

TOWNSHIP OF BRIDGEWATER

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

TOWNSHIP OF BRIDGEWATER

AND

BRIDGEWATER TOWNSHIP P. B. A., LOCAL NO. 174

JANUARY 1, 2002 THROUGH DECEMBER 31, 2004

**PREPARED BY:
ADMINISTRATION
TOWNSHIP OF BRIDGEWATER**

Table of Contents

<u>Article</u>	<u>Title of Article</u>	<u>Page</u>
	PREAMBLE	1
I	RECOGNITION	2
II	LEGAL REFERENCE	3
III	REPRESENTATION FEE	4
IV	MANAGEMENT'S RIGHTS	6
V	POLICEMEN'S RIGHTS	8
VI	VACATIONS	11
VII	HOLIDAYS	13
VIII	BEREAVEMENT LEAVE	14
IX	PERSONAL LEAVE DAYS	15
X	SICK LEAVE	16
XI	COLLEGE CREDIT COMPENSATION	19
XII	OVERTIME	21
XIII	CLOTHING ALLOWANCE	23
XIV	HEALTH INSURANCE	24
XV	COMPENSATION	26
XVI	GRIEVANCE PROCEDURE	28
XVII	OUTSIDE EMPLOYMENT	30
XVIII	DURATION OF AGREEMENT	31
APPENDIX A	WAGE SCALE	32

PREAMBLE

This AGREEMENT is made and entered into between the Township of Bridgewater, Somerset County, New Jersey (hereinafter the "Township" or "Employer") and the Policemen's Benevolent Association, Local No. 174 (Hereinafter the "Association" or "PBA").

I. RECOGNITION

The Township recognizes the PBA as the sole and exclusive bargaining agent with respect to terms and conditions of employment for all sworn police officers (hereinafter the "employees," "officers," or "members") of the Township below the rank of Sergeant. The use of the male pronoun is intended to be equally applicable to male and female officers covered by this agreement. The recognition contained herein and all negotiations resulting therefrom shall be pursuant to and in compliance with the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1 et.seq. (hereinafter the "Act").

II. LEGAL REFERENCE

1. Nothing contained in this agreement shall alter the authority conferred by law, ordinance, resolution or administrative code and police department rules and regulations upon any Township official or in any way abridge or reduce such authority. This agreement shall be construed as requiring Township officials to follow the terms contained herein, to the extent that they are applicable, in the exercise of the responsibilities conferred upon them by law.

2. Nothing contained herein shall be constructed to deny or restrict any employee such rights as he may have under any other applicable laws and regulations.

3. If any provisions of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect and the parties shall renegotiate concerning any such invalidated provision(s).

III. REPRESENTATION FEE

If an employee does not become a member of the PBA during any membership year (i.e., from January 1 to the following December 31), which is covered in whole or in part by this agreement, said employee will be required to pay a representation fee to the PBA for that membership year. This fee shall be the maximum allowed by law.

1. Notification. Prior to March 1 of each year, the PBA will submit to the Township a list of those employees who have neither become members of the PBA for the then current membership year nor paid directly to the PBA the full amount of the representation fee for that membership year. The Township will deduct from the salaries of such employees, in accordance with paragraph two (2) below, the full amount of the representation fee and promptly will transmit the amount so deducted to the PBA.

2. Payroll Deduction Schedule. The Township will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first paycheck paid:

- a. ten (10) days after receipt of the aforesaid list by the Township; or
- b. thirty (30) days after the employee begins his employment in a bargaining unit position.

3. New Employees. On or about the last day of each month, beginning with the month this agreement becomes effective, the Township will submit to the PBA a list of all employees who began their employment in a bargaining unit position during the

preceding thirty (30) day period. This list will include names, job titles and date of employment for all such employees.

4. Mechanics of Deduction and Transmission of Fees. Except as otherwise provided in this article, the mechanics for the deduction of representation fees and the transmission of such fees to the PBA will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the PBA.

5. Termination of Employment. If an employee who is required to pay a representation fee terminates his employment with the Township before the PBA has received the full amount of the representation fee to which it is entitled under this article, the Township will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

6. Changes. The PBA will notify the Township, in writing, of any changes in the list provided for in paragraph one (1) above and/or the amount of the representation fee and such changes will be reflected in any deductions made more than ten (10) days after the Township receives said notice.

IV. MANAGEMENT RIGHTS

1. Except to the extent expressly modified by a specific provision of this agreement, the Township reserves and retains solely and exclusively all of its statutory and common law rights to manage the operation of the police department as such rights existed prior to the execution of this or any previous agreement with the PBA. The sole and exclusive rights of the Township which are not abridged by this agreement shall include, but are not limited to:

- a. Determining the existence or non-existence of facts which are the basis of the police department and/or management decisions to establish or continue policies, practices or procedures for the conduct of the department and its services to the citizens;
- b. From time to time, changing or abolishing such practices or procedures; determining and re-determining the number, locations, re-locations and types of its officers or to discontinue any performance by officers of the department;
- c. To determine the number of hours per day or week any operations of the police department may be carried out;
- d. To select and determine the number and types of officers required;
- e. To assign such work to such officer in accordance with the requirements determined by the Chief, or designee ;
- f. To establish and maintain entry requirements into the department;
- g. To establish and regulate training programs for members of the department;
- h. To establish and change work schedules and assignments, other than emergencies, a five working day notice is required.
- i. To transfer, promote or demote officers or employees for just cause in accordance with the needs of the department;
- j. To lay off, terminate or otherwise relieve officer's from duty for lack of work or other legitimate reasons;
- k. To continue, alter, make and enforce reasonable rules for the maintenance of discipline;

l. To suspend, discharge or otherwise discipline officers and/or employees for just cause and otherwise to take such measures as the Township and/or Management may determine to be necessary for the orderly and efficient operation of the Department of Police for the Township of Bridgewater, New Jersey; and

m. Nothing herein shall prevent an officer from presenting his or her grievance for the alleged violations of any article of specific terms of this Agreement, nor shall any rights provided by Title 40A of the New Jersey State Statute or any other law or laws be amended or abridged by this Agreement.

V. POLICEMEN'S RIGHTS

1. Non-discrimination. Pursuant to the Act, the Township hereby agrees that every employee shall have the right to freely organize, join and support the PBA and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a body exercising governmental power under the laws of the State of New Jersey, the Township undertakes and agrees that it shall not directly, or indirectly, discourage or deprive or coerce any employee in the enjoyment of any rights conferred by the Act or the Constitution of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the PBA and its affiliates, his institution of any grievance complaint or proceeding under this agreement or otherwise with respect to any terms or conditions of employment.

2. Just Cause. An employee shall not be disciplined except for just cause. When an employee is called to an "investigatory meeting" from which he can reasonably expect to receive discipline, the employee has a statutory right to have union representation present if he so desires. In addition, the employee has a right to be notified, at least one (1) hour in advance, of the subject matter of an investigatory interview and be afforded the opportunity to confer with a union representative before the interview. Any action, taken by the Township or its agents, in contravention to these principles could constitute an unfair practice charge as it could be construed as having a negative effect on the union's statutory obligation of representation and/or the employee's right to receive such representation.

3. Personnel Files. An employee shall have the right to inspect his own personnel file upon reasonable notice and at reasonable times. A member or representative of the PBA may be present at the time of such inspection, at the request of the employee. The Township agrees that the Chief of Police or designee (hereinafter the "Chief, or designee") shall notify the individual employee if any material derogatory to that employee is placed in his personnel file. In the case of derogatory material, the employee shall have the opportunity to affix his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall have the right to submit a written answer to such derogatory material and his answer shall be reviewed by the Chief, or designee, and attached to the file copy. An employee may request that the Chief review items in his/her personnel file for removal. The Chief may, at his discretion, remove said document(s). The Chief's refusal to remove the requested item(s) shall not be subject to the arbitration step of the grievance procedure contained herein after. An employee may copy any document in his personnel file.

Only one (1) personnel file shall be maintained and shall repose in the Office of General Services Manager.

4. Negotiations and Grievance Adjudication. Elected representatives of the PBA shall be permitted time off, without loss of pay, to attend negotiating sessions, grievance sessions and meetings of the Joint PBA/Management Committee provided the efficiency of the department is not affected thereby.

5. PBA Time Off. PBA representatives shall be permitted time off, without loss of pay, to attend the State Convention (3 officers), the State Mini Convention (3 officers), State Monthly Meetings (1 officer), and County Monthly Meetings (1 officer).

6. No Strike Provision. The PBA hereby waives any right to strike against the Township even should the right to strike be granted by subsequent legislation during the term of this agreement. The PBA further agrees that should any of its members engage in a strike action against the Township, this agreement will then become null and void.

7. Recording of Investigatory Interviews. Any recording of said investigatory, either via audio and/or video and/or digital means or stenographer, shall be done with the full knowledge of the employee and an exact copy shall be supplied at the Township's expense to the employee or his/her representative upon request.

VI. VACATIONS

1. Employees shall be entitled to paid vacations each year, at the annual salary rates in effect at the time the employee commences his vacation, based upon the completion of the length of service as set forth below:

<u>Years of Service</u>	<u>No. Of Working Days</u>
From 0-1 years of service, employees shall accrue one (1) day per month except that no vacation time off shall be granted prior to the completion of six (6) months of continuous service.	

1	12
3	15
10	20
15	23
20	25
After 20	an additional day for each year thereafter maximum 30

2. The scheduling of vacations shall be done in such a way as to ensure orderly operations and adequate continuous service. The Chief, or designee shall have ultimate authority for allocation of vacation times. However, vacations will be granted in-so-far as possible in accordance with the desires of employees in the order of their seniority in their respective ranks or grades. Requests for vacation must be received by the Chief, or designee by April 15 for seniority purposes only. Vacation requests not submitted by April 15 shall be granted on a first come first serve basis.

3. At the time of separation from service, the employee shall be entitled to pay for any full days vacation earned and not previously used at the annual salary rates in effect at the time of his separation.

4. In order for employees to reasonably plan their personal and family time, all requests for time off shall be acted upon and the officer so notified within seven (7) days of submission for said time off. Once granted after April 15, time off may be rescinded for an emergency only. Further, a request for block time off shall not be cause to rescind a previously granted day off.

VII. HOLIDAYS

1. Employees shall be entitled to fifteen (15) holidays per year.

New Year's Day	Columbus Day
Martin L. King Day	Election Day
Lincoln's Birthday	Veteran's Day
Washington's Birthday	Thanksgiving Day
Good Friday	Day After Thanksgiving
Memorial Day	Christmas Day
Independence Day	Day Preceding Christmas Day
Labor Day	

2. These holidays shall be rolled into and become part of the employees' base pay as of January 1, 2002.
3. In the event that the Mayor declares an additional holiday for other municipal employees, all police officers working that day shall be entitled to compensatory time off. If it is the employee's regularly scheduled day off or if the employee is on sick leave, the employee shall not be entitled to compensatory time off.

VIII. BEREAVEMENT LEAVE

1. Employees will be granted leave with pay not to exceed five (5) of employee's working days in the event of a death in the immediate family. Members of the immediate family are defined as spouse, children and other members of the same home: parents, step-parents, brothers and sisters, grandparents, parents-in-law, daughter/son-in-law, brother/sister-in-law, and grandchildren. Exceptions may be made to the designated members of the immediate family in cases in which the deceased had a long-standing family relationship with the employee.

2. In cases of the death of an aunt, uncle, nephew, niece or cousin of the first degree, three (3) continuous days off with pay for regularly scheduled work days will be granted. An exception to the above may be made where the deceased is buried in another city or state and the employee would be unable to return in time for duty with the leave granted.

3. An employee on vacation who suffers a death in the family as defined herein above shall have vacation time changed to bereavement leave for the appropriate number of days and shall have vacation time recredited to employee's vacation bank.

IX. PERSONAL LEAVE DAYS

1. Employee shall be entitled to three (3) personal days during each year, with pay.
2. Newly-hired employees, during the remainder of their first calendar year of service shall be granted one and one-half (1 1/2) days of personal leave, with pay, for each three months of service to the limit of three (3) days.
3. The employee requesting such leave shall do so by providing the Chief, or designee with a notification at least forty-eight (48) hours in advance except in the case of an emergency. The granting of a personal day shall be consistent with the needs of the department.
4. Priority in granting such requests shall be on the basis of the following need for such leave: (1) emergencies, (2) observation of religious days of other days of celebration, (3) personal business and (4) other personal affairs.
5. Personal days will be scheduled in units of one day or more than one day. Such leave credit shall not accumulate. Unused balances in any year shall be canceled.

X. SICK LEAVE

1. Employees shall be entitled to fifteen (15) working days of sick leave, with pay, in each calendar year after they have completed one (1) year of satisfactory continuous service. Employees who have worked less than one (1) year shall be entitled to one (1) sick leave day, with pay, for each month worked. Sick leave may be accumulated from year to year without limit. In addition, up to five (5) days sick leave may be granted due to illness or hospitalization of an employee's spouse.

2. Upon termination or resignation in good standing, an employee who has served ten (10) years with the Bridgewater Police Department shall receive one (1) day's pay for every four (4) days of accumulated unused sick leave based on a maximum accumulation of two hundred and forty (240) sick days.

3. Upon retirement, an employee who has served with the Bridgewater Police Department shall receive one (1) day's pay for every three (3) days of accumulated unused sick leave based on a maximum accumulation of two hundred and forty (240) sick days.

4. Sick leave shall be at the annual rate of compensation, in effect at the time the leave commences, for that employee during the time he is on sick leave. No sick leave shall be granted for any day not worked unless the employee reporting sick does so prior to the time he is expected to report for duty. Such a report from a spouse or parent shall be deemed satisfactory.

5. After the fifth (5) day of sick leave, the employee can be requested to file a physician's report with that employee's commanding officer stating a description of the

illness and an estimate of when that employee can be expected to return to work. Failure to file such a requested report can result in the discontinuance of sick leave benefits.

6. In the event of extended sickness, an employee shall be expected to file periodic reports from his physician. The Township reserves the right to have any employee examined by a physician of its choice before the granting of any sick leave benefits. Sick leave benefits may be extended beyond the total accrued limit in the event of a grave sickness or injury that by its nature causes extended hospitalization or confinement.

7. Application for extended sick leave benefits may be made to the Director of Public Safety through the Chief, or designee not less than five (5) working days prior to the expiration of normal sick leave benefits. The director will endeavor to grant such extended benefits when sufficient evidence is presented that such an extension should apply.

8. In the event that a sick leave extension is denied and the matter becomes aggrieved, the aggrieved employee shall be placed on sick leave pay totaling one-half (1/2) of normal pay until such time as the grievance is resolved or the grievance procedure is exhausted.

9. The Township agrees to pay salary and benefits to those employees who are injured when on duty. "Injured on duty" shall also include such injuries that can occur outside the Township provided that the employee injured was on active duty and was performing an official police function.

10. Such employees, in turn, agree to reimburse the Township for such payments received while awaiting or receiving Worker's Compensation benefits provided, however, that such payments constitutes double or overlapping payment(s).

XI. COLLEGE CREDIT COMPENSATION

College Degree Compensation shall be as follows:

A. Payment Schedules¹:

1. Police Science, Law Enforcement or Criminal Justice Degrees

A.A.	\$ 750
B.A.	\$1,500
M.A.	\$2,250

2. All other Degrees

A.A.	\$ 600
B.A.	\$1,200
M.A.	\$1,500

B. The amounts show above shall be added to and considered as part of the employee's base pay. All appropriate pension deductions and contributions shall be made by each respective party.

C. Employees who have been grandfathered in accordance with footnote 1 herein below shall continue to receive said compensation payment in a lump sum on the first payday in December of each year.

¹ Those Officers receiving per credit compensation effective in 1997 and who do not hold a degree as listed in Section A herein above shall have their respective credit numbers and amount frozen at 1997 level unless or until the respective employee receives a degree as specified in Section A herein above. In the case where said employee earns a degree he/she shall be compensated in accordance with the provisions set forth in Section A herein above. This benefit shall be for current non-degree credit recipients only and shall expire at the end of this Agreement pending renegotiations by the parties for the subsequent contract.

D. As an Officer earns a higher degree the difference between the appropriate compensation amounts will be added to that Officer's base pay and respective compensation payment.

XII. OVERTIME

1. The Township will comply with the Fair Labor Standards Act (FLSA) and all State and Federal Rules with respect to overtime. Overtime compensation shall be paid to an employee when he is required to work in excess of a complete regular tour of duty, or a regularly-scheduled day off when that employee is not compensated by another day off.

2. Overtime shall be compensated in the form of time and one-half of the employee's regular rate of pay in effect at the time of the overtime. However, an employee may elect to receive overtime in the form of compensatory time rather than pay. Such compensatory time shall be at the rate of one and one-half (1 1/2) hours for each hour the employee worked in excess of the normal tour of duty. The election of mode of overtime payment shall be made at the time the employee submits his overtime slip to his commanding officer.

3. If an employee retires, resigns or is terminated, the employee shall be paid for any compensatory time which the employee has accumulated in accordance with the police department policy. The employee shall be compensated at the employee's hourly rate of pay at the time of retirement, resignation or termination. There shall be a maximum of two hundred (200) hours of compensatory time which shall be payable.

4. Employees who are requested or ordered to remain beyond a normal tour will receive overtime compensation for the exact amount of overtime worked to the nearest

half (1/2) hour. Employees who are called in to work overtime shall receive a minimum of three (3) hours pay at straight time rates for up to the first two (2) hours worked.

5. If any employee, after being ordered in to duty, works more than two (2) hours, his pay shall then revert to the one and one-half (1 1/2) time hourly rate to the nearest half (1/2) hour. Overtime compensation shall be paid once a month on the first bi-weekly period of the month for overtime earned the previous month.

XIII. CLOTHING ALLOWANCE

1. Non-uniformed Officers. Employees who are regularly assigned to investigative duties shall be granted a clothing allowance of seven hundred and fifty dollars (\$750) for 2002, 2003 and 2004, annually. Said allowance shall be made in the form of purchase order vouchers which shall be signed by the vendor of the clothing and shall contain a full description of the articles purchased. Purchases can be made with any reliable established clothing vendor but the total amount of purchase order vouchers submitted by an eligible employee shall in no case exceed the respective amounts listed herein. Employees who are newly assigned to investigative duties shall be permitted to use a prorated amount of the above amount according to the actual amount of time spent in such duties during the calendar year. The Township agrees to replace any civilian clothes assigned to detectives which are ruined in the line of duty with funds from the police department budget.

2. Uniformed Officers. The Township agrees to furnish all uniformed employees all normal operational uniforms and equipment (except for undergarments). The Township also agrees to replace all uniforms that are worn out or damaged beyond repair during the course of duty, except any uniforms that are damaged or destroyed due to the negligence of the employee shall be repaired or replaced at the employee's own expense.

3. The Township further agrees to provide for the cleaning and normal maintenance of clothing and equipment except that clothing that is damaged or destroyed through the negligence of the individual employee shall be repaired or replaced at the private expense of the employee.

XIV. HEALTH INSURANCE

1. The Township agrees to provide the following Health Benefits to covered Members of the Bargaining Unit and their dependents on the first of the month following sixty (60) days of employment as defined by the terms of the specific plan(s).

A. Township of Bridgewater Self Insured Health Benefits Plan, or an HMO offered, or a Point-of-Service Plan through Siracusa and Qualcare.

B. Prescription Drug Plan.

C. Dental Plan.

D. Vision Benefits (if other than an HMO is selected).

2. The Township reserves the right to charge the eligible Members so covered, one third (1/3) of the cost of health benefits, prescription, dental and vision plans (if other than an HMO is selected) which shall be deducted from a covered Member's compensation during the first year of employment with the Township. Such cost of the Bridgewater Self Insured Health Benefits Plan or any other plan which the Township elects shall be the cost as conclusively determined by the Bridgewater Director of Finance applicable to individuals, family, etc. At the completion of the Member's first year of employment, the Township shall provide the Township of Bridgewater Self Insured Health Benefits Plan or a selected HMO plan at no charge to those covered Members who elect it. As of April 1, 1996 the Township shall pay the same amount

toward the cost of either HMO elected by a covered Member as it pays toward the Self Insured Health Benefits Plan; any additional cost will be paid by the covered Member through payroll deductions. For purposes of premium comparison, the cost of the Township of Bridgewater Self-Insured Health Benefits Plan will be based on the funding rates for individual and family health coverage effective March 1st of the Plan Year. The complete details of these coverages are provided in the appropriate plan booklets and their enclosures.

3. The Township shall have the right in its sole discretion to substitute carriers and agrees there shall be no change in the benefits.

4. Survivorship Clause. The Township agrees to pay to the spouse of an employee killed in the line of duty the following benefits: health insurance, to and including age sixty (60) and dependent children up to and including age eighteen (18), as required by Medicare and insurance regulations.

5. Retirement Benefits. Upon retirement after twenty-five (25) years of service the hospital and medical surgical and major medical insurance coverages described in this Article or equivalent, shall continue until the death of the Retiree. Upon retirement after twenty-five (25) years of service the dental and prescription insurance coverages described in this Article, or equivalent, shall continue until the death of the Retiree.

XV. COMPENSATION

1. Salary Guide. Effective January 1, 2002, 2003 and 2004, the wage rates shall be those set forth in Appendix A and will be paid bi-weekly to all employees.

2. On-Call. Hours on-call shall be defined to mean those hours when the employee must remain at a given location in a state of readiness to report for active duty. Each employee who serves a minimum of six hundred (600) normally scheduled hours on-call during each calendar year shall receive an annual increment for services in the amount of six hundred and fifty dollars (\$650) in 2002, 2003 and 2004 . For those employees who do not fulfill the 600-hour requirement, the total increment shall be pro-rated accordingly.

3. Court Compensation. An employee who is required to be on-call, in court matters, shall receive two (2) hours compensatory time for each eight (8) hours on-call to a maximum of forty (40) hours annually. An employee who is required to appear in court shall have the overtime pay provision apply on that day and not his on-call provision. The compensatory time shall be used in accordance with existing department policy.

4. Shift Differential. An employee who works a rotational shift, or three (3) rotating shifts past 2:00 a.m. in a continuous one hundred-eighty (180) day period, shall receive an annual shift differential of seven hundred dollars (\$700) in 2002, 2003 and 2004 to be paid on the first (1st) payday in December. For those employees who do not fulfill the 180-day requirement, the total increment shall be pro-rated accordingly.

5. Pay for Higher Rank. An employee who completes a third consecutive tour working in a higher rank, shall be paid at the higher rate of pay for that work, retroactive to the initial tour.

6. Field Training Officer. Any officer assigned as a Field Training Officer (FTO) shall receive the sum of five hundred dollars (\$500) for each officer to whom he/she is assigned to field train. Said compensation shall be paid in a lump sum check at the conclusion of the particular assignment. Officers filling in for short periods for a Field Training Officer shall not be eligible for any portion of the FTO compensation.

7. Detective Stipend. All individuals designated as Detective shall receive, at the close of the calendar years 2002, 2003 and 2004 dependent upon full service during such period, the sum of \$4,500.00. The \$4,500.00 shall be a stipend in addition to the officer's compensation, but shall only be applicable and such officer shall only be entitled to the same upon completion of satisfactory service in such capacity as Detective. In the event that the officer, for any reason whatsoever, does not retain the designation of Detective, then such stipend shall cease and such officer shall receive such proportionate share, if any, of such stipend in direct pro rata to the time such officer held such designation during that calendar year.

The amount of the stipend shall not be utilized in any other computation for either compensation or length of service, nor shall such stipend be compounded or be part of any other computation.

XVI. GRIEVANCE PROCEDURE

The procedure for adjusting grievances shall provide each employee with full opportunity for presentation of his grievance and for the participation of the PBA representatives. All negotiable terms and conditions of employment may be subject to arbitration. Should a dispute arise between the Township, the PBA and any employee as to the meaning, application or operation of any provision of this agreement or as to any disciplinary act or as to any other term and condition of employment not covered by this agreement, such disputes shall be presented by any one of the parties within no more than thirty (30) calendar days from the time of the same arose and shall be settled in the manner prescribed herein. The procedure hereby established, unless by mutual agreement changed or waived in part or in its entirety, shall be as follows:

Step 1.

The Chief, or designee shall meet the grievant, and any appropriate representative from the PBA, and the grievant's attorney if the grievant so chooses. The grievance shall be reduced to writing prior to said meeting within the thirty (30) day period. This meeting shall occur within fifteen (15) calendar days after the submission of the written grievance and the Chief, or designee shall render a written response within fifteen (15) calendar days after the meeting has taken place.

Step 2.

If the grievance is not settled in Step 1, the grievant, or his appropriate representative, shall make a written request for a meeting with the Township's Director of Public Safety. This request shall be filed with the Chief, or designee within fifteen (15) calendar days after receiving the initial reply from the Chief, or designee as provided for in Step 1. The Chief, or designee shall then arrange a mutually acceptable meeting to take place within fifteen (15) calendar days after receiving said request at such other time as may be mutually agreed upon. The Director's answer for Step 2 shall be delivered to the grievant within five (5) working days after the meeting.

Step 3.

If the grievance is not settled in Step 2, then either the PBA or the Township can file notice with the other that it wishes to invoke the arbitration procedure. Within twenty (20) days following said notice, the party demanding arbitration shall invoke arbitration through the Public Employment Relations Commission (PERC) in accordance with its rules and regulations. The entire cost of arbitration shall be borne equally by the PBA and the Township. The decision of the arbitrator will be in writing and will include reasons for his decision. The decision of the arbitrator will be final and binding upon the PBA and the Township.

*Time limitations on any of the above steps may be extended by mutual agreement.

XVII. OUTSIDE EMPLOYMENT

1. Employees shall be permitted to contract work other than normal patrol duties and normal police work. Uniformed outside employment shall be contracted through the Chief, or designee who shall equally distribute such work, to the extent possible, on a rotating basis among the employees (pursuant to the overtime procedures).

2. Employees shall be paid for such contracted work by the Township in the next paycheck after the collection of funds from the outside employer at the hourly which rate shall be established by averaging the fourth (4th) and tenth (10th) salary steps on the guides each year.

3. Subject to Council approval, the Township shall no longer charge for health benefits in the extraneous employment rate of pay billed to outside employers.

XVIII. DURATION OF AGREEMENT

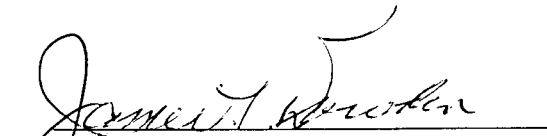
1. This agreement and the benefits contained therein shall be in full force and effect from January 1, 2002 through and including December 31, 2004. If either party wishes to terminate, amend or otherwise modify the terms and conditions set forth herein at the time of expiration, written notice shall be given to the other party not less than one hundred-twenty (120) days prior to the such expiration date. Collective negotiations on the terms of a new agreement shall commence no later than ten (10) working days thereafter.

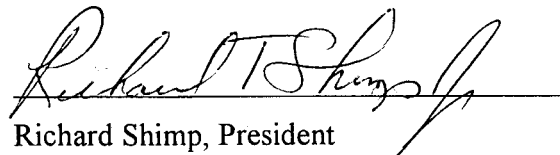
2. This agreement shall remain in full force and effect during collective negotiations between the parties beyond the date of expiration set forth herein until the parties have mutually agreed on a new agreement.


IN WITNESS WHEREOF, the PBA and the Township have caused this agreement to be signed by their duly authorized representatives:

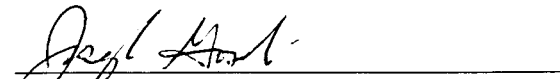
TOWNSHIP OF BRIDGEWATER

BRIDGEWATER PBA LOCAL # 174


James T. Dowden, Mayor


Richard Shimp, President


Bette B. Nuse, Clerk


Joseph Gorski, Representative

APPENDIX A
PATROL OFFICER¹
WAGE SCALE

<u>STEPS</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>
1	\$42,321	\$44,014	\$45,775
2	\$44,014	\$45,775	\$47,606
3	\$58,465	\$60,804	\$63,236
4	\$63,582	\$66,125	\$68,771
5	\$63,582	\$66,125	\$68,771
6	\$65,346	\$67,959	\$70,678
7	\$65,346	\$67,959	\$70,678
8	\$67,307	\$69,999	\$72,799
9	\$72,046	\$74,928	\$77,925
10	\$74,065	\$77,027	\$80,109

EACH STEP BEGINS ON ANNIVERSARY OF THE DATE OF HIRE

¹ Wages for the rank assignment of Corporal have been deleted whereas there are no Corporals assigned. However, should the Township determine to exercise its right to reestablish said assignment, the parties will meet and negotiate over the compensation for said assignments.

APPENDIX A
PATROL OFFICER¹
WAGE SCALE

<u>STEPS</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>
1	\$42,321	\$44,014	\$45,775
2	\$44,014	\$45,775	\$47,606
3	\$58,465	\$60,804	\$63,236
4	\$63,582	\$66,125	\$68,771
5	\$63,582	\$66,125	\$68,771
6	\$65,346	\$67,959	\$70,678
7	\$65,346	\$67,959	\$70,678
8	\$67,307	\$69,999	\$72,799
9	\$72,046	\$74,928	\$77,925
10	\$74,065	\$77,027	\$80,109

EACH STEP BEGINS ON ANNIVERSARY OF THE DATE OF HIRE

¹ Wages for the rank assignment of Corporal have been deleted whereas there are no Corporals assigned. However, should the Township determine to exercise its right to reestablish said assignment, the parties will meet and negotiate over the compensation for said assignments.