
RUNNEMEDE POLICE DEPARTMENT

Agreement between:
Runnemedede Police Department
Bargaining Committee
and
Runnemedede Borough Mayor and
Council

Police Contract: 2015, 2016, 2017, and 2018

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ARTICLE 1

COMMITTEE RECOGNITION

SECTION 1. The Borough of Runnemede recognizes the New Jersey Fraternal Order of Police as the exclusive "Representatives" as defined by Chapter 303, P.L. 1968, and Chapter 123, P.L. 1974 for all Policemen under contract.

- a. The term "Police Officer" when used in this agreement, shall refer to all full time employees, including Patrolmen, Sergeants, and Lieutenants, excluding Chief, Deputy Chief, and Captain, represented negotiating unit as defined above.
- b. The term "Borough" as used in this agreement, when appropriate, shall include its officers and agents.

SECTION 2. The Borough agrees not to negotiate with any organization other than that designated as the representative pursuant to the "New Jersey Employer/Employee Relations Act," for the duration of this agreement.

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ARTICLE 2

MAINTENANCE OF STANDARDS

- SECTION 1. The Borough shall not discharge or discriminate in any way against any employee for the membership in any fraternal organizations as long as the activity does not, in any way, unreasonably disrupts normal operations of the Police Department.
- SECTION 2. The Borough agrees not to negotiate with any organization other than that designated as the representative pursuant to the "New Jersey Employer/Employee Relations Act," for the duration of this agreement.
- SECTION 3. This agreement shall not be amended except by mutual agreement, reduced in writing and duly executed by the parties thereto, before becoming effective.
- SECTION 4. It is recognized that the management of the Police Department, the control of its properties and the maintenance of order and efficiency, are solely the responsibilities of the Borough.
- SECTION 5. Nothing contained herein shall be construed to deny or restrict the employees covered under this agreement, the rights and benefits under N.J.S.A. 34A, 40A or any other National, State, County, or Local Laws or Ordinances.
- SECTION 6. The retention of any and all privileges previously agreed to and not in question, will remain in effect and be maintained at not less than the highest standards and will be implemented into this 2015 - 2018 contract.
- SECTION 7. The parties in this contract understand the police officers covered by this agreement work twelve (12) hour shifts, except where a police officer works an eight (8) hour shift (Example: Detectives and School Resource Officer) or where otherwise indicated.
- SECTION 8. Benefit time, such as vacation and sick time, is earned based upon an 8 hour day, irrespective of the length of the employee's work day. For example, 15 vacation days (or sick days) equals 15 days x 8 hours = 120 hours. Use of benefit time is based upon the number of hours used. For example, vacation or sick leave taken by an employee scheduled to work a 12 hour shift is charged at 12 hours for the absence.



Article 3
Vacations

- SECTION 1** Annual vacations with pay shall be granted according to the following schedule for employees hired after March 1, 2003:
- Officers shall receive one (1) working day (8 hours) for the initial month of employment if they begin work during the 1st-8th day of the calendar month and a ½ day if they begin during the 9th-23rd day of the month.
- After the initial month of employment and up to the end of the first calendar year, officers shall receive one (1) working day (8 hours) for each month of service.
- Thereafter officers shall receive paid vacation leave as follows:
- From the beginning of the first full calendar year of employment and up to ten (10) years of continuous service, twelve (12) working days (96 hours).
- At the completion of:
- | | |
|--|---------------------|
| Ten (10) full years of continuous service | 15 days (120 hours) |
| Twenty (20) full years of continuous service | 20 days (160 hours) |
- Officers hired prior to March 1, 2003 shall be entitled to vacation leave in accordance with Schedule D.
- SECTION 2** In case of emergency due to scheduling, any vacation time cannot be taken in the year it is gained, that vacation may be used in the following year with the approval of the Chief of Police and the Borough Administrator.
- SECTION 3** Eligibility for vacation must be obtained by October 15th of any given year.
- SECTION 4** Notice to scheduling officer must be given at least five (5) days in advance of vacation/holidays. No more than two (2) consecutive weeks may be taken at one time.
- SECTION 5** Upon notice of retirement, the officer may elect to use all vacation time remaining consecutively until the date of retirement.

ARTICLE 4

HOLIDAYS


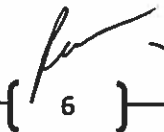

SECTION 1 Employees shall receive thirteen (13) paid holidays in the years 2010, 2011, 2012, and 2013, which are designated as follows:

1. New Years Day
2. Martin Luther King Day
3. Lincoln's Birthday
4. President's Day
5. Good Friday
6. Memorial Day
7. Independence Day
8. Labor Day
9. Columbus Day
10. Veterans Day
11. General Election Day
12. Thanksgiving Day
13. Christmas Day

SECTION 2 All employees will be entitled to two (2) personal holidays for 2010, 2011, 2012, and 2013, in addition to those mentioned in section 1, to be taken with the permission of the Chief of Police or scheduling officer. To assure proper scheduling, five (5) days notice must be given to the scheduling officer.

SECTION 3 An employee may elect to sell back up to thirty (30) hours of holiday time. This may be done yearly and on a per diem basis, with a lump sum payment on the first pay period in December.

SECTION 4 Effective January 1, 2015, Sections 1, 2 and 3 will have no further force or effect and are replaced by the following: Effective January 1, 2015, compensation for the 15 foregoing holidays (inclusive of the two personal holidays) shall be rolled into base pay. Compensation for the 15 eliminated holidays will be calculated at 150 hours times the officer's base hourly rate. There shall be no additional or separate compensation for holidays or holiday pay after January 1, 2015.

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ARTICLE 5

GRIEVANCES

(A) PURPOSE It is the policy of the Borough of Runnemede and the Association that all grievances be resolved informally or at the earliest possible stage of this grievance procedure. Informal settlements at any steps shall bind the immediate parties to the settlement, but shall not be precedence in a later grievance proceeding.

(B) DEFINITION 1. The term grievance means a complaint or a claim that there has been an improper application, interruption, or violation of this agreement, any Borough policy governing the Association or any administrative decision affecting any member of this association.

2. A "POLICE OFFICER" is any full time person in the unit covered under this agreement.

3. An "aggrieved party" is a Policeman or group of Policemen, who submit a grievance or on whose behalf it is submitted.

(C) SUBMISSION OF GRIEVANCES

Step 1. Prior to submission of the grievance in writing, the aggrieved party must attempt to solve the grievance on the lowest possible level.

Step 2. If not resolved or adjusted at step 1 it shall then be submitted in writing within seven (7) working days of the date filed, to the Chief of Police. The Chief of Police shall seek to resolve the grievance with the aggrieved party.

Step 3. Each written grievance to be submitted must contain the following:

- a. The identity of the aggrieved party.
- b. The section of the agreement involved in the grievance.
- c. The time and place where events alleged or conditions constituting the grievance occurred or existed.
- d. If known, the identity of the person responsible for causing the even or conditions to be caused or exist.
- e. A general statement of the grievance and whatever redress is sought.

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NOTE: A grievance shall be deemed waived unless it is submitted within thirty (30) days after the aggrieved party knew or should have known of the events or conditions on which it is based.

Step 4. The Chief of Police shall respond in writing to each grievance received seven (7) working days. If the aggrieved party is not satisfied with the response of the Chief of Police, or if no response is received, he (the aggrieved party) may submit a copy of the grievance to the Mayor and Council.

Step 5. The appropriate authority or its designated members shall, upon request confer with the aggrieved party/parties with respect to the grievance. A written statement of the position of the Mayor and Council on the grievance shall be delivered to the aggrieved party/parties no later than two weeks after the grievance has been received by them.




(D) PROCEDURE USED TO OBTAIN AN ARBITRATOR

- a) Aggrieved party and the Borough of Runnemede shall share equally the expense of the arbitrator.
- b) A joint request will be made to the PERC to submit a roster of person(s) qualified to function as an arbitrator in the dispute in question.
- c) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request PERC to submit a second roster of names.
- d) If the parties are unable to determine within ten (10) working days of the initial request for an arbitrator, a mutual satisfactory arbitrator from the second list, the PERC may be requested by either party to designate an arbitrator.
- e) The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing or subtract anything from the agreement between the parties and any policy of the Borough. The recommendations of the arbitrator will be binding on both parties. Only the Mayor and Council and the aggrieved and his representation shall be given copies of the arbitrator's report of the findings and recommendations.


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(E) RIGHTS OF THE EMPLOYEES

- a) **Employees and Associations – Any aggrieved person may be represented at all formal steps of the grievance procedure by himself, or at the option, by a representation selected or approved by the association.**
- b) **Failure at any step of this procedure to communicate the decision on a grievance within the specified time period shall permit the aggrieved party to proceed to the next step.**
- c) **Failure at any step of the procedure to appeal a grievance to the next step within the specified time period shall be deemed to be acceptance of the decision rendered at that step.**
- d) **It is understood that Policemen during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the department, until such grievance and any effect thereof shall have been finally determined.**

  
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ARTICLE 6

FUNERAL LEAVE

- SECTION 1 In the event of death in the employees immediate family, the employee shall be granted time off without loss of pay from the day of death or the day of the funeral, but in no event shall the leave exceed four (4) working days. In the event that the funeral is 300 miles or greater from the Borough limits, the leave shall not exceed five (5) working days.
- SECTION 2 The "Immediate Family" shall include only husband, wife, sister, brother, child or parent of the employee's spouse.
- SECTION 3 In the event of a death of a brother in law, sister in law, or grandparent of the employee or employee's spouse, the employee shall be granted time off without loss of pay from the day of the death or the day of the funeral, but in no event shall the said leave exceed three (3) working days.
- SECTION 4 The Borough may require reasonable verification of the event.
- SECTION 5 Such bereavement leave is not in addition to any holiday, day off, vacation day or compensatory time falling within the time of bereavement.

ARTICLE 7

SERVICE RECORDS

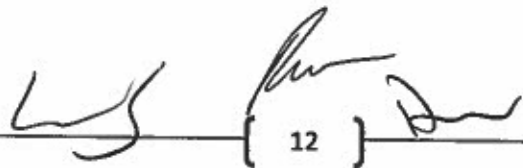
- SECTION 1** Each employee shall be entitled to inspect his/her service record upon request to the Chief, between Monday through Friday, during the hours of 9:00AM and 3:00PM on any off duty day by appointment.
- SECTION 2** Service files shall include all records in the employee's personnel file.

ARTICLE 8

SUSPENSIONS

SECTION 1

As the Borough is a Civil Service jurisdiction, disciplinary action is subject to the provisions of N.J.S.A. 11A:1-1, et seq. and N.J.S.A. 4:1-1.1, et seq. and N.J.S.A. 40A:14-118 et seq.


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ARTICLE 9

SICK/INJURED LEAVE

- SECTION 1** Full-time officers covered under this agreement shall be entitled to a minimum of annual paid sick leave as follows: new officers shall receive only one (1) sick day (8 hours) for the initial month of employment. Upon completion of the initial month and throughout the completion of the first calendar year officers shall be credited with one (1) working day (8 hours) for each month of service. Thereafter, at the beginning of each calendar year in anticipation of continued employment officers shall be credited with fifteen (15) working days (120 hours).
- SECTION 2** Said period of illness or sick time will be paid up to a maximum of fifteen (15) working days (180 hours) through 2011. Effective as of January 1, 2012, sick time will be paid up to a maximum of fifteen (15) working days (120 hours) in accordance with the schedule below, for a bonafide absence because of illness or off duty injury (not covered by workmen's compensation).
- SECTION 3** Pay for sick leave shall be equivalent to the number of hours used. For example, an officer working a 12 hour shift shall be charged 12 hours of sick leave for an absence and an officer working an 8 hour shift shall be charged 8 hours of sick leave for an absence. Sick leave shall be allowed for less than a full working day. In the event that an employee leaves because of illness before the end of his/her regularly scheduled workday, those hours will be charged against his sick leave allotment.
- SECTION 4** In order to be entitled to use paid sick leave, an employee must notify the Chief of Police or his immediate supervisor four (4) hours prior to his/her scheduled work shift. However, one (1) hour notice is required for dayshift.
- SECTION 5** Sick leave is not deemed to be a form of vacation and only in justifiable cases will sick leave be approved to be taken directly before or directly after a vacation.
- SECTION 6** For an employee to obtain the Department Chairman's (Director of Public Safety) approval for such paid sick leave, a written request must be filed

ARTICLE 10

UNIFORMS

- SECTION 1** The Chief of Police will be responsible for the appearance of uniforms and equipment and will make budget recommendations for the same. Each employee covered under this agreement will be issued a check for seven hundred fifty dollars (\$750.00) for the duration of this agreement. The Borough agrees to issue the check to each employee on the next payday after the April council meeting of each year of this agreement for the purchase of uniforms and equipment. It will be the employee's responsibility to verify the uniform and equipment purchases by returning the receipts for the purchases of uniforms and equipment to the Borough Clerk no later than September 1st of the year in which said check is issued. If the employee does not return the receipts for the purchases by September 1st, he/she will be responsible for that amount and the Borough may deduct that amount from his/her weekly salary.
- SECTION 2** The Borough shall replace or repair all uniforms damaged while on duty.
- SECTION 3** The Borough shall be responsible for the cleaning and maintenance of all uniforms and equipment and shall incur the total cost of it.
- SECTION 4** The Borough agrees to replace bulletproof vests after five (5) years of wear. The Borough will absorb the total cost of the vests. The cost of the vests will be in addition to the yearly uniform allowance. The replacement shall be a maximum of three (3) vests per year. The Director of Public Safety will make approval for the replacement of these vests, and all requests for replacement of said vests would be made directly to the Director of Public Safety. Requests will be made in writing for said vests and then submitted to the Director.



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ARTICLE 11

WORK WEEK AND OVERTIME

SECTION 1

A. The Borough of Runnemede agrees to pay overtime at the rate 1.5 times base salary per hour, (hourly rate to be 1/2000 annual wage). This is to be paid to any officer who shall work beyond his regularly scheduled shift provided that he serves his full twelve (12) hour shift for any given work week period, unless provided with any vacation or sick days to be deemed to be included within any given work week period and if additional work time is approved by the Chief of Police or Director of Public Safety, prior to working additional time. Officer may elect to take overtime pay or compensatory time up to the accumulation of 480 hours, thereafter he shall be paid cash overtime in accordance with the Fair Standard Labor Act, signed into law on November 13, 1985 as revised.

Shifts are presently scheduled for 5:30AM – 5:30PM, and 5:30PM – 5:30AM.

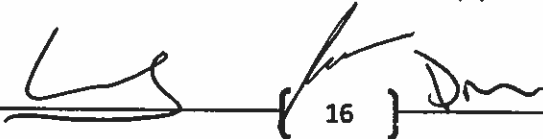
B. Each officer working a regular twelve (12) hour shift shall have a minimum of twelve (12) hours off before his/her next regular twelve (12) hour shift. Any officer called into work during his/her twelve (12) hour time off shall be paid per Section 5 of this article.

SECTION 2

All officers will receive eight (8) hours of schedule adjustment time per month, and eight (8) hours court time per month whether they are required to appear in Runnemede court or not. Effective January 1, 2012, court will be four (4) hours per month and, effective January 1, 2015, only officers who appear in Runnemede Municipal Court shall receive such court time.

SECTION 3

Any officer covered under this agreement as a result of his official duties as a member of the Runnemede Police Department who appears in any court, hearing, or juvenile conference committee other than the Runnemede Municipal Court or the Juvenile Conference Committee of the Borough of Runnemede will receive one hundred eighty dollars (\$180.00) per court appearance up to the total of \$3500.00 for the department expenditures throughout the duration of this agreement. In the event that the expenditure is exhausted in these years, the officer shall be compensated with four (4) hour's compensatory time. If an



with the Borough Administrator setting forth the reasons justifying such application.

SECTION 7 Unused sick leave shall accumulate from year to year without limit, whether or not it was accrued prior to an intergovernmental transfer in accordance with N.J.A.C. 4A:4-7.1A. Officers on a voluntary leave of absence status will not accumulate sick leave during that time.

SECTION 8 Every employee applying for sick leave shall present a medical certificate if the period exceeds three (3) days, to the Chief of Police who shall immediately forward a copy o the Borough Administrator.

SECTION 9 The Borough if not satisfied with the medical certificate presented by the officer, shall have the right to have said officer examined by a licensed physician for the purpose of determining eligibility for sick leave benefits.

SECTION 10 For major illness to be utilized, it shall be approved by the Chief of Police and/or the Borough Administrator. Definition of major illness is an illness deemed by a doctor as to hinder your capacity to perform the duties of a police officer for more than seven (7) days. If the Borough doctor disagrees with the employee's doctor, a third doctor mutually agreed upon by both parties will be used. Employees seeking major illness benefits must first use all accrued sick leave until the balance of the accrual does not exceed 40 hours.

SECTION 11 Employees are enrolled in the State Disability Plan. The employee shall make his or her contribution required by the State to such plan through a payroll deduction. In the event of major illness, the employee will apply for State Disability, subject to the obligation to use accrued sick leave as described in Section 10. The Borough will continue to pay the employee's salary during his or her major illness and the employee will turn over to the Borough any amount received from State Disability.



SECTION 12 Pursuant to 40A: 14-137, leaves of absence with pay many not exceed one year.

officer is on standby for any court, he/she will notify the on duty supervisor on the day that he/she is on standby, and is not required to report to headquarters.

SECTION 4 Overtime will be paid as it is accrued in the employee's regular check.

SECTION 5 The Borough agrees to compensate each employee covered under this agreement with a minimum of four- (4) hour's call in time. This will apply anytime an officer is to attend a Police Department function. If said time exceeds four (4) hours, the officer will be compensated with six hours overtime. If the said time exceeds six (6) hours, the officer will be compensated at his/her regular overtime rate, and may elect to take either overtime pay or compensatory time. This does not apply to DWI patrol.

SECTION 6 OUTSIDE/OFF DUTY EMPLOYMENT- All outside employment shall be offered to all full time employees covered by this agreement according to a rotating seniority list. In the event that no one was available from the seniority list, that job would then be offered first to full time employees not covered by this contract then to part time or special officers (SLEOs). For outside employment involving the Borough, the officer shall be paid at the applicable SLEO rate. For outside employment involving any other agency or vendor, the rate of pay for such officer shall be set by the outside agency or vendor and the officer handling outside employment.

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ARTICLE 12

WAGES

SECTION 1

For officers permanently appointed prior to January 1, 2013, the base rate shall be increased by 1% as of January 1, 2015, and 2% as of January 1 of each year for 2016, 2017 and 2018, respectively. The wages for employees are set forth in schedule "A" attached hereto, and as provided for an ordinance to be adopted in accordance with said Schedule. All salary increases shall be paid commencing with the first pay period after January 1st of that year. Wages shall be paid on a bi-weekly basis.

Officers permanently appointed after January 1, 2013 shall be paid as provided in Schedule "B" attached hereto.

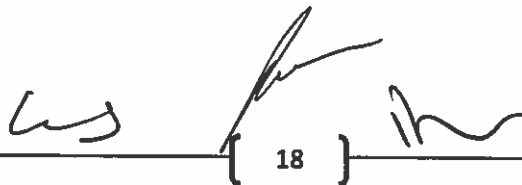
Officers permanently appointed after January 1, 2015, shall be paid as provided in Schedule "C" attached hereto.

SECTION 2

Any employee who has been employed by the Runnemede Police Department for more than five (5) years, and who performs the duties and responsibilities of a Sergeant, while the Sergeant is absent will receive pay at the rate of the lowest paid Sergeant and will continue to receive the pay of the Sergeant for the hours worked as Sergeant. This will commence immediately upon the absence of the Sergeant.

SECTION 3

The Borough will provide a 403-K Plan or similar plan to all full time Police Personnel. Said plan will be funded solely by the employee. Contributions to the plan will be deducted from the employee's bi-weekly paycheck in the amount approved by the employee. This is to be supplemental to the employee's retirement fund and is not contributed to by the Borough.

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ARTICLE 13

TRAVELING EXPENSES




- SECTION 1** Employees shall receive seventeen (17) cents per mile expenses for use of their personal vehicle, per court appearance in the County and State Courts required by State or County offices.
- SECTION 2** The same amount as stated above will also be applied for mileage to and from any Police related school(s) and/or seminar(s), if approved by the Chief or Public Safety Director for attendance.
- SECTION 3** Mileage will be paid to and from the Runnemede Municipal Building to the point of said court, school, or seminar.

ARTICLE 14

OTHER BENEFITS

SECTION 1

If a police officer is charged with a violation of the law as a result of acts committed by him in the course of performing his duties, the Borough shall, with the advice of the Borough Solicitor, select an attorney to provide legal services to defend him/her, said attorney shall be reasonable and satisfactory to both parties.

  
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ARTICLE 15

HOSPITALIZATION

- SECTION 1** The Borough agrees to provide each employee and his/her dependants covered under this agreement with the Patriot V Health Plan or equivalent. The employee shall contribute 1.5% of their base pay towards the health care benefits until December 31, 2012. Effective January 1, 2013 and thereafter for the term of this agreement, officer contributions for health benefit premiums shall be adjusted to the amount required by statute. The new contribution rate, if any, shall be effective as of the date designated in the statute, without regard to the expiration date of this agreement.
- SECTION 2** The Borough agrees to provide the employees covered under this agreement and his/her dependants with a prescription plan. The employee shall be responsible for paying 20% of the cost of a prescription.
- SECTION 3** The Borough agrees to provide the employees covered under this agreement and his/her dependants with the Delta dental plan or equivalent.
- SECTION 4** The Borough agrees to provide the employees covered under this agreement and his/her dependants with an optical reimbursement plan as follows: seventy dollars (\$70.00) for eyeglass frames and lenses per family member. Reimbursement will be made once every two (2) years and only upon written verification by a licensed optician.
- SECTION 5** Any officer who is disabled in the line of duty will receive pay for disablement and that will be the sole discretion of the Workman's Compensation Board.

ARTICLE 16

SEVERABILITY

SECTION 1

In the event that the provisions of this agreement between the parties shall be held by operation of law or by a court administrative agency the remainder of the provisions of this agreement between the parties shall be held by operation of law or by a court administrative agency of competent and final jurisdiction to be invalid and unenforceable, the remainder of the provisions of such agreement shall not be affected thereby, but shall continue in full force and effect.

SECTION 2

It is further agreed that in the event any provision is declared to be invalid or unenforceable the parties shall meet within thirty (30) days of written notice by either party to the other to negotiate concerning the modification or revision of such clause or clauses.

ARTICLE 17




RETIREMENT

SECTION 1

Upon retirement employees shall receive paid identical benefits as those supplied to all full time employees covered under this agreement or by a plan the Borough deemed equivalent thereto until gainful employment is obtained. Gainful employment is defined as earning \$25,000.00 per year from sources other than the pension benefits. In order for an employee to gain this benefit he/she must have completed twenty (20) years of service with the Borough of Runnemede, twenty five (25) years or more credit or upon disability retirement. The retiree must submit a completed income form provided by the Borough, from the first year of retirement and each year thereafter. Failure to do so by February 28th of each year will cause this benefit to be terminated without notice.

SECTION 2

New retirees, starting in 2011, will contribute insurance premiums at the same rate as they were paying at retirement.

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ARTICLE 18

LODGE REPRESENTATION



- SECTION 1** A duly authorized member of the local designated in writing, after reporting to the office of the Chief of Police and the Director of Public Safety, shall be admitted to the premises for the purpose of assisting in the adjustment of grievance and for the investigation of complaints that the contract is being breached. Upon request, the local representative shall state in writing the purpose of his visit. Except in an emergency, at least four (4) hours' notice must be given. Such visits shall not be permitted to interfere with, hamper or obstruct normal police operations. The Borough shall not be liable for any time lost by the representative in excess of four (4) hours per week.
- SECTION 2** Leave of absence with pay to attend and serve as a delegate to an annual convention of the Fraternal Order of Police may be granted in writing to not more than four (4) employees during a calendar year with the extent of leave limited to five (5) days per delegate, plus traveling time according to New Jersey law. Application for leave shall be made in writing to the Chief of Police and Director of Public Safety, not less than two (2) weeks in advance.
- SECTION 3** Any local officer will be given administrative leave to attend State and local meetings when required. Such leave will be granted with pay. This will also include any regular FOP meetings.
- SECTION 4** The aforementioned organization is the Fraternal Order of Police Lodge 56.

ARTICLE 19

NO STRIKE CLAUSE

SECTION 1 The Borough shall institute no lock out of employees during the term of this agreement.

SECTION 2 The Association agrees that during the term of this agreement neither it nor its officers, employees or members will engage in, encourage, sanction or suggest any strike or work stoppages. In the event that Association members participate in such activities in violation of the provision, the Association shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties. The Borough may discipline any employees participating in these prohibited activities.

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ARTICLE 20

BOROUGH COUNCIL'S RIGHTS AND RESPONSIBILITIES

- SECTION 1** The appropriate authority, on its own behalf and on behalf of the citizens of Runnemede hereby retain and reserve unto itself, except as specifically limited by this agreement, 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 the United States.
- SECTION 2** The exercise of this forgoing powers, rights, authority, duties, and responsibilities of the appropriate authority, 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 specific and express terms thereof are in conformity with the Constitution of the State of New Jersey and the United States.
- SECTION 3** Nothing contained herein shall be construed to deny or restrict either party to the agreement in the exercise of its rights, responsibilities, duties and authority under New Jersey Law or any other National, State or County Law or regulation as they pertain to the operation of the Borough.

ARTICLE 21


POLICEMENS' RIGHTS

SECTION 1

Pursuant to Chapter 303, Public Law 1968, as amended, Chapter 123, Public Law 1974, the Borough hereby agrees that employees of the borough shall have the right to freely organize, join or support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under the Law of the State of New Jersey, the borough undertakes and agrees that it shall not directly or indirectly discourage, deprive or coerce any Policemen in the enjoyment of any rights conferred by Chapter 303, Public Law 1968, as amended, Chapter 123, Public Law 1974 or the laws of the State of New Jersey and the United States that will discriminate against Policemen with respect to hours, wages, or any terms or condition of employment by reason of his membership in the Association or its affiliates, collective negotiations with the Borough, or his institution of any grievance, complaint or any other proceeding under this agreement with respect to any terms or conditions of employment.

SECTION 2


No police officer shall be prevented from wearing any pins or other conspicuous identification of membership in the association or its affiliates.


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ARTICLE 22

ASSOCIATION RIGHTS

- SECTION 1** Representatives of the association and the New Jersey Fraternal Order of Police shall be permitted to transact official business on borough property, if this does not interfere with or interrupt normal borough operations.
- SECTION 2** The association and its representatives may be permitted to use borough buildings for its meetings. Meetings shall be cleared with the Mayor's Office in writing so as not to interfere with other scheduled activities. The association shall be responsible for payment of extra maintenance costs in accordance with borough policy.
- SECTION 3** The association shall have the use of the bulletin board in the Policemen's locker area. Should the administration object to any posted material, the association agrees, after being informed, it will be removed.


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ARTICLE 23




LEAVE

- SECTION 1** Any employee of the Borough who is a member of the organized Reserve of the Army of the United States, Naval Reserve, United States Air Force Reserve or the United States Marine Corps Reserve or other organizations affiliated therewith is entitled to a leave of absence for his respective duty without loss of pay or time on all days on which he is engaged in field training. Full pay will be paid.
- SECTION 2** National Guard – All full time employees of the Police Department who are members of the organized military are entitled to leave of absence from their respective duties, without loss of pay or time, on all days during which they are engaged in active duty, active duty for training or other duty ordered by the Governor; provided, however that such leaves of absence do not exceed ninety (90) days in the aggregate in any one (1) year. Only differential pay (i.e. the difference between full pay and that received from the military training) will be paid.
- SECTION 3** Vacation leave – the above leaves will be in addition to regular allowed vacation leaves.
- SECTION 4** Upon recommendation of the Chief of Police, the appropriate Authority may grant written permission for employees to take leave not in excess of one (1) year without pay for restoration of health, provided all sick leave and compensatory time has been first exhausted as provided.
- SECTION 5** A doctor's certificate may be required prior to the granting of such leave.

ARTICLE 24

PUBLIC SAFETY COMMITTEE

A Public Safety Committee is established consisting of the members of the Runnemede Borough's Governing Body's Public Safety Committee and three (3) members of the Rank and File of the Runnemede Police Department to discuss issues of concern. A meeting may be called by either party upon five (5) days written notice to the other party.




  
_____ (30) _____

ARTICLE 25

PERIOD OF CONTRACT

SECTION 1 This contract and its provisions shall be retroactive and shall cover the period from January 1, 2015 until December 31, 2018.

SECTION 2 Contractual negotiations for the replacement of this agreement will commence no later than one hundred twenty (120) days prior to the expiration of this agreement.

  
_____ (31) _____

Agreement between: Runnemed Police Department

Bargaining Committee

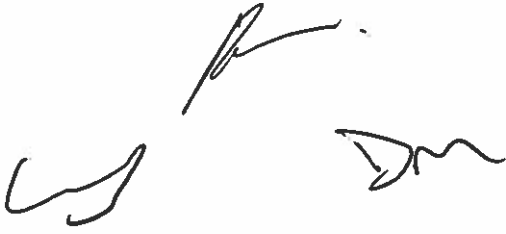
and

Runnemed Borough Mayor and Council

Police Contract: 2015, 2016, 2017, and 2018

**Schedule A
Wages**

	1/1/2015	1/1/2016	1/1/2017	1/1/2018
GEIGELMAN	\$ 91,796	\$ 93,632	\$ 95,505	\$ 97,415
SAMPOLSKI	91,367	93,195	95,059	96,960
KOYKKA	91,367	93,195	95,059	96,960
MURRAY	91,367	93,195	95,059	96,960
OLSEN	85,937	87,656	89,409	91,197
WARK	85,937	87,656	89,409	91,197
ALEXANDER	85,937	87,656	89,409	91,197
ORTIZ JR	85,937	87,656	89,409	91,197
BURNS JR	81,844	83,481	85,151	86,854
ROBINSON	81,844	83,481	85,151	86,854
WOOTON	81,853	83,490	85,159	86,863

Handwritten signatures in black ink, appearing to be initials or names, located at the bottom of the page.

Agreement between: Runnemede Police Department

Bargaining Committee

and

Runnemede Borough Mayor and Council

Police Contract: 2015, 2016, 2017, and 2018

Schedule B

Wages

Step 1*	\$	35,000
step 2		45,091
step 3		50,193
step 4		53,046
step 5		56,398
step 6		59,500
step 7		63,500
step 8		67,500
step 9		71,500
step 10		75,591

*** Step 1 at hire of Full Time Officer**

\$35,000 Officer hired after 4-1-13 and prior to 1-1-14, effective 1-1-14 - trained to Class II minimum.

\$35,000 Officer hired after 1-1-14 - trained to Class II minimum.

\$30,000 Officer hired after 1-1-14 – less than Class II trained, until training successfully completed plus 90 days.

No COLA (Annual Increase), when in Steps...increases are included in above.

Step Increases are on Anniversary Date.



Agreement between: Runnemed Police Department

Bargaining Committee

and

Runnemed Borough Mayor and Council

Police Contract: 2015, 2016, 2017, and 2018

Schedule C

Wages

Step 1*	\$	35,000
step 2		41,500
step 3		47,500
step 4		51,250
step 5		55,500
step 6		59,500
step 7		63,500
step 8		67,500
step 9		71,500
step 10		75,591

*** Step 1 at hire of Full Time Officer**

\$35,000 Officer hired after 4-1-13 and prior to 1-1-14, effective 1-1-14 - trained to Class II minimum.

\$35,000 Officer hired after 1-1-14 - trained to Class II minimum.

\$30,000 Officer hired after 1-1-14 – less than Class II trained, until training successfully completed plus 90 days.

No COLA (Annual Increase), when in Steps...increases are included in above.

Step Increases are on Anniversary Date.



Agreement between: Runnemede Police Department

Bargaining Committee

and

Runnemede Borough Mayor and Council

Police Contract: 2015, 2016, 2017, and 2018

Schedule D

Officers hired prior to March 1, 2003

Vacation Leave

	Vacation Weeks	Vacation Days	Vacation Hours
GEIGELMAN	6	30	240
SAMPOLSKI	5	25	200
KOYKKA	5	25	200
MURRAY	5	25	200
OLSEN	5	25	200
WARK	5	25	200
ALEXANDER	5	25	200
ORTIZ JR	5	25	200
BURNS JR	4	20	160
ROBINSON	4	20	160
WOOTON	4	20	160

