 12	\$100,332.80	\$7,996.52	\$108,329.33

2016

	Base Pay	Holiday Pay	Adjusted Base Pay
Police Officer			
1st year of service	\$32,080.00	\$2,557.00	\$34,637.00
upon completion of basic training/or police academy	\$37,541.00	\$2,992.00	\$40,533.00
2nd year of service	\$61,348.00	\$4,889.00	\$66,237.00
3 year of service	\$69,293.00	\$5,522.00	\$74,815.00
4th year of service	\$77,244.00	\$6,157.00	\$83,401.00
5th year of service and thereafter	\$92,692.00	\$7,388.00	\$100,080.00
Detective/Investigator			
1st year of service	\$92,692.00	\$7,388.00	\$100,080.00
2nd year of service	\$96,539.00	\$7,694.00	\$104,233.00

2017

	Base Pay	Holiday Pay	Adjusted Base Pay
Police Officer			
1st year of service	\$32,721.60	\$2,607.91	\$35,329.51
upon completion of basic training/or police academy	\$38,291.82	\$3,051.86	\$41,343.68
2nd year of service	\$62,574.96	\$4,987.22	\$67,562.18
3 year of service	\$70,678.86	\$5,633.11	\$76,311.97
4th year of service	\$78,788.88	\$6,279.47	\$85,068.35
5th year of service and thereafter	\$94,545.84	\$7,535.30	\$102,081.14
Detective/Investigator			
1st year of service	\$94,545.84	\$7,535.30	\$102,081.14
2nd year of service	\$98,469.78	\$7,848.04	\$106,317.82

2018

	Base Pay	Holiday Pay	Adjusted Base Pay
Police Officer			
1st year of service	\$33,376.03	\$2,660.07	\$36,036.10
upon completion of basic training/or police academy	\$39,057.66	\$3,112.90	\$42,170.55
2nd year of service	\$63,826.46	\$5,086.97	\$68,913.43
3 year of service	\$72,092.44	\$5,745.77	\$77,838.20

4th year of service	\$80,364.66	\$6,405.06	\$86,769.72
5th year of service and thereafter	\$96,436.76	\$7,686.01	\$104,122.77
Detective/Investigator			
1st year of service	\$96,436.76	\$7,686.01	\$104,122.77
2nd year of service	\$100,439.18	\$8,005.00	\$108,444.18

2019

	Base Pay	Holiday Pay	Adjusted Base Pay
Police Officer			
1st year of service	\$34,043.55	\$2,713.27	\$36,756.82
upon completion of basic training/or police academy	\$39,838.81	\$3,175.15	\$43,013.96
2nd year of service	\$65,102.99	\$5,188.71	\$70,291.70
3 year of service	\$73,534.29	\$5,860.68	\$79,394.97
4th year of service	\$81,971.95	\$6,533.16	\$88,505.12
5th year of service and thereafter	\$98,365.49	\$7,839.73	\$106,205.22
Detective/Investigator			
1st year of service	\$98,365.49	\$7,839.73	\$106,205.22
2nd year of service	\$102,447.96	\$8,165.10	\$110,613.06

2020

	Base Pay	Holiday Pay	Adjusted Base Pay
Police Officer			
1st year of service	\$34,724.42	\$2,767.54	\$37,491.96
upon completion of basic training/or police academy	\$40,635.59	\$3,238.66	\$43,874.24
2nd year of service	\$66,405.05	\$5,292.48	\$71,697.53
3 year of service	\$75,004.97	\$5,977.90	\$80,982.87
4th year of service	\$83,611.39	\$6,663.83	\$90,275.22
5th year of service and thereafter	\$100,332.80	\$7,996.52	\$108,329.33
Detective/Investigator			
1st year of service	\$100,332.80	\$7,996.52	\$108,329.33
2nd year of service	\$104,496.92	\$8,328.40	\$112,825.32