
COLLECTIVE BARGAINING AGREEMENT

BETWEEN

CAMDEN COUNTY

AND

**CAMDEN COUNTY POLICE SUPERIOR OFFICERS ASSOCIATION
FRATERNAL ORDER OF POLICE, LODGE NO. 218A**

EFFECTIVE JANUARY 1, 2018 – DECEMBER 31, 2021

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PREAMBLE

THIS AGREEMENT entered into this 21st day of February, 2020 by and between the CAMDEN COUNTY BOARD OF CHOSEN FREEHOLDERS AND THE CAMDEN COUNTY POLICE DEPARTMENT, hereinafter "COUNTY," and THE CAMDEN COUNTY POLICE SUPERIOR OFFICERS ASSOCIATION, FRATERNAL ORDER OF POLICE, LODGE NO. 218A, hereinafter "FOP," has as its purpose the promotion of harmonious relations between the County and the FOP; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment for the employees represented by the FOP, and represents the complete and final understanding on all the bargainable issues between the County and the FOP.

ARTICLE I
RECOGNITION

In accordance with the “Certification of Representative” issued by the Public Employment Relations Commission (Docket No.:RO-2014-005) the County hereby recognizes the FOP as the sole and exclusive representative and bargaining agent of Police Sergeants, Lieutenants and Captains who are employed by the Camden County Police Department, hereinafter, “employees.”

ARTICLE II
DUES DEDUCTION

SECTION 1. Subject to the provisions of N.J.S.A 52:15-15.9e, upon the written authorization by an employee in the bargaining unit represented by the FOP, the County agrees to deduct from the salary of each such employee the sum certified by the FOP as dues and forward that sum to the FOP Treasurer and/or any other duly authorized officer designated by the FOP.

SECTION 2. Any revocation of the aforesaid authorization to deduct dues shall be made by the employee, in writing and in duplicate, with the original sent to FOP and a copy to the County, and in accordance with applicable law.

SECTION 3. The County shall, upon request, provide the FOP with a statement indicating the amount deducted from each employee as dues. The statement shall be provided within a reasonable time following the request.

SECTION 4. The County shall not permit payroll deductions for the payment of dues to any labor organization other than the FOP, as the duly certified majority representative of employees. Existing written authorizations for payment of dues to any other labor organization shall be terminated. It is understood and agreed between the parties herein that this provision does not apply to any other voluntary organization.

ARTICLE III
GRIEVANCE AND ARBITRATION PROCEDURES

SECTION 1. It is the policy of the County and the FOP that all grievances be resolved informally or at the earliest possible stage of the grievance procedure. Informal settlements at any step will bind the immediate parties to the settlement but will not be precedential in subsequent grievance proceedings unless otherwise agreed to by the parties.

SECTION 2. The term "grievance" means a complaint that there has been an improper application, interpretation, or violation of this Agreement, any County policy governing the FOP or employee(s), or any administrative decision affecting any employee, including but not limited to all minor discipline, up to and including five (5) days suspension. Any employee, group of employees, or the FOP may submit a grievance individually, collectively or on behalf of its members so long as the FOP is provided notice of the grievance and shall have the right to participate in any grievance meeting, however, only the FOP may submit a matter to arbitration, pursuant to the procedures outlined below.

SECTION 3. The procedure for resolving grievances between the parties covered by this Agreement shall be as follows:

STEP 1: (a) Within fifteen (15) calendar days of the event or events, or knowledge thereof, giving rise to a grievance, an employee, group of employees or the FOP may initiate a grievance by submitting same in writing to the party or parties immediate supervisor, identifying the aggrieved party; the provisions of the agreement, policy and/or decision involved in the

grievance; the time and place where the alleged events or conditions constituting the grievance existed; if known, the identity of the person responsible for causing such events or conditions; and a general statement of the grievance and/or redress sought by the aggrieved party.

(b) Within fifteen (15) calendar days of receipt of the grievance, the immediate supervisor shall respond in writing to the FOP and the grievant.

STEP 2: (a) If the party or parties that filed the grievance is/are not satisfied with the response of the immediate supervisor, it/they may submit the grievance in writing to the Division Commander within fifteen (15) days of the response; if the party or parties that filed the grievance is or are Captains (or the grievance is filed on behalf of Captains) then the party or parties may proceed directly to Step 3.

(b) Within fifteen (15) calendar days of receipt of the grievance, the Division Commander shall respond in writing to the FOP and the grievant.

STEP 3: (a) If the party or parties that filed the grievance is/are not satisfied with the written response of the Division Commander, it/they may submit the grievance to the Police Chief, within fifteen (15) days of the receipt of the written response.

(b) Within fifteen (15) days, the Police Chief, shall hear the grievance.

STEP 4: (a) If the party or parties that filed the grievance is/are not satisfied with the written response of the Police Chief, it/they may submit the grievance to the County Administrator, or his/her designee, within fifteen (15) days of the receipt of the written response.

(b) Within thirty (30) days, the County Administrator or his/her designee, shall hear the grievance. The County Administrator or his/her designee shall deliver to the FOP and the grievant within thirty (30) calendar days from the date of the hearing, a written decision setting forth the County's position.

STEP 5: (a) If the FOP is not satisfied with STEP 4 written decision, or in the event that no written decision is delivered within the timeframes set forth in STEP 4, then the FOP may submit the matter to arbitration by filing a Request for Submission of a Panel of Arbitrators with the New Jersey Public Employment Relations Commission (“PERC”) for appointment of an arbitrator in accordance with the PERC’s rules and procedures within thirty (30) calendar days of the written decision or due date of the written decision.

(b) No arbitration hearing shall be scheduled sooner than thirty (30) calendar days after the final decision referred to in STEP 4 above.

(c) The arbitrator will be bound by the provisions of this Agreement and the Constitution and the Laws of the State of New Jersey and of the United States of America and be restricted to the application of facts and issues submitted to him/her involving the grievance and shall consider it and nothing else. The arbitrator shall not have the authority to add to, modify, subtract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be submitted within thirty (30) days of the conclusion of the arbitration hearing, shall be in writing with reasons therefore and shall be final and binding upon the parties.

(d) The cost of the arbitrator shall be shared equally by the FOP and the County. All other expenses associated with the arbitration shall be borne by the party incurring same.

SECTION 4.

(a) The County and the FOP may mutually agree to waive or extend any Steps or timeframes contained in the grievance procedure.

(b) The failure at any stage of the grievance procedure to communicate the decision on a grievance within the specified time limits, absent agreement, shall permit the grieving party to proceed to the next step of the procedure.

(c) The failure at any stage of the grievance procedure to appeal a grievance to the next Step within the specified time limits, absent agreement, shall be deemed to be an acceptance of the most recent determination of the dispute.

(d) Any grieving party may be represented at all formal Steps of the grievance procedure by a representative of the FOP and/or an attorney.

(e) If the FOP or the aggrieved party elects to pursue legal remedies provided under Civil Service, any arbitration hearing shall be cancelled and the matter withdrawn from arbitration.

ARTICLE IV
WORK SCHEDULES AND OVERTIME

SECTION 1. The regular shifts for employees in patrol shall be twelve hours, with rotating days off, consisting of a schedule with every other week being off Friday, Saturday and Sunday, shift times consisting of 6am to 6pm and 6pm to 6am; 5am to 5pm and 5pm to 5am; and 7am to 7pm and 7pm to 7am.

The regular shift for investigative units, members of the CST, RTTOIC and NRT shall be either twelve (12) hours with rotating days off consisting of a schedule with every other week being off Friday, Saturday and Sunday; four (4) days of ten (10) hours, with rotating days off; or five (5) days of eight (8) hours, as determined by the Chief.

All shifts shall cover seven (7) days per week.

SECTION 2. The regular hours for those employees other than in Section 1 above shall be various tours of duty worked in schedule form and made up for no less than seven (7) days in advance.

SECTION 3. Sergeants and Lieutenants shall receive overtime compensation for any hours worked in excess of 86 in any fourteen (14) day work period for employees working 12 hour shifts and 84 hours during a fourteen (14) day work period for employees working 8 or 10 hour shifts. This shall be in addition to Section 5 as it relates to Lieutenant overtime pay.

SECTION 4. If a Sergeant or Lieutenant is required to work in excess of and in continuation of his/her regular day's shift by more than two (2) hours said time shall be paid at the employee's overtime rate (1 ½ times her/his regular rate of pay) regardless of any other overtime eligibility

referenced herein beginning in the third hour. Under no circumstances shall this provision be used to increase overtime pay where the employee is otherwise eligible for overtime under the terms of the agreement.

SECTION 5. It is recognized that the managerial and executive demands within the rank of Lieutenant and Captain require work related activity during their off time. Examples of these activities include but are not limited to: answering and making phone calls, virtual meetings, writing and checking emails, coordinating and monitoring field activity, directing subordinates, drafting plans, reports or memorandums, and reviewing subordinate work product. As compensation for such work, the Department shall, beginning January 1, 2015, provide each lieutenant with an annual prorated stipend of \$4,500.00 and each Captain with an annual prorated stipend of \$8,000.00, which shall be paid on a prorated basis in a separate pay in the first pay period of December of each year. Lieutenants working in excess of 1.5 hours in a given pay period for tasks related to this section must be reported and documented by the Lieutenant to the Chief of Police or his designee. Additionally, work hours and days may be adjusted at the discretion of the Chief of Police to comply with the terms of this Article.

SECTION 6. For training purposes, any employee working a midnight tour of duty shall be given the option of changing his/her schedule to a tour designated for training by the Department. The tour change option shall be exercised by the employee, upon notification of the training assignment by the County. At the completion of training, the employee shall return to the midnight tour of duty.

SECTION 7. Absent an emergency, an employee shall not have her/his shift time changed absent forty-eight (48) hour notice to that employee by the County. In addition, when an employee is to be mandated to work an overtime detail, the County shall provide forty-eight (48) hours' notice to that employee, where practicable.

SECTION 8. When an employee is to be involuntarily transferred from one squad, unit, or division she/he will be provided no less than ten (10) calendar days' notice, except in cases of emergent circumstances.

ARTICLE V
TEMPORARY ASSIGNMENTS

SECTION 1. When an employee is temporarily assigned to perform the duties of a higher rank, the employee so assigned shall be paid at the rate commensurate with the rank in which she/he is temporarily assigned for each day worked upon five (5) consecutive shifts in the assignment. Upon the fifth consecutive shift, the employee shall be paid for all shifts worked retroactive to the first day.

ARTICLE VI
CALL-IN TIME

SECTION 1. Any employee who is required to and returns to work during periods other than the regularly scheduled shift shall be paid at the overtime or "time and one half" rate, as appropriate, and shall be guaranteed not less than four (4) hours pay, regardless of the number of hours actually worked. If the employee's call-in-time work assignment and the regular shift overlap, the employee shall be paid at the overtime for that period worked prior to the regular shift; thereafter, for the balance of the regular work shift, the employee shall be paid her/his regular rate, unless the employee is otherwise eligible for overtime.

SECTION 2. An employee who is required to appear in any court, judicial or administrative proceeding on the employee's day off, time off or vacation day, she/he shall be paid at the overtime rate for all hours, with minimum of three (3) hours of pay for the appearance before the court. This shall only apply where the employee is appearing on behalf of the Department, County or State and is not a litigant against the Department, County or the State.

ARTICLE VII
WAGES

SECTION 1. Effective January 1, 2018, wages shall be paid to all employees covered by this Agreement as set forth in Appendix A, with any retroactive compensation to officers effective back to October 1, 2018 only.

SECTION 2. All employees shall receive their pay on a bi-weekly basis.

ARTICLE VIII
STIPENDS

SECTION 1. Beginning January 1, 2015, all Sergeants in investigatory units shall receive a stipend of four thousand dollars (\$4,000) per year paid on a pro rata basis in a separate pay on the first pay period of December. Beginning January 1, 2015, all Sergeants assigned to NRT shall receive a stipend of two thousand dollars (\$2,000.00) per year paid on a pro rata basis in a separate pay on the first pay period of December.

SECTION 2. All employees who are assigned a canine shall be granted one (1) hour of release time per shift. In the event the employee is unable to have release time in a shift due to the needs of the Department, he or she shall receive an hour of overtime pay as compensation. The County shall continue to provide food and veterinarian services, and any other costs of maintenance as needed for the health of the dogs, as well as a police vehicle to be used by the employee.

ARTICLE IX
HOLIDAYS

SECTION 1. Employees shall receive thirteen (13) paid holiday days per year. For the purposes of this Article, the terms a “day” and a “working day” shall be defined as ten (10) hours.

SECTION 2. In the event that an employee has any unused holidays at the end of the year, the employee shall be permitted to carry over said days into the next year. Thereafter, the employee must use the carried over time before the end of the year or it will be paid out on or before January 31 of the following year in an amount that would not exceed a total of eight (8) total paid leave days (vacation and holiday) and any remaining days shall be forfeited. Requests to use holiday time shall not be unreasonably denied. Effective February 1, 2020 and thereafter, Officers shall be required to produce denial slips or other acceptable documentation for denied leave time in order to receive compensation.

SECTION 3. All holiday time shall be used on a day-for-day basis, however, upon retirement or other termination of employment from the County, the employee shall only receive eight (8) hours for each leave day accumulated, exclusive of days carried over from the previous year.

ARTICLE X
VACATION

SECTION 1. On January 1 of each year, employees shall be credited with vacation time on the following schedule:

0 years of service through the 1 st year of service	1 day per month (prorated for new employees)
2 nd year of service through the 14 th year of service	15 days per year
15 th year of service and thereafter	20 days per year

SECTION 2. For purposes of this Article, the phrase “year of service” with the Camden County Police Department.

SECTION 3. For the purposes of this Article, the terms a “day” and a “working day” shall be defined as ten (10) hours.

SECTION 4. An employee may carry over unused vacation days into a subsequent year. However, those days must be used by the end of the subsequent year or paid out on or before January 31, of the following year in an amount that would not exceed a total of eight (8) total paid leave days (vacation and holiday) and any remaining days shall be forfeited. Employees who retire with unused vacation days shall be compensated for same, exclusive of any days carried over from the previous year. Requests to use vacation days shall not be unreasonably denied. Effective February 1, 2020 and thereafter, Officers shall be required to produce denial slips or other acceptable documentation for denied leave time in order to receive compensation.

SECTION 5. Vacation days shall be selected by all employees in order of seniority.

SECTION 6. All vacation time shall be used on a day-for-day basis, however, upon retirement or other termination of employment from the County, the employee shall only receive eight (8) hours for each leave day accumulated.

ARTICLE XI
SICK AND INJURED LEAVE

SECTION 1. Employees shall be entitled to earn sick leave at a rate of one (1) sick day per month during the year of their appointment, and thereafter shall receive fifteen (15) sick days per year.

SECTION 2. Sick leave for purposes herein is defined to mean the absence of any employee from duty because of personal illness by reason of which such employee is unable to perform the usual duties of his position, or exposure to a contagious disease, or a period of attendance with an ill member of his/her immediate family requiring the presence of the employee.

SECTION 3. If any employee is absent for three (3) consecutive working days for any of the aforesaid reasons, the County may require acceptable evidence in the form of a doctor's note. The nature of the illness and length of time the employee was or will be absent may be stated on the doctor's note. Nothing herein shall limit the right of the Department to require medical documentation, including but not limited to, a doctor's note, where it reasonably suspects abuse of sick leave by the employee.

SECTION 4. Any employee who does not use all of his/her allowable sick leave in any calendar year may carry over that time into a subsequent year.

SECTION 5. When an employee is injured on duty and meets the qualifications for Workers' Compensation, the employee will receive workers' compensation due him/her plus the

differential between workers' compensation and the amount of net pay an employee would have received under normal working circumstances during the pendency period of their worker's compensation claim, not to exceed 7 days.

Employees entitled to an approved Workers' Compensation claim shall receive payment for this pendency period (7 days) as a regular pay from the County, with the assignment of the employee's workers' compensation benefits paid directly to the County from the County's Workers' Compensation administrator. This process will only occur upon notification from the County Insurance Department and/or the County Workers' Compensation administrator. After the pendency period, the employee will be paid directly by the County's Worker's Comp administrator for the duration of the claim at all applicable limits on amount and duration of prescribed by law.

In the event that the claim is denied, the County will reverse all amounts paid as Workers' Compensation and said differential, and require use of sick time (or other available accrual) for absence during the pendency period.

The differential will be calculated using all voluntary and involuntary payroll deductions in effect at the time of injury. If a change in any payroll deduction occurs for any reason, the differential will be adjusted to match the amount of net pay the employee would experience under normal working circumstances with the change in deduction(s) in effect.

SECTION 6. The full amount of injury leave payments received under this Article shall be deemed and considered "compensation payments" under and for the purpose of this section and

N.J.S.A. 34:15-40 of the Worker's Compensation Act and shall be part of the worker's compensation lien of the County.

SECTION 7. When any employee, who has received leave payments hereunder and/or medical payments, enters into settlement negotiations with or maintains an action in any court against a third party or his/her insurer on account of any liability of the third party or his/her insurer to the employee arising out of the incident causing the injury or disability for which the employee received injury leave payment and/or medical payments, such employee shall inform the County in writing of the names and mailing addresses of the third party and his/her insurer within ten (10) days after entering into negotiations or filing of this action.

SECTION 8. If such employee receives or recovers a money judgment or money settlement from the third party or his/her insurer, the employee shall within ten (10) days of the recovery, notify the County or its designee in writing and report the total amount of such recovery, the amount of attorney's fee paid or to be paid and the amount of court costs. Within thirty (30) days after receiving payment, the employee shall reimburse the County for injury leave payments and/or medical payments as hereinafter provided. If the total sum recovered by employee exceeds the sum of injury leave payments and/or medical payments, the employee shall reimburse the County an amount equal to the sum of the injury leave payments and medical payments. Provided, however, that if the third party or his/her insurer has paid directly to the County the full amount to be reimbursed hereunder or a portion of such amount, the employee

shall be released from the entire obligation or from such portion of the obligation paid to the County as the case may be.

SECTION 9. Failure of an employee to provide timely notice as required hereunder or to make timely reimbursement as herein required may subject the employee to disciplinary action. The County or the proper appointing authority on behalf of the County may include in any disciplinary action taken a requirement that the employee provide the required information and make the appropriate reimbursement within a reasonable time and that if the employee fails to do so he/she shall be dismissed from service.

SECTION 10. Beginning October 1, 2015 the County shall contribute the sum of six hundred dollars (\$600) per employee per calendar year (January 1 through December 31) towards the cost of supplemental disability insurance. The County shall have the right to request an accounting of the insurance plan and the premium charges.

ARTICLE XII
FUNERAL LEAVE

SECTION 1. In the event of a death in the employee's family, the employee shall be granted time off without loss of pay but in no event to exceed the number of consecutive working days noted below, from the date of death or funeral:

- (a) Seven (7) days in the case of a death of a spouse, domestic partner, civil union partner, child (including step and foster), mother, mother-in-law, father, father-in-law, or step-parent; and
- (b) Three (3) day in the case of a death of a brother, brother-in-law, sister, sister-in-law, step-siblings, grandfather, grandmother or grandchild.

SECTION 2. In the case of the death of a relative not specified in this Article, the County shall endeavor to permit the employee, subject to work conditions, to utilize a vacation day or a holiday in order to attend the services for such relative.

SECTION 3. All funeral leave time shall be used on a day-for-day basis.

ARTICLE XIII
PERSONAL LEAVE TIME

SECTION 1. All employees shall be credited one (1) Personal Leave day on January 1, to be utilized for purposes of attending to emergency or unplanned personal situations or matters, which use shall not be unreasonably denied by the County. Personal leave shall not accumulate beyond the year it is credited. For the purposes of this Article, the term "day" shall be defined as ten (10) hours.

ARTICLE XIV
MILITARY LEAVE

SECTION 1. All employees covered by this Agreement shall be entitled to all rights under Federal and State Statutes and/or Regulation pertaining to military service, which may include paid leave.

SECTION 2. No employee shall be required to utilize paid leave while on Military Leave or engaged in military service.

SECTION 3. Employees who are current members of the Armed Forces Reserve Components, including the Reserves, National Guard and Coast Guard, shall be afforded the opportunity to reschedule their regularly scheduled work day in lieu of utilizing a Vacation, Holiday, Personal Day or non-pay status day, when their inactive duty training days fall on a regularly scheduled day of work. The conflicting work days must be rescheduled within the same pay period without exception. The officer must submit in writing along with proof of training, their request for the duty switch no later than fourteen (14) days prior to the date in question to her/his immediate supervisor. (Example: Officer Doe is scheduled to work Saturday and Sunday May 1st and 2nd, Officer Doe is also scheduled for military training on those dates. Officer Doe must submit the request with the make-up days that must be within the pay period.) Failure to follow this procedure will result in the employee having to use a Vacation, Holiday personal day or be placed on non-pay status for the days away from the Employer.

ARTICLE XV
LEAVE OF ABSENCE

SECTION 1. A leave of absence, without pay, may be granted for good cause to any employee who has been employed for a period of one (1) year after the probationary period. Said leave may not be arbitrarily or unreasonably withheld.

SECTION 2. No employee shall be required to take a leave of absence without his/her written consent made in the presence of the FOP's authorized representative.

SECTION 3. During any unpaid leave of absence, an employee shall not accrue paid leave time or seniority, however no accumulated paid leave or seniority earned prior to the leave of absence will be forfeited, subject to the limitations enumerated within the contract.

SECTION 4. Employees receive full pay while serving on jury duty.

SECTION 5. During any approved unpaid leave of absence under this Article, employees shall be required to pay the full cost of health benefits at the applicable COBRA rates in effect at the time. This provision shall not apply to leaves granted in accordance with NJFLA or FMLA.

ARTICLE XVI
SENIORITY

SECTION 1. The traditional principles of seniority shall apply to employees covered by the Agreement for purposes including but not limited to vacation selection, selection of dates for paid leave, and shift bidding.

SECTION 2. Seniority is defined as follows:

- (a) For employees hired by the County prior to the execution of the parties' inaugural 2014-2016 collective negotiations agreement, years in rank in the Police and Fire Retirement System; and
- (b) For employees hired by the County after the execution of the parties' inaugural 2014-2016 collective negotiations agreement, years in rank with the County.

SECTION 3. "Ties" in seniority shall be broken by employee promotional test score, with the higher scoring employee receiving a higher seniority rank. In the event that a tie still exists, employees will be arranged in alphabetical order by referring to the first letter of the employees' last names, first names, and then middle names.

SECTION 4. Seniority shall not be forfeited under any circumstances, except under the following circumstances: A) Discharge; B) Resignation; C) Absence of five (5) days without leave and without notice of a justifiable reason.

SECTION 5. In addition to any other matter which the parties may negotiate separately, in the event of a layoff, employees shall be laid off in inverse seniority order as determined by the Civil

Service Commission. Laid off employees shall be reinstated/recalled in accordance with the recall list promulgated by the Civil Service Commission.

SECTION 6. The County shall maintain a seniority list, which shall be updated on January 1 of each year, and shall be provided to the FOP immediately thereafter.

ARTICLE XVII
FOP RIGHTS AND PRIVILEGES

SECTION 1. Representatives of the FOP may be permitted to transact FOP business on County property, provided that this does not unreasonably interfere with or interrupt normal County operations. The FOP shall have the right to visit the Police Chief and headquarters and other police facilities at all reasonable hours for FOP business.

SECTION 2. Representatives of the FOP shall be permitted to address employees during roll call, provided that this does not unreasonably interfere with the normal operations. The supervisor in charge of the roll call may set the time during roll call when the FOP representative will speak.

SECTION 3. Copies of all general orders, rules and regulations, and communications affecting wages, hours, and other terms and conditions of employment for employees covered by this Agreement shall be furnished to the FOP within twenty-four (24) hours of their promulgation.

SECTION 4. The FOP may use the Department email, mail or message routing system and may use County mailboxes.

SECTION 5. Police recruits shall not be addressed by any other labor organization than the duly certified majority representative.

SECTION 6. The County shall grant administrative leave time to duly authorized FOP Board members for the purpose of attending to FOP matters as follows:

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- | | |
|---|---|
| a. FOP President | Two (2) days per month for this unit. |
| b. FOP Vice President (FOP 218A)
and Treasurer | One (1) day each per month |
| c. FOP Executive Board Members
(Including President,
VP, and Treasurer) | One (1) day per month to attend FOP Board
Meetings |
| d. FOP Contract Committee Members | Three (3) days during year prior to
expiration of the collective negotiations
agreement for preparation/negotiations. |

SECTION 7. Board members and duly authorized representatives of the FOP shall be granted administrative leave with pay in accordance with provisions of N.J.S.A. 11 A:6-10 for the purpose set forth therein.

SECTION 8. All requests for administrative leave shall be submitted in writing to the police chief for approval with a minimum of five (5) days' notice when practical. Such requests shall not be unreasonably denied.

ARTICLE XVIII
EMPLOYEE RIGHTS

SECTION 1. It is agreed that nothing herein shall prohibit the County from discharging or otherwise disciplining any employee for good and just cause. Effective with any disciplinary demotion imposed on or after July 1, 2019, the salary of an employee who receives a disciplinary demotion shall be adjusted by reducing the employee's salary one increment in the higher range; Then, the employee's salary in the lower range will be set at the step that is equal to or next lower than such reduced salary.

SECTION 2. Any disciplinary action taken by the County shall be appealable pursuant to the Grievance and Arbitration provisions of this Agreement, except where applicable law would prohibit same.

SECTION 3. The Department shall follow all applicable Attorney General Guidelines and Civil Service Commission rules and regulations regarding employee disciplinary investigations, and disciplinary charges, including, but not limited to, the "45 day Rule" enumerated in Title 11A.

ARTICLE XIX
INSURANCE, HEALTH AND WELFARE

HEALTH BENEFITS

SECTION 1. Subject to the employee premium sharing schedule detailed below, the Employer shall provide the benefits through the New Jersey State Health Benefit Program or substantially similar plans for full-time employees for medical and prescription drug benefits. The Parties agree to be bound by the requirements and terms of the New Jersey State Health Benefits Program and the New Jersey State Health Benefits Commission.

PREMIUM CONTRIBUTION

SECTION 1. The amount of contribution to be paid by an employee for medical and prescription drug benefits for the employee and any eligible dependent shall be either 1.5 percent of the employee's base salary or an amount equal to the applicable contribution in P.L. 2011 c. 78, whichever contribution amount is greater.

SECTION 2. Base salary shall be used to determine what an employee earns for the purposes of this provision and shall mean pensionable salary.

SECTION 3. As used in this section, "cost of coverage" means the premium or periodic charges for health care and prescription benefits, provided pursuant to N.J.S.A. 40A:10-16 et seq., or any other law, by the Camden County Police Department. If the Employer is required by law to provide dental, vision or other healthcare benefits not otherwise heretofore provided, the "cost of coverage" shall include the premium or periodic charges for those additional mandated benefits as well.

SECTION 4. “Healthcare plan” or “health benefits” mean the healthcare plans for medical and prescription drug benefits. If the Employer is required by law to provide dental, vision or other healthcare benefits not otherwise heretofore provided, the definition of “healthcare plan” or “health benefits” shall also include the additional mandated benefits.

SECTION 5. Employee contributions shall be made by way of withholding of the contribution from the employee’s pay, salary, or other compensation. Withholdings shall be made by way of twenty-four (24) equal payroll deductions in a calendar year, to the extent possible, in accordance with the Employer’s customary payroll practices unless otherwise required by law.

SECTION 6. The amount payable by any employee receiving benefits under this Article shall not under any circumstance be less than 1.5 percent of base salary.

SECTION 7. Upon completion of the four (4) year timeframe set forth in P.L. 2011 c. 78, the premium sharing rates shall remain in effect subject to collective negotiations of the parties.

CO-PAYMENTS

SECTION 1. Effective September 1, 2012, prescription co-payments shall be consistent with the rates set forth in the in the plans offered by the New Jersey State Health Benefit Program or a substantially similar plan.

SECTION 2. Employees shall be subject to all dollar co-payment requirements as set forth in the plans offered by the New Jersey State Health Benefit Program or a substantially similar plan.

DEPENDENT COVERAGE

SECTION 1. Coverage for dependents shall be included in all health and prescription plans for full-time employees.

SECTION 2. The Employer shall make dependent coverage in the County's Medical and Prescription Drug Plans available for an adult child until the child turns 26 years of age in accordance with Section 2714 of the federal Patient Protection and Affordable Care Act. Student status is not required. Coverage will terminate at the end of the month in which the child turns 26 years of age, subject to the right to elect continued coverage until age 31, pursuant to P.L. 2005, Chapter 375, as set forth below.

SECTION 3. Subject to the provisions and requirements of P.L. 2005, Chapter 375, employees who are enrolled through any County Medical or Prescription Drug Plan may elect to enroll their dependent in Dependent to age 31 coverage for an additional premium which shall be billed directly to the employee by the insurance carrier. These provisions shall be subject to any requirements mandated by federal law and conform to the Patient Protection and Affordable Care Act and regulations promulgated thereunder. Dependents that are permanently disabled will remain covered during the life of the employee.

SECTION 4. "Civil union partners" and "domestic partners" under New Jersey law shall be considered as dependents eligible for insurance benefits.

RETIREE BENEFITS

SECTION 1. Negotiations unit employees who retire from the Camden County Police Department shall contribute toward the cost of health care benefits coverage for the employee in retirement and any eligible dependent. Such contributions shall be made through the withholding of the contribution from the monthly retirement allowance, and shall be determined in accordance with Section 39 of P.L. 2011, chapter 78, by using the percentage applicable to the range within which the annual retirement allowance, and any future cost of living adjustments thereto, fall.

SECTION 2. Any employee with 20 or more years of creditable service in one or more State administered retirement system as of June 28, 2011 and who subsequently retires with twenty-five (25) or more years of service with the Camden County Police Department and/or affiliated Camden County organizations shall contribute 1.5 percent of the retiree's monthly retirement allowance, including any future cost of living adjustments.

SECTION 3. Any employee who retires with twenty-five (25) or more years of service with the Camden County Police Department and/or affiliated Camden County affiliated organizations and twenty-five (25) or more years of service credit in a state administered retirement system shall contribute 1.5 percent of the retiree's monthly pension allowance or the amount determined in accordance with Section 39 of P.L. 2011, chapter 78, including any future cost of living adjustments, whichever is greater.

SECTION 4. Employees retiring at age 62 or older, and who have at least fifteen (15) years of service with the Camden County Police Department and/or affiliated Camden County affiliated

organizations (as defined in this Article), or twenty-five (25) or more years of service credit with the Camden County Police Department and/or affiliated Camden County organizations; or current employees retiring on an ordinary disability pension, shall receive health and prescription benefits subject to the following percentage of premium contributions:

<u>YEARS WITH THE EMPLOYER</u>	<u>PERCENT OF PREMIUM</u>
10 years through 14 years (for Ordinary Disability Retirement only)	30%
15 years up to 19 years	25%
20 years up to 24 years	15%
25 years or more	Amount determined in accordance with Section 39 of P.L. 2011, chapter 78 or 1.5% of salary in retirement.

SECTION 5. Prior years of employment with the Camden County Police Department and/or affiliated Camden County organizations shall count as “Years With the Employer” for the purpose of determining the appropriate premium contribution as set forth above. For employees referenced on Schedule A of this agreement, service time in PFRS shall be considered “years with the employer” for the purposes of retirement benefits.

SECTION 6. Retirees shall pay the identical medical and prescription co-payments, and deductibles paid by active employees in the same plan.

SECTION 7. Retirees 65 or older who are eligible for Medicare shall pay the percentage of premium contribution in accordance with the above and the amount of the health and prescription drug programs applicable to Medicare eligible retirees in which they are enrolled.

SECTION 8. In the event the County is no longer enrolled in the New Jersey State Health Benefits Plan, Retirees will be required to submit annual verification to the County of the amount of their monthly retirement allowance in a form and from a source acceptable to the County at the time of the County's annual open enrollment period for healthcare benefits. Failure to do so in any given year may subject the employee to a contribution payment of twenty-five (25%) per cent of the cost of coverage for the plans available to and selected by the employee for that year.

SECTION 9. The amount payable by a retiree under this subsection shall not under any circumstance be less than the 1.5 percent of the monthly retirement allowance, including any future cost of living adjustments thereto, that is provided for such a retiree, if applicable to that retiree, under subsection b. of N.J.S.A. 40A:10-23. A retiree who pays the contribution required under this subsection shall not also be required to pay the contribution of 1.5 percent of the monthly retirement allowance under subsection b. of N.J.S.A. 40A:10-23.

SECTION 10. All retirees and eligible spouses of retirees, age sixty-five (65) or older, who are receiving benefits through the Camden County Police Department are required to enroll in Medicare Parts A & B within three months of becoming eligible for Medicare.

SECTION 11. Effective January 1, 2019 and thereafter, retirees shall be eligible to purchase dental and eye care plan coverage from the County at the retiree's own expense at the discounted group rate provided to the County. Retirees shall make payments in annual or quarterly installments at the retiree's election. These plans shall be mailed to retirees each year during the

open enrollment period and copies shall also be mailed to the FOP upon request, with a list of retirees who received the plans.

WAIVER OF COVERAGE

SECTION 1. Eligible employees covered by this agreement may choose, in writing, to waive insurance coverage. Participation in this program is voluntary and is intended for those eligible employees who are covered by health insurance through another source. Employees who hold elective office and are receiving health insurance benefits as a result of their elected office and employees who are receiving health insurance benefits as a result of their retirement or the retirement of their spouse or domestic/civil union partner from another public entity in New Jersey are not eligible for opt out. Waiver as described in this section shall be subject to the rules of the New Jersey State Health Benefit Plan where applicable.

SECTION 2. If two employees are married or qualify as domestic partners/civil union partners and one of them receives health insurance coverage from Camden County or any other New Jersey State Health Benefits Plan, the other may not participate. Additionally, in the event that the County is no longer in the New Jersey State Health Benefits Plan, then the limitations set forth herein shall apply to married, or domestic partners/civil union partners from the following related or affiliated agencies:

- Camden County Row Office
- Camden County Mosquito Commission
- Camden County Superintendent of Schools
- Camden County Prosecutor's Office
- Camden County Library System
- Camden County Municipal Utilities Authority
- Camden County Improvement Authority
- Camden County Pollution Control Authority

- Camden County Board of Elections
- Camden County Superintendent of Elections
- Camden County Health Services Center
- Camden County College
- Camden County Board of Social Services

SECTION 3. If two employees are married or qualify as domestic partners/civil union partners, they may be covered individually as an employee or as a dependent under his or her spouse's/partner's New Jersey State Health Benefits Plan or County plan, as set forth in Section 2, but not both. Dependent children must be covered under one plan only.

SECTION 4. If an employee chooses to participate and drops coverage, the employee shall receive a monetary incentive as outlined below. Waiver payments shall not be available to employees that have an opportunity for alternate coverage through another New Jersey State Health Benefits Plan member.

An employee shall receive an incentive which shall not exceed twenty-five (25%) per cent of the amount saved by the employer because of the waiver or \$5,000 annually, whichever is less, in accordance with State law.

SECTION 5. Eligible employees who waive coverage must do so for a minimum of one (1) year at a time unless there is a change of life event. However, if an eligible employee chooses to participate and then the spouse's/partner's benefits are terminated (not voluntarily dropped), the employee and his/her dependents may enroll in any of the available plans upon proper verification of termination. Applications must be made within thirty (30) days after the loss of coverage. Eligible employees shall be permitted to waive either medical coverage or prescription coverage or both, subject to the limitations of the New Jersey State Health Benefits Plan where applicable

SECTION 6. The incentive payments provided shall be paid in equal monthly payments and appropriate deductions shall be made from the gross incentive amount.

SECTION 7. The waiver of coverage shall be available to all new benefit-eligible employees on their benefit effective date and shall be available to all eligible current and prospective retirees under the same terms and conditions applicable to active employees. Subject to the limitations set forth in Section 4.

SECTION 8. The incentive shall begin to be paid to the eligible employee no later than one month after the effective date of the option.

SECTION 9. In order to enroll in a waiver of coverage, an employee must complete the enrollment form and provide proof of dependent status and current health insurance coverage within the appropriate timeframe as required by the plan.

SECTION 10. Annual re-enrollment is required.

SECTION 11. Employees on non-paid leaves do not receive Opt Out payments.

MISCELLANEOUS

SECTION 1. The County will provide each employee with short-term disability coverage provided by the State of New Jersey.

SECTION 2. Employees shall be responsible for extra costs incurred by the County if there is a change in an employee's life status (divorce, death of spouse, etc.) which would affect his or her health and prescription benefits and the employee does not report it to the County Insurance Division within 60 days of the event.

SECTION 3. The County shall continue to maintain a Section 125 Plan which will permit the payment of certain employee contributions in pre-tax dollars. Pre-tax payroll deductions shall be made equally over 24 pay periods of each calendar year in accordance with the Employer's customary payroll practices unless otherwise required by law.

SECTION 4. Dental benefits will be provided under the "Kernan Plan", Delta Dental "Plan I", Delta "Plan II" or Delta Dental "Plan III" subject to the premium co-pays required by each plan where applicable.

SECTION 5. Eye care benefits will be provided to employees at a level and cost commensurate with the eye care plan provided to non-bargaining unit officers in the Police Department.

ARTICLE XX
CLOTHING AND EQUIPMENT MAINTENANCE ALLOWANCE

SECTION 1. Any uniforms destroyed by an employee while working within the scope of employment are to be replaced by the County within fifteen (15) days after being notified of such destruction and requested replacement. However, the foregoing language shall not apply in the event it has been determined by the County that the uniform was destroyed through the negligence of the employee. In that event, the employee will be required to pay for the cost of replacement of the destroyed uniform.

SECTION 2. The County shall provide any newly hired employee with a one-time voucher of \$1500.00 to be used for the purchase of the Department mandated uniform. For current employees promoted into and within this bargaining unit, beginning January 1, 2018 the County shall provide a voucher of seven hundred dollars (\$700) upon promotion to be used for the purchase of the Department mandated uniform.

SECTION 3. Beginning January 1, 2015, each employee shall be provided with an annual uniform maintenance and replacement allowance of five hundred dollars (\$500) to be paid on a pro rata basis in the first pay period of December each year.

SECTION 4. Effective January 1, 2018, the County shall supply all officers with the following equipment

- One Police identification Card
- Two Smith & Warren breast badges
- One Smith & Warren Class A hat badge
- One Class A name plate with last name and badge number
- One Class A Hat
- One Monadnock 26" Auto lock baton or other approved baton

- One Monadnock front draw baton holder or other approved holder
- Department approved service handgun with three magazines, flashlight and approved duty ammunition
- Department approved duty holster for the issued service firearm
- Chemical OC spray or approved personal chemical agent
- OC spray/chemical agent holder
- One set of hinged handcuffs and keys
- Personal bullet resistant vest (conforming to all set standards and shall replace the same after manufactures warranty expires)
- One outer tactical carrier for the personal bullet resistant vest
- One Portable Radio, external should microphone, radio charger & radio holder
- Traffic Safety Vest
- Initial Issue of the Bicycle Patrol Uniform for any officer assigned to conduct bicycle patrol operations
 - One 5.11 Style 71049 Dark Navy Short Sleeve Performance Polo
 - One 5.11 Style 72049 Dark Navy Long Sleeve Performance Polo
 - One 5.11 Style 43057 Dark Navy Patrol Shorts
 - One 5.11 Style 45502 Dark Navy Patrol Pants
 - One CrosSport Mocean Style 6070 Dark Navy Patrol Jacket
 - One pair of Under Armor Valset RTS Tactical Boot or Sneaker Black
 - One YP FlexFit Wool Fitted baseball Cap 6477
- The County shall also issue or contract with outside vendors to supply all department patches required to be affixed to employees uniforms.

Upon retirement, or other separation, employees shall only be responsible for returning equipment that was specifically issued to them by the department.

ARTICLE XXI
PERSONNEL RECORDS

SECTION 1. An employee shall have the right to inspect and review any personnel file(s), including but not limited to the employee's official personnel record, relating to his/her performance as an employee which may be kept or maintained by the County. The County shall provide an opportunity for the employee to respond in writing to any matter with which she/he disagrees. Such responses shall become a permanent part of the employee's personnel file(s). The employee shall be responsible for providing the written responses to be included as part of the employee/member's record.

SECTION 2. Employees shall be notified in writing when anything other than matters of a routine nature is placed in her/his personnel file(s). In this regard, a copy of any disciplinary action or material related to job performance which is placed in an employee's personnel file(s) shall be provided to the employee at the same time that it's placed therein.

SECTION 3. Written reprimands more than eighteen (18) months old may be retained by the County in an employee's record, but shall not be considered for purposes of promotion, transfer, special assignments or disciplinary actions provided that the employee has no further disciplinary infractions during that time. Officer involved motor vehicle accidents more than twelve (12) months old may be retained by the County in an employee's record, but shall not be considered for purposes of promotion, transfer, special assignments or disciplinary actions provided that the employee has no further motor vehicle accidents during that time.

ARTICLE XXII
BULLETIN BOARDS

SECTION 1. The County shall provide space for the posting notices relating to matters and official business of the FOP on bulletin boards within the Police Department. These bulletin boards shall be placed in locations that are clearly visible to all employees.

ARTICLE XXIII
RETIREMENT

SECTION 1. Employees shall retain all pension rights as police officers under the laws of New Jersey.

SECTION 2. Employees retiring in either regular or disability pension shall be paid accumulated holiday and vacation as referenced in this agreement; said payments computes at the rate of pay based upon the annual compensation due and owing during the last year of his/her employment prior to the effective date of his/her retirement.

SECTION 3. Employees intending to retire on either age and service or disability pension shall accordingly notify the Chief of the Department sixty (60) days prior to the date at which said retirement is to become effective.

SECTION 4. The County shall supply appropriate identification cards to retired employees upon retirement.

SECTION 5. All holiday and vacation days are to be used on a day-to-day basis, however, upon retirement or other termination of employment from the County the employee shall only receive eight (8) hours for each holiday or vacation day accumulated subject to the other limitations of the Collective Bargaining Agreement.

SECTION 6. Upon the death of an employee, all payments due will be paid to the estate of the employee. These shall be calculated as if the employee retired.

ARTICLE XXIV
NON-DISCRIMINATION

SECTION 1. The County and the FOP agree not to discriminate against any individual with respect to hiring, promotion, compensation, terms of conditions of employment, because of the individual's race, color, religion, national origin, sex, handicap, disability, ethnicity, bi-lingual ability, sexual orientation, marital status, age, political beliefs or union activities.

ARTICLE XXV
FULLY BARGAINED AGREEMENT

SECTION 1. This Agreement represents and incorporates the complete and final understanding and settlement by the parties. During the term of this Agreement, neither party will be required to negotiated with respect to any matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

SECTION 2. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing, executed by both parties.

ARTICLE XXVI
TERM AND RENEWAL

SECTION 1. This agreement shall be in full force and effect as of January 1, 2018 and shall continue in effect to and including December 31, 2021.

IN WITNESS WHEREOF, the parties have hereunto set with their hands and seals at Camden, New Jersey on the 21st day of February, 2020

FOR THE CAMDEN COUNTY POLICE
SUPERIOR OFFICERS ASSOCIATION
FRATERNAL ORDER OF POLICE,
LODGE NO. 218A

FOR CAMDEN COUNTY

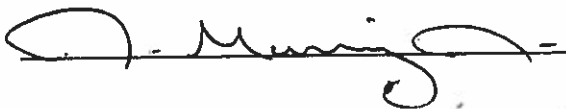


Edward Karkel, President
Print Name and Title

Ross G. Angilella, County Administrator
Print Name and Title



Keith Hagle, vice President
Print Name and Title



JOHN MARTINEZ JR. CONTRACT Comm.
Print Name and Title

APPENDIX A

Starting Salaries

- In accordance with Article VII, for all employees in the bargaining unit and for those employees hired or promoted into the bargaining unit, the following salary scales shall apply.

Sergeants				
Effective Date	10/1/2018	7/1/2019	7/1/2020	7/1/2021
Sergeants paid \$95,634 or less as of 9/30/2018, and any newly promoted Sergeant, shall receive annual base compensation as follows:	101,611	103,643	106,753	109,421
Sergeants paid between \$95,635 and \$98,203 as of 9/30/2018 shall receive annual base compensation as follows:	103,604	105,676	108,318	111,026
Sergeants paid \$98,204 or more as of 9/30/2018 shall receive annual base compensation as follows:	106,350	108,477	110,647	113,413

Lieutenants				
Effective Date	10/1/2018	7/1/2019	7/1/2020	7/1/2021
Lieutenants paid \$104,070 or less as of 9/30/2018 and any newly promoted Lieutenants shall receive annual base compensation as follows:	110,991	113,220	115,484	117,794
Lieutenants paid between \$104,071 and \$106,151 as of 9/30/2018 shall receive annual base compensation as follows:	111,034	113,220	115,484	117,794
Lieutenants paid between \$106,152 and \$110,439 as of 9/30/2018 shall receive annual base compensation as follows:	114,857	117,154	119,497	121,887
Lieutenants paid \$110,440 or more as of 9/30/2018 shall receive annual base compensation as follows:	116,026	119,507	121,897	124,335

Captains				
Effective Date	10/1/2018	7/1/2019	7/1/2020	7/1/2021
Captains paid \$118,232 or less as of 9/30/2018 and any newly promoted Captain shall receive annual base compensation as follows:	121,779	125,432	127,941	130,500
Captains paid \$118,233 or more as of 9/30/2018 shall receive annual base compensation as follows:	131,816	135,771	138,486	141,256

After the 2018 adjustment, all officers will move to the next year's rate (horizontal movement) on July 1st each year.

Salary Retention

- The parties acknowledge and agree that nothing herein is intended to reduce the salary compensation for any existing employee, including those working in or otherwise occupying an acting/provisional/"GPA," position.
- To the extent an employee is working in or otherwise occupying an acting/provisional/"GPA," position and thereafter without an unjustified break in serving in that capacity is promoted to the permanent position, she/he shall receive the benefit of the pay increases received during her/his time in the acting/provisional/"GPA," position.
- To the extent there may ever exist a situation where a member of the "rank-and-file" bargaining unit earns, pursuant to the terms of the "rank-and-file" collective negotiations agreement, more than any employee covered by this agreement, the employees covered by this agreement shall, at a minimum, be compensated at an annual salary which is one thousand dollars (\$1,000.00) more than that which is earned by the "rank-and-file" employee.