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Township

Prepared BY:

January 1, 2000 through December 31, 2002

EAST GREENWICH POLICE DEPARTMENT

PBA LOCAL 122

NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION

and

THE TOWNSHIP OF EAST GREENWICH
COUNTY OF GLOUCESTER

BETWEEN

A G R E E M E N T

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covenants, IT IS HEREBY AGREED as follows:

NOW, **THEREFORE**, in consideration of the following mutual

which they desire to confirm in this Agreement,

WHEREAS, the parties have reached certain understandings

and

designated with respect to the terms and conditions of employment;

PBA Local #122 as the representative of the employees hereinafter

WHEREAS, the Township has an obligation to negotiate with the

protection for the Township is their mutual aim; and

Department recognize and declare that providing quality police

WHEREAS, the Township and the East Greenwich Township Police

WITNESSETH:

"Employee" or "Employees".

THE EAST GREENWICH POLICE DEPARTMENT, hereinafter referred to as

Jersey, hereinafter referred to as "Township" or "Employer", and

EAST GREENWICH, in the County of Gloucester and State of New

_____ , 2000, between THE TOWNSHIP OF

Township, New Jersey, this _____ day of

THIS AGREEMENT made and entered into in East Greenwich

PREAMBLE

AGREEMENT

SECTION 1. The purpose of this Article is to settle all

GRIEVANCE PROCEDURE

ARTICLE III

by the parties hereto.

SECTION 4. This Agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed

New Jersey State and Federal Law.

SECTION 3. Employees shall retain all civil rights under the observed.

orderly settlement of all questions regarding such rights shall be shall be respected and the provisions of this Agreement for the

SECTION 2. The rights of both the Township and the employees in any way against any employee's PBA activities.

SECTION 1. The Township shall not discharge or discriminate

MAINTENANCE OF STANDARDS

ARTICLE II

and conditions of employment.

For the purpose of collective negotiations with respect to terms Police Department, excluding the Chief of Police and Lieutenant, as the sole and exclusive representative of all members of the

SECTION 1. The Township hereby recognizes the PBA Local #122

RECOGNITION

ARTICLE I

arbitration pursuant to the Rules and Regulations of the Public or (B) either party shall have the right to submit the dispute to (A) If the grievance is not settled through steps

(C) automatically will be referred to Step "C". be settled within the ten (10) working days, then the dispute the dispute within ten (10) working days. If the dispute cannot Committee and the Chief of the Department shall attempt to settle members designated by the PBA and all members of the Township (B) A grievance committee consisting of four (4)

by PBA Local #122 for automatic reference to Step "B". written statement of the grievance to the Chief on a form provided within five (5) working days, the aggrieved party shall furnish a settlement of the dispute; if they fail to reach an agreement advice and consent of the Township Committee, may reach a party and the Chief of the Department, or its representative, with (A) The appropriate PBA representative, the aggrieved

deemed waived. A grievance shall be processed as follows: events upon which the claims is based or else such grievance is aggrieved person, who signed the grievance, knew of the event or grievance must be presented within ten (10) working days after the interpretation or alleged violation of this Agreement. Any Township and the employees involving the application, grievance is defined as any disagreement or dispute between the possible so as to ensure efficiency and promote employee moral. A grievances between the Township and the employees as quickly as

SECTION 2. Employees retiring on either regular or jurisdiction.

SECTION 1. Employees shall retain all pension rights as employees under the New Jersey Statutes, Administrative Code, Regulations or decisions rendered by any State Court of competent

RETIREMENT

ARTICLE V

Law.

Each employee shall be entitled to inspect his service records in accordance with the requirements of Federal and State

SERVICE RECORDS

ARTICLE IV

(D) As a result of any dispute arising under this contract, the employee shall have the right to make application to the Superior Court from any determination wherein such application to the Superior Court is the appropriate step. Each party shall be responsible for their own legal expenses.

Employment Relations Commission within thirty (30) days of the receipt of the response from the Township Committee or its designee. The costs for the services of the arbitrator shall borne equally by the Township and the Association. Any other expenses including, but not limited to the presentation of witnesses, shall be paid by the parties incurring the same.

at the time of the initial disability.

before resuming payment of benefits equal to the benefits received the medical reasons for the disability retirement still exists retiree re-examined by an appropriate physician to determine if employer, the Township reserves the right to have the disabled ten years of subsequent re-employment, even if with more than one said benefits during such period of employment. After a period of Township have any obligation to pay him the equivalent value of the Township during his period of employment nor shall the Township immediately and he shall not receive benefits from equivalent medical benefits by the new employer, he shall notify during said period of retirement disability and is provided an employee on retirement disability becomes gainfully employed are equal to what was received at the time of the disability. If expense of the Township, medical benefits, provided the benefits out of a work-related injury shall continue to receive, at the SECTION 4. Employees retiring due to a disability arising Committee.

(60) days prior notice to the Chief of Police, Mayor and Township SECTION 3. Employees intending to retire shall give sixty employment prior to the effective date of his retirement.

base annual compensation due and owing during the last year of his vacation; said payments computed at the rate of pay based upon the disability pension shall be paid for all accumulated holiday and

SECTION 2. Leave Because of Death. In the event of the death of employee's spouse, son, daughter, mother or father, time off necessary to arrange for and attend the funeral services up to a maximum of four (4) calendar days with pay at the established annual salary shall be granted to the employee. In the event of the death of the employee's step-father, step-mother, sister, brother, father-in-law or mother-in-law, time off necessary to arrange for and attend the funeral services up to a maximum of three (3) calendar days with pay at the established annual salary shall be granted to the employee. A one (1) day leave of absence not greater than two (2) weeks.

SECTION 1. Military Leave. Where any employee is a member of the National Guard Unit or any reserve unit of the Armed Forces of the United States and is required to engage in field training or to attend meetings, he shall be granted military leave of absence for the period of such training or meeting. Such paid leave of absence shall not affect his vacation. The pay period following his return from such military leave of absence the employer will pay him an amount which, when totaled with his military pay, will equal his regular pay for such period of time as employee served on military leave. The adjustment referred to within the aforementioned sentence shall be for a period of time

LEAVE OF ABSENCE AND OTHER LEAVE

ARTICLE VI

If an employee has had three (3) or more "one day or more illnesses" per year during the term of this contract, each succeeding illness shall require the employee to obtain a physician's certificate from a physician designated by the Township of East Greenwich. Cost of such visit shall be borne by

holiday.

Chief with a physician's certificate to receive his pay for said prior to, or following a holiday, said employee must provide the and at employee's expense. If an employee is ill on the work day employee from continued care by a physician of employee's choice Township of East Greenwich. Such visit shall not restrict Greenwich. Cost of such directed visit shall be borne by the certification from physician designated by the Township of East direction of the Chief of Police, to obtain physician's filled with the Chief. Said employee may also be required, at the (3) or more consecutive days. The physician's certificate must be the event that the employee's illness causes his absence for three personal illness. A physician's certificate will be required in SECTION 4. Sick leave may be used by an employee for

hours sick leave.

Each employee shall be permitted to accumulate a maximum of 1200 hours sick leave per year provided they work an 84 hour schedule. SECTION 3. Sick Leave. All employees shall receive 144

a grandmother or grandfather.

with full pay shall be allowed to the employee due to the death of

<u>\$200.00</u>	<u>hours:</u>
	<u>hours to twenty-four (24)</u>
	<u>Any segment over twelve (12)</u>
	C.
<u>\$450.00</u>	<u>hour to twelve (12) hours:</u>
	<u>Any segment of one (1)</u>
	B.
<u>\$750.00</u>	<u>No charged sick time:</u>
	A.

this contract.

limited use of sick time during each calendar year for the term of be compensated noncumulatively in the following amounts for SECTION 6. Recovery of Unused Sick Time. Any employee shall

in the "Catastrophic Illness Bank". Such hours shall constitute the initial hours per each employee unused sick time hours in excess of 1200 hours for each employee. Giordano, by December 31, 2000, must certify in writing these that the prospect of returning to work are doubtful. Chief by the employer, that indeed the illness is life threatening and threatening illness upon certification of a physician, designated have been exhausted. The excess hours may only be used for a life accumulated hours as well as the then current years sick leave catastrophic illness may be utilized only after the 1200 titled a "Catastrophic Illness Bank". These excess hours for a excess to be recorded and documented separately in what shall be permitted to accumulate sick leave in excess of 1200 hours, such SECTION 5. Catastrophic Illness. Employees shall be

and at employee's expense. the Township of East Greenwich. Such visit shall not restrict employee from continued care by a physician of employee's choice

SECTION 8. The Chief of Police may grant an officer up to three (3) days vacation for pregnancy provided the vacation commences within 24 hours of the birth, otherwise, the Chief may attending physician.

pregnant, shall be assigned light duty upon the direction of an certificate. Any female officer within the Department, who is actual delivery. This time may be amended based on a doctor's four weeks prior to the anticipated birth until six weeks after is based on that determination. Leave shall generally be from for therein. Pregnancy leave is treated as a disability and leave terms of the state statute and to provide the benefits provided intention of the parties to this agreement to incorporate the provide for Family Leave at N.J.S.A. 34:11B-1 et seq. It is the SECTION 7. Pregnancy and Family Leave. State statutes

retirement or honorable severance. aforementioned payment within thirty (30) days of the date of retirement. The Township of East Greenwich shall make the be computed at the employee's hourly rate of pay at the time of percent of the unused sick hours of the employee. Sick time shall Police Department, the Township shall buy back twenty-five (25%) Department, following eight (8) years of continuous service in the Upon retirement of honorable severance from the Police

D. Any segment over twenty-four (24) hours to thirty-six (36) hours: \$100.00

SECTION 3. Each employee shall be entitled to thirty-six (36) hours personal time per calendar year starting in 1991 for personal business such as, but not limited to, emergencies, religious and other items relating to personal affairs. Requests must be submitted to the Chief of Police within forty-eight (48) hours for his approval or denial. This provision shall not apply to anyone hired after the effective date of this contract with

January 1, 1998.

SECTION 2. Hereafter, each employee who works on a holiday in Schedule "A" shall receive compensation of one-half (1/2) his hourly rate for each hour worked. The Investigator shall not be scheduled to work on any holidays unless, at the discretion of the Chief, the Chief determines it is essential. Each holiday pay (up to 8 hours) shall be withheld and not paid until the first pay period in the next following December. This shall be effective

section shall be null and void.

SECTION 1. Every employee shall be compensated for twelve (12) holidays per calendar year as found in Schedule "A". Each employee shall receive eight (8) hours pay for each holiday in Schedule "A", regardless if the employee is scheduled for duty or not through midnight, December 31, 2000, at which time this

HOLIDAYS
ARTICLE VII

deny the request.

SECTION 1. Police Academy and Technical Schools. Any employee attending a police academy or any other police training academy recognized by the New Jersey Police Training Commission, with the permission of the Chief of the Department, shall be compensated at their regular rate of salary while attending the course. All expenses must be reimbursed to an employee attending

EDUCATION

ARTICLE IX

work week. hours of pay for said employee for the first day of the change in employee's change in work week shall result in four (4) additional negligence or inadvertence in scheduling which results in an Administrative failure on behalf of the Township due to hours, number of hours worked, or designation of hours worked.

the Township would give notice if any change was intended as to hours worked during normal week, as well as shift work, so that Township Committee. Work week is defined to mean that period of emergency as determined by the Chief of Police, the Mayor or the days prior notice, effect any change in the work week except in an SECTION 1. The Township shall not, without giving seven (7)

WORK WEEK

ARTICLE VIII

less than one year service.

enrolled in a degree program where the curriculum declared is been determined by the Chief to be police work related or that are SECTION 4. All employees taking college courses that have receipts.

shall be made promptly to the employee upon presentation of vehicle or for the actual cost of public transportation. Payment rate of \$0.25 per mile provided the employee uses his personal reasonable expenses for food and lodging and transportation at the impractical to commute, employees shall be reimbursed for all schools or courses for more than one (1) day wherein it is made SECTION 3. All employees required to attend police-related the first pay during the month of December.

in recognition of advanced education shall be paid at the time of term of this contract. The aforementioned additional compensation compensation, receive an additional \$1,000.00 per year during the in a police-related field shall, in addition to his regular term of his contract. Any employee obtaining a Bachelors Degree compensation, receive an additional \$500.00 per year during the police-related field shall, in addition to his regular SECTION 2. Any employee obtaining an Associates Degree in a rate of \$15.00.

allowance for overnight trips while attending schools is at the mile provided the employee uses his personal vehicle. A dinner approved by the Chief at a rate of \$10.00 for lunch and \$0.25 per a non-credit course pertaining to duties of police officers and

and returning to same.

SECTION 2. Legal Expenses. If an employee is charged with a violation of the law within the line of duty, and ultimately exonerated, as a result of acts committed by him while on duty, the Township shall reimburse the employee for the services of the attorney selected by the employee to represent him. The Township shall also have the right to instruct the Township Solicitor to act as co-counsel with the attorney selected by the employee. Prior to the employee selecting the attorney to represent him, the

SECTION 1. Mileage. Mileage on a personal vehicle shall be reimbursed at the rate of \$0.25 per mile, if the Chief determines that such transportation or use of a personal vehicle is necessary and does not provide transportation or a Township vehicle. Such mileage shall be computed from the Township Police Headquarters

REIMBURSEMENT FOR EXPENSES

ARTICLE X

for out-of-pocket tuition costs only.

limited to tuition only. If the officer should have a scholarship or grant, there shall be no reimbursement. The reimbursement is books, supplies, registration fees, etc. The reimbursement is grade per course or better. There shall be no reimbursement for the course or courses. Successful completion shall require a "B" reimbursed up to \$500.00 per year for the successful completion of police science leading to a police science degree shall be

SECTION 2. The Township shall make an initial issue of clothing to each new employee which shall include, at the maximum but not be limited to, the following items: four (4) summer shirts; four (4) winter shirts; one (1) pair of galoshes or rubber overshoes; four (4) pair of pants; one (1) pair of shoes; one (1) this contract.

SECTION 1. Each employee shall receive an allowance of \$700.00 per year for the maintenance of clothing each year during

CLOTHING ALLOWANCE

ARTICLE XI

SECTION 3. Indemnification. Any award of damages arising out a civil action related to the performance of duty by an employee, covered under this contract, while in the performance of his duty, shall be indemnified by the employer. The Township further represents that it has adequate insurance coverage to provide the aforementioned indemnification.

incurred by the employee. Should the employee appeal the decision and ultimately have the conviction reversed then, and in that event, the Township shall be responsible for all legal cost that attorney selected by the employee to determine a reasonable fee for the representation. In the event that the employee is ultimately found guilty as charged, the Township is not obligated to pay the attorney fees. Should the employee appeal the decision and ultimately have the conviction reversed then, and in that event, the Township shall be responsible for all legal cost incurred by the employee.

Chief shall establish a dress code. The manner of dress anticipated to be worn or, in other words, the clothes. The Chief of Police shall direct the investigator as to but shall be provided a stipend of \$400.00 per year for plain clothes. The investigator shall not be issued any uniforms assignment of investigator. The investigator dresses primarily in SECTION 6. There exist within the police department the

provided for by this Contract. new items in addition to the clothing allowance and clothing issue without providing the necessary monies for the purchase of such uniform or any portion thereof currently utilized by the employees SECTION 5. The Township agrees not to change the basic

replacement upon the approval of the Chief of Police. Township and replaced when and if presented by the employee for and straps, handcuts, nightsticks, etc., shall be supplied by the SECTION 4. Hardware items, such as handguns, holsters, belts

officer for use in the line of duty or on the range. every six (6) months or as required by the Chief for each police SECTION 3. The Township shall purchase sufficient ammunition

- (1) bullet proof vest.
- name plates; two (2) sets of insignias of rank and office; and one
- badge; one (1) identification badge; two (2) clip-on ties; two (2)
- winter coat, one (1) rain coat; two (2) breast badges; one (1) hat

SECTION 1. Rate of Pay. Overtime shall be paid to all employees at one and one-half (1 1/2) times the established hourly

OVERTIME PAY

ARTICLE XIV

SECTION 1. The Township agrees that time spent in court as a result of cases which arise out of police functions while in the line of duty shall be considered working time and each employee shall be compensated at one and one-half (1 1/2) times his hourly rate of pay per hour spent in each court appearance while off duty. Each employee shall be reimbursed for mileage as set forth within this Contract for any and all mileage outside the County of Gloucester when the employee uses his personal vehicle.

COURT TIME

ARTICLE XIII

SECTION 1. Employees shall be provided with proper clothing and equipment. The Township agrees to conform to all manufacturing dealing with warranty and maintenance requirements with regard to the equipment except in emergency situations. The Township also agrees that it will immediately attempt to effect repairs to police vehicles so as to prevent injury or loss of life due to faulty equipment.

EQUIPMENT

ARTICLE XII

SECTION 1. Exchange of hours on duty by an employee may be granted by the Chief of Police provided he has twenty-four (24) hours notice and that such an exchange will not result in an employee who has engaged in such exchange working in excess of sixteen (16) hours during any twenty-four (24) hour period. This shall not result in payment of overtime and it is not intended that overtime be paid solely because of the operation of this article of the contract.

EXCHANGE OF HOURS ON DUTY

ARTICLE XV

SECTION 3. Special assignments not part of overtime arising out of a regular shift may be treated differently upon mutual agreement of the officer and the Chief. Instead of being compensated in cash, the employee may be permitted to accumulate up to 48 hours of comp-time. Also, with the Chief's approval, it may be carried over to the next year. This section shall exist for a one (1) year trial period. It may be canceled unilaterally.

SECTION 2. When an employee has worked overtime, the information shall be supplied to the payroll clerk by the Chief of the Department according to established rules and within a reasonable time so as not to hold up payment for more than one (1) pay period.

SECTION 3. Special assignments not part of overtime arising out of a regular shift may be treated differently upon mutual agreement of the officer and the Chief. Instead of being compensated in cash, the employee may be permitted to accumulate up to 48 hours of comp-time. Also, with the Chief's approval, it may be carried over to the next year. This section shall exist for a one (1) year trial period. It may be canceled unilaterally.

SECTION 1. Earned Vacations. Beginning January 1, 2000, all employees covered by this Agreement shall be entitled to vacation as listed below, to wit:

One (1) year of service, but less than five (5) years, ninety-six (96) hours per year.

Five (5) years of service, but less than ten (10) years, one hundred forty-four (144) hours per year.

Over ten (10) years of service, one hundred eighty (180) hours per year.

Over fifteen (15) years of service, two hundred sixteen (216) hours per year.

Over twenty (20) years of service, two hundred fifty-two (252) hours per year.

SECTION 2. Pay During Vacations. All vacations shall be granted at established annual salary rates.

SECTION 3. Scheduling Vacations. On or before March 1st of each year vacations in said calendar year shall be granted upon request by rank and time in rank for one (1) week and after each employee has selected one (1) week the remainder by length of service with the department before April 1st shall be selected by each employee. The number of employees who may be on vacation at the same time shall be determined by the Chief of Police.

All vacation time shall be taken in the year earned.

ARTICLE XVI
VACATIONS

SECTION 2. For the first time, beginning January 1, 2001, the base salary for the purposes of this Agreement shall include vacation.

SECTION 1. The Township will pay each employee on every other Thursday an amount equal to 1/26th of the employee's annual salary plus any overtime or holiday pay. Payments for a period of vacation may be made on special request of the Payroll Clerk with the approval of the Chief of Police, who will certify the dates of

SALARIES

ARTICLE XVIII

SECTION 1. The pay period shall commence at 6:00 a.m. on Monday and end 5:59 a.m. the Monday two weeks thereafter.

PAY PERIOD

ARTICLE XVII

When, however, a vacation is deferred, either upon approval of the Chief of Police, or as a result of an emergency as determined by the Chief of Police, then and in that event the employee shall be permitted to utilize such vacation as previously scheduled at a later time within the same calendar year, or should not ample time remain in the same calendar year, carried over to the first quarter of the next calendar year, or be paid for at the employee's request, said payment to be based on the employee's current hourly base rate of pay.

Each employee shall serve at each class for a period of

Rank	2000	2001	2002
Sergeant	50,971.44	55,439.13	57,411.13
20+ years	50,971.44	58,064.16	60,115.08
15+ years	50,971.44	57,539.16	59,574.33
10+ years	50,971.44	57,014.15	59,033.57
5+ years	50,971.44	56,489.14	58,492.81
Patrolman	48,371.44	52,122.53	53,686.21
20+ years	48,371.44	54,613.66	56,252.07
15+ years	48,371.44	54,115.44	55,738.90
10+ years	48,371.44	53,617.21	55,225.73
5+ years	48,371.44	53,118.98	54,712.55
Patrolman 2nd	42,960.32	46,291.00	47,679.73
Patrolman 3rd	38,134.72	41,091.23	42,323.96
Patrolman 4th	33,309.11	35,891.45	36,968.20
Patrolman 5th (prob)	28,500.00	30,709.66	31,630.95
Patrolman 6th (acad)	24,500.00	26,399.81	27,191.80

longevity pay and holiday pay. In exchange for including longevity pay and holiday pay into the base salary, the employees agree that neither longevity pay or holiday pay will be subject to any further negotiations in this or subsequent Agreements unless raised by the employer.

SECTION 3. Longevity. This Section only applies through December 31, 2000 at midnight, at which time this Section shall be null and void. In recognition of the increased value of an employee to the Township as he becomes more experienced and the necessity to keep good experienced employees by providing adequate and attractive salaries, the Township agreed that each employee shall receive, upon the completion of five (5) years of service, two (2%) percent of his salary. Upon completion of ten (10) years of service, longevity payments shall be three (3%) percent of his salary. Beginning in 1989, upon completion of fifteen (15) years of service, longevity payments shall be four (4%) percent of his salary. Beginning in 1994, upon completion of twenty (20) years of service, longevity payments shall be five (5%) percent of his salary. Longevity payments due each employee shall be paid by the

both of the officers.

paid the higher rank as this was an accommodation to either one or officer is of a higher rank, the subordinate officer shall not be an officer, for personal reasons, exchanges duty hours and one accordingly at the higher pay rate while so assigned. However, if act in a higher ranking capacity, he or she shall be compensated If an officer is assigned by the Office of the Chief to at \$500.00 per year during the time served in that capacity.

An officer, other than a Sergeant, who is designated as an Investigator, shall receive additional compensation, pro rated one (1) year prior to being elevated to a higher class.

SECTION 1. The Township agrees to provide medical coverage to the employees and their immediate family who shall receive full paid Amerihealth and Major Medical. In addition, the employee shall receive an eye care plan through Vision Service Plan with a cost to the employer for the year 2000 of \$16.90 per family and \$7.68 per single employee at employer's expense. The Township reserves the right to review other carriers and change carriers provided that the new carriers coverage is at least equivalent or better to the existing coverage. The Township shall notify the members covered under this Agreement of their intent to change carriers.

HEALTH AND INSURANCE BENEFITS

ARTICLE XX

SECTION 1. Any employee called into work on a regularly scheduled time off shall be paid a minimum of four (4) hours of overtime and if such employees are required to spend in excess of four (4) hours, then they shall be paid on an hourly basis thereafter.

CALL BACK

ARTICLE XIX

employer on each employer's anniversary date of employment with the Township based on the employee's base salary at his anniversary date.

SECTION 1. The employee shall be afforded the opportunity to

MISCELLANEOUS

ARTICLE XXI

retirees by the carrier at no cost to the Township.

retirement from the insurance carrier, if available to the permitted to purchase dental benefits in existence at the time of SECTION 6. All retired employees of this department shall be Township shall only provide supplemental coverage.

insurance through Medicare or some successor program, then the the retired employee is eligible for federal/state health spouse. No coverage is provided for any other dependents. When shall receive health benefits for themselves and his or her 1994, employees with a minimum of 25 years in the pension system SECTION 5. Retiree Health Benefits. Commencing January 1,

application or enrollment within the policies. employee will be without coverage pending approval of either his employee recognizing that there is a period of time that the Sections 1, 2 and 3 shall begin as early as practical with the SECTION 4. Coverage for the benefits as set forth in

of Dental benefits in effect on December 31, 1985. SECTION 3. The Township shall continue to provide the level of employer.

be provided with at least \$20,000.00 life insurance at the expense SECTION 2. Each employee covered under this contract shall

SECTION 3. The Contract shall continue to bind the parties during any period beyond December 31, 2000, until such time as a consent of the parties thereto.

SECTION 2. The Contract shall not be changed or altered in any way during the term of the contract without the written terms of this Contract shall be retroactive to January 1, 2000.

SECTION 1. This contract shall cover the period from January 1, 2000, to midnight, December 31, 2002. All

TERMS OF CONTRACT

ARTICLE XXII

January 1, 2000.

adjustments as a result of FLSA that may have accrued prior to relinquishes any claim any member may have for overtime SECTION 3. The bargaining unit waives and hereby with any State Court decision.

Convention delegates shall be permitted to attend in accordance meetings ordered by the state organization are inclusive.

SECTION 2. Delegates to the state PBA shall be afforded the scheduled meetings of the state organization. All special day off without a loss of pay or compensation to attend the Jersey or East Greenwich Township policy.

SECTION 1. Delegates to the state PBA shall be afforded the day off without a loss of pay or compensation to attend the scheduled meetings of the state organization. All special meetings ordered by the state organization are inclusive.

Susan M. Costill

ATTEST:

[Signature]

Mr. John Brennan

THOMAS H. SULLIVAN, Representative

11-16-2000

[Signature]

PBA LOCAL 122
EAST GREENWICH POLICE DEPARTMENT

Susan M. Costill

SUSAN COSTILL, Clerk

ATTEST:

Dalyn Currey
DALYN CURREY, Mayor

TOWNSHIP OF EAST GREENWICH

on or before September 1, 2002.

SECTION 4. Negotiations for future Contract shall commence

new contract is signed between the parties.