

**CONTRACT**

**BETWEEN**

**TOWN OF HARRISON**

**HUDSON COUNTY, NEW JERSEY**

**AND**

**HARRISON F. O. P. LODGE 116**

**FRATERNAL ORDER OF POLICE**

**SUPERIOR OFFICERS**

**OF NEW JERSEY**

**JANUARY 1, 2007 - DECEMBER 31, 2011**



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ARTICLE I

LODGE RECOGNITION

Section 1. The Town hereby recognizes the Lodge 116 as the sole and exclusive representative of all uniformed employees in the Police Department of Harrison for the rank of Sergeant, Lieutenant and Captain for the purpose of bargaining with respect to rates of pay, wages, hours of work and all working conditions as required by the law and to the extent so required.

Section 2. The title "Supervisor" shall be defined to include the plural as well as the singular.

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## ARTICLE II

### LODGE PRIVILEGES

Section 1. The President of the Lodge 116, authorized delegates and alternate delegate shall be granted time off to attend the State conventions of the New Jersey State FOP to the extent required by N.J.S.A. 11:26C-4. One delegate and alternate delegate shall be permitted to attend FOP State and County meetings. The President shall be granted time off to attend State and County FOP meetings.

Section 2. The Town will allow the Lodge 116 President and the State Delegate reasonable time off with pay to attend related business to their official functions such as seminars, negotiations, processing of grievances, all local, county and state meetings of the affiliated organizations.

Section 3. All time granted off herein shall be without loss of pay or other benefit.

ARTICLE IV

LEAVE OF ABSENCE

Leaves of absence shall be granted pursuant to State Law.

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ARTICLE VI

MANAGEMENT RIGHTS

A. The Lodge recognizes that the Town may not, by agreement, delegate authority and responsibility which by law are imposed upon and lodged with the Town.

B. The Town reserves to itself sole jurisdiction and authority over matters of policy and retains the right, in accordance with the Laws of the State of New Jersey and the rulings of the State Civil Service Commission to do the following:

1. To direct employees of the Town;
2. To hire, assign, promote, transfer and retain employees covered by this Agreement with the Town or to suspend, demote, discharge, or take disciplinary action against employees for just cause;
3. To make work assignments, work and shift schedules including overtime assignments;
4. To maintain the efficiency of the Town operations entrusted to them; and
5. To determine the methods, means and personnel by which such operations are to be conducted.

