

3-0174

Contract no. 227

01-21

THE CITY OF SOMERS POINT

A MUNICIPAL CORPORATION OF THE STATE OF NEW JERSEY

AGREEMENT

BETWEEN:

THE CITY OF SOMERS POINT

A MUNICIPAL CORPORATION OF THE STATE OF NEW JERSEY

AND

THE NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION, INC
MAINLAND LOCAL NUMBER SEVENTY-SEVEN

EFFECTIVE DATE:

JANUARY 1, 1990

AGREEMENT DATE:

FEBRUARY 20, 1990

x 1/1/90 - 12/31/91

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AGREEMENT

This agreement, dated January 1, 1990, is entered into by and between the City of Somers Point, a Municipal Corporation of the State of New Jersey, hereinafter referred to as the "CITY", and the New Jersey State Policemen's Benevolent Association, Inc., through its designated affiliate, Mainland Local Number Seventy-Seven, herein after referred to as "PBA # 77".

ARTICLE 1

EMPLOYEE REPRESENTATIVE

1:1 MAJORITY REPRESENTATIVE

The City recognizes the PBA #77 as the Majority Representative for all regularly appointed patrolmen and Dispatchers, within the Somers Point Police Department, hereinafter referred to as the employees. The City and the PBA #77's agree that the PBA #77 has the exclusive right to negotiate as to the terms and conditions of employment for such employees pursuant to Chapter 123, Public Laws of 1974.

1:2 STEWARDS

One steward, named by PBA # 77 for the duration of this Agreement, shall be excused from duty to attend regular meetings of PBA #77 which occur monthly. If the meeting date falls on a day in which the Steward is scheduled to be on duty, he shall be excused from duty for the duration of said meeting. It is understood and agreed that the affected officer shall return to duty immediately following said meeting. In the event that the steward is unavailable due to illness, or on vacation, the alternate shall assume his duties and attend such meetings. The name of the Steward and his alternate shall be registered with the Mayor and the Chief of Police.

1:3 CONFLICTING AGREEMENTS

The City agrees not to enter into any agreements or contracts with the employee who is covered hereunder, individually or collectively which in any way conflicts with the terms and conditions of this agreement.

ARTICLE 2

GRIEVANCE PROCEDURE

2:1 DEFINITION

A grievance shall be defined as a complaint by an employee covered by this Agreement as to working conditions, terms and conditions of employment, and/or any personal loss or injury because of a violation of this Agreement between the parties. A grievance, to be considered under this procedure, must be initiated by the employee within seven (7) calendar days from the time of its occurrence, or the knowledge of its occurrence.

2:2 PROCEDURE

2:2.1 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

2:2.2 It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Police Department until such grievance and any effect thereof shall have been fully determined.

2:2.3 Where evidence of hardship would result from compliance with the time regulations set forth in the following levels, a written request for an extension of time at any one of the levels in the Grievance Procedure shall be recognized. The period of extension of time shall be limited to fifteen (15) calendar days.

2:2.4 Step 1 - Any employee who has a grievance shall discuss it first with his immediate supervisor in an attempt to resolve the matter informally at that level. If, as the result of that discussion, the matter is not resolved to the satisfaction of the grievant within five (5) calendar days, he shall set forth his grievance in writing to his immediate superior specifying the nature of the grievance and the resolution sought. The immediate superior shall communicate his decision in writing to the grievant within five (5) calendar days of receipt of the written grievance.

2:2.5 STEP 2 - The grievant, no later than five (5) calendar days after receipt of his immediate superior's decision may appeal that decision to the Chief of Police. The appeal to the

(2:2.5 continued)

Chief of Police must be made in writing, reciting the matter submitted to the immediate superior as specified above and his or her dissatisfaction with the decisions previously rendered. The Chief of Police shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) calendar days. The Chief of Police shall communicate his decision in writing to the employee and the employee's immediate superior.

2:2.6 STEP 3 - If the grievance is not resolved to the employee's satisfaction, he, no later than five (5) calendar days after receipt of the Chief's decision, may request a review by the Mayor. The request shall be submitted in writing through the Chief of Police, who shall attach all related papers and forward the request to the Mayor. The Mayor, or his representative, shall review the grievance and shall, at the option of the Mayor, hold a hearing with the employee. The Mayor shall render a decision in writing within twenty (20) calendar days of his receipt of the grievance.

2:3 ARBITRATION

2:3.1 STEP 4 - No claim by an employee shall constitute a grievable matter beyond Step 3 or be processed beyond Step 3, if it pertains to any matter for which a method of review is prescribed by law, or any rule or regulation beyond the scope of the City's authority or limited to action of the City alone.

2:3.2 If the employee is dissatisfied with the decision of the Mayor and only if the grievance pertains to a violation of this Agreement between the City and the PBA, the employee may request the appointment of an arbitrator. Such request to be made known to the Mayor by certified mail, receipt returnable, no later than fifteen (15) calendar days after the decision, in writing, of the Mayor.

2:3.3 An employee, in order to process his grievance beyond Step 3, must have his request for such action accompanied by the written recommendation for such action by the PBA, who shall represent the grievant at the arbitration level.

2:3.4 Such request can be honored only if the grievant or grievants and the organization representing them, waive the right, if any, in writing of said grievant or grievants and the organization representing them to submit the underlying dispute to any other administration or judicial tribunal except for the purpose of enforcing the arbitrator's award.

2:3.5 Within ten (10) calendar days after such written notice of submission to arbitration, the City and the PBA shall attempt to agree upon a mutually acceptable arbitrator. The following procedure will be used to secure the services of an arbitrator:

(2:3.5 continued)

- a. A joint request shall be made to the New Jersey Public Employees Relations Commission, to submit a roster of persons qualified to function as arbitrator in the dispute in question.
- b. If the parties are unable to agree upon a mutually satisfactory arbitrator from the list submitted, they will request the P.E.R.C. to submit a second list.
- c. If the parties are unable to agree, within ten (10) calendar days of the initial request for arbitration, upon a mutually satisfactory arbitrator from the second submitted list, the P.E.R.C. may be requested by either party to designate an arbitrator. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from Agreement between the parties or any policy of the City. The findings of the arbitrator shall be binding upon the parties.

2:4 COST OF ARBITRATION

2:4.1 Each party shall bear the total cost incurred by themselves. The fees and expenses of the arbitrator are the only costs which shall be shared by the parties and such costs shall be shared equally.

2:4.2 Where grievance proceedings are mutually scheduled by the parties during working time, persons proper to be present shall suffer no loss in pay.

2:5 MISCELLANEOUS

2:5.1 Any grievance submitted shall contain the following information:

- a. Name of grievant
- b. Nature of the grievance (contract clause violated)
- c. Date and time occurred
- d. Relief sought
- e. Signature of grievant
- f. Signature of Steward
- g. Date grievance submitted

2:5.2 Commencing with Step 2 of the Grievance Procedure, the grievant may be represented by a representative selected or appointed by the PBA. The PBA shall be appraised of all formal grievances commencing with Step 2. Such appraisal shall be made by both parties submitting carbon/xerox copies of the documents submitted pertaining to the grievance in question. The grievant shall submit such copies simultaneously to the recipient designated in the Grievance Procedure and to the PBA's Steward.

ARTICLE 3

NON DISCRIMINATION

The City and the PBA #77 both recognize that there shall be no discrimination by reason of sex, creed or racial origin with respect to employment, or opportunities for improvement of jobs, or as a condition of employment. The City further agrees it will not interfere with nor discriminate against any employee because of membership in or legitimate activity on behalf of the PBA #77. The PBA #77 agrees it will represent equally all employees in the negotiating unit without regard to membership in the PBA #77.

ARTICLE 4

BULLETIN BOARD, DUES CHECKOFF

4:1 The City shall permit the use of bulletin boards, located in the Police Department Headquarters, by PBA #77 for the posting of notices concerning PBA business and activities. Such notices shall be signed by the PBA Majority Representative in order to indicate the official nature of such notices.

4:2 The City agrees, in accordance with State Statutes, upon receipt of signed authorization cards from the employees, to deduct from the employees' wages the amount of annual dues as prescribed by PBA #77, in equal installments bi-weekly and to forward said amount to the Treasurer of PBA #77 on the first of each month. Based on operational needs of the City, the procedure and application of this checkoff provision may be modified by the City Treasurer upon notification of the PBA.

ARTICLE 5

MANAGEMENT RIGHTS

5:1 The City, on its own behalf and on behalf of the taxpayers of the City, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including without limiting the generality of the foregoing, the right:

5:2 To exercise executive management and administrative control of the Police Department and its properties and facilities, and the activities of its employees:

5:3 To hire all employees and, subject to the provisions of law, to determine their actions, and the conditions for their continued employment, or their dismissal or demotions; and to promote and transfer all such employees.

5:4 The exercise of the foregoing power, rights, authority, duties and responsibilities by the City, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgement and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms thereof are in conformance with the Constitution and laws of the State of New Jersey, and the Constitution and laws of the United States.

5:5 Nothing contained herein, shall be considered to deny or restrict the City of its rights, responsibilities and authority under the laws of the State of New Jersey or any other national, state, county or local laws or regulations.

5:6 If any provisions of this Agreement or any application of this Agreement to any employee or groups of employees is held to be contrary to law, then such provisions or applications shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

5:7 Nothing in this agreement which changes pre-existing City policy, rules or regulations shall operate retroactively unless expressly so stated. The parties agree that employees shall continue to serve under the direction of the Chief of Police and in accordance with City and Administrative Policies, Rules and Regulations provided that the provisions of this Agreement shall supercede and prevail over any conflicting provisions.

5:8 It is understood that, under the rulings of the courts of New Jersey, the City is forbidden to waive any rights or powers granted it by law. Anything to the contrary notwithstanding, nothing contained in any section, paragraph or sub-section of this Agreement shall be interpreted in any manner or be so construed as to indicate that the City has waived rights which are expressly required by the courts to be retained by the City.

5:9 It is the desire of the Chief of Police and the City to have an annual photograph taken of all police personnel. Employees covered by this agreement agree that at the discretion of the Chief of Police all employees will appear, with reasonable notice and at a time so as not to interfere with prescheduled authorized leave, at Police Headquarters for said photograph.

Said recall shall not exceed two hours in length.

Employees will receive compensatory time at the rate of one and one half (1 1/2) hours in lieu of paid overtime. Said compensatory time received will be taken in accordance with present authorized leave procedures.

ARTICLE 6

STRIKES

6:1 Both parties recognize the desirability of continuous and uninterrupted operation of the Police Department, and the avoidance of disputes which threaten to interfere with such operation. Since the parties are establishing a comprehensive grievance procedure under which the unresolved disputes may be settled, the parties have removed the basic cause of work interruptions during the period of this agreement. The PBA #77 accordingly agrees, during the period of this agreement, that it will not, nor will any of its members take part in any strike (i.e. the concerted failure to report for duty, or willful absence from his position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employees duties of employment) for any purpose whatsoever.

6:2 The above is interpreted that: the PBA #77 may be held liable in damages for "wild cat" strikes, unless the PBA #77 in writing immediately disavows the strike and notifies the strikers to return to work.

6:3 In the case of the strike, the City may apply for an injunction against the PBA #77.

6:4 The PBA #77 agrees that any strike is a breach of contract and that such act removes all impediment from and permits the City to dismiss or otherwise discipline employees taking part in that breach of contract.

ARTICLE 7

POLICEMEN'S RIGHTS

7:1 Pursuant to Chapter 123, Public Laws of 1974, the City agrees that every policemen shall have the right freely, to organize, join and support PBA #77 and its affiliates. As a body exercising governmental power under the laws of the State of New Jersey, the City undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any policemen in the enjoyment of any rights conferred by Chapter 123, or other laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any policemen with respect to hours, wages, or any other term or condition of employment by reason of his membership in PBA #77 or its affiliates, or his participation in any of its lawful activities, collective negotiations with the City, or his institution of any grievance, under this Agreement with respect to any terms or conditions of employment. Elected representatives of PBA #77 may be permitted time off from their regular schedule to attend negotiating sessions, grievance sessions, and regularly scheduled meetings of the PBA providing the efficiency of the

(7:1 continued)

Department is not affected. Decisions concerning the affect on the efficiency of the Department related to release time shall be at the sole discretion of the Chief of Police.

7:2 It is understood that any employee may appeal a suspension of less than five (5) days through the Grievance Procedure set forth herein, or a disciplinary action resulting in a monetary fine, provided such actions are not appealable through the Civil Service Commission. Suspensions of greater than five (5) days shall be appealable only through Civil Service procedures or the courts.

7:3 It is agreed that all employees covered by this Agreement shall have the option to have the Shop Steward or his alternate present at any formal disciplinary actions not to include oral reprimands or written reprimands.

7:4 It is agreed that the City maintain a healthy workplace for the employees covered in this Agreement, supplying the necessary janitorial service to keep the workplace clean. It is further agreed that the City provide the necessary equipment to protect employee's health.

ARTICLE 8

HOLIDAYS

8:1 Effective January 1, 1988 all Employees covered by this Agreement shall continue to recieve fifteen (15) paid holidays per year. Said holidays shall be awarded as days off in addition to the Employee's annual vacation and shall be given at any time during the calendar year upon the employee's request, provided the employee shall have the approval of the Chief of Police. Such days may be taken consecutively, up to five (5) working days at a time.

8:2 Action of the Chief of Police to delay to a time, requests for days off by employees, shall be made by the Chief of Police, based on his assessment of their operational needs of the Police Department.

8:3 All uniformed employees covered by this Agreement assigned to the Patrol Division, by virtue of the fact that they work an average forty-two (42) hour work week, due to the rotating shift schedule, shall continue to receive the twelve (12) "Paid Eights", or compensatory days annually they have received for many years. Said "Paid Eights" shall be awarded as days off, with pay, and used at the rate of one (1) per month upon the employee's request, provided the employee shall have the approval of the Chief of Police.

8:4 All employees covered by this agreement shall be paid one and one-half (1 1/2) times their hourly rate of pay for working the following holidays:

1. New Years Day
2. Thanksgiving Day
3. Christmas

8:4.1 If an employee is scheduled to work and has taken one of the holidays off as mentioned in 8:4, said employee is not entitled to the holiday rate of pay.

8:4.2 Article 8:4 of this agreement in no way effects Article 8:1. Article 8:1 remains in full force as to the fifteen (15) holidays allotted to said employees.

8:4.3 Payment for working said holidays as mentioned in Article 8:4 shall be paid quarterly.

ARTICLE 9

VACATIONS

9:1 An employee, during his first year of employment, shall be entitled to one working day's vacation for each month of service up to and including December of his initial year. Thereafter, he shall be entitled to a paid vacation according to the following schedule:

One to four years service.....	12 working days
Four to nine years service.....	15 working days
Nine to fourteen years service.....	18 working days
Fourteen to nineteen years service.....	21 working days
Nineteen to twenty-four years service.....	24 working days
Twenty-four years and over.....	30 working days

9:2 It is the intent of this Article to assure personnel covered by this Agreement that they shall receive the maximum amount of actual vacation days to which they are entitled. Days on which they are normally scheduled to be off that fall during the vacation time period shall not be computed as part of the vacation.

9:3 Request for vacation shall be approved by the Chief of Police pursuant to procedure established by the City. Action of the Chief of Police to delay to a time requests for vacation time shall be made by the Chief of Police based on his assessment of the operational needs of the Police Department.

9:4 Vacation time shall be taken in the calendar year in which it is accumulated. However, under special circumstances which make it unreasonable for an employee to take all vacation in said calendar year, by approval of the Chief of Police, or at the

request of the Chief of Police. Unused vacation time may be taken in the succeeding calendar year. In no event shall unused vacation time be taken on other than the immediate succeeding year.

9:5 VACATION "BUY BACK"

All employees covered by this Agreement shall have the option not to use up to five (5) vacation days per calendar year to which they are entitled, with the agreement that the City compensate, or "buy back", those days at that employees daily rate of pay per vacation day to be paid on the first pay day in December in a lump sum, provided it be mutually agreeable between the City and the employee at the time.

9:6 If an employee becomes sufficiently ill so as to require inpatient hospitalization, or an illness that would prevent him from working for a period of three days or more while he is on vacation of three or more days, then the employee may change such period of illness and post hospital recuperation to sick leave at his option. Said employee must submit a physician's certificate of proof of said illness or hospitalization and a physician's certificate as to the need for recuperation.

9:6.1 The vacation time mentioned in 9:6 means any days that were used by the employee. This time could be vacation days, holidays, or Paid 8's and can be any combination of these to equal the three days of vacation as stated in 9:6.

ARTICLE 10

LEAVES

10:1 SICK LEAVE

10:1.1 Defined - Sick leave is hereby defined to mean absence from post of duty of an employee because of illness, accident, exposure to contagious disease, or attendance upon a member of the employee's family, seriously ill, requiring the care or attendance of such employees. A certificate of the police surgeon shall be required as sufficient proof of need of leave of the employee after three consecutive days sick leave, or leave in attendance of a member of the employee's immediate family. In case of an illness of a chronic or recurring nature causing an employee's periodic or repeated absence from duty for one day or less, only one medical certificate shall be required for every six (6) month period as a sufficient proof of need of sick leave by the employee, provided, however, the certificate must specify that the chronic or recurring nature if the illness is likely to cause a subsequent absence from employment. In case of sick leave due to exposure to contagious disease, a certificate from the police surgeon shall be required.

10:1.2 Accumulation - Every person covered by this Agreement shall, in addition to his or her paid vacation, be granted sick leave as defined in 10:1.1 above, with pay for not less than one (1) working day for every month of service during the first calendar year of employment and fifteen (15) working days in every calendar year thereafter. If any such employee requires none or only a portion of such allowable sick leave for any calendar year, the amount of such leave not taken shall accumulate to his or her credit from year to year and such employee shall be entitled to such accumulated sick leave with pay if and when needed, provided that the City shall not require any of its employees who may be disabled either through injury or illness as a result of, or arising from his respective employment, to utilize the sick leave accumulated under this Section.

10:1.3 Medical Certificates - In the event of suspected abuse of sick leave, the City reserves the right to request a medical certificate from the police surgeon, should an employee absent himself from duty in excess of three (3) days or where a pattern of excessive absence has occurred.

10:1.4 Pay upon termination - Upon an employee's retirement, death, or honorable termination of employment, having served at least five (5) full years, said employee shall receive terminal leave for half (1/2) accumulated unused sick leave, computed on his daily rate of pay for the year immediately preceeding said termination. Any employee who is separated from service for cause, arising from any disciplinary action, shall not be entitled to the benefits provided by Section 10:1.4. For the purposes of this Agreement, accumulated sick leave shall be calculated from July 1, 1966. Employees with less than five (5) full years of service shall not be eligible for pay upon termination.

10:2 FUNERAL LEAVE

10:2.1 Special leave of absence with pay up to a maximum of four (4) working days shall be granted to any employee in case of death within the immediate family, provided that said employee attend the funeral.

10:2.2 The term "immediate family" shall include only father, mother, step-parent, father-in-law, mother-in-law, grandparents, sister, brother, spouse, child, foster child of an employee, and relative in his household.

10:2.3 The special leave period shall commence immediately following the death of such persons and is for the sole purpose of arranging and attending funeral services; such special leave may be extended without pay at the discretion of the Chief of Police. The above shall not constitute sick leave and shall not be deducted from the employee's annual sick leave.

10:3 INJURY LEAVE

10:3.1 Injury leave shall be granted with full pay to employee's temporarily disabled through injury or illness as a result of, or arising from, their respective employment.

10:3.2 Any amount of salary or wages paid or payable to employees because of leave pursuant to 10:3.1 above, shall be reduced by the amount of workmen's compensation awarded under Chapter 15 of Title 34 of the Revised Statutes made for disability because of the same injury or illness requiring such leave; in no event shall this exceed twelve (12) months.

10:3.3 Any employee covered by the Agreement who is permanently disabled as a direct and proximate result of his employment with the City as a police officer as set down within the guidelines of the Police and Fireman Retirement System of the State of New Jersey, will continue to have the City pay in full all premiums for Blue Cross, Blue Shield, Eye, Dental and Prescription Plans or the prevailing plan at the time of said disability, for the remainder of the said employee's life.

10:4 LEAVE FOR PBA MEETINGS

10:4.1 The Executive Delegate and President (or appointed alternates) of PBA #77 shall be granted leave from duty with full pay up to six (6) days during a twelve (12) month period to attend regularly scheduled meetings of the State and Local Association, when such meetings take place at a time when such officers are scheduled to be on duty, providing the affected officer gives at least 72 hours notice to the Chief of Police and receives the Chief's approval.

10:5 LIMITATIONS OF LEAVE

10:5.1 No leave of absence or combination of leaves of absence for any cause whatsoever shall exceed one (1) year. In case of continuous absence for more than one (1) year, such employee so absent shall be automatically separated from the Department on the first anniversary date from the date such absence began. The City may, in its discretion, extend such absence indefinitely.

ARTICLE 11

SALARY, LONGEVITY, OVERTIME

11:1 BASE SALARY

11:1.1 Commencing January 1, 1990 the annual base salary to be paid employees covered by this agreement shall be set forth as Appendix A for 1990 and 1991. Such salaries shall be paid bi-weekly.

11:1.2 It is clearly understood that the provisions of this contract are not applicable to special Police Officers hired during the summer months or on an occasional basis.

11:2 OVERTIME

11:2.1 Overtime shall be defined as any and all hours worked in excess of an eight (8) hour day and/or a forty (40) hour week and shall include any and all hours worked on emergencies, court appearances arising from their official duties, and any and all other extra duty activity which is required by the Chief of Police or Division of Commanders. Any employee required to return to duty on his normal time off as defined in this paragraph shall be granted a minimum of two (2) hours overtime compensation and may be required to work said hours. In addition, each officer shall be given at least eight (8) hours notification if his normally scheduled hours are to be changed. This would not apply in any emergency situation or if the need arises due to a shortage of manpower. The purpose of this section is to prevent the arbitrary rescheduling of an employee's work schedule to avoid payment of overtime.

11:2.2 Employees will be paid for all overtime worked. Said overtime pay shall be computed on the basis of one and one-half times the employee's straight time hourly rate of pay based on a forty (40) hour week, including longevity. Overtime shall be administered fairly and without discrimination insofar as such is feasible.

11:2.3 Overtime pay shall be paid quarterly on the pay period following each quarter, with the exception of the last quarter, which will be paid the pay period preceeding December 25th. Any hours worked after that pay period shall be paid the first pay period in January the following year.

11:2.4 Overtime shall be computed in fifteen minute increments.

11:3 LONGEVITY

11:3.1 Each employee covered by this agreement shall be paid in addition to and together with, his annual base salary, additional compensation based upon the length of his service as fixed and determined according to Appendix B for the period of this agreement.

11:3.2 Longevity pay shall be applied on the basis of the employee's anniversary date of employment and shall commence at the adjusted rate, the pay period immediately following said anniversary date. Longevity shall be paid together with and as part of the employee's base salary.

11:4 ON-CALL PAY

Patrolmen assigned to the Detective Bureau shall be paid \$200.00 per calendar year for being the on-call detective during their off hours. Said compensation shall be paid in one lump sum the first pay in December.

11:4.1 Patrolmen assigned to the K-9 Division shall be paid \$200.00 per calendar year for being in an on call status during the off hours. Said compensation shall be paid in one lump sum the first pay in December.

ARTICLE 12

ACTING OFFICER

Any employee who shall have been serving in the capacity of a senior officer in the absence of such senior officer and who shall have performed the duties thereof, for a continuous period of thirty (30) calendar days shall, thereafter, be entitled to compensation appropriate to such office for the time so held; but said employee shall revert to his former rate of pay when returned to his former position.

ARTICLE 13

HOSPITALIZATION INSURANCE

13:1 The City shall provide New Jersey Blue Cross, Blue Shield, under the "Medallion Plan" to all employees covered by this Agreement at the City's expense, or comparable coverage.

13:2 The City shall provide New Jersey Blue Cross/Blue Shield optical, dental, and prescription plan to all employees covered by this Agreement.

13:3 The City shall recognize Dr. Lawrence Anastasi and Dr. Dennis Piccone for the duration of this Agreement as police surgeons.

13:4 The City and the PBA #77 agree that the physical and medical condition of the employees covered by this Agreement must be maintained at a high standard due to the nature of the duties of the employees. It is understood that all employees must take part in the annual physical program as provided in 13:3. Any employee who refuses to submit to the annual physical program may be relieved of duty without pay.

13:5 All employees who retire after fulfilling the requirements of the Police and Fireman's Retirement System of the State of New Jersey or the Public Employee's Retirement System of the State of New Jersey for full retirement shall be furnished New Jersey Blue Cross, Blue Shield and Major Medical benefits, for a period of six (6) months after retirement.

13:6 The City agrees that if an employee dies while employed by the City of Somers Point, the City will maintain all existing health insurance benefits for the employee's family for a period of six (6) months at no cost to the family.

ARTICLE 14

COLLEGE INCENTIVE PROGRAM

14:1 The City and the PBA #77 agree that the amount and quality of an employee's education often determines the value of his contribution to the community, and the degree of proficiency which he performs his duties. In order to provide an incentive to encourage the employees to achieve the advantages of a higher education, the City agrees that each employee who receives or has received academic credits for study in any institution of college level which offers college curriculum leading to or creditable toward an undergraduate baccalaureate or associate degree in law enforcement, and said employee is currently enrolled in such program, or has previously been enrolled in such program leading toward a degree in law enforcement, the employee shall be paid according to the following schedule:

<u>ACCUMULATED CREDIT HOURS</u>	<u>COMPENSATION PER ANNUM</u>
15 credit hours	\$ 150 per year
32 credit hours	\$ 300 per year
64 credit hours	\$ 800 per year
120 credit hours	\$1100 per year

14:2 Said compensation shall be continued from year to year and shall be paid in lump sum on the first payday in December.

14:3 PBA #77 recognizes that the College Program is an incentive to further the employees education and PBA #77 agrees that if an employee has not obtained at least sixty-four (64) credit hours within (5) years of their enrollment, the above compensation shall terminate as applied to the level below sixty-four (64) credit hours.

ARTICLE 15

SAVINGS CLAUSE

In the event that any provision of this Agreement shall be finally determined to be in violation of any applicable State or Civil Service rule or regulation or law, such determination shall not impair the validity or enforceability of the remaining provisions of this Agreement. However, such provisions as are ruled to be illegal or unenforceable shall be deemed to have been struck from this Agreement.

ARTICLE 16

CLOTHING ALLOWANCE

16:1 In addition to any other benefit under this Agreement, every employee shall be entitled to an allowance for the cleaning maintenance of his clothing and uniforms in the sum of (450.00) four hundred fifty dollars. Said allowance shall be paid in the lump sum on the first pay period in December. It is understood that this allowance is not for the purchase or replacement of uniforms and clothing, but is to help offset the cost of cleaning and maintenance of same.

16:2 It is further agreed that a clothing allowance for all employees shall be provided up to three hundred and seventy-five (375.00) dollars for all uniformed officers except K-9 officers, (525.00) dollars for K-9 officers, (475.00) dollars for plain clothes officers, all yearly, said clothing allowance to be paid in the lump sum to plain clothes officers the first pay in March, and is to be used solely for the purchase and replacement of uniforms and clothing, and plain clothes officers shall be required, upon request, to show proof of the purchase. It is further agreed that the City shall have discretion regarding uniforms, as to where and from whom they are purchased, and as to arranging for the purchase of same.

16:3 All uniforms damaged in the line of duty shall be replaced by the City after inspection and certification by the Chief of Police or his designee. Any clothing damaged while an employee is in performance of his duties will be replaced or ordered within sixty (60) days after inspection and certification.

16:4 Each new employee hired during the duration of this Agreement, after being certified by the Civil Service Commission, will receive a full issue of uniforms as follows:

3 summer uniforms	1 winter jacket
3 winter uniforms	1 dress blouse coat
1 summer hat	1 set leather gear
1 winter hat	1 helmet
1 raincoat	1 pair service shoes
1 bullet proof vest	1 shock plate for vest
1 additional vest cover	

Each employee that receives an initial issue of uniforms shall not receive a clothing allowance under 16:2 until the calendar year following said issuance.

16:5 As to the Bullet Proof Vests, the manufacturer recommends that the vest is to be replaced every (5) five years because of material breakdown. Cost of the vest and its replacement shall be burdened by the City and not the employee covered by this agreement. Said issue and replacement shall be for all employees.

ARTICLE 17

EMPLOYEE RELATIONS COMMITTEE

Effective the date of the signing of this Agreement, there is herewith created an Employee Relations Committee, composed of the Mayor, the Chief of Police, a elected employee and the Steward elected by the employees. The purpose of this Committee shall be to discuss problems and concerns arising out of the activities of the Police Department. The Committee shall meet monthly, at times and places mutually convenient to the members of the Committee.

ARTICLE 18

18:1 CANINE UNIT

The establishment and existance of the Canine Unit shall be under the exclusive control of the Chief of Police and the continued need of said unit shall be determined by the Chief of Police bases on its effectiveness and overall value as a law enforcement tool relative to the operational needs of the Department.

Members of the Canine Unit will be subject to recall for emergency duty.

When not actively engaging in specific Canine duties and responsibilities the Canine Officer will be responsible to perform all other duties and responsibilities of Patrolman/Sergeant as set forth in the Departments Rules and Regulations.

K-9 Officers shall be provided with all the necessary equipment needed to perform his assigned duties. It is agreed that the City shall provide all necessary food stuffs for the maintenance of the canine. It is agreed that the City shall provide the necessary medical supplies and equipment needed for the good health of the canine.

It is agreed that the City shall provide adequate equipment for the proper training of the Canine for the proficiency, control, care, grooming and maintenance of the canine.

It is agreed that if the K-9 Handler leaves the employment of the City of Somers Point during the calendar year 1990, said handler will have the option to purchase said K-9 from the City of Somers Point for the amount of \$2,000.00. If the handler leaves the employment during the calendar year 1991, said handler will have the option to purchase said K-9 from the City of Somers Point for the amount of \$1,000.00.

APPENDIX A

BASE SALARY EFFECTIVE JANUARY 1, 1990

PATROLMAN

	1990	1991
Starting salary.....	\$20,000.00	\$20,000.00
After completing 1 year.....	\$24,841.00	\$26,456.00
After completing 2nd year.....	\$26,255.00	\$27,962.00
After completing 3rd year.....	\$30,009.00	\$31,959.00
After completing 4th year.....	\$31,899.00	\$33,972.00

DISPATCHERS

	1990	1991
Starting Salary.....	\$17,000.00	\$17,000.00
After completing 1 year.....	\$19,000.00	\$19,000.00
After completing 2nd year.....	\$21,000.00	\$21,000.00
After completing 3rd year.....	\$23,947.00	\$23,947.00
After completing 4th year.....	\$27,110.00	\$28,872.00

APPENDIX B

LONGEVITY 1990 AND 1991

PATROLMAN

Upon completing 3 years.....	\$300.00
Upon completing 4 years.....	\$400.00
Upon completing 5 years.....	\$500.00
Upon completing 6 years.....	\$600.00
Upon completing 7 years.....	\$700.00
Upon completing 8 years.....	\$800.00
Upon completing 9 years.....	\$900.00
Upon completing 10 years.....	\$1,000.00
Upon completing 11 years.....	\$1,100.00
Upon completing 12 years.....	\$1,200.00
Upon completing 13 years.....	\$1,300.00
Upon completing 14 years.....	\$1,400.00
Upon completing 15 years.....	\$1,500.00
Upon completing 16 years.....	\$1,600.00
Upon completing 17 years.....	\$1,700.00
Upon completing 18 years.....	\$1,800.00
Upon completing 19 years.....	\$1,900.00
Upon completing 20 years.....	\$2,000.00
Upon completing 21 years.....	\$2,100.00
Upon completing 22 years.....	\$2,200.00
Upon completing 23 years.....	\$2,300.00
Upon completing 24 years.....	\$2,400.00
Upon completing 25 years.....	\$2,500.00

APPENDIX B

DISPATCHERS

LONGEVITY 1990

Upon completing 3 years.....	\$300.00
Upon completing 4 years.....	\$400.00
Upon completing 5 years.....	\$500.00
Upon completing 6 years.....	\$600.00
Upon completing 7 years.....	\$700.00
Upon completing 8 years.....	\$800.00
Upon completing 9 years.....	\$900.00
Upon completing 10 years.....	\$1,000.00
Upon completing 11 years.....	\$1,100.00
Upon completing 12 years.....	\$1,200.00
Upon completing 13 years.....	\$1,300.00
Upon completing 14 years.....	\$1,400.00
Upon completing 15 years.....	\$1,500.00
Upon completing 16 years.....	\$1,600.00
Upon completing 17 years.....	\$1,700.00
Upon completing 18 years.....	\$1,800.00
Upon completing 19 years.....	\$1,900.00
Upon completing 20 years.....	\$2,000.00
Upon completing 21 years.....	\$2,100.00
Upon completing 22 years.....	\$2,200.00
Upon completing 23 years.....	\$2,300.00
Upon completing 24 years.....	\$2,400.00
Upon completing 25 years.....	\$2,500.00

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective officers, on the 20TH day of FEBRUARY, 1990.

CITY OF SOMERS POINT

BY Charles G. Parker
MAYOR

ATTEST:

Mary C. Lennie
MARY C. LENNIE, MUNICIPAL CLERK

SOMERS POINT POLICE PBA #77

ATTEST:

Paul W. Hods
PRESIDENT OF MAINLAND PBA # 77

Mike Bys
SHOP STEWARD

[Signature]
MAJORITY REPRESENTATIVE

Signed, sealed and delivered in the presence of:

Tracey L. Hughes
NOTARY PUBLIC

Feb. 20, 1990
Somers Pt., NJ

TRACEY L. HUGHES
NOTARY PUBLIC OF NEW JERSEY
My Commission Expires March 22, 1994