

AGREEMENT BETWEEN

THE BOROUGH OF WOODLYNNE

AND

THE WOODLYNNE POLICE FOP

LODGE 76 - FOP NJ LABOR COUNCIL

JANUARY 1, 2014 through DECEMBER 31, 2018

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PREAMBLE:

This Agreement entered into this 1st day of January , 2014 by and between the Borough of Woodlynne in the County of Camden, State of New Jersey, hereinafter referred to as the “Employer” and or the “Borough”, and the Woodlynne Police Department, Fraternal Order of Police Lodge 76 – Fraternal Order of Police/New Jersey Labor Council, hereinafter referred to as “Employee”, “FOP” or “Labor Council”, has as its purpose the promotion of harmonious relations between the Borough and the Employee, the establishment of an equitable and peaceful procedure for the resolution of differences, the establishment of rates of pay, hours of work and other conditions of employment and represents the complete and final understanding of the rules and regulations of the Borough of Woodlynne.

RECOGNITION:

The Borough of Woodlynne (the “Borough”) hereby recognizes the Fraternal Order of Police FOP Lodge 76-FOP Labor Council (the “FOP”) as the exclusive majority representative for all Patrolmen, Detectives, Corporals, contained in the Police Department of the Borough of Woodlynne within the meaning under the New Jersey Employer-Employee Relations Act, N.J. S.A 34:1-3a. 1-1.

The terms, “Patrolmen”, “Detective”, and/or “Member” and “Employee” as used herein shall be defined to include the plural as well as singular and to include males and females.

The Borough further recognizes that the elected or appointed representatives of the FOP are to act as liaison between the Police Department and the Borough in all matters pertaining to hours of work, wages, and working conditions.

EMPLOYEES COVERED BY THIS AGREEMENT:

The employees whom this Agreement covers include all full-time, Civil Service certified Police Officers employed by the Borough during the time of this Agreement between the ranks of Patrolmen. Any employees above the rank of Patrolmen are excluded.

LEGAL REFERENCE:

Nothing in the Agreement shall alter the authority conferred to the Borough by Law, Resolution, Ordinance, Administrative Code and the Borough's Departmental Rules and Regulations or in any way abridge or reduce such authority.

This Agreement shall be constructed as requiring both the Employer and the FOP to follow the terms contained herein to the extent that they are applicable in the exercise of the responsibilities conferred upon by Law. Nothing contained herein shall be constructed to deny or restrict any employee such rights as he/she may have under any other applicable laws or regulations. No portion of this contract is intended to deprive any employee of any civil rights which he/she may enjoy except those specifically limited or denied by the provisions of this contract. The rights guaranteed to the employee hereunder shall be deemed to be in addition to those provided elsewhere.

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to Law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by Law; however, all other provisions or applications shall continue in full force and effect.

ARTICLE I: EMPLOYEE RIGHTS

The employer and the FOP hereby agree that every employee should have the right to freely organize, join and support the FOP for the purpose of engaging in collective bargaining negotiations and other concerted activities for mutual aid and protection as well as to freely refrain from such activities.

In addition, both parties undertake and agree that they shall not directly nor indirectly discourage, deprive nor coerce any employee in the enjoyment of any of the rights conferred by the United States and New Jersey Constitutions and other Federal and State laws. The parties further agree that they shall not discriminate against any employee with respect to his/her hours of work, wages and any terms or conditions of employment, participation or lack of participation in the FOP collective negotiations, or his/her institution or lack of institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

The foregoing shall not preclude the FOP from grieving the application or interpretation of any new rule or regulation in accordance with the Article dealing with Grievance Procedures. It is understood that such rule or regulation shall be obeyed pending the resolution of grievance procedures or the enjoining of such rule or regulation by the County, State or Federal Court.

ARTICLE II: MANAGEMENT RIGHTS

Section 1 – Rights of Management:

The Borough hereby retains and reserves unto itself without limitation all powers, rights, authority, duties and responsibilities conferred upon or 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, including but without limiting the generality of the foregoing the following rights:

- A. To the Exercise, Management and Administrative control of the Borough Government, its properties and facilities, and the activities of its employees.
- B. To hire all employees and, subject to the provisions of the Law, to determine their qualifications and conditions for continued employment or assignment and to promote.
- C. To suspend, demote, discharge or take other disciplinary action for just cause according to Law.

Nothing contained herein shall be constructed to deny or restrict the Borough of its responsibilities and obligations under Title 40A, all applicable Civil Service Rules and Regulations or any other National, State, County or Local Laws and Ordinances.

Section 2 – No Action To Defeat or Avoid Terms of Agreement:

Neither the Borough nor the FOP, nor the employees shall engage in any kind of action for the purpose of defeating or evading the terms of this Agreement unless mutually agreed upon in writing and signed by both parties.

Section 3 – Health and Safety;

All reasonable efforts will be made for the safety, health and comfort of the employees while on duty. The employees shall, while on duty, use reasonable care in protecting themselves, fellow officers and Borough property.

ARTICLE III: FOP REPRESENTATIVES:

The Employer agrees to grant time off without loss of pay or compensatory time, not to exceed one (1) calendar week per year, to any State FOP Delegate to attend the annual State or National Conference, provided that two (2) calendar weeks written notice is given to the Chief of Police or Officer-in-Charge, if the Borough is without a Chief.

The FOP Elected Officers shall be granted time off without loss of pay or compensatory time to attend the regularly scheduled meetings when such meetings are conducted at a time when the FOP officer is scheduled to work. The Executive Board Members are: President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Trustee, and Sergeant at Arms. The Executive member shall submit written notification to the Chief of Police, or Officer-In-Charge, not less than two (2) weeks prior to the meeting date. In no event shall time excused be in excess of three (3) hours per month. Any time that exceeds three (3) hours per month shall be without pay, or if the member requests, by the use of compensatory time.

ARTICLE IV: GRIEVANCE PROCEDURE:

Purpose: The purpose of this procedure is to secure, at the lowest possible level, an equitable solution of the problems which may arise affecting the terms and conditions of employment of the members of the bargaining unit.

Definition: The term "grievance" as used herein means any dispute or controversy arising over the interpretation of this Agreement and may be raised by the FOP on behalf of an individual employee or a group of employees.

Steps of the Grievance Procedure:

Step One: The FOP, on behalf of an aggrieved employee or group of employees (or the Borough), shall institute action under the provisions herein, within fifteen (15) working days of the occurrence of the grievance, and an earnest effort shall be made to settle the grievance between the FOP and the Chief of Police or the Officer-In-Charge for the purpose of the resolving of the matter informally. Failure to act within the fifteen (15) working days shall be deemed to constitute an abandonment of the grievance. The Chief of Police or Officer-In-Charge shall render a written decision within fifteen (15) working days after receipt of the grievance.

Step Two: In the event the grievance has not been resolved in or at Step One, the FOP shall, in writing and signed, file the grievance with the Borough Council within fifteen (15) working days following the determination at Step One. The Borough shall render a decision within thirty (30) working days from the receipt of the grievance.

Step Three: In the event the grievance has not been resolved in or at Step Two, the matter may be referred to the arbitration process as hereinafter provided. In the event the employer or the FOP desires to submit a grievance to arbitration, the procedure shall be as follows:

- A. The party demanding mediation or arbitration shall serve written notice of its intention to go to mediation or arbitration on the other party within fifteen (15) working days following receipt of the Borough Council's determination.
- B. The party demanding mediation or 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.
- C. The services of the arbitrator shall be borne equally by the Employer and the FOP. Any other costs shall be paid by the party that incurred them.
- D. The decision of the arbitrator shall be final and binding upon the Employer and FOP.

ARTICLE V: OVERTIME PAY:

Overtime Pay:

- A. Hours worked in excess of regular shift hours shall be paid as time and one half times the employee's hourly rate.
- B. Hours worked in excess of eighty (80) hours in a given two week period shall be paid as time and one half times the employee's hourly rate; however, employees shall receive this overtime as compensatory time subject to the limitations set forth in paragraph D. anytime worked over the limitations in paragraph D shall be paid when it is earned.
- C. Hours worked on a regular days off shall be paid at the rate of time and one half the employee's hourly rate including any training days scheduled on an employee's regular day off.
- D. Compensatory time not to exceed a maximum accumulation of two hundred (200) hours.

Court Time:

Effective January 1, 2014 employees shall receive a minimum of three (3) hours pay at the rate of time and one-half the employee's salary for appearing in Municipal, County, or Superior Court or any other proceeding requiring a subpoena.

Any Officer having to appear in Court during his/her regularly scheduled shift will not be entitled to overtime.

Call In Time:

Any Employee having completed any tour of duty and is dismissed at the end thereof and is recalled by the officer in charge shall receive a minimum of two (2) hours pay at the rate of time and one-half the employee's hourly rate even though he may work less than the aforesaid two (2) hours.

Off Duty Employment:

Any employee voluntarily working any off duty employment authorized by the Borough, Chief of Police, or Officer-In-Charge shall be compensated at the rate of sixty-five (\$65.00), five dollars (\$5.00) of which will be deducted by the Borough for Administrative fees and use of Borough vehicles or equipment.

Community or Special Events:

It shall be the Borough's prerogative in the assigning of details to cover Community or Special Events such as parades, celebrations, sporting events, etc. during which case Special Officers may be used for traffic, crowd control, etc.

ARTICLE VI: VACATIONS:

- A. Effective January 1, 2014 all full time police officers of the Borough of Woodlynne will be entitled to Ninety-six (96) hours of vacation for all employees.
- B. Where, in any calendar year, the vacation leave or any part thereof is not used due to the pressures of work as determined by the chief of police or the officer in charge, such vacation periods shall accumulate may be carried forward into the succeeding year. However, if in the second year, due to pressures of the job as determined by the Chief of Police or Officer-In-Charge, the employee still has accumulated vacation time that will be lost, the employee has the right to sell back the accumulated vacation at his or her hourly rate on July 1 of that year.
- C. Vacation time cannot be used for sick time without the express written consent of the Borough Council.
- D. Vacation scheduling will be the responsibility of the Chief or Officer-In-Charge Vacation will be scheduled in accordance with seniority, unless an officer with less seniority previously received approval for the time off and has expended funds in anticipation of said granted vacation leave giving full consideration as to the best interest and needs of the Borough.
- E. It is understood that vacation time may be taken on a singular basis, collectively, or hourly basis as requested.
- F. It is understood that each employee shall have fully earned his/her vacation days as of his/her anniversary date of hire.

ARTICLE VII: SICK LEAVE:

- A.** Sick leave is hereby defined to mean absence of any employee from duty due to:
1. Personal illness which prevents his doing the usual duties of his position;
 2. Exposure to contagious diseases, or;
 3. A short period of emergency attendance upon a member of his immediate family who is critically ill and/or requires the presence of the employee with the approval of the Chief of Police or Officer-In-Charge.
 4. Any time used by the Officer can be charged as Family Medical Leave Time and deducted from the twelve weeks per year.
- B.** The term “immediate family” is hereby defined to include the following: mother, father, spouse, children or foster children, sister or brother.
- C.** Any employee calling out sick shall notify his immediate supervisor promptly but no later than two (2) hours before the employee’s usual scheduled shift except in cases of extreme emergency.
- D.** Sick leave shall accrue for full time employees at the rate of one (1) day per month for the first year. After the first year, sick leave shall be earned at one and one quarter (1 ¼) days per year per month in every calendar year up to one hundred eighty (180) hours (15 days).
- E.** If any employee is absent for three consecutive work days, the Chief of Police or Officer-In-Charge may require acceptable evidence in the form prescribed. A Doctor’s certificate stating that the Officer was scene by the doctor for an unspecified illness will be accepted by the Borough.
- F.** At the discretion of the Chief or Officer-In-Charge, the employee seeking sick leave may be required to submit medical evidence to substantiate his request as requested in section E. Failure to provide adequate medical evidence may result in the denial of sick leave benefits and the employee will suffer loss of pay for any unauthorized time period. In the event sick leave is not approved or the employee has exhausted his accumulated sick leave, the absence may be charged to the employee’s vacation, if any, provided the employee agrees and further provided that such use of vacation time will not be used to circumvent either provision of the intent of Strikes and Lockouts.

G. Sick leave claimed by reason of quarantine or exposure to contagious disease may be approved upon certification of the Camden County Health Department.

H. A sick leave buy back will be offered at the rate of fifty per cent (50%) of the accrued leave at the time of separation or retirement from the police department at the salary rate at the time of departure not to exceed a maximum of fifteen thousand dollars (\$15,000.00) as prescribed by current State Law. If the officer leaves the department under less than honorable conditions (i.e. fired or suspended with intent to dismiss) the case will be reviewed by the Borough Council.

I. Each year every employee shall have the option of selling sick days at seventy-five per cent (75%) of their then current daily rate as follow: five (5) days if fifty (50) days remained banked.

ARTICLE VIII: CLOTHING ALLOWANCE:

Uniforms:

A. The Borough will outfit each new officer with two (2) sets of summer and two (2) sets of winter uniforms. The new officer will receive only the sets of uniforms that are being worn by the Department at the time of hiring. Forty five (45) days prior to switching uniforms as determined by the Chief or Officer-In-Charge, the new officer will receive the completion of his/her uniforms.

B. Commencing January 1, 2014 each officer will be outfitted with two (2) complete Class II (commonly referred to as BDU) uniforms in addition to the aforementioned uniforms. If an employee leaves the employ of the Woodlynne Police Department (Department) before completing one year of service, that employee must reimburse the Borough for one hundred per cent (100%) of the cost of the Class II uniforms. If the employee leaves between one (1) year and two (2) years, the employee must reimburse the Borough fifty per cent (50%) of the cost of the Class II uniforms.

C. Clothing Allowance:

A clothing allowance payable by special check shall be paid to each permanent employee on his/her anniversary date annually. Effective January 1, 2014, each employee will receive an annual clothing allowance of four hundred dollars (\$400.00) in January of each year.

D. Bullet Proof Vests:

Each Officer's vest will be replaced upon expiration of the vest or on the five (5) year anniversary of the vest. The Borough shall pay a maximum of \$550.00 for each replacement vest. The Officer may, at his/her discretion, purchase a vest that costs over \$550.00' however, any additional cost over \$550.00 shall be borne by the Officer. It will be the Officer's responsibility to maintain and keep the vest in good operating condition. It will be the Officer's responsibility to purchase new vest covers as needed.

Vests will be at least a Threat Level 2A or BETTER and MUST include a breast plate. If, at any given time during the life of this contract, the Police Department, State Attorney General or OSHA, determines that THREAT LEVEL 2A is insufficient for police needs to insure their safety, an upgrade to a more appropriate THREAT LEVEL will be in order.

Initial issue of vests will be at the discretion of the Chief of Police without regard to the police officer's status.

ARTICLE IX: INSURANCES:

Health Insurance:

All employees and their dependants covered by this Agreement shall be provided with the following health insurance: State Health Benefits Plan. Employee co-pays on Health Insurance shall be in accordance of Chapter 78, N.J. Public Law 2011.

Upon retirement, after 25 years of service in Woodlynne, the Borough shall continue to pay the full cost for the same health insurance coverage in effect at the time of retirement for each employee until the age of 65.

Dental Insurance:

The Borough shall provide dental insurance coverage for all new full-time employees after completion of ninety (90) days up to five (5) years of employment for single coverage only. Beginning with the sixth (6th) year the employer shall pay full family coverage with no cost to the employee or their eligible dependents except for a five (\$5.00) dollar per month fee and the required contribution pursuant to Chapter 78, NJ Public Law 2011. The current plan is the New Jersey State Dental Plan. If the employer decides to change the plan to another plan, the new plan must be equal to or better than the current plan. The Employer shall notify the union immediately if they intend to change the Dental Plan. The employer shall provide a copy of the new plan and provide the information showing that the plan is equal to or better than the current plan in effect.

ARTICLE X: WORKER'S COMPENSATION:

When an employee is injured on duty, he is to receive Worker's Compensation due to him plus the difference between the amounts received as compensation and his salary during the period of temporary disability, to a maximum of ninety (90) working days.

Any employee who is injured in the line of duty who is unable to return to work for a period less than the current requirement of Worker's Compensation Laws shall not be charged with any sick leave, personal days or vacation benefits because of such absence. Under these situations, a Doctor's Certificate will be deemed necessary.

Death in the Line of Duty

If an employee is killed in the line of duty, the Borough shall continue to pay the full cost of health benefit coverage at the time of death for the spouse and children until:

- A. The spouse remarries, or
- B. The spouse obtains his/her own coverage.
- C. Until the age of 65 for the spouse and in accordance with law for the children.

If the new coverage in #2 above is terminated, the Borough will resume paying for coverage.

ARTICLE XI LEAVES:

Bereavement:

In the event of the death of an employee's family, the employee shall be granted time off without loss of pay as per the following schedule:

- A. Five (5) working days in the event of the death of the father, mother, spouse, children, foster children, brother or sister of the employee.
- B. Two (2) days off with pay in the event of the death of a mother-in-law, father-in-law, grandmother, grandfather, brother-in-law or sister-in-law.
- C. One (2) day off for the funeral only in the death of a grandchild, son-in-law or daughter-in-law
- D. If extenuating circumstances arise where more time off is required, then the employee may request additional time off from the Borough Council.
- E. When any such death leave under the Borough Council is requested by an employee, it will be the responsibility of the Chief of Police or Officer-In-Charge to determine the validity of such request. The Chief of Police or Officer-In-Charge retains the right to request a copy of the death certificate of the deceased for proof of death.

Leave Without Pay:

A permanent employee may be granted leave of absence without pay providing conditions are such that granting such leave will not inflict a hardship on the Department and said leave is authorized by the Borough Council. In all cases Civil Service guidelines shall be followed.

ARTICLE XII: RESIGNATION:

If an employee gives two (2) weeks notice that he is going to resign, retire, or otherwise separate under normal conditions, he shall be paid for any accumulated compensatory time, vacations time, personal days, and one-half (1/2) his unused accumulated sick days not to exceed \$15,000.00 forth in article 7(H). No employee can accumulate more then a maximum of two hundred (200) hours of compensatory time per Article V. Vacation days, sick time, and holidays, shall be pro-rated in the year of separation. If the employee does not give the proper two (2) week notice, the Borough Council shall decide, at its discretion, whether or not the employee is to be paid his/her vacation time, holidays, or sick time. Payment to the employee must be made within thirty (30) days after resignation.

ARTICLE XIII: LAYOFFS AND DISCHARGE:

Layoffs:

In the event that an employee is laid off, he/she is to receive payment for all earned time included compensatory time and vacation and sick on a prorated basis.

Discharge:

In the event an employee is discharged for just cause, the Borough Council shall, in its discretion, determine whether or not the employee is to be paid for any earned, accumulated vacation days depending upon circumstance of his dismissal.

ARTICLE XIV: SALARY:

Section 1: Salary Guidelines:

The salary Steps for employees in the bargaining unit shall be retroactive to January 1, 2014. See addendum "A" for salaries.

Section 2: Determination of Length of Service:

Seniority and length of service shall, at all times, be determined by the date of appointment from a valid Civil Service list and governed by Civil Service Rules and Statutes.

Section 3: Salary Rate Upon Assignment to a Position:

When an employee is temporarily assigned to a higher position for one or more consecutive work days, that employee shall receive the minimum salary indicated for the higher position.

Section 4: Payment of Salaries:

Salary payments shall be made Biweekly on Fridays on a current basis covering base salary stating January 1, 2014. Any additional compensation beyond base salary earned in one weekly period shall be included with or reflected in the salary payment at the dose of the next weekly payroll period. Payroll periods shall begin on Sundays.

ARTICLE XV: PERSONNEL FILES:

The Borough hereby agrees to guarantee each employee the opportunity to review their personnel file during normal working hours, a maximum of two (2) times during any one week or seven (7) day period. Normal working hours for the Article will be considered 0800 hours to 1600 hours during the scheduled working hours of the Chief of Police or Officer-In-Charge.

The Borough also agrees to notify each employee when material of a critical or detrimental nature is entered as part of an employee's permanent file. All materials shall henceforth be dated as to the time of filing.

ARTICLE XVI: FULLY BARGAINED PROVISION:

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all negotiable issues which were or could have been the subject to negotiations.

B. 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 or both parties at the time they negotiated this Agreement.

C. This Agreement shall become effective January 1, 2014 by both parties except that the salary rates and progression steps are made effective on dates shown therein. The Agreement shall

remain in full force and effect from January 1, 2018 through December 31, 2017, or until a successor Agreement is negotiated.

ARTICLE XVII: AGENCY SHOP:

Section 1: Representation Fee:

If any employee does not become a member of FOP Lodge 76/New Jersey Labor Council during any membership year (i.e. from January 1 through 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 FOP for that membership year and any succeeding years. The purpose of this fee will be to offset the employees per capita cost of services rendered by the FOP, as majority representative.

Section 2: Amount of Fee:

Prior to the beginning of each membership year, the FOP will notify the Borough, in writing, of the amount of regular membership dues, initiation fees and assessments charged by representation fee to be paid by non-members will be equal to eighty-five per cent (85%) of that amount.

In order to adequately offset the per capita cost of services rendered by the FOP as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the FOP to its own members, and the representation fee has been set at eighty-five per cent (85%) of that amount solely because it is the maximum presently allowed. Said change to become effective as of the beginning of the FOP membership year immediately following the effective date of change.

Section 3: Deduction and Transmission of Fee:

A. Once during each capital membership year covered in whole or in part by the Agreement, the FOP will submit to the Borough a list of those employees who have not become members of the FOP for the current membership year. The Borough will deduct from the salaries of such employees, in accordance with Section 3(B) below, the full amount of the representation fee and promptly transmit the amount so deducted to the FOP.

B. The Borough will deduct the representation fee in equal installments, as nearly as possible from the paycheck paid to such employee of the aforesaid list during the remainder of the membership year in question. The deduction will begin with the first check paid:

1. Ten (10) days after receipt of the aforesaid list by the County, or;

2. Thirty (30) days after the employee begins his other employment in a bargaining unit position, in which event the deductions will begin with the first paycheck paid ten (1) days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

C. If an employee who is required to pay a representation fee terminates his/her employment with the Borough before the FOP has received the full amount of the representation fee to which it is entitled to under this Article, the Borough will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

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

E. The FOP will notify the Borough in writing of any changes to the list provided for the Section 3(A) above and/or the amount of representation fee and such changes will be reflected in any deduction made more than ten (10) days after the Borough receives such notice.

Section 4: Indemnification and Save Harmless Provision:

A. The FOP agrees to indemnify and hold the Borough harmless against any liability which may arise by reason of any action taken by the Borough in complying with the provisions of this Article providing that:

1. The Borough give the FOP timely notice, in writing, of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and

2. If the FOP so requests, in writing, the Borough will surrender to it full responsibility for the defense of such claim, demand, suit or other for liability and will cooperate fully with the FOP in gathering evidence, securing witnesses and all other aspects of said defense.

B. It is expressly understood that Section 4(A) will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Borough or by the Borough's imperfect execution of the obligation upon it in this Article.

ARTICLE XVIII: HOLIDAYS

A. All employees will receive fourteen paid holidays per year as per the CWA Contract and Borough policy.

B. All employees may, at their option, receive compensatory time in lieu of holiday pay to be taken at a later date as personal leave.

ADDENDUM "A"

SALARY GUIDE

2014 – 2018

Academy	\$27000.00	Starting Jan 1 st , 2014-2018
Jr. Patrolman I	\$32000.00	New Officer Hired after 2014 with 5year Contract
Jr. Patrolman II	\$35000.00	Officers Currently as of 2014
Jr. Patrolman III	\$38000.00	2014
Sr. Patrolman I	\$41000.00	2015
Sr. Patrolman II	\$44000.00	2016
Sr. Patrolman III	\$47000.00	2017
Master Patrolman	\$50000.00	2018
Sergeant	N/A	

*****After this contract expires 2018 all negotiation for salary*****

Increases will be based on % for 2019 going forward.

*Any uniformed personnel making the rank of sergeant will receive a Thirty-Five Hundred Dollar (\$3500.00) Raise from their current step.

- Any current officer employed full time receiving medical benefits as of January 1st, 2014 shall move up to **Thirty-Eight Thousand Dollars (\$38000.00)** and receive a \$3000.00 increase per year until 2018.
- Any Officer appointed to the position of Detective shall earn an additional **Fifteen Hundred Dollars (\$1500.00)** which will be added to (his/her) current annual salary.

IN WITNESS WHEREOF, the parties have hereunto cause this Agreement to be executed by their respective duly authorized representatives and their representatives and their respective seals to be hereunto affixed the ____ day of January, 2014

BOROUGH OF WOODLYNNe

WOODLYNNE POLICE FOP

LODGE 76/NJ LABOR COUNCIL

Jeraldo Fuentes, Mayor

Ron Bakley

FOP Representative

Charles J. Sauter III

Borough Clerk