

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2018 thru 12/31/2021.

Employer: Township of Colts Neck

County: Monmouth

Date: 3/1/2018

Name: Beth Kara
Print Name

Title: Municipal Clerk


Signature

**COLLECTIVE BARGAINING AGREEMENT BETWEEN
COLTS NECK TOWNSHIP POLICEMEN'S BENEVOLENT
ASSOCIATION LOCAL 333
AND
THE TOWNSHIP OF COLTS NECK, NEW JERSEY
CONTRACT FOR 2018-2021**

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ARTICLE I
RECOGNITION

A. The Township of Colts Neck hereby recognizes the Colts Neck Township Policemen's Benevolent Association Local 333 as the exclusive collective bargaining agent for all the officers and members of the Police Department in the Township.

B. Officers and members shall be defined to include all sworn personnel, singular as well as plural, and to include males and females; the use in the words employee, policeman or officer, shall be intended to include all persons in the bargaining unit. Sworn officers of the rank of Sergeant or below shall be included in the bargaining unit. Excluded from the bargaining unit shall be all clerks, typists, dispatchers, special officers, crossing guards, court officers and probationary Patrolmen.

ARTICLE II
COLLECTIVE BARGAINING PROCEDURE

A. Collective bargaining with respect to the rates of pay, hours of work or other conditions of employment shall be conducted by the duly authorized bargaining agents of each of the parties in accordance with N.J.S.A. 34:13A-5.3, et seq. and regulations promulgated thereunder.

B. Collective bargaining meetings shall be held at times and places mutually convenient at the request of either party.

C. Neither party shall have control over the selection of negotiating representatives of the other party. Either party may call upon professional advisors to serve as consultants during any period or phase of the negotiations at the parties own expense. In all negotiating sessions there may be one (1) person present with authority representing each of the following: the Township, the Patrolmen, and the Sergeants.

ARTICLE III

SENIORITY

A. Seniority shall be defined to mean the accumulated length of full-time service with the Colts Neck Police Department, computed from the date of hire as a police officer. Employees with the same date of hire shall have their seniority further defined by one or more of the following:

1. Officers who are P.T.C. certified prior to their date of hire shall have seniority over those who are hired on the same date that are not P.T.C. certified.
2. In the event that more than one officer holding P.T.C. certification is hired on the same date, seniority shall be determined by their date of certification.
3. In the event that more than one officer is hired on the same date who are or become P.T.C. certified at the same time, seniority shall be determined by their Police Academy final grade average.

B. For compensatory time off, upon thirty (30) calendar days notice prior to the date requested, seniority shall prevail when selecting such days. When less than thirty (30) calendar days notice is given to the employer, seniority shall not apply and such days will be granted on a first requested, first granted basis.

C. Upon all things being equal, traditional principles of seniority shall apply to shift transfers.

D. A master seniority list, based upon the above definitions, shall be maintained and supplied annually to the PBA. This list shall indicate the official seniority of all members of the Police Department.

E. In the event the Township may deem it necessary to perform a layoff, the following conditions shall apply:

1. For the purposes of a lay-off and recall, the person with the lowest seniority as defined in Section A of this Article, shall be the first one to be laid off in the event more than one person has to be laid off, the next one with lowest seniority shall be the second one to be laid off, and so on. The last person to be laid off shall be the first one to be recalled back to work.

2. Employees that are to be laid off shall receive thirty (30) days notice of such lay-off.

3. Laid off employees shall remain on a recall list for a period of twelve (12) months. Notice of recall to work shall be sent to the employee by certified mail or telegram to the employee's last address on record with the Township. Recall notice shall not require the employee to return to work earlier than two (2) weeks from the date of the notice. The employee must respond to the notice within fourteen (14) days of such notice with an intent to return to work.

4. Upon an employee being laid off, all accrued vacation time and accrued compensatory time will be paid to the employee on an hour for hour basis.

5. A laid off employee who returns to work from a lay-off will be reinstated at the level of seniority they held at the time of lay-off. The

employee shall have all accrued sick time returned to his sick leave bank that he had at the time of lay-off.

6. The Township reserves the right to require any returning employees to have a physical and/or psychological exam and to do a background investigation on that employee. Physical and psychological exams shall be at the expense of the Township.

7. While laid off, an employee shall not be paid any health or pension benefits nor shall they accrue any vacation time or sick leave.

ARTICLE IV

SICK LEAVE

A. Sick leave is defined as paid leave granted to each employee covered under this agreement who is unable, through sickness or injury, to perform the duties of his position and which sickness or injury did not arise out of the course of his employment. Sick leave may be utilized by employees in the event of an injury or illness to himself or for any injury or illness within the members of his family.

"Members of his family" shall be defined as any of the following: spouse, civil union partner, significant other residing in the same household, mother, father, mother-in-law, father-in-law, child, step-child, sibling, or step-sibling. In the case of mother, father, mother-in-law, father-in-law, sibling or step-sibling, this clause shall only apply when the illness or injury requires the presence, directly or indirectly, of the employee.

B. Each employee shall earn sick leave, as defined above, with pay, to which he is eligible, as follows:

1. During the entire, or only part of, the first calendar year of employment ending December 31st, one (1) working day for each month of employment shall be earned.

2. Each succeeding year of employment up to the beginning of the fourth year, one (1) working day for each month in that calendar year, plus days accrued.

3. Effective from the beginning of the first day of the fourth year of employment, employees shall accrue sick leave at the rate of one and one-sixth day per

month for a total of fourteen (14) days per year.

4. All unused sick days shall be accumulated without limitation into future years for future use.

5. It is understood that all accrued sick days as of January 1, 2009 shall be converted using the following formula: 1 day = 8.5 hours for all sworn officers regardless of work schedule. All accrued time difference between 8.5 and the 8 hour day will be held in bank only to be used in the event that an officer uses all his accrued sick time first and is out for more than 1 day. This banked time shall not apply to Paragraph D below. Effective January 1, 2009, all earned sick days shall be converted using the following formula: 1 day = 8 hours.

C. Any full time permanent employee must promptly notify the supervisor on duty of his intended absence from work as allowed for in this article. Notification shall be made before the employee's scheduled starting time, except in the case where because of the emergent nature of the illness or injury, notification cannot be made as herein set forth, but in which event notification should be given as soon as reasonable possible.

D. Employees, upon attaining twenty-five (25) years of service in the police and fire pension system, or being awarded any PFRS disability retirement, shall receive payment of earned and unused sick leave at the officer's pay rate of one (1) day pay for each three (3) days accrual upon retirement, to a cap of Five Thousand

(\$5,000.00) Dollars. This entitlement shall not be afforded to any officer hired on or after January 1, 2018.

E. The department supervisor may require a doctor's certification of illness or injury for any leave over three (3) days; if the Chief of Police suspects that there is an abuse of sick leave, the Township reserves the right to require a doctor's certificate for absences for sick leave of one (1) day or more. The Township reserves the right to have any employee reporting as ill or disabled to be examined by a physician designated by the Township, at the Township's expense, to verify the illness or disability and determine when and whether or not the employee may resume his duties.

F. Sick leave shall not be allowed for non-emergency dental and other such medically related non-emergency professional services which are readily available during non- working hours.

G. An employee who is certified as absent on account of a disability or accident caused in the usual course of his work shall not have such absences charged against his sick leave. In said event, the Township shall continue to pay the employee's full salary and other benefits.

H. No employee, while on sick leave from the Township, shall be otherwise employed or engaged in any outside work or employment whatsoever. An employee who is on sick leave (unless he gives prior notification to the Chief of Police as to another location at which he is receiving or giving care) will remain at his place of residence-or at-a required medical facility, or may be absent-from his home only for a visit to a required physician's office or place of treatment. If the employee is not at home, or at a medical facility or required place of treatment or examination, as verified by either a telephone call or personal visit, then no sick leave will be accrued, and a

loss of pay for the period of absence will be assessed against the employee.

I. For the purpose of calculating sick leave, the employee's first year's anniversary date will be used. Employees whose initial day of work falls on or between October 1st and March 31st shall have an anniversary date of January 1st. For example, if an employee was hired on February 1, 1989 his anniversary date will be calculated from January 1, 1989. An employee whose initial day of work falls on or between April 1st and September 30th shall have an anniversary date of July 1st. For example, if an employee was hired on May 1, 1989, his anniversary date shall be calculated from July 1, 1989. All calculations shall be based on either one of these two dates only.

J. If an employee becomes sufficiently ill so as to require inpatient hospital care while he is on vacation, he may charge such period of illness and post-hospital recuperation' against sick leave, at his option. The employee must submit a doctor's certificate as to the need for in-hospital care and post-hospital recuperation. The vacation leave will be credited back to the employee.

ARTICLE V

VACATIONS

A. The vacation leave for all full time, permanent employees shall be in accordance with the following schedule:

Beginning 1 st day of employment	48 hours
Entering 2 nd calendar year of employment	60 hours
Entering 3 rd – 5 th calendar year of employment	96 hours
Entering 6 th – 10 th calendar year of employment	144 hours
Entering 11 th – 14 th calendar year of employment	156 hours
Entering 15 th – 17 th calendar year of employment	168 hours
Entering 18 th – 21 st calendar year of employment	180 hours
Entering 22 nd – 24 th calendar year of employment	192 hours
Entering 25 th calendar year	204 hours

B. Vacations shall be taken at such times and for such terms as the Chief of Police shall determine to be in the best interest of the Township, subject to the terms of this contract and the following selection of vacation by rank first and then, for officers of the same rank, by seniority. For example, a Patrol Sergeant shall have priority for purposes of vacation selection over a subordinate, regardless of their respective accumulated length of full-time service with the Colts Neck Police Department. Vacation sign-up sheets by rank and then, for those holding the same rank, by seniority. Chief or his designee sets the number of open vacation slots for each squad for each date of the coming year, and the list is posted by November 15th of each year. People sign up by rank and then, for those holding the same rank, by seniority by December 15th of each

year. Schedule to be posted by January 1st for the next year. At Chief's discretion, officers may request other vacation time to be scheduled. At least one (1) vacation slot will be posted for each squad for each day, except for the shifts on the individual dates of observance for each named holiday: Memorial Day (Shift 1) and July Fourth (Shift 2). For those exceptions, vacations may be granted in the Chief's discretion on an ad hoc basis depending on manpower needs. The named exceptions shall not, in and of themselves, be considered extreme emergencies.

C. Vacations should be taken within twelve (12) months from the date on which it is earned. In the event that, at the direction of the Chief of Police, the duties of the employee prevent the use of a full vacation entitlement in that twelve (12) month period, unused vacation leave may be carried forward into the next succeeding twelve (12) month period only with written approval from the Chief of Police.

D. An employee whose employment is terminated prior to the expiration of the probationary period will not be entitled to vacation leave or pay in lieu thereof. Any other employee whose employment is terminated shall receive such pay in lieu of vacation leave upon his termination as calculated under paragraph A hereof for such days earned and not previously taken.

E. For the purpose of calculating vacation entitlement, the employee's first year's anniversary date will be used. Employees whose initial day of work falls on or between October 1st and March 31st shall have an anniversary date of January 1st. For example, if an employee was hired on February 1, 1989 his anniversary date will be calculated from January 1, 1989. An employee whose initial day of work falls on or

between April 1st and September 30th shall have an anniversary date of July 1st. For example, if an employee was hired on May 1, 1989, his anniversary date shall be calculated from July 1, 1989. All calculations shall be based on either one of these two dates only.

ARTICLE VI
BEREAVEMENT LEAVE

A. An employee may request up to a maximum of five (5) shifts bereavement leave at no loss in regular pay in the case of the death of an immediate family member as defined in Section B of this Article. An employee may request one (1) shift of bereavement leave at no loss in regular pay in the case of the death of a niece, nephew, aunt, or uncle. Bereavement leave is to be taken within a reasonable time of the day of death or day of the funeral and may not be split or postponed

B. Immediate family shall be defined as to include the following: spouse, civil union partner, significant other residing in the same household, fiancé, mother, father, step-parent, mother-in-law, father-in-law, child, step-child, sibling, step-sibling, daughter-in-law, son-in-law, grandparents or grandchild.

C. The employee may use vacation or compensatory time for additional bereavement leave with approval from the Chief of Police.

ARTICLE VII

OVERTIME

A. All officers assigned to the Patrol Division shall work a 12 hour tour of duty which is based upon a 14 day work period consisting of:

2 days on, 2 days off

3 days on, 2 days off

2 days on, 3 days off

with a maximum of 84 scheduled hours. Said schedule also consists of rotating shifts where an officer rotates his shift after 2 cycles of each shift. The Chief of Police shall determine the manning levels (that is, the exact number of police officers and Sergeants of the Patrol Force) for each of the 2 shifts and squads that are necessary for the 12 hour schedule. In addition, the Chief of Police shall have the managerial right to alter said manning levels, as he deems appropriate and necessary to ensure the efficient operation of the Department and/or where said adjustment shall be in the best interest of the Department and public safety.

B. Detectives and Community Service Officers shall work an 8 hour tour of duty with the following rotation:

5 days on, 2 days off.

C. All officers assigned to work the 12 hour schedule shall be afforded 108 hours of "Flex Time" annually. Officers must utilize 48 hours of "Flex Time" between January 1st and June 30th of any particular year. Officers must utilize the remaining 60 hours of flex time between July 1st and December 31st of any particular year. If any officer leaves during any particular year without having "accrued" the amount of Flex Time used up to the date of departure, the officer will

be required to reimburse the Township for unearned but utilized Flex Time as of the date of the officer's departure. Flex time shall be scheduled similar as vacation and comp time, shall not be scheduled if insufficient man power and it causes overtime, but it may be scheduled any time during the calendar year. If an employee is unable to use scheduled Flex Time due to unforeseen circumstances, then with the written approval of the Chief of Police the employee will be able to carryover said hours to the next half year without penalty.

D. The Township agrees that overtime consisting of time and one-half shall be paid to all employees for hours worked in excess of a normal work day (i.e. either 12 hours or 8 hours, depending on officer's assigned schedule). The hourly rate shall be calculated by dividing annual salary by 2,080 hours.

E. Employees shall not be paid overtime for hours worked in excess of the normal day unless such overtime is authorized by the Chief of Police or his designee. Overtime shall not be paid during the time a patrolman serves in the Police Academy.

F. Any additional time beyond the tour of duty as defined herein shall be paid at the rate of one and one-half ($1 \frac{1}{2}$) for each hour worked. In the event an employee is required to work fifteen (15) minutes or more up to forty-five (45) minutes of overtime, he shall be paid as if he had worked one-half ($1/2$) hour. If he is obligated to work more than forty-five (45) minutes, but less than one (1) hour, he shall be paid as if he had worked one (1) hour. For any portions thereafter, time shall be compensated in the manner described above.

G. In the event an employee is called into duty other than for his normal assignment (except where the employee is recalled to duty to complete or correct improper work as directed by the Chief of Police or his designee, and he shall be paid for only the actual time worked at straight time, to correct the improper work) he shall be paid overtime at time and one-half for all time worked during such period, but in no case shall he be paid for less than four (4) hours at that rate. For court time, no less than four (4) hours.

H. Any employee who shall be required to appear in any court, including Municipal or Superior, or at an administrative hearing at the Division of Motor Vehicles, at a time other than when he is on duty, shall be paid for the time at the rate of time and one-half. This shall include:

1. Employees responding to their own complaints;
2. Responding as a witness at the direction of their superior officer or the Chief of Police;
3. In response to subpoenas from any court; or
4. By virtue of notice in lieu of subpoena arranged either by the prosecutor's office, superior officer of the Department, or the Chief of Police.

I. Compensatory time. Where overtime payment in accordance with this article is earned, the employee may, at his option, elect to take compensatory time off at the same time and one-half rate. This compensatory time off may be taken only if, in the Chief of Police's discretion, the employee's absence will not impair

the good order of the department.

J. Any employee involved in an off-duty arrest or incident shall be paid at the rate of time and one-half for the hours worked.

K. In the event any overtime becomes necessary, there will be an On-Call Officer list posted, not compensated unless called into work:

- The Officer On- Call will be contacted first.
- Then off duty officers, who work the 12 hour patrol schedule, scheduled off will be contacted by seniority.
- Then officers working the 12 hour shift schedule to work a maximum of 16 hours.

(Officers can work 4 hours before or after their scheduled 12 hour shift).

- Then officers working 8 hour shifts schedule off will be contacted by seniority.
- Then officers working 8 hour shifts schedule to work with a maximum of 16 hours. (Officers can work 8 hours before or after their schedule 8 hour shift).
- If no officer accepts, the on-call officer is responsible for the shift.
- If another overtime spot becomes available on the same shift and no officer accepts the overtime based upon the previous seniority system, the employer may mandate officers to work the overtime by reverse seniority in the following order: off duty officers, based upon lowest rank and thereafter date of promotion and/or seniority. Then officers who have taken off (vacation time, compensatory time, or schedule switches) will

be mandated to work in reverse seniority, based upon lowest rank and thereafter date of promotion and/or seniority. An officer scheduled off shall be defined for this Article to mean any officer not schedule to work on the day the assignment is needed, using the schedule that the Chief of Police puts out on November 15th of the prior year. For blocked out special details, officers working the twelve (12) hour schedule who vacation off a block of days (2 or 3 days) before, after, or including the day of the detail, will be the last to be forced in by seniority. Officers working the eight (8) hour schedule who vacation off five or more continuous days, before, after, or including the day of the detail, will be the last to be forced in by seniority. There will be no bumping rights within five days of the assignment and the first officer to accept the assignment within the five day period shall have the assignment with no one able to bump him/her off the assignment.

ARTICLE VIII

SALARY

A. The salary guide for the years 2018-2021 is set forth below and shall be as follows:

STEP	2018 SALARY	2019 SALARY	2020 SALARY	2021 SALARY
1 st	\$42,000.00	\$42,000.00	\$42,000.00	\$42,000.00
2 nd	\$45,130.00	\$45,130.00	\$45,130.00	\$45,130.00
3 rd	\$48,493.66	\$48,494.00	\$48,494.00	\$48,494.00
4 th	\$53,013.45	\$53,013.00	\$53,013.00	\$53,013.00
5 th	\$57,533.25	\$57,533.00	\$57,533.00	\$57,533.00
6 th	\$64,516.41	\$64,516.00	\$64,516.00	\$64,516.00
7 th	\$69,400.59	\$69,401.00	\$69,401.00	\$69,401.00
8 th	\$74,165.00	\$74,165.00	\$74,165.00	\$74,165.00
9 th	\$79,240.00	\$79,240.00	\$79,240.00	\$79,240.00
10 th	\$85,330.00	\$85,330.00	\$85,330.00	\$85,330.00
11 th	\$91,870.00	\$91,870.00	\$91,870.00	\$91,870.00
12 th	\$97,960.00	\$97,960.00	\$97,960.00	\$97,960.00
13 th	\$104,050.00	\$104,050.00	\$104,050.00	\$104,050.00
14 th	\$109,309.72	\$111,495.91	\$113,725.83	\$116,000.35
Corporal	\$113,671.58	\$115,945.02	\$118,263.92	\$120,629.19
Sergeant	\$120,497.69	\$122,907.64	\$125,365.80	\$127,873.11

B. For the purpose of calculating salary adjustments, the employee's first year anniversary date will be used. Employees whose initial day of work falls on or between October 31st or March 31st shall have an anniversary date of January 1st. Employees whose initial day of work falls on or between April 1st and September 30th shall have an anniversary date of July 1st.

All calculations shall be based on either of these two dates only.

ARTICLE IX

PENSIONS

A. The Township shall contribute the employer's contribution to the old age and survivor's insurance (social security) system and to the Police and Firemen's Retirement System. Employee contributions to the Social Security System and the Police and Firemen's Retirement System shall be deducted from the employee's earnings from each pay period.

B. Pension benefits, deductions, and contributions shall continue during periods of paid leave.

C. The employee shall notify the Chief of Police, in writing, at least ninety (90) days before planned retirement to facilitate the prompt payment of benefits.

ARTICLE X
EDUCATION INCENTIVE

A. The Township agrees to pay each employee, in addition to his annual salary, a yearly education incentive based upon the following table:

1. Associate's Degree \$700.00
2. Bachelor's Degree \$1,500.00
3. Master's Degree \$2,400.00

B. Payment will be made provided the Chief of Police determines that the credits were earned from an accredited four-year or two-year institution of higher learning in the area of criminal justice or a related field. The incentive will be paid to the employee on or before August 1st of each year in a separate check from the employee's normal pay check; this payment shall be treated as a bonus, and income taxes withheld as though same were paid over the entire calendar year. Officers hired on or after January 1, 2012 shall not be eligible for the Education Incentive other than the stipend for achievement of a Master's Degree (\$2,400.00).

C. The Township agrees to provide reimbursement for six (6) credits per semester (12 credits annually) to employees for tuition, books and fees based on the Rutgers University- New Brunswick posted rate per "in-state" credit hour for an off-campus professional credit. (See website www.rutgers.edu, select "Search Rutgers" on the top tool bar; input "off campus professional credit" in the search box; the first item is the "Off Campus Professional Credit Course", highlight and look at the credit cost for "in-state" credit hour) for classes in a matriculated program in criminal justice or a

related field at accredited two-year and/or four-year institutions of higher learning, after completion of such class(es) with proof of a "C" or better grade and proper receipts.

Officers hired on or after January 1, 2012 shall not be eligible for the tuition reimbursement entitlement set forth above. Moreover, the tuition reimbursement entitlement set forth above shall not be available to any employee with 20 or more years of service in the Police Department, unless, as of April 9, 2012 such officer was currently enrolled in a degree program.

D. Employees hired on or after January 1, 2012 shall either possess a Bachelor's Degree or at least 60 college credits and 2 years of experience as a sworn police officer.

ARTICLE XI
CLOTHING AND EQUIPMENT

A. The Township shall be responsible for the provision, maintenance and replacement of all uniforms and equipment.

B. The Township, in addition to uniforms, will provide to each employee, at no expense to the employee, the following:

1. A weapon and ammunition
2. All necessary leather gear
3. A bulletproof vest - minimum Level
4. Rain gear
5. A winter jacket
6. A uniform badge
7. A wallet badge
8. Two name plates

This equipment shall remain at all times the property of the Township. Annual uniform inspections shall be conducted on or before June 30th of the calendar year. Any items requiring replacement shall be ordered by the Department within sixty (60) days of said inspection.

The Township shall pay for the original issue and renewal of vests, minimum Level IIIA. Vests shall be replaced before the warranty and/or guarantee ends. Additionally, an officer may choose a higher level vest, but the employee shall pay the difference between a Level IIIA vest and the vest the employee chooses.

C. All requests for clothing or equipment shall be made to the Chief of Police or his designee and shall be approved by the Township Administrator.

D. The Township shall pay for normal and reasonable dry cleaning expense for the employee's uniforms, subject to the provisions of paragraph A hereinabove.

ARTICLE XII

HOURS

A. The standard work week schedule for employees covered by this agreement is set forth in Article VII of this Agreement. All shift assignments for each employee shall be made uniformly and shall not be changed without five (5) calendar days prior notice to the employee, unless an emergency exists.

B. Whenever the Township is requested or required to furnish patrolmen for a work assignment, these assignments shall be offered in accordance with the seniority provisions set forth in Article VII - Overtime, of this agreement. Private duty assignments shall be made exclusively through the Chief of Police or his designee under a schedule of fees established by Township Ordinance.

C. No shift change shall be made for the sole purpose of avoiding the payment of overtime.

D. Patrol schedule will be posted for a year in advance by November 1st of each year. This is not intended to limit the Chiefs authority to change schedules.

E. The parties agree to establish, within a reasonable period of time, a Joint Labor- Management Committee, including the Chief of Police, to discuss new work schedule options.

F. Patrol schedule will be posted for a year in advance by November 1st of each year. This is not intended to limit the Chief's authority to change schedules. In-service training of five (5) hours or more for an eight (8) hour tour of duty or eight (8) hours or more for a twelve (12) hour tour of duty, inclusive of commutation time, shall be considered fulfillment of an 8-hour or 12-hour tour of duty respectively. Upon completion of said training, the officer shall not be required to return to duty to complete his/her tour of duty and shall be entitled to receive his/her full day's pay and shall not owe any time to the Township. Should the in-service training be less than five (5) hours of an eight (8) hour shift or less than eight (8) hours of a twelve (12) hour shift, inclusive of commutation, then the officer would be expected to return to duty to complete his/her tour of duty. If in-service training is scheduled on an officer's regular day off, he/she will be given overtime or compensatory time in accordance with Article VII.

ARTICLE XIII

ASSOCIATION RIGHTS AND PRIVILEGES

A. The Association shall have the right to conduct meetings at reasonable times on Township premises, provided twenty-four (24) hours notice is first given to the Township by giving such notice to the Township Administrator. The Township shall select an appropriate place, depending upon the number of persons to-attend; as estimated by the Association. The Association shall not be required to identify the persons who are to attend the meetings. Such meetings shall be scheduled and conducted in such a manner as to not disrupt the good working order of the Police Department.

B. The Association President, or his representative, shall have the right to visit the Township Administrator or the Chief of Police, representative(s) of the Township Administrator or Chief of Police, police headquarters and all other police occupied facilities during off-duty hours for Association business, provided said visits do not disrupt the good order or function of the Township government.

C. The Township will provide the Association with sufficient wall space no less than four (4) feet by five (5) feet for a bulletin board. This space must be easily accessible to all members.

D. The Township agrees to grant time off to PBA representatives for Association business in accordance with and not to exceed the following schedule:

1. One (1) scheduled work day to the delegate designated by the PBA as a delegate to attend the regular monthly meetings, held on that date, by the state Board of Delegates of the N.J. State PBA

2. One (1) scheduled work day to the delegate designated by

the PBA as a delegate to attend the regular monthly meetings, held on that date, by the County PBA.

3. The PBA President, State Delegate or designee(s) shall be permitted time-off without loss of pay, not to exceed seventy-five (75) hours annually as restricted below, to address PBA business including but not limited to preparation and attendance at grievance/PERC hearings, contract negotiations, appeals of any aforementioned litigation and participation in committees or meeting of the New Jersey State Policemen's Benevolent Association. PBA leave shall be granted provided that, (1) at the time of notice to the Police Chief of the request for said leave, the leave does not create the need for overtime; (2) if overtime is created subsequent to the notice to the Police Chief, the PBA leave will not be denied. This provision is not associated with Sections (D)(1) or (2) or Section (E) of this Article.

E. The Township agrees to grant the necessary time off without loss of pay or time to persons in the service of the county or municipality who are duly authorized representatives of an employee organization to attend any State, County or National convention of such organization in accordance with all provisions set forth in N.J.S.A.40A:14-177.

ARTICLE XIV
EMPLOYEE'S RIGHTS

A. Employees covered by this agreement hold a unique status as public officers, in that the nature of their office and employment involves the exercise of the portion of the police powers of the municipality.

B. The wide ranging powers and duties given to the Department and its members involve them in all matters of contacts and relationships with the public. Out of these contacts may come questions concerning the actions of the members of the force. These questions may require investigations by superior officers. In an effort to ensure that these investigations are conducted in a manner which is conducive with good order and discipline, the following rules are hereby adopted.

1. This article shall not preclude a supervisor's right to question subordinates relative to their daily activities.
2. There shall be only one (1) Police Department personnel file which shall be maintained in the office of the Chief of Police, and members of the Police Department shall have the opportunity to review their personnel file upon request, within a reasonable period of time, of the Chief of Police or his designees between the hours of 9:00 A.M. and 5:00 P.M., Monday through Friday. The employees may copy any document which is in their file.
3. The employee shall not be required to report the employment of a spouse or children.

4. Photographs of any employee shall not be displayed or made available to any member or segment of the news media without the prior approval of the employee, except pursuant to a valid court order.

5. The address of an employee's residence and telephone number shall not be made known to anyone without said employee's permission, unless in a criminal or disciplinary investigation.

6. The Chief of Police, or his designee, will have the sole power determine whether a patrolman shall be required to carry his weapon on written direction.

ARTICLE XV

GRIEVANCE PROCEDURE

A. In order to provide for an expeditious and mutually satisfactory settlement of grievances, the procedure hereafter shall be followed. A grievance is herein defined as any controversy arising over the application of or adherence to terms and conditions of this agreement as it affects the employees covered under this agreement; provided further that grievance shall not be defined to include disciplinary proceedings brought by the Township in accordance with-applicable statute and ordinance requirements. A grievance is also defined as including any minor discipline of five (5) days or less.

STEP 1.

CHIEF OF POLICE

A grievance shall first be presented by the grievant in writing to the Chief of Police, or his designee, together with the President of the Association, or his designee, within twenty (20) calendar days of the occurrence giving rise to the grievance, otherwise said grievance shall be deemed waived.

Within ten (10) calendar days of such grievance being presented to the Chief of Police, or his designee, the grievant and the employee's representatives shall meet with the Chief of Police to discuss the issue(s). The grievant(s) and the designated Association representative(s) shall suffer no loss in pay or benefits for time lost from scheduled work in order to attend a grievance meeting held pursuant to this agreement.

The Chief of Police, or his designee, shall render a written decision within fifteen (15) calendar days of the meeting being held pursuant to Step 1 or within fourteen (14) calendar days after the grievance was presented to the Chief of Police, or his designee, whichever is greater.

STEP 2: ADMINISTRATOR

If the grievant is not satisfied with the disposition of the grievance in Step 1, or if no solution has been agreed to within the time limits contained in Step 1, then the grievant may, within an additional seven (7) days, present the grievance in writing to the Township Administrator.

Within ten (10) calendar days of receipt of such grievance, the Township Administrator shall meet with the grievant, the grievant's designated Association representative(s) and the grievant's supervisor to discuss the issue(s). The grievant and the designated Association representative(s) shall suffer no loss of pay or benefits for time lost from scheduled work in order to attend a grievance meeting held pursuant to Step 2.

The Township Administrator shall render a written decision within fourteen (14) calendar days of the meeting held pursuant to Step 2.

STEP 3. ARBITRATION

If the grievant(s) is not satisfied with the disposition of the grievance in Step 2, or if there is no timely decision, the grievant may submit the grievance to arbitration. The grievant must submit to the agency indicated below and notify the Township in writing of such submission within thirty (30) calendar days of receiving the decision of the Township Administrator.

The arbitrator shall be chosen pursuant to the rules of the Public Employment Relations Commission. The arbitrator shall be bound by this agreement. The cost of the arbitrator shall be borne by the losing party and the decision of the arbitrator shall be final and binding on the parties.

The grievant, the designated Association representative(s) and witnesses subject to this agreement shall suffer no loss of pay or benefits for time lost from scheduled work in order to appear at an arbitration held pursuant to Step 3.

The failure, of -the grievant or the Association to adhere to the time requirements set forth in this grievance procedure shall constitute a waiver of the grievance. The procedure and mechanism set forth in this Article shall constitute the exclusive procedure between the parties for the resolution of any and all grievances.

ARTICLE XVI

LIFE INSURANCE

A. Employees covered under this agreement shall have life insurance as allowed by the Police and Firemen's Retirement System as may be required by law.

ARTICLE XVII

FALSE ARREST AND LIABILITY INSURANCE

A. The Township shall procure, maintain and provide for all employees of the Police Department professional liability insurance coverage, at no expense to the employee, to include but not be limited to, libel, slander, defamation, or right of privacy, occupancy, or false arrest, detention or imprisonment, malicious prosecution or assault.

1. Such insurance shall be provided by a primary policy provided by the Mid Jersey Joint Insurance Fund in the minimum amount of one hundred thousand dollars (\$100,000.00) per occurrence.

2. Such insurance shall be in the amount of two million dollars (\$2,000,000.00) minimum under the Excess Liability portion of the Township insurance policy obtained through the Mid Jersey Joint Insurance Fund.

B. The PBA will be given a master copy of each annual policy obtained by the Township to meet its coverage obligations under this Article.

C. The Township of Colts Neck may change insurance carriers, or enter into a partial or complete self-insurance program, at its option, subject to substantially similar benefits being provided.

ARTICLE XVIII

HEALTH AND DENTAL INSURANCE PLANS

A. The Township will provide health insurance coverage as described in general terms herein and in accordance with the Plan Document and Summary Plan Description effective September 1, 1997 and revised August 1, 2015.

B. Except as otherwise mandated below or by applicable statute, the Township will provide for full-time employees, health insurance coverage as described in general terms herein and of a quality and containing a series of benefits at least equal to those provided by the Township of Colts Neck and described by the "Plan Document and Summary Plan Description effective September 1, 1997 and revised August 1, 2015". Employees shall pay a portion of the premium cost of health care coverage in accordance with the contribution grids detailed in Exhibit A attached hereto.

1. The Group Plan Provisions shall be revised, effective January 1, 2018, so as to incorporate the schedule of benefits set forth in Exhibit B.

C. The Township will provide to full-time employees dental insurance coverage pursuant to the Delta Dental Plan, Group No. 1440-0002, or an equivalent program of such benefits

D. The Township may change insurance carriers, or enter into a partial or complete self-insurance program, at its option, subject to substantially similar benefits being provided.

E. Employees hired prior to January 1, 2018, shall be eligible to participate in a “voluntary waiver” program which allows for employees who have alternate health insurance coverage to receive payment in lieu of health insurance as follows:

Single Coverage	\$2,000 per year
Husband/Wife Coverage	\$2,500 per year
Family Coverage	\$3,000 per year

Employees hired on or after January 1, 2018 are not eligible to participate in this voluntary waiver program.

F. In the event a current employee (i.e. an officer hired before January 1, 2018) declines health care coverage from the Township and, thereafter, opts to renew said coverage, he/she shall be entitled to the coverages applicable to “Existing Employees” and with no penalty and at the same rates of existing employees.

ARTICLE XIX
MANAGEMENT RIGHTS

A. It is the right of the Township of Colts Neck, through and by the Chief of Police, or his designee, to determine the standards of service to be offered by its Police Department, determine the standards of selection for employment in the Police Department, direct its employees, take disciplinary action, relieve a police employee from duty because of lack of work or any legitimate reason, maintain the status of operations, determine the methods, means and personnel by which its operations are to be conducted, determine the content of job classifications, schedule the hours, take all necessary action to perform its obligation in emergencies, and exert complete control and have discretion over its organization and the technology required for performance, except as specifically modified or defined by specific provisions of this Agreement.

ARTICLE XX
UNPAID LEAVE OF ABSENCE

A. At the discretion and the approval of the Colts Neck Township Committee, any employee may be granted a leave of absence without pay.

B. An employee on leave of absence without pay, except military leave, does not accrue vacation leave, sick leave, or any other benefits. No payments will be made to any pension plan or health plan during this leave of absence, however, unless the employee agrees to bear the costs.

C. A leave of absence shall not exceed ninety (90) calendar days in length, after which it may be reconsidered and any requested extension may either be granted or denied.

D. Employees are required to notify the Employer of the anticipated date of return, as soon as such date is known to the employee, but in no event less than thirty (30) calendar days prior to such date. Failure to return on such date without notice shall be considered a voluntary resignation.

E. The Employer shall have the sole discretion in matters of leaves of absence and each decision made shall be on its own merits. In no event shall the decision whether or not to grant a leave be precedential as to any other decision regarding a leave, nor shall denial be the subject of a grievance.

ARTICLE XXI
MILITARY LEAVE

A. Military Leave shall be provided in accordance with applicable State and/or Federal Laws.

ARTICLE XXII

NONDISCRIMINATION

A. Neither the Employer nor the Association shall discriminate against any employee because of race, creed, religion, color, age, sex, sexual orientation, disability or national origin.

ARTICLE XXIII
NO STRIKE PLEDGE

A. The Association covenants and agrees that during the “term of this Agreement” and during negotiations of a Successor Agreement, neither the Association nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty or willful absence of any employee from his position, or stoppage of work, or abstinence in whole or in part from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the Employer or any of its employees. The Association agrees that such action would constitute a material breach of this Agreement.

B. The Association agrees that it will take all reasonable action to prevent its members from participating in a strike, work stoppage, slowdown or other activity aforementioned, including within twenty-four (24) hours of the actions publicly disavowing the action, and advising the Employer, in writing, that the Association did not call for or sanction the action. The Association shall also notify the employees of its disapproval of the action and advise them, in writing, to immediately cease and return to work immediately.

ARTICLE XXIV

SAFETY COMMITTEE

A. The Township agrees to establish a Safety and Equipment Committee, with representatives from the PBA and the Township. This committee shall meet as regularly as needed to discuss and review matters of mutual concern involving employee safety concerns related to the Colts Neck Police Department.

ARTICLE XXV

MILEAGE ALLOWANCE

A. At any time that an employee is required to utilize his personal vehicle on Township business, he shall be reimbursed in accordance with the mileage allowance set by the IRS.

ARTICLE XXVI
EMERGENCY CLOSING

A. It is expressly understood that should the Municipal Building or any individual Facility be closed due to any emergency, that members of this Bargaining Unit shall not receive any form of additional compensation due to such closing. Such emergencies include, but are not limited to, snowstorms, hurricanes, power failures; bomb threats, or fires.

B. The Employer reserves the absolute right and sole discretion to determine whether the Municipal Building or any other Facility shall be closed by reason of emergency.

ARTICLE XXVII
SAVINGS CLAUSE

A. In the event that any provision of this Agreement shall at any time be declared invalid by legislative act, any court of competent jurisdiction or through governmental regulation or decree, such decision shall not invalidate this entire Agreement, it being the express intent of the parties hereto that all other provisions not declared invalid shall remain-in full force and effect.

ARTICLE XXVIII
COMPLETE AGREEMENT, TERM AND RENEWAL

A. This agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.

B. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law from the area of collective bargaining and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

C. The Employer and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waive all bargaining rights, and each agrees that the other shall not be obligated to bargain or negotiate with respect to any subject or matter referred to or covered in this Agreement, or with respect to any matter or subject not specifically referred to or covered in this Agreement even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

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

E. The employer will not change or modify any negotiated term of employment during the term of this Agreement in whole or in part except by an instrument in writing only executed by both parties.

F. This Agreement shall be in full force and effect as of January 1, 2018, and shall remain in effect until December 31, 2021. This Agreement shall continue in full force and effect during negotiations for a new successor Agreement unless both parties agree to a change, modification, or termination of any provision in writing and signed by their respective authorized representatives.

IN WITNESS WHEREOF, the undersigned parties hereto have set their hand and seals the date and year set next to their names below.

TOWNSHIP OF COLTS NECK

Date: 2/28/18

By: J.P. Bartolomeo
J.P. Bartolomeo, Mayor

Attested:

Beth Kara
Beth Kara, Municipal Clerk

TOWNSHIP OF COLTS NECK
PBA LOCAL 333

Date: 2/28/2018

By: Richard Zarillo
Richard Zarillo

Attested:

Morgan Savage
Morgan Savage

Exhibit A

HEALTH BENEFITS CONTRIBUTION FOR SINGLE COVERAGE (PERCENTAGE OF PREMIUM)*

Salary Range	Four Year Phase-In <i>Use dates indicated or as otherwise determined by contract</i>			
	Year 1 July 2011 to June 2012	Year 2 July 2012 to June 2013	Year 3 July 2013 to June 2014	Year 4 July 2014 and after
less than 20,000	1.13%	2.25%	3.38%	4.50%
20,000-24,999.99	1.38%	2.75%	4.13%	5.50%
25,000-29,999.99	1.88%	3.75%	5.63%	7.50%
30,000-34,999.99	2.50%	5.00%	7.50%	10.00%
35,000-39,999.99	2.75%	5.50%	8.25%	11.00%
40,000-44,999.99	3.00%	6.00%	9.00%	12.00%
45,000-49,999.99	3.50%	7.00%	10.50%	14.00%
50,000-54,999.99	5.00%	10.00%	15.00%	20.00%
55,000-59,999.99	5.75%	11.50%	17.25%	23.00%
60,000-64,999.99	6.75%	13.50%	20.25%	27.00%
65,000-69,999.99	7.25%	14.50%	21.75%	29.00%
70,000-74,999.99	8.00%	16.00%	24.00%	32.00%
75,000-79,999.99	8.25%	16.50%	24.75%	33.00%
80,000-94,999.99	8.50%	17.00%	25.50%	34.00%
95,000 and over	8.75%	17.50%	26.25%	35.00%

* Member contribution is a minimum of 1.5% of base salary towards Health Benefits

**HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE
(PERCENTAGE OF PREMIUM)***

Salary Range	Four Year Phase-In			
	<i>Use dates indicated or as otherwise determined by contract</i>			
	Year 1 July 2011 to June 2012	Year 2 July 2012 to June 2013	Year 3 July 2013 to June 2014	Year 4 July 2014 and after
less than 25,000	0.75%	1.50%	2.25%	3.00%
25,000-29,999.99	1.00%	2.00%	3.00%	4.00%
30,000-34,999.99	1.25%	2.50%	3.75%	5.00%
35,000-39,999.99	1.50%	3.00%	4.50%	6.00%
40,000-44,999.99	1.75%	3.50%	5.25%	7.00%
45,000-49,999.99	2.25%	4.50%	6.75%	9.00%
50,000-54,999.99	3.00%	6.00%	9.00%	12.00%
55,000-59,999.99	3.50%	7.00%	10.50%	14.00%
60,000-64,999.99	4.25%	8.50%	12.75%	17.00%
65,000-69,999.99	4.75%	9.50%	14.25%	19.00%
70,000-74,999.99	5.50%	11.00%	16.50%	22.00%
75,000-79,999.99	5.75%	11.50%	17.25%	23.00%
80,000-84,999.99	6.00%	12.00%	18.00%	24.00%
85,000-89,999.99	6.50%	13.00%	19.50%	26.00%
90,000-94,999.99	7.00%	14.00%	21.00%	28.00%
95,000-99,999.99	7.25%	14.50%	21.75%	29.00%
100,000-109,999.99	8.00%	16.00%	24.00%	32.00%
110,000 and over	8.75%	17.50%	26.25%	35.00%

*Member contribution is a minimum of 1.5% of base salary towards Health Benefits

**HEALTH BENEFITS CONTRIBUTION FOR
MEMBER/SPOUSE/PARTNER OR PARENT/CHILD COVERAGE
(PERCENTAGE OF PREMIUM)***

Salary Range	Four Year Phase-In <i>Use dates indicated or as otherwise determined by contract</i>			
	Year 1 July 2011 to June 2012	Year 2 July 2012 to June 2013	Year 3 July 2013 to June 2014	Year 4 July 2014 and after
less than 25,000	0.88%	1.75%	2.63%	3.50%
25,000-29,999.99	1.13%	2.25%	3.38%	4.50%
30,000-34,999.99	1.50%	3.00%	4.50%	6.00%
35,000-39,999.99	1.75%	3.50%	5.25%	7.00%
40,000-44,999.99	2.00%	4.00%	6.00%	8.00%
45,000-49,999.99	2.50%	5.00%	7.50%	10.00%
50,000-54,999.99	3.75%	7.50%	11.25%	15.00%
55,000-59,999.99	4.25%	8.50%	12.75%	17.00%
60,000-64,999.99	5.25%	10.50%	15.75%	21.00%
65,000-69,999.99	5.75%	11.50%	17.25%	23.00%
70,000-74,999.99	6.50%	13.00%	19.50%	26.00%
75,000-79,999.99	6.75%	13.50%	20.25%	27.00%
80,000-84,999.99	7.00%	14.00%	21.00%	28.00%
85,000-99,999.99	7.50%	15.00%	22.50%	30.00%
100,000 and over	8.75%	17.50%	26.25%	35.00%

*Member contribution is a minimum of 1.5% of base salary towards Health Benefits

Exhibit B

Plan Provisions	Existing Employee Proposal - New Employee Buy Up Option Two		New Employee - Buy Up Option One		New Employee Basic Plan	
	in-network	out-of-network	in-network	out-of-network	in-network	out-of-network
Plan Provisions						
Annual Deductible	\$300/\$600	\$800/1,600	\$1,200/\$2,400	\$1,600/3,200	\$0	not covered
Coinsurance	100%	60%	80%	60%	\$0	not covered
Out-of-Pocket Maximum	\$800/\$1,200	\$4,500/\$8,500	\$3,200/\$4,800	\$9,000/\$17,000	\$0	not covered
Hospital Services						
Emergency Room (True Medical Emergency)	100%	100%	100%	100%	100% after \$25 copay	100% after \$25 copay
Inpatient Services						
room and board	100%	60% after deductible	80%	60% after deductible	100%	not covered
physician services	100%	60% after deductible	80%	60% after deductible	100%	not covered
Outpatient Services						
facility	100%	60% after deductible	80%	60% after deductible	100%	not covered
physician services	100%	60% after deductible	80%	60% after deductible	100%	not covered
Extended Care/Skilled Nursing						
facility	100%	60% after deductible	80%	60% after deductible	100%	not covered
physician services	100%	60% after deductible	80%	60% after deductible	100%	not covered
Physician Services						
Office Visits	100% after Ded	60% after deductible	80% after Ded	60% after deductible	\$25 copay (PCP)	not covered
Office Visits-Specialist	100% after Ded	60% after deductible	80% after Ded	60% after deductible	\$25 copay	not covered
Maternity Care	100% after Ded	60% after deductible	80% after Ded	60% after deductible	\$25 copay (1st visit only)	not covered
Chiropractic Services	80% after Ded	deductible	80% after Ded	deductible	\$25 copay	not covered
Allergy Testing & Injections	100% after Ded	60% after deductible	80% after Ded	60% after deductible	\$25 copay	not covered